

ARUNA RANGANATHAN

W239 ◊ 655 Knight Way ◊ Palo Alto, CA 94305
(650) · 723 · 6207 ◊ arunar@stanford.edu

POSITIONS

Assistant Professor, Stanford University 2015 –
Organizational Behavior Group, Graduate School of Business

AFFILIATIONS

Affiliated Faculty, Center for Social Innovation 2018 –
Affiliated Faculty, Clayman Institute for Gender Research 2015 –
Affiliated Faculty, Stanford Center on Global Poverty and Development 2015 –
Affiliated Faculty, Stanford Center for South Asia 2015 –
Postdoctoral Associate, Tata Center for Technology and Design, MIT 2014 – 15

EDUCATION

MS/PhD, Massachusetts Institute of Technology 2014
Sloan School of Management

MS, Cornell University 2008
School of Industrial and Labor Relations

B.Com(Hons), University of British Columbia 2006
Human Resources and Labor Relations

REFEREED PUBLICATIONS

Train Them to Retain Them: Work Readiness and the Retention of First-Time Women Workers in India
Administrative Science Quarterly, 2018

- Runner Up, Best International Paper Award, OMT Division, Academy of Management

The Artisan and His Audience: Identification with Work and Price Setting in a Handicraft Cluster in Southern India
Administrative Science Quarterly, 2018

- Winner, William Newman Award for Best Paper Based on a Dissertation, AOMt

- Winner, Louis Pondy Best Dissertation Paper Award, OMT Division, AOM

- Hon. Mention, Ron Burt Award for Outstanding Student Paper, Economic Sociology, ASA

Professionalization and Market Closure: The Case of Plumbing in India
Industrial and Labor Relations Review, 2013

Globalization and Outsourcing: Confronting New Human Resource Challenges in India's BPO Industry (with Sarosh Kuruvilla)
Industrial Relations Journal, 2010

Economic Development Strategies and Macro- and Micro- Level Human Resource Policies: The Case of India's Outsourcing Industry (with Sarosh Kuruvilla)
Industrial and Labor Relations Review, 2009

UNDER REVIEW

A Stitch in Time: Work Complexity and the Divergent Effects of Employee Monitoring on Productivity, with Alan Benson (*Revise and Resubmit*)

- *Second Place, Research Paper Competition, Wharton People Analytics*

Organizations as Network Equalizers? Employer-Provided Childcare and the Labor Supply of Working Mothers, with David Pedulla (*Revise and Resubmit*)

Leading by Doing: How Female Supervisors Motivate Worker Productivity through Subordinate Scut Work, with Ranjitha Shivaram (*Revise and Resubmit*)

- *Finalist, Best Paper, Labor and Employment Relations Association*

Not a Blank Slate: How Managers Come to Define and Approach the Evaluation of Merit, with Emilio Castilla (*Revise and Resubmit*)

The (State-Private) Ties that Bind: Status, Occupations, and Economic Development in India, with Laura Doering

- *Runner Up, Best International Paper Award, OMT Division, Academy of Management*

The Identified Worker: How Workers in Developing Economies Respond to the Transfer of Work Systems from Developed Economies

INVITED PUBLICATIONS

Book Chapter

- Highly Educated Workers Performing Low-Skill Work in a High Tech Environment: Employee Turnover and the Culture of Fun in the Business Process Outsourcing Industry in India. (with Sarosh Kuruvilla) *In Kociatkiewicz & Jemielniak (eds.) Management Practices in High-Tech Environments, 2008*

Book Reviews

- Managing the Margins: Gender, Citizenship, and the International Regulation of Precarious Employment, by Leah F. Vosco. *Comparative Labor Law and Policy Journal. 2012*
- Wage Theft in America, by Kim Bobo. *Perspectives on Work. 2009*
- Global Body Shopping, by Xiang Biao. *Journal of Asian Business. 2007*

ONGOING PROJECTS

When the Tasks Line Up: Core Task Alignment and Worker Productivity in a Tea Plantation in India

