



**Senior Full Professor Vijay Pereira, PhD (IHRM); MSc (IHRM);
PG (SRM); LL. B; PG (DLS); B. Com**
**President (26-28), President-Elect (2024-2026), Indian Academy of Management
(Affiliate of the Academy of Management, USA)**
Elected Chair (2024-2027) Academy of International Business, Western Europe
**Advisory Board Member, Academy of International Business, Middle East and
North Africa**

***Ranked in the top 1% of business and management scholars globally** (2018-2025) as per
the well-established HCERES 2019 Ranking (P ranking of scholars' outputs). (Link below)

<https://publicationranking.net/?ranking=17&since=2020>

*** Ranked in the top 1% of business and management scholars in Europe** (Link here)
[https://publicationranking.net/?ranking=17&since=2020&countries=AX,AL,AD,AT,BY,BE,B
A,BG,HR,CZ,DK,EE,FO,FI,FR,DE,GI,GR,GG,VA,HU,IS,IE,IM,IT,JE,LV,LI,LT,LU,MK,MT
,MD,MC,ME,NL,NO,PL,PT,RO,RU,SM,RS,SK,SI,ES,SJ,SE,CH,UA,GB](https://publicationranking.net/?ranking=17&since=2020&countries=AX,AL,AD,AT,BY,BE,B
A,BG,HR,CZ,DK,EE,FO,FI,FR,DE,GI,GR,GG,VA,HU,IS,IE,IM,IT,JE,LV,LI,LT,LU,MK,MT
,MD,MC,ME,NL,NO,PL,PT,RO,RU,SM,RS,SK,SI,ES,SJ,SE,CH,UA,GB)

***Top 1 % ranked** business and management scholar in **France** (Link here)

<https://publicationranking.net/?ranking=17&since=2019&countries=FR>

***Top 2% of scientists** -ranked by Stanford University and Elsevier (2022, 2023, 2024, 2025)

<https://elsevier.digitalcommonsdata.com/datasets/btchxktzyw/6>

***subject to changes based on publication records**

- Ex-Senior Professor, Associate Dean and Director, India, Kedge Business School, France
- Ex-Distinguished Full Professor (International and Strategic Human Capital Development),
Head of Department (People and Organisations) NEOMA Business School, France
- Ex-Associate Professor (International and Strategic Human Capital Development), Khalifa
University, Abu Dhabi, United Arab Emirates
- Ex Associate Dean (Research), Australian University of Wollongong, Dubai Campus
- Ex-Associate Editor (Strategic Management & OB), Journal of Business Research
- Ex-Adjunct Scholar, University of Portsmouth Business School, UK
- Ex-Visiting Scholar, University of Manchester Business School, UK
- Ex-Global Real Impact Editor, Journal of Knowledge Management
- Ex-Editor in Chief, International Studies of Management and Organisations
- Ex-Associate Editor, International Journal of Human Resource Management
- Adjunct Full Professor, University of South Pacific (USP), Fiji

1. PERSONAL RECORD

Full name: Senior Professor Vijay Edward Pereira

Citizenship: British

QUALIFICATIONS

Date	Title of award	Subject	Class	Awarding body
10/2012	Ph.D., International and Strategic Human Resource Management, UK	International and Strategic HRM		University of Portsmouth, UK
10/2006	PG Certificate (Social Research Methods), UK	Research Methods	2.1	University of Portsmouth, UK
07/2005	MSc (International Human Resource Management), UK	International Human Resource Management	Merit	University of Portsmouth, UK
06/1995	Post Graduate Diploma-(Labour Studies)-Labour Studies Government of Maharashtra, Mumbai, INDIA	Labour Studies	2.1	Government of Maharashtra, Mumbai, INDIA
06/1998	Bachelor of Law (LL.B), INDIA	Law	2.1	Nagpur University, INDIA
06/1989	Bachelor of Commerce (B.Com), INDIA	Economics, Accountancy, Commerce	2.2	Nagpur University, INDIA
10/1997	Advanced Work-Study Methods Certificate, Staff College, Indian Railways, INDIA	Work-Study Methods		Staff College, Indian Railways, INDIA
10/2006	Postgraduates as Teachers, Tutors & Demonstrators Certificate, UK	Teaching and Tutoring		University of Portsmouth, UK
10/2007	Management Development Programme-HRM Indian Institute of Management (IIM)-Ahmedabad, INDIA	Strategic HRM		Indian Institute of Management (IIM)-Ahmedabad, INDIA

CURRENT APPOINTMENT

Current position	<ul style="list-style-type: none"> • Associate Dean (International Development and Relations) and Full Professor at ESCE International Business School, Paris, France • President of the Indian Academy of Management (Affiliate of the Academy of Management, USA) • Visiting Research Professor in the Department of DAN Management and Organisational Studies, Faculty of Social Science at Western University, Canada.
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PREVIOUS EMPLOYMENT AND APPOINTMENTS

Dates	Appointment
01/01/2025 to 10/04/2025	Senior Full Professor, Associate Dean, KEDGE, Paris and Director, Kedge India
31.08/2024 to 31/12/2024	Distinguished Full Professor and Chair/Head of Department (People and Organisations), NEOMA Business School, Reims Campus, France
31/12/2020 to 30/08/2023	Full Professor and Chair/Head of Department (People and Organisations), NEOMA Business School, Reims Campus, France
01/01/2019 to 30/12/2020	Associate Professor (International and Strategic Human Capital Development), Khalifa University, Abu Dhabi, United Arab Emirates
01/08/2016 to 31/12/2018	Associate Professor (International and Strategic Human Capital Development), University of Wollongong (Dubai Campus), UAE.
01/02/2017 to 31/03/2018	Associate Dean (Research), University of Wollongong (Dubai Campus), UAE.
11/10/2006 to 31/07/2016	Associate Professor/Senior Lecturer (International and Strategic HRM) Leader (Human Capital Development), University of Portsmouth Business School, UK
10/2004 to 02/2007	Revenue Officer- Her Majesty's Revenue and Customs, UK
01/1992 to 08/2003	<p>Senior Positions- Indian Railways, Mumbai, India. Last position held- Senior Work Study Officer. Positions held previously- Senior Staff Grievances Officer; Administrative Officer.</p> <p>A concise list of responsibilities included-</p> <ul style="list-style-type: none"> <input type="checkbox"/> Administering and overseeing that welfare measures were adhered to; <input type="checkbox"/> Responsible for the 'Industrial Relations' of Mumbai Railway division; <input type="checkbox"/> Counselling erring staff; <input type="checkbox"/> HR policy formation & advising; <input type="checkbox"/> Recommending and advising on HR strategy; <input type="checkbox"/> Designing 'reward strategies'; <input type="checkbox"/> Overlooking Mentoring and Coaching programmes; <input type="checkbox"/> Designing 'career progression'; and <input type="checkbox"/> Designing, advising and overlooking 'management development programmes'.

Curriculum Vitae: Prof. Vijay Pereira, PhD, MSc (IHRM), DLS, LL. B, B' Com

Dec' 2003 to 2006	<p>Director/Partner- Andenaes and Pereira Consultants Ltd, UK Expertise - Our remit included high end HR consultancy comprising:</p> <ul style="list-style-type: none"> <input type="checkbox"/> HR Strategy for Mergers, Acquisitions and Takeovers; <input type="checkbox"/> Change management; <input type="checkbox"/> Employment Relations; <input type="checkbox"/> Performance Management; <input type="checkbox"/> Reward and Retention; <input type="checkbox"/> OD interventions; <input type="checkbox"/> Career & Management development; <input type="checkbox"/> HR policy formation based on best fit etc. <p>We catered to niche markets comprising Small and Medium Enterprise's in Asia, Asia Pacific and Europe which mostly include (ICT), but also included manufacturing organisations. Our expertise lay in advising and consulting on outsourcing/off shoring HR functions to our clients and have HR offshore partners in Bangalore and Mumbai in India.</p>
Jan' 1995 to Aug' 2003	<p>HR Consultant- Pereira Consultants Ltd, India Expertise – The remit of my consultancy included: Consulting on labour laws and other personnel issues; HR policy formation; HR Issues in juxtaposition of future business needs; Human Resource Planning (HRP); Designing Performance Related Pay (PRP) programmes; Employment Relations; and Career & Management Development advice.</p>

MEMBERSHIP OF ACADEMIC AND PROFESSIONAL BODIES

Date	Body
2012	SMS, US: Full member: Strategic Management Society
2013	AOM, US: Full member: Academy of Management, USA
2008	BAM, UK: Full Member: British Academy of Management, UK.
2006	CMI, UK: Full Member: Chartered Management Institute, UK.
2005	NHRD, INDIA: Life Member: National HRD Network, India.
2004	NIPM, INDIA: Life Member: National institute of Personnel Management, India.
2006	ISS, INDIA: Full Member: Indian Sociological Society, India.
2008	INDAM, INDIA: Full Member: Indian Academy of Management.
2008	BSA, UK: Full Member: British Sociological Association, UK.
2007	IIM-A, INDIA: Alumni member: Indian Institute of Management- Ahmedabad, India; London
2009	SHRM, US & INDIA: Subject Matter Expert (SME): Society of HRM (SHRM), US & India
2008	AIB UKI: Member of the Academy of International Business, UK and Ireland Chapter
2009	AIB: Member of the Academy of International Business
2010	AABS, UK: Associate of the Academy of Business Strategy, London, UK
2008	ABS, UK: Certified Business Specialist (CBS) with the Academy of Business Strategy
2016	AIB MENA: Member of the Academy of International Business, Middle East and North Africa Chapter

LANGUAGES (OTHER THAN ENGLISH)

1. Hindi (Speaking, Reading Writing)
2. Marathi (Speaking, Reading Writing)
3. Konkani (Speaking, Reading Writing)
4. Urdu (Speaking)

2. ACADEMIC LEADERSHIP AND CITIZENSHIP

Press feature and Esteem:

- My interview on “Zoom’s return to office and no more meeting free days policy” in the USA on Yahoo Finance
<https://finance.yahoo.com/video/zooms-return-office-more-3-210452492.html>
- My interview in “Financial Review”, the authority on business, finance and investment news in Australia. <https://www.afr.com/work-and-careers/workplace/it-s-confirmed-meetings-are-a-waste-of-time-20220329-p5a8zo>
- The Shopify story featuring my research on “fewer meetings” was featured on Bloomberg, and then the article appeared on 34 different platforms, registering millions of views (our tools that measure media impact indicate around 138 million). Here’s a link to the first hit on Bloomberg.
<https://www.bnnbloomberg.ca/shopify-tells-employees-to-just-say-no-to-meetings-1.1865187>
- My interview in the British Newspaper ‘The Statesman’
<https://www.newstatesman.com/business/work/2022/07/business-meetings-waste-time>
- live on the “Australian Broadcasting Corporations” news on my research on “meetings” in the corporate world
<https://www.abc.net.au/listen/programs/radionational-drive/are-workplace-meetings-a-waste-of-time/13828544>
- My interview video YouTube link is
<https://www.youtube.com/watch?v=7tKBCtMqn6E>
- Interview on radio station Canada on “meetings” based on HBR and MIT SMR articles
<https://open.spotify.com/episode/5a2ZzyJrJcI1sPbKGpDOym?si=FmoaKTPuTg25wdvBajphrw>
- The Academy of Management (AOM) press release on COVID-19 vaccine discovery challenges through AOM Insights aom.org/Insights summary of my Academy of Management Perspective article here...
<https://journals.aom.org/doi/full/10.5465/amp.2019.0023.summary>
- Featured in the UAE national press in the article titled “WORKING TOGETHER”
<file:///C:/Users/vijay.pereira/Desktop/VP%20in%20the%20news%20.pdf>
- Contributed to an article for [People Management](http://www.cipd.ae/people-management/news/automation-means-reskilling) about automation in the Middle East and its impact on human resources. Link here...
<https://www.cipd.ae/people-management/news/automation-means-reskilling>
- Global coverage of my research on “New Study Finds Offshoring Did Not Have Negative Impact on Jobs in the UK”. Journal of Business Research (ABDC A). <http://usdailyreview.com/new-study-finds-offshoring-did-not-have-negative-impact-on-jobs-in-the-uk/>
AND
<http://www.ibtimes.com.au/no-evidence-offshoring-led-increase-unemployment-study-1562921>

