

**Sushil S. Nifadkar, Ph.D.**

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**Education**

Ph.D., Department of Management, Arizona State University, United States  
M.B.A., University of Lucknow, India  
B.A., University of Delhi, India

**Work Experience**

1. Associate Professor and Associate Department Head, Mike Cottrell College of Business, University of North Georgia
2. Associate Professor (Limited Term), Coles College of Business, Kennesaw State University (2020-2021)
3. Lecturer of Management, College of Business, University of Nebraska-Lincoln (2019-2020)
4. Assistant Professor, J. Mack Robinson College of Business, Georgia State University, United States (2012-2019)
5. Assistant Professor, Haskayne School of Business, University of Calgary, Calgary, Canada (2009-2012)

**Research Interests**

1. Leader behavior
2. Newcomer adjustment/organizational socialization
3. Employee health and wellness
4. Conflict and counterproductive work behaviors
5. International management/cross-cultural issues

**Ph.D. Teaching Experience**

1. Application of SEM in Organizational Research
2. Surveys, Qualitative Studies, and Construct Validity
3. Mixed-Method Studies in Organizational Research
4. Designing Research Instrument
5. Use of Theory, Model Building, and Hypothesis Development
6. Research Design
7. Doctoral workshops on OB Research

## Graduate Teaching Experience

1. Management analytics for leaders (in-person)
2. Managing people at work (in-person)
3. Organizational behavior (in-person)
4. Human resource management (in-person)
5. International management/cross-cultural issues (in-person)
6. International entrepreneurship (in-person)
7. International business (in-person)

## Undergraduate Teaching Experience

1. Introduction to management (Online, asynchronous, 350+ students)
2. Human resource management (online, synchronous)
3. Organizational behavior (in-person)
4. Compensation and reward system (online, synchronous)
5. Selection of human resources (online, synchronous)
6. Cross-cultural issues in management (in-person)
7. International business (in-person)

## Publications

### Refereed Scholarly Journals

1. **Nifadkar, S. S. & Bhagavatula, S.** 2020. Online health behavior: Antecedents and outcomes of employee participation in an organization's online health program. *Personnel Psychology*. In press.
2. **Nifadkar, S. S.** 2020. Filling in the “blank slate”: Examining newcomers’ schemas of supervisors during organizational socialization. *Journal of Management*. 46: 666-693.
3. **Nifadkar, S. S., Wen, W., & Gu, Q.** 2019. Supervisors’ work-related and non-work information sharing: Integrating research on information sharing, information seeking, and trust using self-disclosure theory. *Personnel Psychology*, 72: 241-269 The first two authors contributed equally.  
\*Cited as an exemplar in Cortina et al., 2020, *Journal of Applied Psychology*
4. Ellis, A. M., **Nifadkar, S. S.**, Bauer, T. N., & Erdogan, B. 2017. Newcomer adjustment: Examining the role of managers’ perception of newcomer proactive behavior during organizational socialization. *Journal of Applied Psychology*, 102: 993-1001  
\*Best Paper proceedings, Academy of Management conference, 2017
5. **Nifadkar, S. S., & Bauer, T. N.** 2016. Breach of belongingness: Newcomer relationship conflict, information, and task-related outcomes during organizational socialization. *Journal of Applied Psychology*, 101: 1-13.  
\*Lead article

6. **Nifadkar, S. S., Tsui, A. S., & Ashforth, B. E.** 2012. The way you make me feel and behave: Newcomer affect and approach-avoidance behavior toward the supervisor. *Academy of Management Journal*, 55: 1146-1168.
7. Tsui, A. S., **Nifadkar, S. S., & Ou, A. Y.** 2007. Cross-national, cross-cultural organizational behavior research: Advances, gaps, and recommendations. *Journal of Management*, 33: 426-478.  
\*Winner of the *Journal of Management Best Paper Award, 2012*

### **Books and Monographs**

1. Tsui, A. S., **Nifadkar, S. S., & Ou, A. Y.** 2009. Nagging problems and modest solutions in cross-cultural research: Illustrations from organizational behavior literature. In R. S. Wyer, C. Chiu, and Y. Y. Hong (Eds.), *Understanding Culture: Theory, Research, and Application*: 163-186. New York: Psychology Press.

