

MADHU BALA SAHOO

Assistant Professor, Management
JHJ School of Business, Texas Southern University

EDUCATION

Ph.D., Organizational Behavior & Human Resource Management Xavier School of Management - XLRI, India	2013
Master's in Applied Psychology Jamia Millia Islamia, India	2005
B.A. (Psychology) University of Delhi, India	2003

ACADEMIC EXPERIENCE

Jesse H. Jones School of Business, Texas Southern University, Houston, Texas	
Assistant Professor, Management	Jan 2018 – Present
Visiting Assistant Professor, Management	Sep 2017 – Dec 2017
Institute of Financial Management and Research, Chennai, India	
Assistant Professor, Organizational Behavior and Human Resources	Sep 2013 – April 2014
Indian School of Business, Hyderabad, India	
Research Consultant	Feb 2013 – April 2013
Indian Institute of Management, Ahmedabad, India	
Academic Associate	May 2007 – May 2008
University of Delhi, Delhi, India	
Adjunct Professor	Spring 2007
Recruitment and Assessment, Defense Research & Development Organization, India	
Research Fellow	Jan 2006 – April 2007

REFEREED PUBLICATIONS

1. **Sahoo, M. B.** & Brice, J. The Influence of Helping Behavior, Voice of Pleasant Member on their Team Inclusion. (*Accepted for publication at IIMB Management Review*).
2. **Sahoo, M. B.** 2021. Revisiting Black Panther movie to teach power bases to undergraduates in a HBCU. *Journal of Education for Business*. DOI: 10.1080/08832323.2021.1932706.

3. **Sahoo, M. B.** & Goute, A.K. 2021. Outsourcing HR Shared Services in the Times of COVID: Role of Technology and Customer Needs Fulfillment. *International Journal of Business and Economics*, 6 (1): 53-62.
4. **Sahoo, M. B.** 2021. Fostering Engagement and Learning in Students through Assignment Modifications During COVID-19, *Southwestern Business Administration Journal*, 19 (1): 4.
5. **Sahoo, M. B.** & Brice, J. 2021. The Impact of Helping Behavior and Voice on Pleasant Member's Team Inclusion, *Institute of Global Business Research Conference Proceedings*, July 26-31.
6. **Sahoo, M. B.** 2019. People Analytics and Disruptive Technologies are Transforming Human Resources Roles. *Southwestern Business Administration Journal*, 18 (1): 1- 10.
7. **Sahoo, M. B.**, & Sahoo, H. 2016. Embeddedness and Intention to Leave: Exploring Moderating Effects of Inclusion and Exclusion, *Academy of Management Annual Meeting Proceedings*, Anaheim, CA.
8. Ekkirala, V., **Bala, M.**, & Goute, A.K. 2013. Transformational and Transactional Leadership in the Indian Context, *International Journal of Innovative Research & Development*, 2 (1): 237-243.
9. Srinivas, S. B., Janardhanan, N.S., & **Bala, M.** 2013. The Real Value of Authentic Leaders: A Values-centric Model to Understand Follower Behaviors, *Annual Meeting of Southern Management Association Proceedings*, New Orleans.
10. **Bala, M.**, Srinivas, E.S., Singhal, M. & Israel, D. 2013. Indirect Effects of Personality on Individual's Exclusion in Work Groups: Role of Mediators, *Indian Academy of Management Proceedings*, Ahmedabad, India.
11. **Bala, M.**, & Jomon, M.G. 2013. HR Shared Services: The Big Picture, *Indian Academy of Management Proceedings*, Ahmedabad, India.
12. **Bala, M.**, Chalil, G.R.B., & Gupta, A. 2012. Emic and Etic: Different Lenses for Research in Culture, *Management and Labor Studies*, 37: 45-60.
13. Shahnawaz, M.G., & **Bala, M.** 2007. Exploring Individualism - Collectivism in Young Employees of New Organizations, *Journal of Indian Psychology*, 25:24-40.
14. **Bala, M.**, & Salim, D. 2006. Managing Team Diversity for Organizational Effectiveness, *Journal of Psychosocial Research*, 1: 47-54.