- Global press coverage on publishing research on “Health marketing in an emerging market: the critical role of signalling theory in breast cancer awareness”. Journal of Business Research (ABDC A). <https://storify.com/UniPortsmouth/breast-cancer-awareness-in-india>
- Several National and State newspapers in Jammu and Kashmir in India (Kashmir Times, State Times, Daily Excelsior etc.) for delivering the Key Note address for the International Conference on "ACHIEVING SUSTAINABLE COMPETITIVE ADVANTAGE IN GLOBAL BUSINESS ERA" on 15th– 17th December, 2015, University of Jammu, India. Also for receiving the Indo-United Nations Pin award.
- Interviewed and featured by People Management magazine, UK (CIPD magazine), August 2015. Topic: Innovative ways HR in UK PSUs handled financial pressures during the past 8 years (recession era).
- Featured in Lokmat times, ‘Inaugurated the research center at Raisoni group of education institutes’, Nagpur India, August 2014.
- Featured in the Times of India on ‘research on India’, dated 17th August 2014.
- Featured in the Lokmat Times, India 2013, on research conducted on Cycle Rickshaw Pullers in Central India.
- Featured in the Times of India, 2011, on research conducted on the Indian Railways.
- Profiled in an article in Business Magazine, UK, October 2010 issue, page 8-9.
- Article titled- ‘IBM sparks jobs fears with redundancy drive’ appeared in ‘The news- Portsmouth Today’, UK, dated- 13th April 2010. Link below- <http://www.portsmouth.co.uk/newshome/IBM-sparks-jobs-fears-with.6221411.jp>

Forbes mention/interview

- ‘What Trade Deals Reveal About Leadership In A Fractured World’. Link- <https://www.forbes.com/sites/benjaminlaker/2025/05/25/what-trade-deals-reveal-about-leadership-in-a-fractured-world/>
- ‘India Will Grow To Become The World’s Third-Largest Economy By 2027’. Link- <https://www.forbes.com/sites/benjaminlaker/2024/02/23/india-to-become-third-largest-economy-by-2027-implications-for-leaders/?sh=247968524fd5>
- ‘Adapting To AI: Interesting Insights From LinkedIn On The Job Market’. Link- <https://www.forbes.com/sites/benjaminlaker/2023/11/21/adapting-to-ai-interesting-insights-from-linkedin-on-the-job-market/?sh=1071d53637c2>
- ‘The Ascent Of Chief Product Officers: Transforming Business In An Era Of Innovation’. Link- <https://www.forbes.com/sites/benjaminlaker/2023/04/03/the-ascent-of-chief-product-officers-transforming-business-in-an-era-of-innovation/?sh=3c50df56588d>
- ‘The DEI Implications Of Cancelling Meetings: Should You Follow Shopify's Lead?’ Link- <https://www.forbes.com/sites/benjaminlaker/2023/01/24/the-dei-implications-of-cancelling-meetings-should-you-follow-shopifys-lead/?sh=610fae26c68>
- ‘Air India Buys Planes From Airbus And Boeing: A Leadership Story’ Link- <https://www.forbes.com/sites/benjaminlaker/2023/02/16/air-india-buys-470-planes-from-airbus-and-boeing-a-leadership-story/?sh=697666f62ac8>

- ‘You Want To Scale A Business? Here Are Some Options’
Link-<https://www.forbes.com/sites/benjaminlaker/2023/01/30/you-want-to-scale-a-business-here-are-some-options/?sh=5e05556b3828>
- ‘Global Supply Chain Crisis: Lessons For Leaders’
Link-<https://www.forbes.com/sites/benjaminlaker/2023/01/11/global-supply-chain-crisis-lessons-for-leaders/>
- ‘Generative Analysis: How AI Enables Effective Leadership’
Link-<https://www.forbes.com/sites/benjaminlaker/2023/01/06/generative-analysis-how-ai-enables-effective-leadership/>
- ‘Five Ways Business Leaders Can Be Philanthropic’
Link-<https://www.forbes.com/sites/benjaminlaker/2022/10/17/five-ways-business-leaders-can-be-philanthropic/>
- ‘Take Four Steps When Developing A Digital Transformation Strategy’
Link- <https://www.forbes.com/sites/benjaminlaker/2022/10/24/take-four-steps-when-developing-a-digital-transformation-strategy/>
- ‘The CEO Guide To The Metaverse’
Link-<https://www.forbes.com/sites/benjaminlaker/2022/07/18/the-ceo-guide-to-the-metaverse/>
- ‘Workers Believe There Is A Negative Stigma Associated With Working From Home’
Link-<https://www.forbes.com/sites/benjaminlaker/2021/11/03/workers-believe-there-is-a-negative-stigma-is-associated-with-working-from-home/>
- ‘Culture Is More Important Than Strategy, Here’s Why’
Link-<https://www.forbes.com/sites/benjaminlaker/2021/12/09/culture-is-more-important-than-strategy-heres-why/>
- ‘Here’s How To Get Your Company To Reduce Meetings’
Link-<https://www.forbes.com/sites/benjaminlaker/2022/01/18/heres-how-to-get-your-company-to-reduce-meetings/>
- ‘Artificial Intelligence Can Help Leaders Drive Global Economy Forward In 2022’
Link-<https://www.forbes.com/sites/benjaminlaker/2022/01/19/artificial-intelligence-can-help-leaders-drive-global-economy-forward-in-2022/>
- ‘SAP To Achieve Net-Zero Emissions Across Their Value Chain By 2030’
Link-<https://www.forbes.com/sites/benjaminlaker/2022/01/20/sap-to-achieve-net-zero-emissions-across-their-value-chain-by-2030/>
- ‘Do You Want To Solve Complex Problems? Cross-Disciplinary Thinking Helps’
Link-<https://www.forbes.com/sites/benjaminlaker/2022/02/01/do-you-want-to-solve-complex-problems-cross-disciplinary-thinking-helps/>
- ‘What Leaders Need To Know About DeFi’
Link-<https://www.forbes.com/sites/benjaminlaker/2022/02/07/what-leaders-need-to-know-about-defi/>
- ‘Is Remote Work Failing Young Workers?’
Link-<https://www.forbes.com/sites/benjaminlaker/2022/03/01/is-remote-work-failing-young-workers/>
- ‘How Frugal Entrepreneurship Can Be A Competitive Advantage’
Link-<https://www.forbes.com/sites/benjaminlaker/2022/05/05/how-frugal-entrepreneurship-can-be-a-competitive-advantage/>
- ‘Sport And Business Leadership. Are They The Same?’

Link-<https://www.forbes.com/sites/benjaminlaker/2022/08/17/sport-and-business-leadership-are-they-the-same/>

- 'Five Ways Business Leaders Can Be Philanthropic'
Link-<https://www.forbes.com/sites/benjaminlaker/2022/10/17/five-ways-business-leaders-can-be-philanthropic/>

International Recognition and Award

Was awarded with the Indo-United Nations (UN) Pin on 17th of December 2015 for academic research work on India and for working with the University of Jammu, India. Only 100 Indo-UN Pins have been created by the United Nations to be conferred upon those personalities who have contributed to the society in general and the spread of Gandhian Philosophy in particular all over the World.

Keynote Speaker

- Invited Key Note Speaker at a three-day International Conference on "ACHIEVING SUSTAINABLE COMPETITIVE ADVANTAGE IN GLOBAL BUSINESS ERA" on 15– 17th December, 2015, University of Jammu, India.
- 2016 OR58 Stream Organiser and Key Note Speaker for the stream 'Outsourcing and Offshoring' at the Operational Research Society's annual conference held at University of Portsmouth.
- Invited Key Note Speaker at ASTHRA (Seventh Edition), the International Symposium 'Workplace Transformation: A People's Perspective', organized by the MBA students of Kochi Campus India, on December 8, 2017.
- Invited Key Note Speaker at International Conference on 'Sustainable Business Practices for Rural Development', Organised by Udhampur Campus, Garnai University of Jammu, India, in Collaboration with Indian Council for Business Education, at University of Jammu on 27 February, 2018.
- Invited Key Note Speaker at the Dubai Dialogue 2020 on "How to Survive and Thrive Sustainably Post COVID-19, hosted and organized by Dubai Chambers of Commerce. Date: 21 October 2020

Academy of International Business (AIB) Middle east and North Africa (MENA)

Elected and appointed Vice President (2017-2020)

Adjunct Professor/Scholar

- Adjunct Full Professor, University of South Pacific (USP), Fiji
- Adjunct Scholar, Portsmouth Business School, University of Portsmouth, UK
- Adjunct Scholar, Manchester Metropolitan Business School, UK

Visiting Professor/Researcher

- School of Engineering, Pforzheim University, Germany
- CIBUL, the Centre for International Business, University of Leeds, UK
- Aston India Foundation for Applied Research, Aston Business School, UK
- Audencia Nantes, Ecole de Management, France
- University of Jammu, India.

Co-chair of Professional Development Workshops (PDW)

I have co-chaired professional development workshops at the highest international Business and Management conferences. These are-

- Academy of Management (AOM), USA 2015 conference- Topic: 'Innovating in Emerging Markets: Understanding National Business Systems Human Capital & Embeddedness'.
- Academy of Management (AOM), USA 2017 conference- Topic: "Reverse Innovation in India: Firm Strategy, Institutions and Human Capital"
- British Academy of Management (BAM) 2015 conference- Topic: 'Institutions, Internationalisation and Emerging Markets'
- Indian Academy of Management 2015 conference- Topic: 'Indian Multinational Enterprises in Africa'

Chair of Academic Body (Advisory)

Chairing the 'Global Entrepreneurship' faculty at Lemon School of Entrepreneurship, India (first school on Entrepreneurship in India- The role as part of Chair broadly includes advising on:

- Strategic inputs for the faculty and related modules
- Fine tune and finalize the curriculum for modules
- Expert inputs as guest speaker/trainer

Chair (Ethics & Academic Integrity Committee)

University of Wollongong, Dubai, UAE (2017-2019)

Founding Executive Board Member- Indian Academy of Management (Affiliate of Academy of Management, USA)

Since 2009.

Elected Executive Board Member- Indian Academy of Management (Affiliate of Academy of Management, USA)

Term: December 2015 to December 2017

Appointed Country Director - (The European and Mediterranean (Euro-Med) Research Business Institute (EMRBI, <http://emrbi.org>))

<https://emrbi.org/about/country-directors/>

Since May 2019

Appointed Advisor/Country Expert- The Emerging Markets Society (EMS)

<https://www.em-society.org/advisors/country-experts/middle-east>

Since June 2019

Editor in Chief:

***International Studies in Management and Organizations-* ABDC 'B'**

Associate Editor:

I was the Area/Associate Editor (OB/HRM) for the Emerald ***Journal of Asia Business Studies*** (JABS) from January 2014 to May 2015

I was the Associate Editor (Strategy, Organisational Behaviour, Human Resource Management and Leadership), *Journal of Business Research* (ABDC 'A') 2016 to 2024

Ex-Global Real Impact Editor for the *Journal of Knowledge Management* (ABDC 'A') 2020-2025

Ex-Associate Editor for *The International Journal of Human Resource Management* (ABDC 'A')

Ex-Associate Editor for the *Journal of Intellectual Capital* (ABDC 'B')

'Business in Sport' Editor for the journal *Sport in Society* (ABDC 'B')

Board Member:

1. On the Editorial Board for FT listed *Production and Operations Management Society* (POMS) journal- ABDC 'A*'.
2. On the Editorial Board for FT listed *Journal of Management Studies* - ABDC 'A*'.
3. Editorial Board, *British Journal of Management* – ABDC 'A'.
4. Editorial Board (Formerly Africa, Latin America and the Middle East, now Europe), *International Journal of Human Resource Management*, ABDC 'A'
5. On the Editorial Board for *Asia Pacific Journal of Management* (APJM)- ABDC 'A'
6. International Editorial Advisory Board, *Journal of South Asian History and Culture*. Currently hold this position with responsibility for consulting and advising on international matters
7. On the Editorial Board for the Journal *Asian Business & Management* (ABM)
8. On the Editorial Advisory Board, *EuroMed Journal of Business*

Chair of International Conferences

Chair of the Business and Sports conference at the Indian Institute of Management Indore from the 9th to 10th October 2025.