### **Refereed Conference Proceedings**

1. Ellis, A. M., **Nifadkar, S. S., Bauer, T. N., & Erdogan, B.** 2017. Examining the role of managers' perception of newcomer proactive behavior during organizational socialization, *Academy of Management Best Paper Proceedings*: 10592.
2. Kim, H., **Nifadkar S. S., & Kim, H.** 2014. Option exercise decision making under the shadow of the past: The case of international joint ventures. *Academy of Management Best Paper Proceedings*: 12194.  
\* **Best Paper Award finalist, Academy of Management IM Division**

### **Non-Refereed and Other Publications**

1. Dalela, V. & **Nifadkar, S. S.** 2020. Conscious customers and COVID-19. *California Management Review Insights*.
2. Ellis, A. M., **Nifadkar, S. S., Bauer, T. N., & Erdogan, B.** 2017. Your new hires won't succeed unless you onboard them properly. *Harvard Business Review Ascend*.
3. **Nifadkar, S. S., & Tsui, A. S.** 2007. "Great Minds in Management" by Ken G. Smith and Michael Hitt (Eds.), Oxford, UK: Oxford University Press, 2005. *Academy of Management Review*, 32: 298-303. [Book review.]

### **Papers Presented at Professional Meetings**

1. **Nifadkar, S. S.** 2019. Supervisors' affective and cognitive communication with newcomers during organizational socialization: Effect on newcomers' political and task information seeking. *Academy of Management Meetings*, Boston.
2. **Nifadkar, S. S. & Wu, W.** 2019. Supervisors' resentment during organizational socialization: Effects on newcomers' adjustment. *Academy of Management Meetings*, Boston.

3. **Nifadkar, S. S.** 2018. Supervisors' schemas: Influence on newcomers' adjustment during organizational socialization. *Academy of Management Meetings*, Chicago.
4. Ellis, A. M., **Nifadkar, S. S.**, Bauer, T. N., & Erdogan, B. 2017. Examining the role of managers' perception of newcomer proactive behavior during organizational socialization, *Academy of Management Meetings*, Atlanta.  
**\*Best Paper Proceedings, Academy of Management OB Division.**
5. **Nifadkar S. S.**, & Bauer, T. N. 2015. Breach of Belongingness: Newcomer Relationship Conflict, Information, and Task-Related Outcomes. *Academy of Management Meetings*, Vancouver, Canada.
6. Kim, H., **Nifadkar S. S.**, & Kim, H. 2014. Option exercise decision making under the shadow of the past: The case of international joint ventures. *Academy of Management Meetings*, Philadelphia.  
**\*Best Paper Proceedings, Academy of Management IM Division.**  
**\*Best Paper Award Finalist, Academy of Management IM Division.**
7. Liu, L.A. & **Nifadkar, S. S.** 2013. Communicate to overcome the tyranny of political wisdom: A multicultural framework. *Academy of Management Meetings*, Orlando.
8. **Nifadkar, S. S.** 2012. How does intragroup relationship conflict drive newcomer passivity and escape: A multilevel model. *Academy of Management Meetings*, Boston.
9. **Nifadkar, S. S.** 2011. Cognitive reappraisal and newcomer performance: Roles of social adjustment, psychological safety, and communication frequency. *Academy of Management Meetings*, San Antonio.
10. **Nifadkar, S. S.**, & Ashforth, B. E. 2008. Ties that (emotionally) bind: Toward a general model of emotional involvement in organizations. *Academy of Management Meetings*, Anaheim.
11. **Nifadkar, S. S.**, & Corley, K. G. 2007. Emotions research: Pushing theoretical and empirical frontiers. Co-Chair and organizer for the symposium sponsored by the Organizational Behavior, Human Resource Management, and Managerial and Organizational Cognition divisions. *Academy of Management Meetings*, Philadelphia.
12. **Nifadkar, S. S.** 2007. Emotional potential: An evolutionary perspective. Paper presented as part of the above symposium. *Academy of Management Meetings*, Philadelphia.
13. **Nifadkar, S. S.**, & Corley, K. G. 2007. Emotional involvement: Conceptualization and organizational implications. *Academy of Management Meetings*, Philadelphia.
14. **Nifadkar, S. S.**, & Ou, A. Y. 2007. Cross-national cross-cultural organizational behavior research: Advances, gaps, and recommendations. *Academy of Management Meetings*, Philadelphia.

15. **Nifadkar, S. S.**, Wu, J. B., Hom, P. W., & Tsui, A. S. 2006. Peeping into the “black box”: Mediating effects of social and economic exchange perceptions on the relationship between organizational rewards and organizational attachment. *Academy of Management meetings*, Atlanta.
16. **Nifadkar, S. S.**, & Tsui, A. S. 2005. Managerial endorsement of corporate social responsibility and organizational corruption: Personal values or situational strength? *Academy of Management meetings*, Hawaii.
17. Cardy, R. L., Miller, J. S., & **Nifadkar, S. S.** 2005. Customer driven HRM: A consideration of criteria. *SIOP conference*, Los Angeles.

