



Jacob VAKKAYIL

Ph.D. in Fellow Program in Management

Associate 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

EMPLOYMENT EXPERIENCE

ACADEMIC:

2017 - Present 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

- Change management, Grande ecole
- Fundamentals of human behaviors, Grande ecole
- Hrm strategy and company observation, Grande ecole
- People and organizations, International mba
- Understanding india for business, Grande ecole

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

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., (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

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

EDITORIAL ACTIVITY

Member of the editorial board of an academic journal

2015 Journal of Research Practice

INSTITUTIONAL SERVICE

Participation in the development of an academic program

2013 Academic Director, IMBA Program, IÉSEG School of Management, France