

RAHUL SIVARAJAN

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Assistant Professor, SHSSM
NITK Surathkal, Karnataka

EDUCATION

Ph.D. TISS, Mumbai (Management & Labour Studies)	May 2023
M.A. TISS, Mumbai (Human Resource Mgmt. & Labour Relations) Graduated with First Class	May 2014
B. Tech SCMS School of Engg. & Tech. (Electrical Engineering) Graduated with First Class	July 2007

HONORS AND AWARDS

Senior Research Fellowship (SRF), UGC India SRF is a Govt. of India scheme, to provide opportunities to national entrance test qualified senior research scholars to undertake advanced studies and research leading to Ph.D. Degrees	2019-22
Midstream Transition Program, TISS Mumbai An initiative by Tata Institute of Social Sciences, offered to research scholars with outstanding academic achievements, facilitating a faster transition to the Ph.D. program	2018-19
Junior Research Fellowship (JRF), UGC India JRF is a Govt. of India scheme, to provide opportunities to national entrance test qualified candidates to undertake advanced studies and research leading to Ph.D. Degrees	2017-19

TEACHING EXPERIENCE

NITK, Surathkal Assistant Professor , School of Humanities, Social Sciences and Management	Oct 2023-ongoing
Tata Institute of Social Sciences, Mumbai Teaching Assistant , School of Management & Labour Studies	Dec 2018-Mar 2019
<ul style="list-style-type: none">Assisted in Compensation Management course, a Masters course averaging 60 students per semester, covering Pay Model, Internal Alignment, Pay LevelsDeveloped quizzes, assignments and managed student grading in the LMS	

WORK EXPERIENCE (INDUSTRY)

Deputy Manager (HR), ESAF Small Finance Bank

2015-2016

- Campus Recruitment process owner for tiered colleges - developing and executing on key talent attraction strategies and initiatives across target schools. (IIM-K, IIM-T, IRMA and XLRI)
- Lateral Recruitment as per procedure and requirement within agreed timelines for the parent organisation and other group entities
- Design and streamlining of onboarding/induction for premium hires/senior management trainees
- Youngest member to be selected in the Small Finance Bank Transition core working group program team (People and Change Management by EY)
- Initiator and Project Manager for the Great Place to Work Annual Survey' 2016

DOCTORAL RESEARCH EXPERIENCE

Affiliation: Tata Institute of Social Sciences, Mumbai

2017-2023

Ph.D. Advisor: Dr. Premalatha P

- Title: Job Demand Management and Organisational Commitment Profile Membership of Early Career Indian Nurses; A Mixed Methods Study
- Status: Defense completed, and degree awarded

M.Phil. Advisor: Dr. Premalatha P

- Title: Effect of Proximal Withdrawal States on Voluntary Turnover in Microfinance field staff; a Mixed Methods Case Study
- Status: Selected for Mid-Stream transition to Ph.D. program after year 1 of M.Phil.

PUBLICATIONS

Journal Publications

Sivarajan, R.; Varma, A. M. & Reshmi (2021). To *Jugaad* or Not? How Mumbai's Gig Workers Thrive Against Psychological Contract Discrepancies. *South Asian Journal of Human Resource Management*, 8(1), 103-132. (ABDC-C)

Varma, A. M. & Sivarajan, R. (2020). Normalizing Maternal Stoicism at the Workplace: Understanding Indian Mothers at Work. *Indian Journal of Industrial Relations*, 56(2), 292-303. (ABDC-C)

Sivarajan, R., Varma, A. M., Narzary, M., & Siju, C. (2023). Leveraging from Home: A Qualitative Study Examining Indian Nurses' Job Demand Management during the Pandemic. *South Asian Journal of Human Resources Management*, 23220937221146387. (ABDC-C)

Sivarajan, R.; Varma, A. (2023). All's (Not) Fair in Motherhood and Work? Post-Partum Psychological Contract Breach Experiences of Indian First-Time Mothers. *Asia Pacific Journal of Business Administration* (ABDC-C)

Conference Presentations

Australia New Zealand Academy of Management (ANZAM) 2023 (Victoria University of Wellington) December 5-7, 2023 (forthcoming)

Indian Academy of Management (INDAM) 2023 (NMIMS) January 6-8, 2023

Indian Academy of Management (INDAM) 2022 (IIM Rohtak) January 7-9, 2022

Social and Political Sciences Annual Graduate Research Symposium (Monash University, Australia) October 20-21, 2020

Indian Academy of Management (INDAM) 2020 (IIM Trichy) January 2-4, 2020.

International Conference on Challenges in Emerging Economies - General Management Area 2019 (K J Somaiya Institute of Management Studies, Mumbai)

International Conference on Sustainable Management 2018 (IIM Kashipur)

International Conference on Changing Contours of Women's Paid and Unpaid Work 2018 (TISS Mumbai)

PROFESSIONAL TRAINING

Dr. Christian Geiser's Online Workshop on Analyzing and Interpreting Latent Profile Models in Mplus, February 6-10, 2023

SkillsEdge Online Workshop on Crafting and Conducting High-Quality Qualitative Research by Dr. Vijayta Doshi (IIM Udaipur), March 19-26, 2022

Online FDP on Advanced Multivariate Data Analytics: Moderation and Mediation Analysis using AMOS & PROCESS Macro, IIM Vishakhapatnam, Sep 7-11, 2020

PROFESSIONAL AFFILIATIONS

Member, Indian Academy of Management (INDAM), 2023-Present

PROFESSIONAL SERVICE

Research Associate:

Involved in the development of an executive program on Labour and Employment relations for the Centre for Labour Studies, TISS Mumbai (April 1, 2023 – June 30, 2023)

Workshop Co-Organiser:

Coordinated the internal Assessment Centers (two-day program) for the department's Master's program students (2019 and 2020), SMLS, TISS Mumbai

Taught a session on Qualitative Data Analysis for the Centre for Labour Studies' Master's program students (March 2023), SMLS, TISS Mumbai

Peer Reviewer:

- South Asian Journal of Human Resource Management (Ad hoc, October 2022)
- PLOS One (Ad hoc, July 2023)
- ANZAM (Ad hoc, August 2023)