Mamta BHATT

Ph.D. in Organization Studies

Associate Professor, Human Resource Management

Major Coordinator

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EDUCATION

2011   Ph.D. in Organization Studies , Boston College, USA

2008   M.S. in Organization Studies, Boston College, USA

1998   Master of Business Administration, University of Rajasthan, India

1996   Bachelor of Science, University of Rajasthan, India

RESEARCH INTERESTS

Diversity and inclusion; Neurodiversity , Identity and image management , IT identity , Neurodiversity at work, Non-traditional

PROFESSIONAL EXPERIENCE

ACADEMIC:

2024 - Present Associate Professor, IÉSEG School of Management, France

2015 - Present Assistant Professor of Management, IÉSEG School of Management, France

2011 - 2015   Postdoctoral Research Fellow, Rotterdam School of Management, Erasmus University, Rotterdam, Netherlands

COURSES TAUGHT

- Diversity and inclusion, Msc in fashion management

- Navigating remote and contingent work, Grande ecole (bachelor cycle)

- Diversity, equity, and inclusion, Post graduate program

- Change management for sustainable strategies, Grande ecole (master cycle)

- Creating and leading diverse and inclusive organizations, Grande ecole (master cycle)

- Research and consulting tools, Grande ecole (master cycle)

- Change management for sustainable strategies, Grande ecole (master cycle)

- Creating and leading diverse and inclusive organizations, Grande ecole (master cycle)

- Research and consulting tools, Grande ecole (bachelor cycle)

- Change management, Grande ecole (master cycle)

- Hrm strategy and company observation, Grande ecole (master cycle)

- Research seminar, Grande ecole (master cycle)

- Hrm strategy and company observation

- Fundamentals of human behavior

- Research seminar

- Fundamentals of human behavior

- Hrm strategy and company observation

- Research seminar

- Fundamentals of human behavior, Msc in negotiation for organisations

- Fundamentals of human behaviors, Grande ecole (bachelor cycle)

- Hrm research seminar, Grande ecole (master cycle)

- Hrm strategy and company observation, Grande ecole (master cycle)

- Lead course

- Behavioural science 1

- Lead course

- Lead course

- Behavioural science 1

- Behavioural science 1

- Introduction to organizational behavior

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

Bhatt M., Marescaux E., (2024), HRM and knowledge transfer in alliance projects: Exploring social identity dynamics, *Human Resource Management Review*, 34(2), pp. 101016

Bhatt M., Giangreco A., (2023), Food for Thought: Managing Neurodiverse Workers in a Restaurant, *Journal of International Business Education*, 18(1), pp. 301-308

Bhatt M., Vakkayil J., (2023), Belongingness on the go: Examining road warrior consultants' experiences of belongingness with their firms, *Canadian Journal of Administrative Sciences - Revue Canadienne des Sciences de l'Administration*, 40(4), pp. 458-473

Savoli A., Bhatt M., (2022), Chronic Patients' Emotions toward self-managing care IT- The role of Health Centrality and Dependence on IT, *Journal of Organizational and End User Computing*, 34(4), pp. 14

van Halderen M., Bhatt M., Berens G., Brown T., van Riel C., (2016), Managing Impressions in the Face of Rising Stakeholder Pressures: Examining Oil Companies' Shifting Stances in the Climate Change Debate, *Journal of Business Ethics*, 133(3), pp. 567-582

Elstak M., Bhatt M., Van Riel C., Pratt M., Berens G., (2015), Organizational identification during a merger: The role of self-enhancement and uncertainty reduction motives during a major organizational change, *Journal of Management Studies*, 52(1), pp. 32-62

Walsh I., Bhatt M., Bartunek J., (2009), Organizational Knowledge Creation in the Chinese Context, *Management and Organization Review*, 5(2), pp. 261-278

Forthcoming

Bhatt M., Vakkayil J., Benromdhane M., (2024), We are not who they think we are! Examining responses of qualified Tunisian immigrants in France to country-of-origin based image discrepancies, *European Management Journal*, tbd(tbd), pp. tbd

Communications in refereed conferences

International

Bhatt M., Vieira da Cunha J., (2024), *Movement of consultants at the boundary and their consequences for the flow of knowledge* , EGOS, Milan, Italy

Bhatt M., Vieira da Cunha J., (2024), *Movement of consultants at the boundary and their consequences for the flow of knowledge,* 40th EGOS Colloqium, Milan-Bicocca, Italy

Savoli A., Bhatt M., (2023), *Perceived Warmth and Intelligence of AI: Impact on Employee Performance* American Conference on Information Systems, Panama City, Panama

Bhatt M., Vieira da Cunha J., (2020), *Neither here nor there: Boundary as a space and how professionals navigate within the boundary* EGOS, Hamburg, Germany

Bhatt M., (2019), *Spanning One Boundary while Activating and/or Maintaining the Other(s): A Multi-level Study of Design and Implementation of an Inter-professional Change Initiative* EGOS, Edinburgh, United Kingdom