Cross-Occupational Collaboration between Artisans and Designers in India

PRESENTATIONS

When the Tasks Line Up: Core Task Alignment and Worker Productivity in a Tea Plantation in India

- Wharton People and Organizations Conference, September 2018

The Identified Worker: How Workers in Developing Economies Respond to the Transfer of Work Systems from Developed Economies

- ILRR New Employment Theories Conference, May 2018

Leading by Doing: How Female Supervisors Motivate Worker Productivity through Subordinate Scut Work

- Emlyon Business School, Qualitative Research Seminar, November 2018 (forthcoming)
- Organizational Ecology Workshop, June 2018
- Ross MORS Seminar, February 2018
- Haas MORS Seminar, November 2017
- Wharton Management Seminar, October 2017
- HKS Social Innovation and Change Seminar, September 2017
- MIT IWER Seminar, September 2017
- Yale Junior OT Conference, September 2017
- Economic Sociology Conference, October 2016
- American Sociological Association Meetings, August 2016
- Academy of Management Meetings, August 2016
- European Group for Organizational Studies, July 2016
- Industry Studies Association, May 2016
- Labor and Employment Relations Association, May 2016
- Stanford Macro Lunch, March 2016

A Stitch in Time: Work Complexity and the Divergent Effects of Employee Monitoring on Productivity

- London Business School Strategy and Entrepreneurship Seminar, October 2018
- ASA Economic Sociology – OOW Pre-Conference, August 2017
- Academy of Management Meetings, August 2017
- Organizational Ecology Workshop, June 2017
- Wharton People Analytics, March 2017
- Stanford Macro Lunch, October 2016
- Organization Science Winter Conference, February 2016
- Wharton People and Organizations Conference, October 2015

Organizations as Network Equalizers? Employer-Provided Childcare and the Labor Supply of Working Mothers

- Economic Sociology Conference, October 2018
- European Group for Organizational Studies, July 2018
- Clayman Institute for Gender Research Seminar, January 2018
- Academy of Management Meetings, August 2017
- Stanford Macro Lunch, March 2017

The (State-Private) Ties that Bind: Status, Occupations, and Economic Development in India

- Academy of Management Meetings, August 2018
- American Sociological Association Meetings, August 2017
- Community of Social Innovation, May 2017
- May Meaning Meeting, May 2016

- UC Davis Conference on Qualitative Research, March 2016

Train Them to Retain Them: Work-Readiness and the Retention of First-Time Women Workers in India

- Stanford Economic Sociology Workshop, November 2016
- Academy of Management Meetings, August 2016
- Stanford Social-Psychology Seminar, May 2016
- Stanford Empirical Management Conference, December 2015
- Junior OT Conference, October 2015
- Community of Social Innovation, May 2015
- MIT IWER Seminar, April 2015
- MIT Economic Sociology Working Group, March 2015
- Stanford Macro Lunch, March 2015
- ASA's Sociology of Development Section Conference, February 2015

Not a Blank Slate: How Managers Come to Define & Approach the Evaluation of Merit

- American Sociological Association Meetings, August 2014
- MIT Economic Sociology Working Group, July 2014

The Artisan and his Audience: Identification with Work and Price-Setting in a Handicraft Cluster in Southern India

- Academy of Management Meetings, August 2016
- Stanford Center for South Asia, May 2016
- SCANCOR and Stanford Economic Sociology Joint Seminar, February 2016
- Stanford Work, Technology and Organizations Colloquium, February 2016
- Chicago Booth Organizations and Markets Workshop, February 2015
- Yale SOM Organizations and Management Seminar, January 2014
- Pennsylvania State LER Seminar, December 2013
- Rotman OB/HRM Seminar, December 2013
- Stanford GSB OB Seminar, December 2013
- Princeton Sociology Seminar, December 2013
- Cornell ILR Seminar, November 2013
- UIUC LER Seminar, November 2013
- LSE Department of Management Seminar, November 2013
- NYU Economic Sociology Workshop, November 2013
- Wharton People and Organizations Conference, October 2013
- MIT-Harvard Economic Sociology Seminar, September 2013
- MIT IWER Seminar, September 2013
- American Sociological Association Meetings, August 2013
- MIT Economic Sociology Working Group, November 2012