### **Editorial Board Membership and Reviewing**

1. Editorial Board Member, Personnel Psychology
2. Editorial Board Member, Journal of Business Research
3. Ad hoc Reviewer, Academy of Management Review
4. Ad hoc Reviewer, Journal of Applied Psychology
5. Ad hoc Reviewer, Organization Science
6. Ad hoc Reviewer, Personnel Psychology
7. Ad hoc Reviewer, Journal of International Business Studies
8. Ad hoc Reviewer, Journal of Small Business Management
9. Ad hoc Reviewer, Academy of Management conferences
10. Ad hoc Reviewer, Academy of International Business
11. Ad hoc Reviewer, Canadian Social Sciences and Humanities Research Council

### **Service Activities in Academic and Professional Organizations**

1. Discussant, Symposium on newcomer socialization, Academy of Management, OB Division, 2020. [By invitation.]
2. Discussant, Paper presentation session on mindfulness and emotions, Academy of Management MOC Division, 2019. [By invitation.]
3. Chair, Paper presentation session on newcomer adjustment, Academy of Management OB Division, 2019. [By invitation.]
4. Facilitator, Academy of Management OB Division’s Research Roundtable Forum (Cross-Cultural and International OB table), 2019. [By invitation.]
5. Chair, Paper presentation session on newcomer adjustment, Academy of Management OB Division, 2018. [By invitation.]
6. HR Division Early Faculty Consortium, Academy of Management Meetings, 2018, Chicago.
7. Speaker at Indian Academy of Management Professional Development Workshop, 2011-2018. [By invitation.]
8. OB Division Junior Faculty Workshop, Academy of Management Meetings, 2011, San Antonio
9. Speaker at New Doctoral Student Consortium, Academy of Management meetings, Philadelphia, 2007. [By invitation.]
10. OB Division Doctoral Consortium, Academy of Management meetings, Philadelphia, 2007.

11. HR Division Doctoral Consortium, Academy of Management meetings, Atlanta, 2006.
12. New Doctoral Student Consortium, Academy of Management meetings, Hawaii, 2005.

### **Service Activities Internal to University**

1. Member, GSU IIB Research Committee
2. Member, GSU RCB Committee for designing BUSA 4000
3. Member, People at Work research group, GSU RCB
4. External committee member for Nikoo Sabzevar, Master's student, Schulich School of Engineering, University of Calgary
5. External committee member for Tom Howe, Master's student, Schulich School of Engineering, University of Calgary
6. Member, Undergraduate Program Review Committee, Haskayne School of Business, University of Calgary, 2011  
Member, HROD Recruiting Committee, Haskayne School of Business, University of Calgary, 2010

### **Funding**

1. Dean's Research Grant, 2009-2012, University of Calgary
2. GPSA Dissertation Research Grant, 2008, Arizona State University
3. Department of Management dissertation research grant, 2008, Arizona State University
4. University Graduate Fellowship Summer Grant, 2008, Arizona State University
5. University Graduate Fellowship Summer Grant, 2007, Arizona State University

### **Invited Research Presentations**

1. Indian Institute of Technology, Mumbai, India
2. Indian Institute of Management, Bangalore, India
3. International Institute of Management Studies, Pune, India
4. National University of Singapore, Singapore
5. Nanyang Technological University, Singapore
6. University of Calgary, Canada
7. University of Nebraska-Lincoln, United States
8. Purdue University, United States
9. Georgia State University, United States
10. Oakland University, United States
11. University of North Georgia, United States
12. Kennesaw State University, United States

### **Professional Memberships**

1. Academy of Management, OB, HR, and IM divisions
2. Indian Academy of Management (INDAM)

### **Awards**

1. Best Paper Proceedings, Academy of Management OB division, 2017

2. Best Paper Proceedings, Academy of Management IM division, 2014
3. Best Paper Award finalist, Academy of Management IM division, 2014
4. Journal of Management Best Paper Award 2012
5. Outstanding Reviewer Award, Academy of Management, 2006

### **Industry Experience**

CMC Ltd., New Delhi and Pune, India (1996-2004). CMC Ltd., a part of TATA Group, is a leading Information Technology services company in India. Worked in the areas of IT Business Development and Project Management. Managed numerous large-scale IT projects and led large project implementation teams. Conducted executive development programs and training programs on TQM and ISO 9000.

### **Accessibility Statement**

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