CONFERENCE PRESENTATIONS

1. **Sahoo, M. B.**, 2021. *Design Changes in Assignment to Enhance Student Learning During COVID transition*. Paper presented at the 28th Annual Southwestern Business Administration Teaching Conference. Virtual.
2. **Sahoo, M. B.**, Janardan, N.S. & Srinivas, E.S. 2019. *Looking Good or Doing Good: Effects of Extra-Role Behaviors and Gender-based Perceptions on Inclusion and Exclusion in Teams*. Presented at 14th INGroup Annual Conference in Lisbon, Portugal.
3. **Sahoo, M. B.** 2019. *Data Analytics in Management Curricula*. Paper presented at the 27th Annual Southwestern Business Administration Teaching Conference.
4. **Sahoo, M. B.**, Janardan, N.S. & Srinivas, E.S. 2019. *Rejecting (or Granting) Team Member Identity*. Accepted for presentation at 32nd International Association for Conflict Management Annual Conference in Dublin, Ireland.
5. **Sahoo, M. B.**, Janardan, N.S. & Srinivas, E.S. 2019. *Effects of Impression-Management Behaviors and Gender-based Perceptions on Team Membership*. Presented at Jesse H. Jones School of Business Research Week, Houston.
6. **Sahoo, M. B.** 2018. *Use of Experiential Learning Model for Online courses to enhance Business Education*. Paper presented at the 26th Annual Southwestern Business Administration Teaching Conference, Houston.
7. Ekkirala, V., **Bala, M.**, & Goute, A.K. 2013. *The Role of Transformational and Transactional Leadership in Contextual Performance*. Presented at 3rd Biennial Conference of the Indian Academy of Management (IAM), Ahmedabad, India.
8. **Bala, M.** 2011. *Finding Symbiotic Relationships through Organizational Identification*. Presented at Annual Meeting of World Congress on Positive Psychology, Philadelphia.
9. **Bala, M.** 2007. *Exploring Temporary Work force in Indian Organizational setup*. Presented at 42nd Indian Academy of Applied Psychology Conference, Delhi, India.
10. **Bala, M.** 2006. *Managing Team Diversity for Organizational Effectiveness*. Presented at National Seminar on Issues and Problems in HRD, Pune, India.

INVITED TALKS AND INHOUSE PRESENTATIONS

1. **Sahoo, M. B.** 2021. *The Role of Communication on Team Successes*. Invited talk for NexGen Energy Program, Houston, TX.

2. **Sahoo, M. B.** & Marathe, G. M. 2020. *Meaning at work: Realization & Justification Interplay*. Presented at JHJ Faculty Research Presentation Series. Virtual.
3. **Sahoo, M. B.** 2019. *Data Analytics in Management Past Trends and Road Ahead*. Presented at Jesse H. Jones School of Faculty Research Series, Houston.
4. **Sahoo, M. B.** 2019. *Understanding Exclusion and Inclusion in Teams*. Invited talk at Indian Institute of Technology, Delhi, India.
5. **Sahoo, M. B.** 2018. *Workplace Inclusion: A Conceptual Model*. Paper presented at the JHJ Faculty Research Presentation Series.
6. **Sahoo, M. B.** 2018. *Building Team Effectiveness*. Invited talk for NexGen Energy Program, Houston, TX.

MANUSCRIPTS UNDER REVIEW

1. **Sahoo, M. B.**, Janardan, N., & Srinivas, E. Role of Proximal ties on Team Exclusion? (*Under Review at Journal of Organizational Behavior*).
2. Marathe, G., **Sahoo, M. B.**, Pattnaik, A., Sinha, A. The Role of Others in Work Meaning Stories (*Under Review at Journal of Applied Psychology*).

SELECTED RESEARCH WORK IN PROGRESS

1. Marathe, G. & **Sahoo, M. B.**. Finding Meaning through Justification. (*First Draft*)
2. **Sahoo, M. B.** & Brice, J. Role of Gender and Age on Inclusion in Teams. (*First Draft*)
3. Janardan, N. & **Sahoo, M. B.**. Doing Good or Showing Good - What gets you accepted in teams? (*Final Draft*).
4. Srinivas, E., Sanaria, A., **Sahoo, M. B.** & Goute, A. Proactive Follower Mentor Study. (*Data Collection*).

FIELDS OF INTEREST

1. Teaching
 - a. Subjects: Organizational Behavior, Leadership, Human Resources Management
 - b. Investigation: Experiential Learning, Creative Pedagogical tools for Students of Color
2. Research
 - a. Inclusion & Diversity
 - b. Advancements in Human Resource Management
 - c. Leadership

AWARDS

- **Best Dissertation Proposal Award** 2012
Doctoral consortium, Indian Institute of Management, India
- **Arjuna Award for Best Internship Project (HR)** 2009
RP Goenka Enterprise, 2009. Conceptualized, designed and implemented ‘Khoj’, a skill-search program for internal talent mapping that radically increased internal staff sourcing over new hiring (won best HR project award and a pre-placement offer)
- **National Eligibility Test (Psychology)** 2005
Scholarship to commence research in the domain of organizational behavior by University Grants Commission of India
- **Award of Research Grant (OB/Psychology)** 2006
Scholarship to commence research in talent management domain by Ministry of Defense, India

PROFESSIONAL MEMBERSHIP/OFFICES HELD

Academy of Management	Since 2011
The Society of Industrial and Organizational Psychology	Since 2011
Indian Academy of Management	Since 2010
Interdisciplinary Network for Group Research	Since 2019
Elected President, Psychology Association, Daulat Ram College Organized several “Expert- Talk” sessions, “Skill-developing Workshops” and “Career Counseling Sessions”	2002 – 2003

PROFESSIONAL DEVELOPMENT

Collaborative Institutional Training Initiative (CITI PROGRAM)	2020
IVEY Case Teaching and Writing Workshop	2019
Case Writing Workshop	2010
Research Proposal Writing Workshop	2007