Chair of the Business and Sports conference at NEOMA Business School from the 25th to 27th August 2024.

Chair of Track on Cross-Cultural Management at the 15th IHRM Conference 2018, held in Madrid in June 2018.

Co-chaired a conference held at the University of Oxford, June 2015. Theme of conference: Sports, Ethics and Business. Sponsored by Routledge Publishers, London. Co-hosted the AIB

Global Outreach Ambassador (Portsmouth)

Nagpur First, a Charitable Trust a registered Trust under Bombay Public Trust Act, 1950, India

Honours and prizes:

Academic (studying)-

- 2005- University of Portsmouth, UK- MSc (International Human Resource Management) (Ranked- First in order of Merit)
- 1995- Maharashtra Institute of- Post Graduate Diploma in (Labour Studies), India (Ranked- First in order of Merit)

Industry-

- 1996- Awarded Additional General Managers Outstanding Officer Award, Indian Railways

Academic (Research)-

- 2016- Won the Best Paper Award at the University of Portsmouth UK Business School's research and innovation conference.
- 2016- Won the highly commended research scholar award by the Australian University of Wollongong, Dubai Campus (UOWD) Research Excellence Award ceremony 2016.
- 2015- Won Best Paper Award at the Fourteenth International Colloquium on Non-profit, Arts, Heritage and Social Marketing, supported by Emerald Group Publishing. Paper titled "Investigating Interdisciplinary Health Interventions in India Breast Cancer Campaigns" Co-author- Judith Fletcher.
- 2013- European Journal of Training and Development Highly Commended Awards at the UFHRD conference 2013 for paper titled Virtual Action Learning for Off-Shore Outsourcing: Addressing 'Wicked' HRM Problems in Global Business, Co-author- Brook, C.
- 2013- Shortlisted Paper for Alan Moon Prize 2013 at the UFHRD conference 2013 titled Virtual Action Learning for Off-Shore Outsourcing: Addressing 'Wicked' HRM Problems in Global Business, Co-author- Brook, C.

3. RESEARCH, ENTERPRISE AND INNOVATION

3.1 PUBLICATIONS

International Refereed Journals

(Ranked as per ABDC / ABS / Financial Times / Q lists):

ABS 4/4/ ABDC A*/ French Ranked 1/ Financial Times (FT) Ranked / Q1 Ranked*

- Shoham, A., Temouri, Y., Tarba, S., and Pereira, V. (2026). How do M&A rumours influence deal completion? The role of gender board diversity and language differences. ***British Journal of Management***.
- Ogbonnaya, C., Pereira, V., Laker, B., Babalola, M., and Degbey, W. (2024). How to Compassionately Manage an Employee with a Terminal Illness. ***Harvard Business Review***.
- Laker, B., Pereira, V., Tillotson, J., and Toyoki, S. (2024). Managing Impending Loss: Supporting Employees through Terminal Illness. ***MIT Sloan Management Review***.

- Nayak, S., Pereira, V., Ali Kazmi, B., and Budhwar, P. (2024). The impact of social networking sites on consumers purchasing intention: Exploring ethical consumerism in an emerging country context. *Journal of Business Ethics*.
- Laker, B; Weisz, N; Pereira, V and De Massis, A. (2023). The Emotional Landscape of Leadership. *MIT Sloan Management Review*.
- Budhwar, P., Chowdhury, S., Wood, G., Aguinis, H., Bamber, G., Beltran, J., Boselie, P., Lee Cooke, F., Decker, S., DeNisi, A., Dey, P K., Guest, D., Knoblich, A J., Malik, A., Paauwe, J., Papagiannidis, S., Patel, C., Pereira, V., Ren, S., Rogelberg, S., Saunders, M., Tung, R and Varma, V. (2023). HRM in the Age of Generative AI: Perspectives and Research Direction on ChatGPT. *Human Resource Management Journal*.
- Rammel, H., Pereira, V., Temouri, Y., Laker, B., Tarba, S., & Ferreira, J. (2023). The institutional development of Islamic finance in the Middle East: A post-colonial perspective. *Business History*.
- Pereira, V., Laker, B., Tillotson, J., and Bhatnagar, K. (2023). How to Create a Blameless culture. *Harvard Business Review*. ISSN: 0007-6791.
- Pereira, V., Temouri, Y., Tarba, Y., Üsdiken, B., Abdelrehim, N. (2024). Exploring Business History of the Middle East and North Africa Region. *Business History*. ISSN: 0007-6791.
- Tillotson, J., Laker, B., Pereira, V., and Bhatnagar, K. (2023). How to Make Workplaces More Inclusive for People with Invisible Disabilities. *Harvard Business Review*.
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Manuscripts under review & final submission (as on September 2025)

- Physician Leadership: Empirical Investigation of Decision Making in Ethical Dilemmas. *Journal of Business Ethics* (Round 2 review)
- Why Your Moral Compass Might Be Misleading You at Work? *Harvard Business Review* (Submitted, under review)

- Remoulding of Jobs: When Established Jobs Run into Realities of Job Content. *Organization Studies* (Submitted, under review)
- When digital excitement falls flat: Rethinking C-level influence on driving sustainable human resource strategies. *Human Relations* (Submitted, under review)
- Grass is always dark(er) on the other side: Exploring the dark side of artificial intelligence humanitarian supply chain operations. *Technology Forecasting and Social Change* (Round 2 review)
- Rethinking Employee Collaboration: Paving the Way for a New Model of Practical HRM Evolution. *Human Resource Management Journal* (Round 1 review)
- Family Management and Internationalisation: Unravelling the Moderating Role of R&D Investments. *International Business Review* (Under review)
- Exploring and Investigating the International Marketing Communication Strategies of Digital British SMEs through the Lens of the Signalling Theory. *International Marketing Review* (Round 1 review)
- The Role of Organisational Support Practices on Repatriate Knowledge Transfer: A Perspective of the Individual Ability–Motivation–Opportunity Framework. *The International Journal of Human Resource Management* (Round 2 review)
- Does Renqing Debt Breed Corruption in the Chinese Business-to-Business Context? A Critical Investigation. *European Journal of Marketing* (Round 4 review)
- Employee Voice in The Chinese Context: A Systematic Review and Future Perspectives. *Multinational Business Review* (Round 2 review)
- Stepping up to fill the financial void? The case of social organisations aiding rural entrepreneurship in Indonesia and Sri Lanka. *Asia Pacific Journal of Management* (Submitted)
- Green Logistics and Supply Chain Knowledge Management: An Extended Framework-Based Systematic Literature Review. *Journal of Knowledge Management* (Submitted, under review)
- Greenwashing in Banking: Exploring the Interplay of Strategic Ambidexterity, Public Policy, and Customer Advocacy. *International Journal of Bank Marketing* (Round 2 review)
- Interpersonal relationship building during international assignments: Comparing guanxi and the social network perspective. *Human Resource Management Review* (Submitted)

- Socio-economic, Cultural, and Political factors that shaped the early years of Bollywood (1940s-1950s). *Business History* (Submitting)
- A Case of Compelled Janus Face? Concealment of HIV Status among Employees in an Emerging-Country Informal Sector. *Journal of Management* (Submitting)
- Take Care of Your People, and They'll Take Care of Your Business: A Psychological Contract Perspective of Ethical Behaviour. *Human Resource Management* (Submitting)
- Towards Establishing Organisational Legitimacy: The Early Years of Amul (1946 - 1965). *Business History* (Submitting)
- Adapting to Indigenous Management Practices: Evidence from Foreign Multinational Enterprises in the Egyptian Hospitality Industry. *International Journal of Human Resource Management* (Submitting).
- Liability of British digital SMEs post Brexit. *British Journal of Management* (Submitting)
- Family Management and Internationalization: Unravelling the Moderating Role of R&D Investments. *International Business Review* (Submitting)
- The effect of international tourism and greenhouse gas emissions: An exploration of the moderating effect of institutional governance in emerging markets. *Tourism Management* (Submitting)
- Green Finance, Financial Sector Efficiency and Green Productivity in Select African Countries. *Journal of Business Research* (Submitting)
- Women-Owned Enterprises and Firm Performance. The Mediation Effect of Network Breadth. *Gender, Work & Organization* (Submitting)
- Sustainable Development through Green Financing: What We Know and Where We are Heading. *Journal of Business Research* (Submitting)
- Stakeholder Opportunism, Hypocrisy & Exploitation OR Social Responsibility? The Case of Bangladesh's Ready-Made Garment Sector. *Business and Society* (Submitting)
- Cyber Technology, Dilemmas of Ecstasies and Mental Health: Demonised and Digitalised Diffusion of the Global Psychedelics? *Technovation* (Submitting)
- Mapping the Continuing Relevance of 'Big Five' Personality Research: A Review and Research Agenda. *Journal of Business Research* (Submitting)
- Is the Business of Business Schools Merely Business? A Critical Analysis through a Stakeholder Perspective Lens. *Management Learning* (Submitting)
- The act of presenteeism and its outcomes during M&A. *Human Resource Management* (Submitting)

- An integrated approach towards Supply chain agility and resilience. *Annals of Operations Research* (Submitting)
- A retrospective analysis of EM MNE literature: Exploring and mapping what has emerged, what is emerging and future research directions. *International Journal of Management Review* (Submitting)
- Thy Shall be Sanctioned! The Impact of Sanctions on Global Talent Management: Evidence from France. *Journal of World Business* (Submitting)
- Reconfiguring Organisational Resilience: Navigating Its Evolutionary Landscape and Charting Ethical Implications for the Future. *Long Range Planning* (Submitting)
- How was Saudi Aramco Nationalised and Achieved Full Ownership after the 50/50 Agreement- A Historical Analysis. *Business History* (Submitting)
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- Pereira, V. (2012) Case study- Competing through Technology: Exam Revision and Project Supervision Made Easy through Technology. In: Noe, R, A., Hollenbeck, J, R., Gerhart, B., and Wright, P, M., *Human Resource Management- Gaining a Competitive Advantage*. Global Edition. McGraw-Hill Irwin, New York, pp. 89. ISBN 139780077140892
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Conferences where full papers were presented

