

ARUNA RANGANATHAN

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POSITIONS

- Assistant Professor, Stanford University** 2015 –
Organizational Behavior Group, Graduate School of Business
- Postdoctoral Associate, Massachusetts Institute of Technology** 2014 – 2015
Tata Center for Technology and Design

AFFILIATIONS

- Affiliated Faculty, Clayman Institute for Gender Research 2015 –
Affiliated Faculty, Stanford Center for International Development 2015 –
Affiliated Faculty, Stanford Center for South Asia 2015 –

EDUCATION

- MS/PhD, Massachusetts Institute of Technology** 2008 – 2014
Sloan School of Management (GPA: 4.9/5.0)
Dissertation: Working With Your Hands: Essays on Craft Occupations in India
Committee: Paul Osterman, Susan Silbey, Tavneet Suri, Ezra Zuckerman
- MS, Cornell University** 2006 – 2008
School of Industrial and Labor Relations (GPA: 3.98/4.0)
- B.Com(Hons), University of British Columbia** 2002 – 2006
Human Resources and Labor Relations (GPA: 86.2, Rank 1)
- IB Diploma, United World College of South East Asia, Singapore** 2000 – 2002

REFEREED PUBLICATIONS

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

Forthcoming, Administrative Science Quarterly

- *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

Forthcoming, Administrative Science Quarterly

- *Winner, William Newman Award for Best Paper Based on a Dissertation, Academy of Management*

- *Winner, Louis Pondy Best Dissertation Paper Award, OMT Division, Academy of Management*

- *Honorable Mention, Ron Burt Award for Outstanding Student Paper, Economic Sociology, American Sociological Association*

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

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

UNDER REVIEW

Leading by Doing: How Female Supervisors Motivate Worker Productivity through Subordinate Scut Work, with Ranjitha Shivaram
- *Finalist, Best Paper, Labor and Employment Relations Association*

What is Merit? Understanding the Meaning of Merit in the Workplace, with Emilio Castilla

Hemming and Hawing over Hawthorne: Work Complexity and the Divergent Effects of Monitoring on Productivity, with Alan Benson
- *Second Place, Research Paper Competition, Wharton People Analytics*

Organizations as Equalizers? Employer-Provided Childcare, the Labor Supply of Working Mothers, and the Limits of Family-Based Networks, with David Pedulla

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

WORKING PAPERS

Overtime Work and Health Outcomes among Garment Factory Workers

Cross-Occupational Collaboration between Artisans and Designers in India

PRESENTATIONS

Leading by Doing: How Female Supervisors Motivate Worker Productivity through Subordinate Scut Work (With Ranjitha Shivaram)

- 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

Organizations as Equalizers? Employer-Provided Childcare, the Labor Supply of Working Mothers, and the Limits of Family-Based Networks (*With David Pedulla*)

- Academy of Management Meetings, August 2017
- Stanford Macro Lunch, March 2017

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

- 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

Hemming and Hawing over Hawthorne: Work Complexity and the Divergent Effects of Monitoring on Productivity (*With Alan Benson*)

- 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

Train Them to Retain Them: Work-Readiness and 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

What is Merit? Understanding the Meaning of Merit in the Workplace (*With Emilio Castilla*)

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

The Artisan and his Audience: Product Attachment and Price-Setting in the Sale of Handicraft Products 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

2017

- 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

OTHER RESEARCH EXPERIENCE

How do complex organizations manage themselves? A study of environmental, health and safety systems in the laboratory context. *Research Assistant for Prof. Susan Silbey, MIT, 2012-2013*

Movers, but not shakers: The (surprisingly) modest local spillovers from superstar academics. *Research Assistant for Prof. Pierre Azoulay, MIT, 2009*

Use of strikebreakers by companies under provincial jurisdiction in British Columbia. *Research Assistant for the Business Council of British Columbia, 2005-2006*

Managing the headquarter-subsidiary relationship and succession planning among family-owned Asian businesses. *Research Assistant for The Economist Group, Singapore, 2004*

Scope of banks' investments in private equity and venture capital, and the appropriate capital charges for these investments. *Research Assistant for the Monetary Authority of Singapore, 2003*

GRANTS AND AWARDS

2017

- Clayman Institute's Stanford Faculty Research Fellowship, \$8,000
- Finalist, 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, American Sociological Association
- Martin Fellowship
- CIS Summer Grant

2011

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

PROFESSIONAL SERVICE

- Faculty Mentor, OMT Doctoral Consortium, AOM 2017
- Panelist, New Doctoral Student Consortium, 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
- Reviewer for Administrative Science Quarterly, Management Science, Organization Science, Industrial and Labor Relations Review, British Journal of Industrial Relations, Work and Occupations, World Development, Research in Social Stratification and Mobility, Socio-Economic Review
- 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)**

TEACHING ASSISTANT

- **15.301: Managerial Psychology, MIT**
Prof. Paul Osterman (*Spring 2013*) and Prof. Diana Dyaldin (*Fall 2012*)
- **15.311: Organizational Processes, MIT**
Prof. Ray Reagans (*Fall 2010*)
- **15.347: Doctoral Seminar in Research Methods, MIT**
Prof. Susan Silbey (*Fall 2009*)
- **IC235: Work, Labor & Capital in Globalization, Cornell**
Prof. Rose Batt, George Boyer, Rebecca Givan and Sarosh Kuruvilla (*Fall 2007 and Spring 2008*)
- **CB205: Introduction to Collective Bargaining, Cornell**
Prof. Rebecca Givan (*Fall 2006*) and Prof. Richard Hurd (*Spring 2007*)

STUDENT-DIRECTED SEMINAR

- **COMM 490B: Corporate Social Responsibility, UBC** (*Spring 2006*)

STUDENT ADVISING

- Rhea Karuturi, SCID Summer Undergraduate Field Research Program, Stanford University
- Sara Johns, Research Fellow, Stanford GSB
- Zanele Munyikwa, Research Fellow, Stanford GSB
- Ranjitha Shivaram, S.M, Technology and Policy Program, MIT

Last Updated: November 9, 2017