



NILOTPAL (NEAL) JHA

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EMPLOYMENT & EDUCATION:

Aug 2024 – **Research Fellow | National University of Singapore (NUS) Singapore**
with Prof. Sandy Lim on mistreatment and harassment

Oct 2025 – **Research Fellow | Singapore Management University (SMU) Singapore**
with Prof Michael Schaerer on gender gap in the workplace

Aug 2023 – **Lecturer (Adjunct) | Singapore Management University (SMU) Singapore**
(separate) courses on Ethics, Negotiations, Wellbeing and Social Inequality

2019 – 2024 **Ph.D. | Singapore Management University (SMU) Singapore**
Organisational Behaviour and Human Resources
Dissertation: impact of workplace interactions on wellbeing and engagement

2010 – 2014 **Bachelors | Nanyang Technological University (NTU) Singapore**
Major | Electrical & Electronic Engineering; Minor | Economics
Thesis: Contra-wound helix for reduced backward-wave oscillation

RESEARCH FOCUS:

I study interpersonal workplace relationships, examining how socio-economics, culture, and minority group membership shape interactions and outcomes. I explore this through decision-making, mental models, and emotional dynamics underlying these relationships, and how they connect to wellbeing at work. I take an interdisciplinary lens, integrating organisational behaviour, child psychology, family studies, and sociology to capture both the complexity and the commonalities of human behaviour across contexts. I also engage in metascience initiatives to enhance the rigour and reproducibility of behavioural research.

PUBLICATIONS:

Reb, J. & **Jha, N.** (2024). Smart heuristics in business relationships: Towards a typology.
Management Decision, 62(11), 3457-3472 <https://doi.org/10.1108/MD-06-2023-1097>

Fiset, J., Bhawe, D. P., & **Jha, N.** (2023). The effects of language-related misunderstanding at work. *Journal of Management*, <https://doi.org/10.1177/01492063231181651>

Tierney, W., Hardy, J., Ebersole, C. R., (...), **Culture and Work Forecasting Collaboration**, Uhlmann, E. L. (2021). A creative destruction approach to replication: Implicit work and sex morality across cultures. *Journal of Experimental Social Psychology*, 93, 104060. <https://doi.org/10.1016/j.jesp.2020.104060> (Member of the Culture and Work Forecasting Collaboration). [*Crowd Project*]

Tierney, W., Hardy, J. H., Ebersole, (...), **Hiring Decisions Forecasting Collaboration & Uhlmann, E. L.** (2020). Creative destruction in science. *Organizational Behavior and Human Decision Processes*, 161, 291–309.
<https://doi.org/10.1016/j.obhdp.2020.07.002> (Member of Hiring Decisions Forecasting

Collaboration). [Crowd Project]

Masters-Waage, T. C., **Jha, N.**, & Reb, J. (2020). COVID-19, Coronavirus, Wuhan Virus, or China Virus? Understanding how to "Do No Harm" when naming an infectious disease. *Frontiers in Psychology*, 11, 561270.
<https://doi.org/10.3389/fpsyg.2020.561270>

PAPERS UNDER REVIEW/CLOSE TO SUBMISSION

Jha, N., Reb, J., Chen, S. & Tian, Y. A construal approach to relational dynamics and well-being. *Preparing for resubmission* (rejected from *Academy of Management Review*) (part of dissertation)

Jha, N. Impact of workplace relationships on well-being. *Preparing for submission* (part of dissertation)

Jha, N. & Reb, J. An integrative review and research agenda on workplace relationships. *Preparing for submission: Academy of Management Annals*

SELECTED WORKING PAPERS:

Working titles; all names not in order of authorship

Post-incivility trust repair (with Lim, S., Lim, A.) *Data collection phase; target: Personnel Psychology*

Workplace socialization processes for persons with disabilities (with Lim, S. Tan, L.) *Data collection phase; target: Personnel Psychology*