- Behl, A., Pereira, V. (2024). “Exploring ecommerce subscription-based pricing strategy from a millennial consumer perspective”. Conference: The 8th International Conference of Marketing, Strategy & Policy Research 2024 on 22 March 2024 (Online Conference) & 27-29 March 2024 (In-person Conference) at Bogmallo Beach Resort, Goa, India.
- Kuivalainen, O., Roohanifar, M., Pereira, V. (2024). Title: “Exploring and Investigating the International Marketing Strategies of Digital British SMEs through the Lens of the Signalling Theory”. Conference: 50th AIB UK & Ireland Chapter Conference 2024 hosted by Aston Business School from 4-6th April in Birmingham, United Kingdom.
- Shankar, A., Kumar, A., Behl, A., Pereira, V. (2024). Title: “Virtual stars with real hearts! Understanding consumer engagement towards metaverse influencers: A multi-country perspective”. Conference: 50th AIB UK & Ireland Chapter Conference 2024 hosted by Aston Business School from 4-6th April in Birmingham, United Kingdom.
- Zheng, k., Zhang, J., Zhou, L., Xu, Y., Behl, A., Pereira, V. (2024). Title: “Digital Transformation of Enterprise Human Resource Management: A Personnel Efficiency Evaluation Framework with DEA-Malmquist Model”. Conference: 50th AIB UK & Ireland Chapter Conference 2024 hosted by Aston Business School from 4-6th April in Birmingham, United Kingdom.
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 - Thomas, A., Jaiswal, A., Vaz, D., Varma, A., Pereira, V., Wang, C.H. (2023). Title: “Performance Appraisal and Work Location: An Empirical Analysis”. Conference: AIB Oceania 2023 Chapter Research Symposium and Paper Development Workshop hosted by Adelaide Business School, The University of Adelaide from 22-24 November in Adelaide, Australia.
 - Kuivalainen, O., Roohanifar, M., Pereira, V. (2023). Title: “Exploring and Investigating Digital Small and Medium Enterprises Online and Offline Communication Strategies- The Case of British Firms through the Lens of Signaling Theory”. Conference: EIBA 2023 - 49th Conference of the European International Business Academy, hosted by ISEG- University of Lisbon from December 15-17, 2023, Portugal.
 - Temouri, Y., Pereira, V., Rammal, H., Luong, H.P. (2023). Title: “The Role of Business Cluster Ecosystems and Productivity in achieving high growth entrepreneurship: Evidence from Germany”. Conference: EIBA 2023 - 49th Conference of the European International Business Academy, hosted by ISEG- University of Lisbon from December 15-17, 2023, Portugal.
 - Budhwar, P., Ghauri, P., Pereira, V. (2023). Panel discussant for “Responsible Research that Makes Sense for Emerging Markets”. Conference: AIB Middle East & North Africa 2023 Chapter Conference hosted by Africa Business School, Mohammed VI Polytechnic University from 10-13 December, 2023, Rabat, Morocco.
 - Budhwar, P., Carneiro, J., Pereira, V., Nachum, L., Temouri, Y. (2023). Panel discussant for “Finding your Way to Getting Published”. Conference: AIB Middle East & North Africa 2023 Chapter Conference hosted by Africa Business School, Mohammed VI Polytechnic University from 10-13 December, 2023, Rabat, Morocco.
 - Pereira, V. (2023). Session Chair for track “International Human Resource Management, Global Leadership, and Cross-Cultural Management”. Conference: AIB Middle East & North Africa 2023 Chapter Conference hosted by Africa Business School, Mohammed VI Polytechnic University from 10-13 December, 2023, Rabat, Morocco.
 - Pereira, V., Vaz, D., Varma, A. (2023). Title: “A quasi-experimental study of performance appraisal during crisis”. Conference: AIB Middle East & North Africa 2023 Chapter Conference hosted by Africa Business School, Mohammed VI Polytechnic University from 10-13 December, 2023, Rabat, Morocco.
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- Temouri, Y., Pereira, V., Delis, A., Wood, G. (2023). Title: "How Does Protectionism Impact Multinational Firm Reshoring? Evidence from the UK". Conference: AIB 2023 Warsaw hosted by SGH Warsaw School of Economics from July 5 – 9, 2023, Warsaw, Poland.
- Wood, G., Pereira, V. (2023). Panel discussant on topic "Economic and social assessment for knowledge management research, international rankings and global scientific communities: from thirs stream theories to the fourth mission policies" for knowledge management workshop held at Universita' Politecnica Delle Marche on 11th Jul, 2023, Ancona, Italy.
- Pereira, V., Temouri, Y., Xu, B., Muschert, G., Shen, K. (2023). Title: "Does a culture of renqing breed corruption in the Chinese business-to-business context? A critical investigation". Conference: INDAM 2023, School of Business Management, hosted by Narsee Monjee Institute of Management Studies from 6th-8th Jan, 2023, Mumbai, India.
- Pereira, V., Paul, H., and Bamel, U. (2023). Title: "Work-from-anywhere and strategic HRM: a qualitative study from the lens of gen-z new hires".

- Conference: INDAM 2023, School of Business Management, hosted by Narsee Monjee Institute of Management Studies, 6th-8th Jan, 2023, Mumbai, India.
- Temouri, Y., Pereira, V., Rammal, H.G, and Luong, Ha-Phuong. (2023). Title: “The Role of Business Cluster Ecosystems and Productivity in achieving high growth entrepreneurship: Evidence from Germany”. Conference: INDAM 2023, School of Business Management, hosted by Narsee Monjee Institute of Management Studies, from 6th-8th Jan, 2023, Mumbai, India.
 - Cascio, W.F., Collings, D.G., Makram, H., and Pereira, V. (2023). Panel discussant for “Building Leadership Capability in Africa: The Challenges and Opportunities of High-Potential Programs” in the 6th Biennial Conference from 7th – 10th Jan, 2023, Cairo, Egypt.
 - Temouri, Y., Pereira, V., Wood, G., Lewelly, K., and Reppas, D. (2022). Title: “Cross-country evidence of marketing e-commerce SME internationalization and the role of policy”. Conference: 48th EIBA Annual Conference 2022, hosted by BI Norwegian Business School from 8th to 10th Dec, 2022, Bergen, Norway.
 - Temouri, Y., Pereira, V., Rammal, H.G, and Luong, Ha-Phuong. (2022). Title: “The Role of Business Cluster Ecosystems and Productivity in achieving high growth entrepreneurship: Evidence from Germany”. Conference: 48th EIBA Annual Conference 2022, hosted by BI Norwegian Business School from 8th to 10th Dec, 2022, Bergen, Norway.
 - Patel, J., Pereira, V., and Varma, A. (2022). Title: “Diversity, Equity, and Inclusion in the Middle East: Lessons from the West”. Conference: AIB 2022 MENA Chapter Conference, hosted by Mohammed Bin Rashid School of Government (MBRSG) from Dec 12th to 14th, 2022, Dubai, UAE.
 - Temouri, Y., Pereira, V., Wood, G., Lewelly, K., and Reppas, D. (2022). The academy-assigned submission number: 246. Title: “Cross-country evidence of marketing e-commerce SME internationalization and the role of policy”. Conference theme: 48th AIB UK & Ireland & 8th Reading IB Conference, organized by Henley Business School, University of Reading from 7th-10th April, 2022, UK.
 - Pereira, V., Temouri, V., and Vaz, D. (2022). Title: “Identifying Sustainable Business Relationships in a Post Covid-19 Era in India: Is there an evidence for Dodecahedron Shaped Stakeholder Model?”. Conference: 4th Annual Conference of Aston India Centre for Applied Research, hosted by Aston Business School from 1st – 2nd July, 2022, Birmingham, UK.
 - Pereira, V., Vaz, D., Bamel, N., and Bamel, U. (2022). Title: “Evaluating Resource Orchestration of Evolving Disruptive Technologies within Ecosystem-based Business Models: Evidence from an Indian Firm”. Conference: 4th Annual Conference of Aston India Centre for Applied Research, hosted by Aston Business School from 1st – 2nd July, 2022, Birmingham, UK.
 - Temouri, Y., Pereira, V., Wood, G., Lewellyn, K., and Reppas, D. (2022). Title: “Cross-Country Evidence of Marketing E-Commerce SME Internationalization and the Role of Policy”. Conference: Academy of International Business -AIB 2022 from 5th – 9th July, 2022, Miami, USA.
 - Jaiswal, A., Pereira, V., and Varma, A. (2022). The academy-assigned submission number: 397. Title: “An Empirical Investigation of Academic Integrity in Assessments- Evidence from an Emerging Country”. Conference:

- 82nd Annual Meeting of the Academy of Management from 5th- 9th August, 2022, Seattle, Washington, USA.
- Dey, P., Pereira, V., Barbarossa, C., Kandi, S., Abadie, A., Chowdhury, S., Cohen, C., Godefroit-Winkel, D., Sohal, A., Mukerjee, J., Temouri, Y., and Malesios, C. (2022). The academy-assigned submission number: 462. Title: “Net Zero and Employee-centric Transformation in Indian SMEs Post COP26: Research Framework”. Conference: 82nd Annual Meeting of the Academy of Management from 5th- 9th August, 2022, Seattle, Washington, USA
 - Patel. P., Jaiswal, A., Vaz, D., Ma, Z., Pereira, V., and Varma, A. (2022). The academy-assigned submission number: 1345. Title: “The Role of Language in Expatriate Professionals’ Work-Life Balance”. Conference: 82nd Annual Meeting of the Academy of Management from 5th- 9th August, 2022, Seattle, Washington, USA.
 - Pereira, V., Hasan, Z., Athota, V.S., and Vaz, D. (2022). The academy-assigned submission number: 35_06. Title: “Can Artificial Intelligence manage Behavioural biases among financial planners?” Conference: 15th annual EUROMED Academy of Business (EMAB) conference, hosted by University of Palermo from September 21st-23rd, 2022, Palermo, Italy.
 - Pereira, V., Patnaik, S., and Temouri, Y. (2021). The academy-assigned submission number: 135. Title: “Intra-Organisational Dynamics As ‘Dark Side’ in Joint University-Industry Laboratories Relationships: A Longitudinal Investigation”. Conference: Academy of Management AIB-2021 Global Online. From 25th June to 1st July, 2021.
 - Pereira, V., Bamel, N., Bamel, U., and Cappiello, G. (2021). The academy-assigned submission number: 136. Title: “Knowledge Management Within a Strategic Alliances Context: Past, Present and Future. Journal of Knowledge Management”. Conference: Academy of Management AIB-2021 Global Online. From 25th June to 1st July, 2021.
 - Pereira, V., Gupta, M., and Behl, A. (2021). JBR Special Issue workshop titled “Caste Work in Management Studies: How are Historical Stigma and Inequality Reproduced?” A symposium to bring emerging scholarship on this topic together hosted by the University of Bath, School of Management on 29th Jul, 2021.
 - Pereira, V. (2021). Session chair for Track: Humanities and Liberal Arts in Management and panel discussant for Topic: Pivoting to survive the Pandemic: Insights, implications, and research agenda for HRM. Conference: 8th PAN IIM World Management Conference from 16th-18th December, 2021, organized by IIM Kozhikode, India.
 - Ghobadian, A., Baruch, Y., Khapova, S., O'Regan, N., Nandakumar, M.K., Castaner, X., Huse. M., Lu, J., Sinha, P., Pereira, V., and Kwan, H.K. (2020). The Academy-assigned submission number: 19054. Title: *Preparing to become a Global Faculty*. Sponsor: Careers Division. Conference theme: 20/20: Broadening Our Sight. The 80th Annual Meeting of the Academy of Management took place online 7th-11th August 2020, Vancouver, Canada.
 - Malik, A., Budhwar, P., Pereira, V., and Munjal, S. (2020). The Academy-assigned submission number: 14495. Title: *Managing Human and Artificial Intelligence at Work*. Sponsor: INDAM (Indian Academy of Management) Division. Conference theme: 20/20: Broadening Our Sight. The 80th Annual

Meeting of the Academy of Management took place online 7th-11th August 2020, Vancouver, Canada.