Bhatt M., (2019), *Spanning one boundary while enforcing and/or enacting the other(s): A multi-level study of design and implementation of an inter-professional change initiative* British Academy of Management , Birmingham , United Kingdom

Bhatt M., (2018), *Insider or outsider: How consultants construct and manage their role identity using boundary work.* EGOS, Tallinn, Estonia

Bhatt M., (2018), *Insider or Outsider: How Consultants use Boundaries to Construct their Role Identity* Academy of Management Conference, Chicago, USA

Bhatt M., Berens G., (2018), *Examining How Ambivalent Identification with the Vatican Influences Church Members' Involvement Behaviors* Academy of Management Conference, Chicago, USA

Banerjee M., Bhatt M., (2017), *From lenient to focused categories: Examining how changes in institutional logics affect the evolution of categories* EGOS, Copenhagen, Denmark

Bhatt M., Berens G., Pratt M., Van Riel C., (2017), *Examining how church members' ambivalent identification with the Vatican influences how they practice their faith* EGOS, Copenhagen, Denmark

Bhatt M., Bartunek J., (2016), *Two sides of the same coin: Examining paradoxes in participants' statements of identity orientation of a change program.* EGOS, Naples, Italy

Bhatt M., Berens G., Pratt M., van Riel C., (2016), *Preaching to the Choir? The Role of Leader Identification for Different Groups within the Catholic Church* Academy of Management , Anaheim, USA

MacIntosh R., Bartunek J., Bhatt M., MacLean D., (2016), *I Never Promised You a Rose Garden: When research questions ought to change* Academy of Management , Anaheim, USA

Bartunek J., Bhatt M., (2013), *Some surprisingly similar experiences of members of multiple groups participating in the same organizational change initiative* International Conference on Organizational Learning, Knowledge and Capabilities, Washington D.C. , USA

van Halderen M., Bhatt M., van Riel C., Brown T., (2013), *Managing impressions in the face of rising institutional pressures: A comparative case study analysis.* Academy of Management, Philadelphia, USA

Bhatt M., Bartunek J., (2012), *Cross-level identity dynamics in an inter-organizational collaborative change program* Academy of Management, Boston, USA

Bhatt M., Elstak M., Van Riel C., Berens G., (2012), *Organizational identification during change: The role of self-enhancement and uncertainty reduction motives* Academy of Management, Boston, USA

Bhatt M., (2011), *Exploring antecedents of identification in contingent workers* Eastern Academy of Management International, Bangalore, India

Bhatt M., Bartunek J., (2011), *Intergroup contact in an organizational setting: Its vision, design and outcomes* Eastern Academy of Management International, Bangalore, India

Glynn M. A., Bhatt M., (2009), *The burden of identity: How the relational content of the identity narrative shifts under the weight of public scandal.* Academy of Management, Chicago, USA

Bhatt M., Glynn M. A., (2008), *Relational identity at the boundaries: A qualitative study.* Academy of Management , Anaheim, USA

Bhatt M., (2007), *Exploring organizational identification in road warrior consultants.* Academy of Management, Philadelphia, USA

Bhatt M., (2007), *Exploring the impact of contingent workers on permanent employees' citizenship and deviant behavior.* Academy of Management , Philadelphia, USA

Bhatt M., (2007), *Social capital, social identity, and willingness of knowledge transfer in blended workgroups.* Academy of Management , Philadelphia, USA

Bhatt M., (2006), *Information systems sourcing: Integrating the transaction cost approach and the agency theory to explain sourcing options.* Academy of Management, Atlanta, USA

Bhatt M., (2006), *Road warriors: The question of identification.* Academy of Management , Atlanta, USA

Chapters in books

Published

Bhatt M., Van Riel C. B. M., Baumann M., (2016), Planned Organizational Identity Change: Insights from Practice, in: Michael G. Pratt, Majken Schultz, Blake E. Ashforth, and Davide Ravasi(Eds.), *The Oxford Handbook of Organizational Identity, 9780199689576, Oxford University Press, Oxford, chapter 23, pp. 436-454*

MacIntosh R., Bartunek J. M., Bhatt M., MacLean D., (2016), I Never Promised You a Rose Garden: When research questions ought to change, in: Abraham B. (Rami) Shani, Debra A. Noumair (Eds.), *Research in Organizational Change and Development, 0897-3016 , Emerald Group Publishing Limited, Bingley, pp. 47-82*

GRANTS AND HONORS

Award

2009   Recipient of a competitive $13,000 Dissertation Completion Fellowship from the Organization Studies Department, Boston College for the year 2009-2010. , Boston College, USA

EDITORIAL ACTIVITY

Reviewer in an academic journal

Human Resource Management

Journal of Business Ethics

Academy of Management Review

Corporate Reputation Review

Journal of Management Studies

Information Systems Journal

Strategic Organization

Human Relations

RESEARCH ACTIVITIES

COMMITTEE CHAIR

Course Coordinator

Course coordinator of Change Management for Sustainable Strategies, IÉSEG School of Management, France

Track research seminar Coordinator