

## **DEBMALYA MUKHERJEE**

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### **EDUCATION**

**PhD**, The University of Memphis (Major: Business Administration, Concentration: Strategic Management)

**Dissertation Title:** Business Process Outsourcing: Antecedents and Performance Implications. This dissertation has won the Morton Dissertation Award (University of Memphis) 2008. Each year the Graduate School awards approximately 100 doctorate degrees. Two winners are selected by faculty from across the university for the Morton Thesis/Dissertation Award.

**M.B.A.**, Ohio University, 2003.

**L.L.B.**, University of Calcutta, India, 2000.

### **ACADEMIC EXPERIENCE**

- **Assistant Professor**, The University of Akron, Department of Management (2008- Present)
- **Research Assistant**, Wang Center for International Business Education and Research (CIBER), The University of Memphis (Summer 2004- Summer 2008)
- **Research Assistant**, Department of Management, The University of Memphis (Fall 2003 –Spring 2004)
- **Research Assistant**, College of Business, Ohio University ( Fall 2002- Summer, 2003)

### **PROFESSIONAL EXPERIENCE**

- Worked as a ‘Corporate Attorney’ in the High Court at Calcutta, India (1998-2002)
- Worked as a consultant for a large kitchen manufacturer in Italy (OIKOS CUCINE), Summer 2003

### **RESEARCH INTERESTS**

- Offshoring strategy and organizational Performance
- Competing through disintegration and focus strategy
- Emerging economies and emerging market firms, business groups
- New organizational forms and virtual teams

## REFEREED PUBLICATION (S)

Kedia, B.L., Mukherjee, D. Understanding Offshoring: A Research Framework Based on Disintegration, Location and Externalization Advantages, Journal of World Business, In Press.

Kedia, B.L., Mukherjee, D., & Lahiri, S., Indian Business Groups: Evolution and Transformation Asia Pacific Journal of Management, 23: 559-577, December 2006.

Kedia, B.L., Lahiri, S., & Mukherjee, D. *BRIC Economies: Earlier growth constraints, contemporary transformations, and future potential and key challenges*. In S. C. Jain (Ed.) *Emerging Economies and the Transformation of International Business—Brazil, Russia, India, and China*, 2006. Edward Elgar Publishing Ltd.

## WORKING PAPER / UNDER REVIEW

Lahiri, S., Kedia, B.L. & Mukherjee, D. The Effects of Intangible Resources on the Performance of Indian Business Process Outsourcing Providers: The Moderating Role of Management Capability (Under review in Journal of Management Studies).

Nordtvedt, L., Kedia, B.L. & Mukherjee, D., A Model of Successful Cross-Border Knowledge Transfer: Environmental and Firm Level Influences (Working paper, to be submitted to Journal of Management).

Mukherjee, D., Kedia, B. L. & Lahiri, S. Value Creation in Offshoring: Firm Resource Management and the Role of Uncertainty (Working paper, to be submitted to Journal of Management).

Mukherjee, D., Kedia, B.L., & Lahiri, S. Leading Global Virtual Teams: Role of Social, Cognitive and Behavioral Capabilities (Working paper, to be submitted to Journal of Management Studies).

## CONFERENCE PRESENTATIONS & PROCEEDINGS

Billing, T., Mukherjee, D., Lahiri, S., Kedia, B.L. What Determines Top Executive's Commitment towards International Expertise? Exploring Potential Antecedents. To be presented at **Southern Management Association Meeting**, St Pete Beach, 2008.

Kedia, B.L., & Mukherjee, D., Explaining offshoring: A Framework Based on Disintegration, Location and Externalization Advantages, presented at the **Academy of Management Meeting**, Philadelphia, 2007.

Gondo, M., Pohler, D., & Mukherjee, D. The Role of Human Resource Managers in Strategic Human Resource Management and Strategic change, presented at the **Academy of Management Meeting**, Philadelphia, 2007.

Mukherjee, D., Kedia, B.L. A Model of Organizational Identification for Virtual Team Workers: Role of Individualism-collectivism and Uncertainty Avoidance, presented at **Academy of International Business conference**, Indianapolis, 2007.

Billing, T., Lahiri, S., & Mukherjee, D. Acquiring Expertise in International Business: An Examination of Managerial Commitment, presented at the **Academy of International Business Conference**, Beijing, China, 2006.

Mukherjee, D., Kedia, B.L., and Nordtvedt, L., Cross-border Comprehension of Knowledge Transferred: Role of Relationship and Communication Frequency, presented at **Academy of Management meeting**, Atlanta, 2006.

Nordtvedt, L and Mukherjee, D. Environmental Pressure for Learning and Frugality in Cross-border Knowledge Transfer: Role of Focal Firm-IBA Relationship and Communication Frequency, presented at the **Academy of International Business Conference**, Beijing, China, 2006.

Mukherjee, D., Billing, T., Gondo, M. Leadership Capabilities and Virtual Team Phases: A Proposed Research Framework, to be presented at **Southern Management Association Conference**, Clear-Water Beach, Florida, 2006 (**Best doctoral paper in track**).

Billing, T. K., Renn, R. W., Mukherjee, D. Individual Temporal Preferences, Job Temporal Dimensions, and Role Based Stress: A Person Job Fit Perspective, **Southwest Academy of Management**, Oklahoma City, Oklahoma, 2006.

Kedia, B.L., Mukherjee, D., & Lahiri, S. Indian Business Groups: Development, Transformation and Future Challenges. **Asia Pacific Journal of Management (Special Issue) Conference**, Singapore, December, 2005.

Mukherjee, D., Renn, R.W., Kedia, B.L., & Lahiri, S. Development of Interorganizational Trust in Virtual Organizations: An Integrative Framework. **Southern Management Association Meeting Proceedings**, Charleston, SC, November, 2005.

Kedia, B.L., Lahiri, S., & Mukherjee, D. Strategic Leadership and Outsourcing: Towards an Integrative Framework. **Academy of International Business Meeting**, Quebec City, Canada, July, 2005.

Mukherjee, D., and Kedia, B.L. Development of Trust in Virtual Organizations: A Conceptual Framework, **Western Hemispheric Development Challenges in the Global Context Conference**, Texas (A&M) International University, April, 2005.

## **PROFESSIONAL SERVICE**

- Served as Session Chair at Southern Management Association meeting 2008
- Served as reviewer for Academy of Management meeting, 2006-2008
- Served as reviewer for *Journal of Management Studies*
- Served as reviewer for Academy of International Business meeting, 2006-2008
- Session Chair at Academy of International Business meeting, 2007
- Served as reviewer for Southern Management Association meeting, 2005-2008
- Served as reviewer for *Canadian Journal of Administrative Sciences*
- Discussant at Southern Management Association meeting, 2006

## **AWARDS**

- Morton Dissertation Award (2008)
- Doctoral Dissertation Grant, Memphis CIBER (2008)
- Outstanding Doctoral Paper Award, SMA (2006)

## **PROFESSIONAL DEVELOPMENT WORKSHOPS ATTENDED**

- **Faculty Development in International Business seminar** by CIBER at the University of Memphis, 2005-2008 (Seminar Teachers: Dr. Ben L. Kedia, Dr. Mason Carpenter, Dr. Mike Peng, Dr. Tamer Cavusgil, Dr. Tomas Hult, Dr. Michael Pustay and Dr. Attila Yaprak)