- Munjal, S., Kundu, S., Contractor, F., Malik, A., Pereira, V., Basu S., and Muschert, G. (2020). The Academy of Management (AOM)-assigned submission number: 19262. Title: *Global Outlook of Indian Industries @75*. Sponsor: INDAM (Indian Academy of Management) and IM (International Management) Division. Conference theme: 20/20: Broadening Our Sight. The 80th Annual Meeting of the Academy of Management took place online 7th-11th August 2020, Vancouver, Canada.
- Patnaik, S., Vijay Pereira, V., and Dey, M. (2019). Title: "Unravelling processes of alliance capability development: Longitudinal processual insights from an emerging country MNE". 3rd Annual Conference of Aston India Centre for Applied Research (AICAR) conference theme- Managing in the Rapidly Changing Indian Context, 30 - 31 August 2019, Aston, Birmingham, UK.
- Patnaik, S., Pereira, V., Temouri, Y., Malik, A., and Roohanifar, M. (2019). Title: "The Dance of Power and Trust- Exploring Micro-Foundational Dimensions in the Development of Global Health Partnership". ID: #773 full competitive paper accepted at the BAM 2019 track on Inter-Organizational Collaboration: Partnerships, Alliances and Networks. British Academy of Management (BAM) conference theme- Building and Sustaining High Performance Organisations in Uncertain Times: Challenges and Opportunities. 3rd - 5th September 2019, Aston University, Birmingham, UK.
- Lasrado, F., Pereira, V., Tarba, S., Budhwar, P., Temouri, Y., and Malik, A. (2019). PDW Title: "Assessment of authentic teamwork in Asian context: Implications for business schools". IAM PDW at AOM 2019. Academy-assigned submission number: #13797. Sponsor: INDAM (Indian Academy of Management) and IM (International Management) Division. 79th Annual Meeting of the Academy of Management taking place 9-13 August in Boston, Massachusetts, USA.
- Lasrado, F., Pereira, V., Tarba, S., Malik, A., and Temouri, Y. (2019). Title: "Organizational Excellence in Asian Context: Implications for Business Education". Asia Academy of Management PDW at AOM 2019. Academy-assigned submission number: 15055. Sponsor: Asia Academy of Management - AAM Division 79th Annual Meeting of the Academy of Management taking place 9-13 August in Boston, Massachusetts, USA.
- Malik, A., Nandakumar, M. K. V., Pereira, V., and Sahasranaman, S. (2019). Title: "Sustainable Business Model Innovation in Social Enterprises: Sustainable Business Model Innovation". Academy-assigned submission number: #13979. Sponsor: INDAM (Indian Academy of Management) and IM (International Management) Division. 79th Annual Meeting of the Academy of Management taking place 9-13 August in Boston, Massachusetts, USA.
- Sinha, P., Malik, A., Pereira, V., and Tarba, S. (2019). AOM competitive paper submission #12062 titled "Managing legitimacy in cross-border post merger integration: The role of language strategies". 79th Annual Meeting of the Academy of Management taking place 9-13 August in Boston, Massachusetts, USA. <https://journals.aom.org/doi/10.5465/AMBPP.2019.12062abstract>
- Patnaik, S., Pereira, V., Temouri, Y., Malik, A., Tarba, S., and Bustinza, O. (2019). competitive presentation (ID#1108). "A Longitudinal Investigation into

- Development of Ambidextrous Practices - A Case of a Biopharma EMNE". AIB 2019 Annual Meeting Copenhagen, Denmark June 22-27, 2019.
- Fletcher-Brown J., Carter D., Pereira V., and Chandwani R., (2019). "A mobile health intervention: Using creative technology to raise breast cancer awareness in India". Case study presentation at the World Social Marketing Conference 4-5 June, 2019 Edinburgh, UK.
 - Fletcher-Brown J., Carter D., Pereira V., and Chandwani R. (2019). "A Community Mobile-Health Approach to Breast Cancer Awareness in India". 4th IIMA International Conference on Advances in Healthcare Management Services February 16-17, 2019 Ahmedabad, India.
 - Pereira V, Patnaik S, Tarba S, Malik A, Temouri Y, (2018). 'A Longitudinal Investigation into Ambidextrous Practices Capturing Alliance Dynamics through a Micro-Foundational Lens: A Case of a Biopharma EMNE from India', Aston India Centre for Applied Research: 2nd Annual Conference, Aston Conference Centre, Aston University, Birmingham, UK
 - Lasrado, F., and Pereira, V. (2018). ID#: 1072. TITLE: "Interventions for Achieving Business Excellence Based on Global Human Capital, CSR, RBV and Signalling Theories". AIB 2018 June 24-25, Minneapolis Conference, USA.
 - Pereira, V., Singh, S., Mellahi, K., and Collings, D. (2018). ID#: 1358, TITLE: "Self-Initiated Expatriates Adjustment: Role of Host Country Nationals". AIB 2018 June 24-25, Minneapolis Conference, USA.
 - Lasrado, F., Pereira, V., and Singh, S. (2018). ID#: 1149. TITLE: " Designing IB curriculum in Light of Constructive Alignment: A Case Study Analysis ". AIB 2018 June 24-25, Minneapolis Conference, USA.
 - Tuffour, J., Pereira, V., Temouri, Y., and Patnaik, S. (2018). "The quest for ethics amidst institutional change: the case of Ghana's mining industry". Manuscript Development Workshop of the Special Issue of the Journal of Business Ethics on Advancing Business Ethics Research on Africa to be held on May 17-18, 2018 at the International Centre for Corporate Social Responsibility (ICCSR), Nottingham University Business School, Nottingham, United Kingdom.
 - Malik, A., Athota, S., Pereira, V., Patel, C., and Tarba, S. (2018). PDW proposal, submission #15775 TITLE: "Promoting wellbeing and resilience to influence innovation", for the 2018 Academy of Management Meeting taking place August 10-14 in Chicago, Illinois, USA.
 - Pereira, V., Budhwar, P., Temouri, Y., Jones, C., Malik, A., Arora, B., and Singh, S. (2018). PDW proposal, submission #14683 TITLE: "Tax haven use by emerging market multinationals: The case of India", for the 2018 Academy of Management Meeting taking place August 10-14 in Chicago, Illinois, USA.
 - Singh, S., Pereira, V. (2018). PDW, submission # 16735 TITLE: "Global Mobility and Expatriate Management" for the 2018 Academy of Management Annual Meeting, August 10 - 14, in Chicago, Illinois, USA.
 - Pereira, V., Budhwar, P., Gupta, JJ. (2017). TITLE: Development and Validation of a Talent Management Scale in the Indian Financial Sector Context. Aston India Centre for Applied Research: Inaugural Conference, 15th and 16th September 2017, Aston Conference Centre, Aston University.
 - Pereira, V., Fletcher-Brown, J. (2017). TITLE: The reflections of a health advertising researcher of British origin undertaking fieldwork in India. Aston

- India Centre for Applied Research: Inaugural Conference, 15th and 16th September 2017, Aston Conference Centre, Aston University.
- Pereira, V. (2017). "The Role of Human Capital in Business Excellence and Innovation". Dubai International Government Achievements Exhibition. Dubai, April 2, 2017.
 - Pereira, V., Howe-Walsh., Turnbull, S., and Khan, S. (2017). ID#: 525, TITLE: "Talent Management: Women's Career Choices in Arab Middle Eastern Context". AIB 2017 Annual Meeting Dubai, UAE, July 2-5, 2017.
 - Pereira, V., Malik, A., Sinha, P; and Rowley, C. (2017). ID#: 556, TITLE: "Implementing Global-Local Strategies through Internal-External Processes: Creating an Ambidextrous Context through HRM Context". AIB 2017 Annual Meeting Dubai, UAE, July 2-5, 2017.
 - Pereira, V., Fletcher-Brown, J., and Nyadzayo, M. W. (2017). ID#: 191, TITLE: "Health Marketing in an Emerging Market: The Critical Role of Signalling Theory in Breast Cancer Awareness". AIB 2017 Annual Meeting Dubai, UAE, July 2-5, 2017.
 - Pereira, V., Malik, A., and Budhwar, P. (2017). ID: 188 HRM in the global information technology (IT) industry: Towards Multivergent configurations in the context of collaborative partnerships. Academy of International Business UK and Ireland, 44th AIB (UK&I) & 6th Reading IB Conference, April 6-7, 2017.
 - Pereira, V., Budhwar, P., Tarba, S., Temouri, Y., and Ganotakis, P. (2017). ID: 298 How does state-ownership and acquisition experience affect emerging market firm performance? Academy of International Business UK and Ireland, 44th AIB (UK&I) & 6th Reading IB Conference, April 6-7, 2017.
 - Pereira, V., Munjal, S., Budhwar, P., Kundu, S., Arora, B., and Subramanyam, R. (2017). PDW submission #11797 titled "Reverse Innovation in India: Firm Strategy, Institutions and Human Capital", for the 2017 Academy of Management Meeting taking place August 4-8 in Atlanta, Georgia, USA.
 - Pereira, V. (2016). Title- Journal Editors as Philosopher Kings: the duties and responsibilities of academics in a changing world. Conference- Invited speaker and panellist at the Journal of South Asian History and Culture roundtable workshop. Theme: Journals as actors in the academic world. Existing and Changing Roles. 1st July 2016, University of Oxford, UK.
 - Pereira, V. (2016). Key note Paper 'Outsourcing and Offshoring Decision Making and its Implications for the firm'. Operations Research Society OR58 Annual Conference, UK - Keynote Paper, University of Portsmouth, 6 – 8 September 2016.
 - Pereira, V., Budhwar, P., Munjal, S., Malik, A., Scully, J., Bilolihar, A., Gregson, M., & Parker, J. (2016). Workforce Intelligence Planning and the Wider Enterprise: The Case of UK and India. Conference- PDW presented at the 2016 Academy of Management (AOM) Meeting, 4-9 August 2016, Anaheim, USA.
 - Ahluwalia, P., and Pereira, V. (2016). Globalising Universities. Invited presentation and talk by the Education Minister to 12 University Vice Chancellors in the state of Maharashtra, India, December 2016.
 - Pereira, V., Malik, A., Sinha, P; and Rowley, C. (2016). Implementing Offshoring in high-technology service firms: The role of HRM in creating an

- ambidextrous context, Conference- Operations Research Society OR58 Annual Conference, University of Portsmouth, 6 – 8 September 2016.
- Pereira V., and Nyadzayo, M. W. (2016). Title- Tracking Corporate and Employer 'Branding' Strategies in the Evolving Indian Information Technology-Business Process Offshoring Industry: A case of sustainability or mere survival? Conference- The 2nd International Conference on Organization and Management (ICOM), November, 2016.
 - Fletcher-Brown J., Pereira V. (2015). "Investigating interdisciplinary health interventions in India breast cancer campaigns". Fourteenth International Colloquium on Non-profit, Arts, Heritage, and Social Marketing, Guildhall Faculty of Business and Law, London Metropolitan University, 2nd September 2015 ISBN 978-1-907675-35-5.
 - Fletcher-Brown J., Pereira V. (2015). "Is negotiating social change a corporate responsibility? Fact or fiction? A working paper". 4th Biennial Academy of Management Conference, Noida, India 11-13 December 2015.
 - Munjal, S., Budhwar, P., Debrah, Y., Thite, M., and Pereira, V. (2015). Indian Multinational Enterprises in Africa. Symposium paper at the 4th Indian Academy of Management Conference, Noida, India. 11th-13th December 2015.
 - Pereira and Malik. (2015). The role of HR and FL Managers in Employment Relations in India's Largest Commercial Employer: A Case Study Investigation. 4th Indian Academy of Management Conference, Noida, India. 11th -13th December 2015.
 - Pereira, V. (2015). A Longitudinal case-study examination of change through organisational development strategies in a high performing Indian multinational organisation. 4th Indian Academy of Management Conference, Noida, India. 11th -13th December 2015.
 - Fletcher-Brown, J., Pereira, V., and Rodrigo, P. (2015). Is Negotiating Social Change A Corporate Responsibility? Fact or Fiction? A Working Paper. 4th Indian Academy of Management Conference, Noida, India. 11th -13th December 2015.
 - Munjal, S., Budhwar, P., Pereira, V., Patel, C., Arora, B., Hoa Do. (2015). Institutions, Internationalisation and Emerging Markets. In D. Denyer & A Tait (Eds.), British Academy of Management. Portsmouth: British Academy of Management.
 - Pereira, V., & Malik, A. (2015). Post-colonial hangover? A case of multiple cross-cultural influences on Indian Railways. In D. Denyer., & A Tait (Eds.), British Academy of Management. Portsmouth: British Academy of Management.
 - Budhwar, P., Kundu, S., Munjal, S., Pereira, V., & Malik, A. (2015). Innovating through emerging markets: Understanding national business systems and embeddedness. In A. MacGahan, & M. Glynn (Eds.), Academy of Management. Vancouver: Academy of Management.
 - Pereira, V., Malik, A., & Howe-Walsh, L. (2015). Managing Yopatriates: A longitudinal study of Generation Y expatriates in an Indian MNC. In R. Mudambi, & K. Tunga (Eds.), Academy of International Business. Bengaluru, India: Academy of International Business.
 - Laleman, F., Pereira, V., & Malik, A. (2015). Understanding cultural singularities of "Indianness" in an inter-cultural business setting. In R.

