



NILOTPAL (NEAL) JHA

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EDUCATION:

2024 (expected)	Ph.D. Singapore Management University (SMU) Singapore <i>Doctoral Candidate / Organisational Behaviour and Human Resources</i>
2014	Bachelors Nanyang Technological University (NTU) Singapore <i>Major / Electrical & Electronic Engineering; Minor / Economics</i>

RESEARCH FOCUS:

I study workplace relationships, focussing on relational distance and currently exploring interpersonal mindfulness as a mediator to shape outcomes of these relationships at work. I am also interested in meta science initiatives.

PUBLICATIONS:

Fiset, J., Bhave, 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. H., Ebersole, C. R., Leavitt, K., Viganola, D., Clemente, E. G., Gordon, M., Dreber, A., Johannesson, M., Pfeiffer, T., **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).

PAPERS UNDER REVIEW/CLOSE TO SUBMISSION:

Close to submission projects anticipated to be under review by October 2023

Jha, N. & Reb, J. A conceptual framework of workplace relationships and employee outcomes. *Preparing for submission: Academy of Management Review*

Jha, N. & Reb, J. An integrative review and research agenda on workplace relationships. *Proposal under review: Journal of Management*

Tierney, W., Cyrus-Lai, W., **Gender and Emotion Forecasting Collaboration**, & Uhlmann, E.L. Who respects an angry woman? A systematic crowdsourced re-examination of the relationships between gender, emotion expression, and status conferral. *Under review: Journal of Applied Psychology* (Member of Gender and Emotion Forecasting Collaboration)

SELECTED WORKING PAPERS:

Working titles; all names not in order of authorship

Interpersonal outcomes of mindfulness in relationships (empirical project with Reb, J.).

Advanced data collection; target journal: Journal of Applied Psychology

Cyrus-Lai*, W., **Jha***, N., Schaerer, M., van Aert, R., van Assen, M., & Uhlmann, E.L. On the power of culture: Assessing the likelihood of drawing false inferences from cross-cultural experiments in the organizational literature. *Preparing for submission: Journal of Applied Psychology.*

**Denotes equal contribution*

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

Employee socioeconomic background and performance in interdependent work: Implications for career success (with Zhao, N., Pitesa, M., Nai, J., & Tangirala, S.) *Manuscript preparation; target journal: Academy of Management Journal*

OTHER PROJECTS/PUBLICATIONS:

Includes non-management journals

Reb, J. & **Jha, N.** Smart Heuristics for Successful Business Relationships. *Invited for resubmission: Management Decision*

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>

Tierney, W., Hardy, J., Ebersole, C. R., Viganola, D., Clemente, E. G., Gordon, M., Hoogeveen, S., Haaf, J., Dreber, A., Johannesson, M., Pfeiffer, T., Huang, J. L., Vaughn, L. A., DeMarree, K., Igou, E. R., Chapman, H., Gantman, A., Vanaman, M., Wylie, J., Storbeck J., Andreychik, M. R., McPhetres, J., **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).

CONFERENCES:

- 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 (symposium paper). *AoM Meeting, Boston, MA*

AWARDS & GRANTS:

- 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 Bhawe, 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 Full Scholarship

TEACHING EXPERIENCE:

- 2023 Guest Lecture, Psychology of Managerial Decision Making [UG course]
Evaluation: 6.6/7.0
- 2023 Instructor, Negotiating in Management and Business: [UG course]
(T1 AY2023/24)
- 2021 – 2023 Teaching Assistant
- Negotiating in Business [UG, PG course]
 - Organizational Behaviour 101 [UG course]
 - Analytics and Research for Management Insights [PG course]

PROFESSIONAL SERVICE:

- 2022 – Ad-hoc reviewer for Academy of Management Review
2023 Reviewer for Academy of Management Conference 2023 OB, MOC Divisions
2021 Reviewer for Academy of Management Conference 2021 OB, MOC Divisions

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.