



Jacob VAKKAYIL

Ph.D. in Fellow Program in Management

Full Professor, Human Resources Management

Academic Director

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EDUCATION

2008 Ph.D. in Fellow Program in Management, Xavier Institute of Management, India

RESEARCH INTERESTS

Collaboration across boundaries, Institutions and organizations

PROFESSIONAL EXPERIENCE

ACADEMIC:

2022 - Present	Full Professor, IÉSEG School of Management, France
2017 - 2022	Associate Professor, IÉSEG School of Management, France
2011 - 2017	Assistant Professor , IÉSEG School of Management, France
2008 - 2011	Assistant Professor (FV), Indian Institute of Management, Kolkata, India
2007 - 2008	Assistant Professor, Xavier Institute of Management, Bhubaneswar, India

COURSES TAUGHT

- Learning expeditions
- Leadership, organizations and change, International mba
- Understanding india for business, Grande ecole (master cycle)

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

Vakkayil J., (2023), Indigenous people and regional resource rights: Insights from three mining regimes in northeastern India, *Regional Studies*, 57(3), pp. 434-446

- Vakkayil J., (2022), Order and openness in community-driven urban initiatives: Insights from a “spot-fix”, *Urban Studies*, 59(15), pp. 3098–3113
- Vakkayil J., (2021), Governance Settlements and Transitions in Indigenous Areas of Limited Statehood: The Case of Coalmining in Meghalaya, *Business & Society*, 60(7), pp. 1643– 1674
- Della Torre E., Giangreco A., Legeais W., Vakkayil J., (2018), Do Italians Really Do It Better? Evidence of Migrant Pay Disparities in the Top Italian Football League, *European Management Review*, 15(1), pp. 121-136
- Nandi M., Vakkayil J., (2018), Absorptive capacity and ERP assimilation: The influence of company-ownership, *Business Process Management Journal*, 24(3), pp. 695-715
- Vakkayil J., (2017), Resistance and integration: Working with capitalism at its fringes, *M@na@gement*, 20(4), pp. 394-417
- Vakkayil J., Chatterjee D., (2017), Globalization routes: The pursuit of conformity and distinctiveness by top business schools in India, *Management Learning*, 48(3), pp. 328-344
- Vakkayil J., Della Torre E., Giangreco A., (2017), "It's not how it looks!" Exploring managerial perspectives on employee wellbeing, *European Management Journal*, 35(4), pp. 548-562
- Vakkayil J., Canato A., (2015), Muddling through: Searching for the ideal in the coal mining fields of Meghalaya, *The Extractive Industries and Society*, 2(3), pp. 419-425
- Vakkayil J., (2014), Contradictions and Identity Work: Insights from Early-Career Experiences, *Journal of Management Development*, 34(1), pp. 906 - 918
- Vakkayil J., (2012), Boundaries and organizations: A few considerations for research, *International Journal of Organizational Analysis*, 20(2), pp. 203-220
- Vakkayil J., (2011), Learning through shared objects in outsourced software development, *International Journal of Managing Projects in Business*, 4(4), pp. 616-632
- Vakkayil J., (2010), Activity theory: A useful framework for analyzing project-based organizations, *Vikalpa*, 35(3), pp. 1-18
- Vakkayil J., (2009), Dynamics of multiple memories: Reflections from an inquiry, *Journal of Management Inquiry*, 18(3), pp. 220-227
- Vakkayil J., (2008), Learning and organizations: Towards cross-metaphor conversations, *Learning Inquiry*, 2(1), pp. 13-27
- Vakkayil J., (2007), A portrait of the researcher as a boundary crosser, *Journal of Research Practice*, 3(1)
- Vakkayil J., (2006), Towards new visions of doctoral research: Experiences from an innovative research training program, *Graduate Journal of Social Sciences*, 3(1)