- Mudambi, & T. Kiyak (Eds.), *Global Networks: Organizations and People*. Bengaluru, India: Academy of International Business.
- Pereira, V., & Bozionelos, N. (2015). Performance Work Practices Exist in India: Evidence from Two Organizations. In R. Mudambi, & K. Tunga (Eds.), *Academy of International Business*. Bengaluru, India: Academy of International Business.
 - Munjal, S., & Pereira, V. (2015). Opportunities and Challenges for Multiple-Embeddedness through Mergers and Acquisitions in Emerging Economies. In R. Mudambi, & K. Tunga (Eds.), *Academy of International Business*. Bengaluru, India: Academy of International Business.
 - Ali, F., Malik, A., Pereira, V., & Al Ariss, A. (2015). Work-life balance of Muslim migrant women: A relational view. In D. Dobija (Ed.), *EURAM*. Warsaw, Poland: EURAM.
 - Malik, A., Budhwar, P., & Pereira, V. (2015). HRM in the global information technology/business process outsourcing (IT/BPO) industry: Towards configurations of crossvergence. In E. Farndale, M. Vidović, S. Raghuram, & H. Liu (Eds.), *2nd IHRM Conference*. Pennsylvania State: School of Labor and Employment Relations, The Pennsylvania State University, USA.
 - Do, H., Budhwar, P., Patel, C., & Pereira, V. (2015). High-Performance Work Systems in the Vietnamese Service Sector: A Managers' Perspective. In E. Farndale, M. Vidović, S. Raghuram, & H. Liu (Eds.), *2nd IHRM Conference*. Pennsylvania State: School of Labor and Employment Relations, The Pennsylvania State University, USA.
 - Malik, A., & Pereira, V. (2014). Investigating front line manager role in India's largest commercial employer. In *Abstracts. 28th Australia and New Zealand Academy of Management Conference* (pp. 8). Sydney: UTS, Sydney.
 - Munjal, S., & Pereira, V. (2014). Reverse Asset Augmentation and Knowledge Transfer: Evidence from the Pharmaceutical Industry in India. In *Abstracts, 56th Annual Academy of International Business Conference*, Vancouver, Canada, June 2014. Academy of International Business.
 - Munjal, S., & Pereira, V. (2013). Institutions and International Entrepreneurship of Indian Multinational Enterprises in Africa, *COST Action conference*, Polytechnic University of Milan, Italy, May, 2013.
 - Pereira, V., Sharma, K., & Malik, A. (2013). Colliding Conflicting Perspectives: The rhetoric and reality of employee turnover- Evidence from the Indian BPO industry. In *Proceedings of the 3rd Biennial Conference of the Indian Academy of Management (IAM)* (pp. 1-29). Vastrapur, Ahmedabad, Gujarat, India: Indian Institute of Management. Retrieved from <http://115.111.81.83:8080/xmlui/handle/123456789/11594?show=full>
 - Malik, A., Pereira, V., & Budhwar, P. (2013). Training: The Litmus Test to a Strategic Approach to High Performance Work Systems. In *Strategic Management Society Book of Abstracts* (pp. 20). Mohali, India: Strategic Management Society, USA. Retrieved from <http://india2013.strategicmanagement.net/tools/schedule/sessionDetails?id=12>
 - Munjal, S., & Pereira, V. (2012). Managing Human and Institutional Resources within the Changing Indian Business Landscape: Opportunities for the Pharmaceutical Industry in India, *Academy of International Business, 38th European International Business Academy (EIBA) Conference*, Sussex, UK, December, 2012.

- Munjal, S., & Pereira, V. (2012). Managing Human and Institutional Resources within the Changing Indian Business Landscape: Opportunities for the Pharmaceutical Industry in India, Indian Institute of Management Kozikode-University of Sydney Business School Conference 'Global Strategies for an Emergent India', 27th to 28th December 2012.
- Pereira, V., & Sharma, K. (2012). From the horse's mouth: Perspectives of causes and managing attrition in the Indian IT-BPO industry. The 12th International HRM Conference, Management Development Institute, Gurgaon, India. 10th -13th December 2012.
- Pereira, V., & Kalakoti, R. (2012). Liberalisation of the Indian Retail Sector-An Examination of Macro Level HR Implications and Challenges. The 12th International HRM Conference, Management Development Institute, Gurgaon, India. 10th -13th December 2012.
- Pereira, V., & Patel, S. (2012). A critical examination of corporate social responsibility in the Indian retail sector. The Future of CSR: 5th International Conference on Corporate Social Responsibility, Germany, Humboldt University of Berlin, 4th – 6th October 2012.
- Bachmann, S., & Pereira, V. (2012). Corporate human rights responsibility in the context of multinationality in emerging markets: from developing notion to the legal dimension. International Management Research Academy Emerging Markets Conference 2012, London, 17th – 18th May 2012.
- Pereira, V. (2011). Evaluating high performance work practices in Indian public sector undertakings: evidence from two case study organisations. 2nd Indian Academy of Management Conference 2011, India, Indian Institute of Management, Bangalore, 18th – 20th December 2011.
- Pereira, V., & Sharma, K. (2011). Towards identifying an HRM model based on HRM strategies and practices within the state owned 'healthcare' sector in India. British Academy of Management (BAM) 25th Annual Conference 2011: Building and Sustaining High Performance Organisations in a Challenging Environment, Aston Business School, Birmingham, UK, 13th – 15th September 2011.
- Pereira, V. (2010). Business process offshoring bites rural India: a longitudinal case study of HR practices. Work & Organisational Psychology Group Seminar, Aston Business School, Birmingham, 22nd November 2010.
- Pereira, V., & Scott, P. (2010). The biter bit? a longitudinal study of human resource management in an Indian outsourcing organisation. Outsourcing and Offshoring of Service Work: A British Journal of Industrial Relations Workshop, London School of Economics, London, 17th – 18th November 2010.
- Pereira, V. (2010). Analysing 'change through time': a longitudinal study of HRM in three Indian operating case-study organisations headquartered in US, UK and India. British Sociological Association Work, Employment and Society Conference 2010, University of Brighton, Brighton, 7th – 9th September 2010.
- Pereira, V. (2009). Offshoring human resources: a study of the strategic role played by HR professionals as "business partners" in an offshore outsourcing situation. Resources, Efficiency and Globalisation 36th Annual Conference of the Academy of International Business (UK and Ireland Chapter). University of Glasgow, Glasgow, 2nd – 4th April 2009.

3.2 RESEARCH GRANTS AWARDED (EXTERNAL AND INTERNAL)

Grants/bursaries won/received:

- Awarded a grant of **3000 Euros** (2023-24) from Area of Excellence: “AI, data science & Business - User experiences of AI” by NEOMA Business School, France. Topic- “Role of Responsible Artificial Intelligence (RAI) to improve supply chain performance in MSME sector: An empirical inquiry”.
- Awarded a grant of **3000 Euros** (2023-24) from Area of Excellence: “FOW - The future of jobs & working conditions” by NEOMA Business School, France. Topic- “Performance Appraisal in the Era of Remote work: A Two-Nation Study in Poland and the USA”.
- Awarded a grant of **2800 Euros** (2023-24) from Area of Excellence: “Future of Work - Future of jobs and working conditions” by NEOMA Business School, France. Topic- “Hola Pedro? Cultural Similarity and Host Country Nationals’ Support to Expatriates: A Mixed-method Investigation in Central/South America”.
- Awarded a grant of **2000 Euros** (2023-24) from Area of Excellence: “World We Want- Inclusion equality and diversity” by NEOMA Business School, France. Topic- “Breaching work-nonwork boundaries as a source of recovery? Volunteering experiences in an emerging market firm”.
- Awarded a grant of **3000 Euros** (2023-24) from Area of Excellence: “Future of Work - The future of organizing” by NEOMA Business School, France. Topic- “Digital Transformation in Higher Education and Socioeconomic Inclusivity - An Exploratory Study in an Emerging Market Context”.
- Awarded a grant of **3000 Euros** (2022-23) from Area of Excellence: “World We Want - Good Health, Well Being & Happiness” by NEOMA Business School, France. Topic- “Podcast Sport Business & Society”.
- Awarded a grant of **3000 Euros** (2022-23) from Area of Excellence: “AI, data science & Business - Data science for insights & value creation” by NEOMA Business School, France. Topic- “Can gamification help green supply chain management firms achieve sustainable results in servitized ecosystem? An empirical investigation”.
- Awarded a grant of **3000 Euros** (2022-23) from Area of Excellence: “The world we want - Social entrepreneurship and informal economies” by NEOMA Business School, France. Topic- “Examining how Korean development over the last four decades has shaped and determined Korean Outward FDI”.
- Awarded a grant of **3000 Euros** (2022-23) from Area of Excellence: “The Complexity advantage - The complexity of problems” by NEOMA Business School, France. Topic- “Dark side of Gamification as an Innovation: A failure perspective through the lens of problematization in retail sector of emerging economies”.
- Awarded a grant of **4800 Euros** (2021-22) from Area of Excellence: “AI, Data Science & Business - Users Experience of AI” by NEOMA Business School, France. Topic- “Designing artificial intelligence led gamified platforms to improve user engagement”.
- Awarded a grant of **3500 Euros** (2021-22) from Area of Excellence: “The World We Want - Finance for Good” by NEOMA Business School, France. Topic- “Overcoming financial planners’ cognitive biases through digitalization: A qualitative study”.

