



**Mamta BHATT**

**Ph.D. in Organization Studies**

**Assistant Professor, Human Resources Management**

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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**

Individual identity and identification; Organizational identity and image; Implication of context for work outcomes; Organizational change; Organizational boundaries and boundary work; Non-traditional work arrangements (e.g., contract work); Paradox and dualities

## **EMPLOYMENT EXPERIENCE**

### **ACADEMIC:**

- 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**

- Fundamentals of human behavior, Msc in negotiation for organisations
- Fundamentals of human behaviors, Grande ecole
- Hrm research seminar, Grande ecole
- Hrm strategy and company observation, Grande ecole
- Lead course
- Behavioural science 1
- Lead course
- Lead course

- Behavioural science 1
- Behavioural science 1
- Introduction to organizational behavior

## **INTELLECTUAL CONTRIBUTIONS**

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### **Papers in refereed journals**

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#### **Published**

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

### **Communications in refereed conferences**

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#### **International**

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**

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### **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

## **SCIENTIFIC PRIZES AND AWARDS**

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### **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**

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### **Reviewer in an academic journal**

Human Resource Management

Journal of Business Ethics

Academy of Management Review

Corporate Reputation Review

## **INSTITUTIONAL SERVICE**

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### **Course Coordinator**

### **Track research seminar Coordinator**