Professionalization and Market Closure: The Case of Plumbing in India

- Cornell Quality of Jobs Conference, November 2011
- American Sociological Association Meetings, August 2011

- UCLA Labor in the Global South Conference, May 2011
- MIT Interdisciplinary Workshop on Institutions and Development, March 2011
- MIT IWER seminar, May 2010
- Eastern Sociological Society Meetings, March 2010
- MIT Economic Sociology Working Group, March 2010

OTHER INVITED TALKS

2018

- Studio Interview Series, Stanford GSB Insights
- Facebook Live Interview Series, Stanford GSB
- Doing Organizational Research Around the World: Opportunities and Challenges, Academy of Management

2017

- New Doctoral Student Consortium, Academy of Management
- India Colloquium, Stanford Center for South Asia

2016

- Research in Poverty Alleviation PDW, Academy of Management
- Qualitative Methods, Stanford Emmett Interdisciplinary Program in Environment and Resources

2015

- Qualitative Methods, Tata Center for Technology and Design, MIT

GRANTS AND AWARDS

2018

- Junior Faculty Research Grant, Stanford Center on Global Poverty and Development, *\$12,000*
- Runner Up, Best International Paper Award, OMT Division, Academy of Management

2017

- Clayman Institute's Stanford Faculty Research Fellowship, *\$8,000*
- 2nd place, Research Paper Competition, Wharton People Analytics, *\$3,000*

2016

- Winner, William H. Newman Award for Best Paper Based on a Dissertation, Academy of Management
- Winner, Louis Pondy Best Dissertation Paper Award, OMT Division, Academy of Management
- Runner Up, Best International Paper Award, OMT Division, Academy of Management

2014

- Tata Center Grant, MIT, *\$108,000*

2013

- Honorable Mention, Ron Burt Award for Outstanding Student Paper, Economic Sociology, ASA
- Martin Fellowship
- CIS Summer Grant

2011

- India Innovation Seed Fund, MIT-India Program, \$18,000
- Sarofim Fellowship, MIT Sloan School of Management

PROFESSIONAL SERVICE

- OMT Best Dissertation Award Committee, AOM 2018
- Faculty Mentor, OMT Doctoral Consortium, AOM 2017
- William H. Newman Award Committee, AOM 2017
- Co-Organizer, Organizational Behavior Seminar, Stanford GSB, 2017-18, 2016-17
- Phd Student Admissions, Organizational Behavior Group, Stanford GSB, 2017-18, 2016-17, 2015-16
- Reviewer for Administrative Science Quarterly, Management Science, Organization Science, American Journal of Sociology, American Sociological Review, Work and Occupations, Industrial and Labor Relations Review, British Journal of Industrial Relations, Journal of Personality and Social Psychology, Research in Social Stratification and Mobility, Socio-Economic Review, World Development
- Contributor to Employment Policy Research Network and Perspectives on Work
- Member of Academy of Management (AoM), American Sociological Association (ASA) and Labor and Employment Relations Association (LERA)

TEACHING

INSTRUCTOR

- **HRMGT 286: Managing People in the Global Context, Stanford GSB** (*Spring 2016, Spring 2017, Spring 2018*)

STUDENT ADVISING

- Solene Delecourt, Phd Candidate, Stanford GSB
- Ece Kaynak, Phd Candidate, Stanford MS&E
- Haviland Sheldahl-Thomason, Research Fellow, Stanford GSB
- Sara Johns, Research Fellow, Stanford GSB
- Zanele Munyikwa, Research Fellow, Stanford GSB
- Rhea Karuturi, SCID Summer Undergraduate Field Research Program, Stanford University
- Ranjitha Shivaram, S.M, Technology and Policy Program, MIT

Last Updated: October 28, 2018