- Awarded a grant of **3000 Euros** (2021-22) from Area of Excellence: “The Complexity Advantage - Social & Organizational Complexity” by NEOMA Business School, France. Topic- Exploring Business History of the Middle East and North Africa Region”
- Awarded a grant of **3000 Euros** (2021-22) from Area of Excellence: “The Future of Work - The Future of Organizing” by NEOMA Business School, France. Topic- “Post COVID-19 structuring, utilizing and leveraging process of the firm’s resources and capabilities: A resource orchestration theory perspective”.
- Awarded a grant of **2000 Euros** (2021-22) from Area of Excellence: “The complexity advantage - The Complexity of Crowds” by NEOMA Business School, France. Topic- “Exploring the micro-level theoretical perspectives of success of data-driven innovation crowdfunded projects: An Empirical Investigation”.
- Awarded a grant by Khalifa University of Science, Technology and Research (KUSTAR) for **AED 800,000** (2019-20) for research grant titled ‘An investigation into how Emotional Intelligence and Artificial Intelligence can collectively lead and promote a Global Healthy Work Environment’.
- Awarded a University of Wollongong, Dubai (UOWD), Research Grant, (2018-2019) for **AED 35,000** for research grant titled: ‘Smart Interactive Recycling Solutions with Augmented Reality: Addressing Corporate Social Responsibilities’.
- Awarded an Educational Strategies Development Fund (ESDF) grant by the University of Wollongong, Australia worth **\$AUS 15,000** (2018-2019) titled: ‘Towards a holistic student experience: Investigating multisite experiences for development of an *authentic* teamwork assessment method in *diverse* cohorts in the Middle East’.
- Won a Knowledge Transfer Project (KTP) for the company Gully Howard worth **£70,000** (2014-2015) titled: ‘To develop and embed the capability to develop and manage service quality standards and e-learning systems’.
- Won a University of Portsmouth research grant of **£5000** (2015-2016) to research Topic- Investigating Interdisciplinary Health Interventions in India Breast Cancer Campaigns
- Won work to do research titled- ‘The Labour Market for Care Workers in Southern England’, work worth **£8000** (2015) for the Radian Group (2014) (***Principal Investigator***)
- Part of the Enterprise Voucher Project, Solent Growth Hub Team that won a grant (2014-2015) of **£400,000** (was allocated 108 hours to work on this project)
- Won a PBS research grant of **£5000** (2015-2016) to collaborate and research with colleagues ON THE TOPIC OF ‘Indigenous Management Practices from Emerging Market Economies’ from Aston and Leeds Business Schools (***Principal Investigator***)
- Won a PBS research grant of **£5000** (2014-2015) to research ‘Do auction prices reflect performances of cricket players? (case of IPL)- A multi-criteria performance analysis.
- Won a PBS research grant of **£5000** (2013-2014) to research ‘Virtual Action Learning for Off-Shore Outsourcing: Addressing ‘Wicked’ HRM Problems in Global Business’ (***Principal Investigator***)

- SHRM USA (2009-2010) (Society for Human Resource Management, USA) grant of USD **\$30,000** (was Principal Investigator (PI) and Subject Matter Expert (SME)) to study the 'People Management Practices in the World's Largest Commercial Employer- The Indian Railways'. Successfully completed. (*Principal Investigator*)
- Awarded a Bursary of **£1500** (2008) by the Portsmouth Business School for 'Best Paper' titled: "Tracking the Evolution, Drivers and Extent of 'Business Process Offshoring' (BPO) and 'Human Resource Offshoring' (HRO)"- February 2008.
- ESRC grant of **£200** (2006) (LEONARDO project) to attend the Customer Contact Association (CCA) 12th Annual World Customer Contact Convention, which held a discussion on: 'Delivering through People: International research- on human resource management in call centres'- November 2006 in Edinburgh.

3.3 SUPERVISION OF RESEARCH STUDENTS

PhD led to completion

- Abdullah Al-Khadher, University of Portsmouth, UK (start 2012), successfully defended/completed (minor amendments). **Completed- December 8th 2015**. Topic- Implementation of QMS in the manufacturing sector (SMLEs) of GCC countries- Role of Culture (Second supervisor)
- Sumeet Kour, University of Jammu, India (start 2015)- successfully defended/completed (minor amendments). **Completed- April 22nd 2018**, Student in Department of Commerce, University of Jammu, India. Topic- Assessing the Antecedents and Consequences of Cultural intelligence: A study of Banking Sector (Second supervisor)
- Kamal Al Yammahi, University of Wollongong, Australia (start 2012)- successfully defended/completed (minor amendments). **Completed- August 21st 2019**. Topic: Supporting National Responsibilities in the Quest to Achieve an International Agenda: An Exploratory Case Study from the UAE. (First supervisor)
- Samh Adel Ibrahim Mohammed Radwan, University of Portsmouth, UK (start 2015)- successfully defended/completed (minor amendments). **Completed- March 25th 2020**. Topic: Identifying Cultural Singularities of Egyptian Staff as a Social Identity and their Impact on Cultural Practices in Egyptian Hospitality Organizations: A Case of Crossvergence (First supervisor)
- Fatma Al Ali, University of Wollongong, Australia (start 2012)- successfully defended/completed (minor amendments). **Completed- May 5th 2021**. Topic- The role of country reputation on customer e-satisfaction, and customer e-loyalty in e-government services. (First supervisor)
- Judith Fletcher-Brown, University of Portsmouth, UK (start August 2016)- successfully defended (minor amendments). **Completed- August 2021**. Topic- Investigating Interdisciplinary Health Interventions in India Breast Cancer Campaigns (First supervisor)
- Dilek Erzurumlu, NEOMA Business School, France (start August 2019)- successfully defended (minor amendments). **Completed- April 2023**. Topic: Conceptualization of Office Housework and its Outcomes. (First supervisor)

Current PhD supervision

- Salem Bin Kenaid, University of Wollongong, Australia: Started 2012. Topic: Cultural Intelligence and its relation to “Emiratiness” Cultural Singularities in the eyes of Leader-Member-Exchange: in Multi-Cultural Organizations in the UAE (First supervisor)
- Daicy Vaz, NEOMA Business School, France: Started 2022. Topic: Incorporating Artificial Intelligence with embedded Emotional and Cultural Intelligence: Towards a Futuristic Innovative Sustainable Business Model. (First supervisor)
- Mohammad Basher, Henley Business School, University of Reading UK: Started 2023. Topic: Leader-Follower Relationship, Artificial Intelligence Adoption and Usage Behaviour and Workplace Culture. (Second supervisor)

Examiner for PhD Thesis:

- **Indian Institute of Management (IIM-K) Kozhikode, India- 2014.** Thesis titled: ‘An inter-organizational imitation perspective to FDI-based entry mode choices of emerging market firms and their impact on performance’. Dr Mukundan
- **Gandhigram Rural Institute, Tamilnadu, India- 2015.** Thesis titled: ‘Attrition and Retention in Aircraft Manufacturing Industries: Study on a large scale Public Sector Undertaking in India’. Dr Gee Varghese
- **Aston University Business School, UK- 2016.** Thesis title: ‘Organisational Receptivity for Change (ORC): A Multilevel Theory’. Dr Manjusha Hirekhan
- **The University of Newcastle, Australia- 2018.** Thesis title ‘Adaptation of management innovations within MNEs in Saudi Arabia: effects of organisational and national culture’, Dr Fahad Hamad Alofan
- **University Malaya, Malaysia- 2022.** Thesis title ‘Transformational Leadership and Employee Creativity: Exploring Dual-Mediation Patches in the Hospitality Industry’, Dr Mohamed Attia Sayed Mahmoud
- **Management Development Institute (MDI), Gurgaon, India- 2022.** Thesis title ‘An Examination of the Impact of Perceived Overqualification on Work Outcomes: A Mixed Method Study’, Dr Riya Vinayak
- **Indian Institute of Management, Bangalore, India- 2022.** Thesis title ‘Understanding the role of venture capitalists in human resource management of startups’, Dr Romana Gulshani
- **Università Politecnica Delle Marche, Italy-2022.** Thesis title: ‘Corporate Governance and Sustainability: The role of the board of directors’.
- **University Malaya, Malaysia- 2023.** Thesis title: ‘Complexity on Top Bank Executive's Strategic Thinking: A Comparative Case Study between Palestine and Malaysia’
- **University Malaya, Malaysia- 2023.** Thesis title: ‘Exploring the Influence of Environmental Dynamism and Complexity on Top Bank Executive's Strategic Thinking: A Comparative Case Study between Palestine and Malaysia’
- **Indian Institute of Management, Kashipur, India – 2024.** Thesis title: ‘Human resource management 4.0: From the theoretical insights to empirical outcomes’
- **Abu Dhabi University College of Business Abu Dhabi, UAE-2023.** Thesis title: ‘Career Adaptability and Job Embeddedness of Self-Initiated Expatriates in the United Arab Emirates: A Mediated Model of Job Crafting and Job Satisfaction’

- **Anglia Ruskin University, UK – 2023.** Thesis title: 'Key success factors for effective performance management in the legislative drafting department in Trinidad and Tobago'

Invited co-chair and panellist for the Doctoral Symposium

- At the 2013 UKI Academy of International Business in Aston, UK.
- At the 2015 UKI Academy of International Business in Manchester, UK
- At the 2015 BAM British Academy of Management in Portsmouth, UK
- At the 2016 UKI Academy of International Business in Birkbeck, University of London, UK
- At the 2017 UKI Academy of International Business in Henley Business School, University of Reading, UK

External promotions evaluator

- Department of Human Resource Management, School of Management, New York Institute of Technology (NYIT), USA
- Department of Hotel and Tourism Management, School of Management and Economics, Cyprus University of Technology, Cyprus
- Aston University Business School, UK

3.3 PROFESSIONAL ADVISORY ACTIVITIES

Academic reviewing:

- On the reviewing panel for the following journals: • HRM Journal, USA (ABS4*) • Journal of World Business (Formerly, Columbia Journal of World Business) (ABS4*) • International journal of HRM (ABS3*) • Journal of Business Research (ABS3*) • Corporate Governance: An International Review (ABS3*) • Cambridge Journal of Economics (ABS3*) • Asia Pacific Journal of Management (ABS3*) • California Management Review (ABS3*) • Culture and Organization (ABS2*) • International Business Review (ABS3*) • International Journal of Emerging Markets (ABS1*) • Journal of Asia Business Studies (ABS1*) • Applied Psychology: An International Review (ABS3*) • Culture and Organization (ABS2*) • International Business Review (ABS3*) • International Journal of Emerging Markets (ABS1*) • Journal of Asia Business Studies (ABS1*)
- Reviewed for publisher(s)- Routledge; McGraw Hill; Willey; Palgrave Macmillan; Springer; Cambridge (Reviewed several international books e.g. 'Managing Business Ethics' by Trevino and Nelson, 2012; 'International HRM' by Briscoe et al, 2012; 'Human Resource Management- Global Edition'. Noe et al, 2012; 'Indian Brand of Crony Capitalism', Khatri and Ojha, 2015- to name a few)
- Economic and Social Research Council (ESRC), UK.
- Emerald & Indian Academy of Management Grant applications
- Invited and accepted to be on the reviewing panel for ESRC grants, August 2014

- Recognised and Invited to reviewing and publishing panel for journal-California Management Review (CMR), the prominent UC Berkeley-Haas School of Business' management journal.

Journal Guest Editor:

- ***Journal of Culture and Organisation*** (2015)
East is East? Understanding aspects of Indian culture(s) within organisations: a special issue of Culture and Organization Volume 21, issue 5 (2015). *Culture and Organization*, 19 (5), pp. 453-456, ISSN 1475-9551 10.1080/14759551.2013.848634
- ***Journal of Asia Business Studies*** (2015)
National Business Systems in Asian countries: Impact on Human Resource Management, Employment Relations Practices and Organisation Behaviour. Special Issue, *Journal of Asia Business Studies*.
- ***Social Identities*** (2016)
The Identity of Multi-National Corporations and its effect on Society: Special Issue, *Social Identities*.
- ***Journal of Business Research*** (2017)
Outsourcing and Offshoring Decision Making and Its Implications for Firms: Special Issue, *Journal of Business Research*.
- ***International Journal of Production Research*** (2018)
Outsourcing and Offshoring Decision Making
Special Issue, *International Journal of Production Research*
- ***Asia Pacific Business Review*** (2020)
Towards a New Corporate Responsibility and Governance: Tax havens and identity of Asia Pacific Multinational Corporations: Special Issue, *Asia Pacific Business Review*.
- ***Asian Business and Management*** (2018)
Identity of Asian Multinational Corporations- Influence of Tax Havens. Special Issue, *Asian Business and Management*.
- ***Journal of Knowledge Management*** (2020)
Knowledge management practices and ICT in healthcare: An emerging economies perspective. *Journal of Knowledge Management*.
- ***Asia Pacific Journal of Human Resources***. (2020, forthcoming). Exploring the Paradoxes and Challenges of Sustainable High Performance Work Systems in Emerging Economies. *Asia Pacific Journal of Human Resources*.
- ***Thunderbird International Business Review***. (2020). Investigating Ambidextrous Organizations in Emerging Markets. *Thunderbird International Business Review*.
- ***International Journal of Organizational Analysis***. (2020). A multi-level analysis of sustainable business practices in emerging countries *International Journal of Organizational Analysis*.
- ***International Studies of Management & Organization***. (2021). Investigating Challenges Faced by EMNCs and MNCs in the MENA Region. *International Studies of Management & Organization*.
- ***International Business Review***. (2021). Sustainable International Business practices by MNEs in Emerging Markets. *International Business Review*.