Communications in refereed conferences

International

- Vakkayil J., (2017), *Online-Offline Complementarities in Partial Organization* 33rd EGOS Colloquium 2017 , Copenhagen, Denmark
- Vakkayil J., (2016), *Sustaining of Open Social Innovations* 32nd EGOS Colloquium, Naples , Italy
- Giangreco A., Lageais W., Vakkayil J., Della Torre E., (2015), *Do Italians really do it better? Performance, pay and nationality-effect in the top Italian Football League Serie A* 2nd Global Conference on International HRM, PennState, USA
- Vakkayil J., (2015), *Indigenous alternative or disguised capitalism? Economic experiments on frontier lands* 31st EGOS Colloquium , Athens, Greece
- Vakkayil J., Canato A., (2014), *From vitiation to contradiction: Antecedents of changing logics in complex fields* EGOS, Rotterdam, Netherlands
- Vakkayil J., Canato A., (2014), *Vicious and virtuous practices of change: Logics of mining at the frontiers of an emerging economy* Academy of Management Conference, Philadelphia, USA

Vakkayil J., Canato A., (2013), *A tale of two mines: An analysis of differences and similarities of two modes of mining in tribal lands in North-Eastern India*. 29th EGOS Colloquium, Montreal, Canada

Other conference and seminar presentations

International

Vakkayil J., (2019), *The discursive legitimation of mining models* 35th EGOS Colloquium 2019 , Edinburgh, United Kingdom

Vakkayil J., (2018), *Dynamics of inclusion in partially organized action* European Group of Organization Studies 34th EGOS Colloquium, Tallinn, Estonia

Chapters in books

Published

Vakkayil J., (2018), *Becoming a software professional: Tensions in transitions*, in: Kate Black, Russell Warhurst, Sandra Corlett(Eds.), *Identity as a Foundation for Human Resource Development*, 978-1-13-894531-9, Routledge, London, chapter 10, pp. 147-160

Vakkayil J., (2016), *Maslow or Mahabharat? Dilemmas in Teaching Organizational Behaviour in Management Institutes of India*, in: Dr. Manish Kumar Thakur and Dr. R. Rajesh Babu(Eds.), *Management Education in India*, ISBN 978-981-10-1696-7, Springer, Singapore, pp. 81-90

Giangreco A., Vakkayil J., (2015), *Performance appraisal in the Middle East*, in: Budhwar P. and K. Mellahi(Eds.), *Handbook of Human Resources Management in the Middle East*, 9781784719517, Edward Elgar Publishing, Cheltenham, chapter 4, pp. 49-62

Vakkayil J., (2013), *Boundary Objects in Boundary Spanning*, in: Cooper, C., Langan-Fox, J.(Eds.), *Organizations: Network, Influence and Conflict*, 978-0415628839, Routledge, London, chapter 2, pp. 29-43

Vakkayil J., Kumar R., (2011), *Conflict Management and Negotiation*, in: Budhwar, P. S., Varma, A.(Eds.), *Doing Business in India*, 978-0203840931, Routledge, London, chapter 11, pp. 183-198

Vakkayil J., (2008), *Towards Inclusive Ecosystems*, in: Harper, M.(Eds.), *Inclusive Value Chains in India: Linking the Smallest Producers to Modern Markets*, 978-981-283-797-4, World Scientific Publishing, Singapore, chapter 3, pp. 67-80

Case studies

Vakkayil J., Bhatt A., (2022), *Changemaker Challenge: Linking Individual Empowerment to Social Transformation*, The Case Centre, case study 422-0135-1, teaching note 422-0135-8

Giangreco A., Lauwers M., Vakkayil J., (2015), *I believe I can't fly! Piloting changes at Air France*, Case Centre, case study 315-149-1, teaching note 315-149-8

Giangreco A., Tamayo K., Vakkayil J., (2014), *Reading between the Lines: Drawing Tools for Effective Recruitment*, Case Centre, case study 414-021-1, teaching note 414-012-8

Kumar R., Vakkayil J., (2011), *Some issues in compensation management: Two case studies for teaching*, Routledge

Vakkayil J., (2009), *Case Analysis: Surviving the Recession: Venus Jewel A case study from the Indian Diamond Industry*, Vikalpa

PROFESSIONAL MEMBERSHIPS

2009 European Group for Organizational Studies

PROFESSIONAL SERVICE

Chair of the scientific committee of an academic conference

IACCM-IESEG CONFERENCE at IESEG Paris October 31 to November 2, 2019, France

RESEARCH ACTIVITIES

COMMITTEE CHAIR

yyyy2013 Academic Director, IMBA Program, IÉSEG School of Management, France