Employee socioeconomic background, proactivity, and inequality reproduction: A psychological resource perspective (with Zhao, N., Pitesa, M., Nai, J., & Tangirala, S.) *Manuscript writing; target: Journal of Applied Psychology*

CONFERENCES:

2025 Personality Matters: How Agreeableness and Extraversion Shape Trust Repair Preferences After Incivility. *American Psychological Science (APS) Annual Convention, Washington, DC*

2023 Communicating effectively in workplace relationships. *Singapore Rising Scholars Conference, Singapore*

2023 Communicating effectively in workplace relationships. *EGOS Colloquium, Cagliari, Italy*

2023 Workplace relationships & well-being. *AoM Proceedings, Boston, MA*

AWARDS & GRANTS:

2025- Workforce Development Applied Research Fund (WDRAF) with Lim, S & Lim, A. (S\$611,000): 'An exploratory investigation of persons with disabilities' workforce and CET participation'

2023 – 2024 Lim Kim San Fellowship, Singapore Management University (S\$3,500)

2023 ABRI Grant with Reb, J.: 'Workplace relationships shaping employee outcomes via mindfulness' (S\$8,800)

2019 – 2023 Lee Kong Chian School of Business Full Doctoral Scholarship, Singapore Management University

2022 ABRI Grant with Pitesa, M.: 'Socio Economic background and work

- behaviours: A cross cultural understanding' (S\$13,870)
- 2022 SMU Three Minute Thesis (3MT) Winner: 'Collective strength of fringe ties'
- 2020 ASEAN Business Research Initiative (ABRI) Grant with Bhavé, D. P.: 'Privacy Concerns in Telecommuting and its Impact on Employees' Well-Being, Performance and Intentional Disclosure' (S\$7,400)
- 2010 – 2014 Singapore Airlines – Neptune Orient Lines Undergraduate Scholarship

TEACHING EXPERIENCE:

- 2025- Lecturer, Ethics in Organizations: [UG course]
(T1 AY2025/26) in progress
- 2025- Lecturer, Big Questions: Wealth & Poverty: [UG course]
(T1 AY2025/26) in progress
- 2025 Lecturer, Ethics in Organizations: [UG course]
(T2 AY2024/25) Evaluation: 6.65/7.0 **[Dean's Teaching Honor List, Outstanding Adjunct Nominee]**
- 2025 Lecturer, Big Questions: Happiness & Suffering: [UG course]
(T2 AY2024/25) Evaluation: 6.55/7.0
- 2023 Instructor, Negotiating in Management and Business: [UG course]
(T1 AY2023/24) Evaluation: 6.4/7.0
- 2023 Guest Lecture, Psychology of Managerial Decision Making [UG course]
Evaluation: 6.6/7.0
- 2021 – 2024 Teaching Assistant
- Negotiating in Business [UG, PG course]
 - Organizational Behaviour 101 [UG course]
 - Analytics and Research for Management Insights [PG course]
 - Ethics in Organizations [UG course]

PROFESSIONAL SERVICE:

- 2025 – Ad-hoc reviewer for Journal of Social & Personal Relationships (JSPR)
- 2025 Ad-hoc reviewer for Mind & Society (M&S)
- 2022 Ad-hoc reviewer for Academy of Management Review (AMR)
- 2023 Reviewer for Academy of Management Conference 2023 OB, MOC
- 2021 Reviewer for Academy of Management Conference 2021 OB, MOC

CORPORATE ENGAGEMENTS:

- 2024 – Working with organizations and individuals through my consulting company [Humanaissance Initiative \(HI\)](#) on improving internal conversations and negotiation skills. [LinkedIn](#) and [Blog](#).

INDUSTRY EXPERIENCE:

- 2017 – 2019 **Sales & Marketing | South32 Singapore**
Managed Sales & Purchase commodities contracts - US\$300+ mil. p.a.
- 2014 – 2017 **Strategic Sourcing | Rio Tinto Singapore**
Managed sourcing of carbon products - US\$ 60+ mil. p.a.