- ***International Journal of Logistics Management***. (2021). Decision Making in Logistics Management in the Era of Disruptive Technologies. *International Journal of Logistics Management*.
- ***International Journal of Human Resource Management***
Evaluating Talent Management in Emerging Market Economies: Societal, Firm and Individual Perspectives. *International Journal of Human Resource Management*
- ***Journal of Business Research*** (2021, forthcoming)
Extending the Resource and Knowledge Based View: Insights from New Contexts of Analysis: Special Issue, *Journal of Business Research*.
- ***International Journal of Physical Distribution & Logistics Management*** (2023, forthcoming)
(Un)physicalization (digitalization) of Supply Chain Management. *Special Issue, International Journal of Physical Distribution & Logistics Management*.
- ***Journal of Intellectual Capital* (2022)**
Investigating Multi-Level Sociological, Psychological, and Managerial Challenges in the context of Intellectual Capital from and within Emerging Markets, *Journal of Intellectual Capital*.
- ***Journal of Strategic Marketing* (2022)**
Strategic Marketing and the Realities and Illusions of Sustained Competitive Advantage - Revisiting the Resource-Based View. *Journal of Strategic Marketing*.
- ***International Journal of Manpower* (2022)**
Exploring the Dark Side of Electronic - Human Resource Management. *International Journal of Manpower*.
- ***Aslib Journal of Information Management* (2022)**
Human-Computer Interactions: Investigating the Dark Side and Proposing a Model Based on an Empirical Collection of Studies. *Aslib Journal of Information Management*.
- ***Business History*** (2023, forthcoming)
Exploring Business History of the Middle East and North Africa Region. *Special Issue, Business History*.
- ***Journal of Knowledge Management*** (2024, forthcoming)
Managing Knowledge Across Borders: Technologies, Markets, and Institutions. *Journal of Knowledge Management*.

Book Series Editor:

The Palgrave Studies in Global Human Capital Management: A five-year contract to deliver 1-2 books a year (2014-2019). Currently 3 books published

Chair of Seminars and Workshops:

- 2014- Chaired seminar and workshop on the topic- '*Stress and absenteeism, 2 ways to approach things differently- Neuro Linguistic Programming (NLP) and Mindfulness*', University of Portsmouth, 10 Sep 2014. Link:

<http://www.port.ac.uk/research/pbsmeansbusiness/events/eventarchive/title,187291,en.html>

- 2015- Chaired a seminar on ‘*Behind the scenes of a cricket icon- Sachin Tendulkar*’ by Professor Boria Majumdar, biographer of Sachin Tendulkar’s biography and also Senior Research Fellow at the University of Central Lancashire; and Ex-India cricket wicket keeper Deep Das-Gupta. University of Portsmouth, 18 June 2015. Link: <http://www.port.ac.uk/uopnews/2015/06/10/behind-the-scenes-of-a-cricket-icon/>
- 2018- Principal Organizer at the Professional Paper Development Workshop on the theme “*Investigating Challenges Faced by EMNCs and MNCs in the MENA Region*”, Dubai, 4-6 November 2018.
- 2019- Principal Organizer for the Professional Paper Development Workshop on the theme “*Endogenous Management Practices and Impact of New Technologies on Sustainability and Innovations in Emerging Markets, GCC and MENA Countries*”, Lebanese American University, Lebanon, 23-24 April 2019. Link: <http://sb.lau.edu.lb/aksob-experience/events/professional-paper-development.php>
- 2022- Workshop pertaining to *Business History* from 19th to 22nd Aug, 2022, Dubai, UAE.

3.5 LECTURE AND CONFERENCE ACTIVITY

Invited speaker

- Invited speaker on “Meetings or No-Meetings? The verdict is out !!” at *Mumbai, India*, from 14th to 15th Dec, 2022
- Invited speaker on “Cross Culture and Language for International Business and Expatriates” at *Jaipuria Institute of Management*, Lucknow, India from 15th to 18th Dec, 2022, Lucknow, India
- Invited speaker on “Meetings or No-Meetings? The verdict is out !!” at *XLRI, Jamshedpur*, India from 18th to 20th Dec, 2022, Ranchi, India,
- Invited speaker on “Meetings or No-Meetings? The verdict is out !!” at *Institute of Rural Management Anand (IRMA)*, *Ahmedabad, India* from 20th to 22nd December 2022.
- Invited speaker for the webinar on “A Journey to Self-actualization: Learning from Failures and Success Stories of Giants” organized by *Curtin University, Australia in Malaysia* on 8th September 2021.
- Invited speaker for 3rd International conference on “Nurturing and Transforming Business Practices in Global Village” hosted by *Dr. D. Y. Patil Vidyapeeth, Pune, India* from 22 - 23 October, 2021, Pune, India.
- Invited guest speaker for *Europe HR Shapers Roundtable* Virtual Session on the topic "Disruption, destruction & distraction" on 30th march, 2022.
- Invited speaker for faculty and PhD students on “Meetings or No-Meetings? The verdict is out !!” at *University of Bergen, Norway* from 5th and 9th May, 2022, Norway.

- Invited speaker for “The First International Conference on Energy Security, Climate Change and Sustainable Production” hosted by *Anqing Normal University, China* from 11th -12th June, 2022, Beijing, China.
- Invited panel discussant for paper development workshop “Beyond a Competitive Advantage: The Innovation Paradox & Responsible Business” organized by *University of Birmingham, UK* on June 14th, 2022, UK.
- Invited Panel discussant for Sardinia Tourism Call2action (2022) held at *Aeroporto Olbia Costa Smeralda, Italy* on Oct 26th, 2022, Sardinia, Italy.
- Annual Arab Investment Meet, Invited Speaker, Topic- Mediating Role of Human Capital in Business Excellence. *World Trade Center, Dubai, UAE*. 2nd-4th April 2017.
- Invited presentation and talk by the Indian Education Minister to 12 University Vice Chancellors in the state of *Maharashtra, India*, December 2016. Topic- Globalising Universities.
- Invited speaker and panellist at the Journal of South Asian History and Culture roundtable workshop. Theme: Journals as actors in the academic world. Existing and Changing Roles. 1st July 2016, *University of Oxford, UK*.
- Invited speaker and panellist at the Third PAN IIM World Management Conference, held at *Indian Institute of Management, Indore*, 15th to 18th December 2015.
- Invited speaker at EDUVISION, *Hannover, Germany* from the 14th of March to 17th of March 2015, ahead of the Indian PM visit. Topic: Building Scale through Innovative Methods.
- Invited Speaker at the *Indian Institute of Management- Kozikode, India*- Presented seminar titled ‘The past, present and future of international business and management on India’, August 2014
- Invited to inaugurate the research center for the Raisoni group of Institutes, *Nagpur, India*, August 2014
- Delivered the 2nd Global Leadership Talk held on 14th August, 2014 at Raisoni Group of Institutions Auditorium, *Nagpur, India*. Organised by Nagpur First. Topic- Management Research on India.
- Invited to deliver a research seminar on 'IB and management research on India- Past, Present and Future' on 10th April 2014 at CIBUL, the Centre for International Business at the *University of Leeds, UK*.
- Invited speaker titled: Business process offshoring bites rural India: a longitudinal case study of HR practices. In: Work & Organisational Psychology Group Seminar, 22nd November 2010, *Aston Business School, Birmingham, UK*.

4 TEACHING AND EDUCATION

Summary of principal activities in learning and teaching (e.g. teaching and administration of teaching)
Teaching responsibilities in the last few academic years

Curriculum Vitae: Prof. Vijay Pereira, PhD, MSc (IHRM), DLS, LL. B, B' Com

Programme/Module	Undergraduate/ postgraduate and year	Leadership responsibilities	Number of students	Contact hours
University of Portsmouth, UK				
Strategic and Comparative Human Resource and Employment Relations	UG (Level 3)	Unit Coordinator	55	36 (12 lectures plus 24 seminars)
Managing Strategic Business Relationships	UG (Level 2)	Unit Coordinator	400	16 (4 lectures 12 seminars)
International Business Ethics	UG (Level 3)		60	14 (2 lectures plus 12 seminars)
Strategic International HRM	PG (MSc IHRM)	Unit Coordinator	27	40 (10 X 4Hr workshops)
Global Business Unit and Business Research Reports	PG (HRM, both part time and full time)	Unit Coordinator	50	60 (12 X 5Hr workshops)
Cayman Islands PG HRM	PG, Executive	Course Manager	20	16
University of Wollongong, Dubai, UAE				
International and Strategic HRM	MSc HRM	Subject coordinator	31	45.5 (3.5 hrs X 13 weeks)
Project/Dissertation coordinator & director	MSc HRM / MSc Innovation / MSc International Business	Dissertation coordinator & director	35	45.5 (3.5 hrs X 13 weeks)
Strategic Recruitment and Selection	MSc HRM	Subject coordinator	25	45.5 (3.5 hrs X 13 weeks)
Strategic Performance Management	MSc HRM	Subject coordinator	25	45.5 (3.5 hrs X 13 weeks)
Strategic Management for Engineers and Technologists	MSc Engineering and Information Sciences	Subject coordinator	45	45.5 (3.5 hrs X 13 weeks)
Research Methods for Doctoral students	PhD and DBA	Subject coordinator	25	14 (3.5 hrs X 4 weeks)
Managing Human Resources	UG BBA	Subject coordinator	74	45.5 (2 + 1.5 hrs X 13 weeks)
Khalifa University of Science, Technology and Research, Abu Dhabi, UAE				
Corporate Leadership and Human Resource Management	UG (Technology)	Subject coordinator	50	45 (1 hr X 45 weeks)
NEOMA Business School, France				

Curriculum Vitae: Prof. Vijay Pereira, PhD, MSc (IHRM), DLS, LL. B, B' Com

MSc Human Resources & Consulting	MSc	Director of programme	30	12 hours
Cross-Cultural Management	MSc Human Resources & Consulting	Subject coordinator	30	30 (3 hrs X 10 sessions)
Developing HR Strategy and Creating Value	MSc Management Entrepreneurial	Subject coordinator	30	30 (3 hrs X 10 sessions)
Strategic and International HRM	Global Executive MBA	Subject coordinator	30	2 days block teaching

EXTERNAL EXAMINER/VALIDATOR

- External Panel member to validate the *Anglia Ruskin* Lord Ashcroft Business School and London School of Commerce external collaboration with the University of Bangalore MBA programme, October 2014
- External Examiner for the PG HRM programme Malaysia, *University of Hertfordshire*, and Started February 2015, for a five-year term.
- External Examiner for the Business and HRM programmes for *Anglia Ruskin* Lord Ashcroft Business School and Arden University. Started February 2015, for a five-year term
- External Panel member to validate the MBA and Masters HRM programmes by the *University of Plymouth* and FLAME, India, November 2014

References for Professor Vijay Pereira

1. Professor Geoffrey Wood, Dancap Private Equity Chair in Change and Innovation Chair, DAN Department of Management & Organizational Studies, Western University, Canada, Office: SSC 4330E, Phone: 519-661-2111 x82535, Email: gwood23@uwo.ca
2. Professor David Collings, Professor of Sustainable Business (2021), School Office, Trinity Business School, Trinity College, Dublin, Phone: 3531896 5020, Email DAVID.COLLINGS@tcd.ie
3. Distinguished Professor Farok Contractor, Rutgers Business School, USA, Phone- 973-353-5348, Email: farok@business.rutgers.edu