TEACHING EXPERIENCE

Jesse H. Jones School of Business, Texas Southern University (Fall 2017- present)

- Global average of **4.4/5.0** student ratings

- Managerial Communication – BADM 630; Fall 2021
Organizational Behavior – MGMT 330;
Leadership and Motivation – MGMT 401
- Advanced Communication Skills – BADM 230; Spring 2021
Organizational Behavior – MGMT 330;
Leadership and Motivation – MGMT 401
- Organizational Behavior Online – MGMT 330; Fall 2020
Organizational Behavior – MGMT 330;
Leadership and Motivation – MGMT 401
- Foundations of Human Resource Management – MGMT 301; Spring 2020
Foundations of Human Resource Management Online – MGMT 301;
Graduate Seminar in Management – BADM 646;
Business Internship – BADM 466
- Organizational Behavior Online – MGMT 330; Fall 2019
Organizational Behavior – MGMT 330;
Leadership and Motivation – MGMT 401
- Principles of Management – MGMT 300; Spring 2019
Principles of Management Online – MGMT 300;
Organizational Behavior – MGMT 330;
Organizational Behavior Online – MGMT 330
- Organizational Behavior Online – MGMT 330; Fall 2018
Organizational Behavior – MGMT 330;
Leadership and Motivation – MGMT 401
- Organizational Behavior Online – MGMT 330; Spring 2018
Organizational Behavior – MGMT 330;
Leadership and Motivation – MGMT 401
- Organizational Behavior Online – MGMT 330; Fall 2017
Organizational Behavior – MGMT 330;
Leadership and Motivation – MGMT 401
- Institute of Financial Management and Research**
- Training and Development Spring 2014

- Introduction to Organizational Behavior; Leadership and Group Dynamics Fall 2013

Xavier School of Management

- Organizational Behavior – II 2012
- Group Dynamics – (Executive Satellite Course) 2011

University of Delhi

- Psychometrics; Introduction to Organizational Behavior; Research Methods 2007

Indian Institute of Management, Ahemdabad

- Assisted with Organizational Behavior and Individual Aspects of Teams Fall 2007
Spring 2008

OTHER TEACHING CONTRIBUTIONS

1. Designed and implemented new short cases for class (MGMT 330 and MGMT 401) discussion.
2. Designed multiple experiential exercises.
 - a. *One of these exercise uses Black Panther Movie and teaches multiple concepts. I used this experience and published a research paper based on this class intervention in Journal of Education in Business.*
3. Managers, Entrepreneurs and Corporate Leaders as Guest speakers
4. Redesigned multiple assignments to incorporate critical thinking and problem solving during COVID – 19 transition.

ACADEMIC AND ADMINISTRATIVE SERVICE

TSU Representation, NexGen – Department of Energy project (Summer of 2018, 2019, 2021)

- Three-way collaboration between TSU, University of Houston and the DoE
- Collaborated to design and implement an entrepreneurial management training program

JHJ Representation, General Education Core Curriculum Subcommittee (2021)

- Collaborate with other school representatives to design and modify general core courses

Member, JHJ Committees

- Strategic Planning Committee (2019 – present)

- Collaborate with senior faculty members to propose a five-year plan aligned with vision, mission and school values
- School Assurance of Learning (AoL) Committee (2019 – present)
 - Analyze current learning goals and assessment
 - Liaison with sub-committees to update learning goals and objectives
- BADM Assurance of Learning (AoL) Committee (2018 – present)
 - Collect data for assessment and accreditation purposes
 - Collaborate with management faculty to assess student progress challenges to decide corrective actions
- MBA Revision Ad-hoc Committee (2019 – present)
 - Represent management area to suggest core and elective management courses
 - Work with cross-functional area faculty to update MBA program details
- Curriculum Committee (2020 – present)
 - Collaborate with other area faculty to analyze and update course objectives
- Management Faculty Search Committee (2019 – present)
 - Analyze current academic market

Reviewer

- Academy of Management Conference (2013 – present)
- International Journal of Organization Theory and Behavior (2020 – present)
- Journal of Indian Business Research (2017 – present)
- Southwestern Business Administration Journal (2020 – present)
- Indian Academy of Management Conference (2010 – present)
- Interdisciplinary Network for Group Research (2019 – present)

Session Chair - Southwestern Business Administration Teaching Conference (2018, 2019)

Judge - Final Energy Business Proposals at NextGen – Department of Energy project. (2021)

Facilitator - Liaison between different sections and different instructors of MGMT 300 for course alignment (2019)

Management Area Representation - Student success webinar series – part of quality enhancement plan, TSU. (2020, 2021)

Mentoring - Prepared MBA and undergraduate students for business case competitions and internships, and provided letters of recommendations. (2018 – present)

Coached STEM and Business students on resume building and trained them through mock interviews for NexGen Opportunity.

Organizer - Planning and organizing the first-ever *IAM Conference* (2010)

Community Service - Instrumental in starting a weekend school for less-privileged kids; Part of ‘special school’ teaching team during doctoral program.
United Way Houston fund raising events volunteer. (2012, 2016)