

Jayanth Narayanan
National University of Singapore
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Singapore 119245
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Academic Employment History

July 2015-present

Associate Professor (with tenure), Management & Organization, NUS Business School, National University of Singapore (on leave from July 2016 – June 2018)

July 2016-June 2018

Professor, Organizational Behavior & Leadership, IMD Business School

July 2006-June 2015

Assistant Professor, Management & Organization, NUS Business School, National University of Singapore

Education

2001- 2006

Ph.D. in Organizational Behavior, London Business School, UK

1998-2000

Post-Graduate Diploma in Human Resources, XLRI Jamshedpur, India

1992-1996

Bachelor of Engineering, Bangalore University, India

Peer-reviewed Publications

1. Nai, J., Kotha, R., Narayanan, J., & Puranam, P. (2019). Transparency and Fairness in Organizational Decisions: An Experimental Investigation using the Paired Ultimatum Game. *Strategy Science*. Conditionally Accepted.
2. Reb, J., Chaturvedi, S., Narayanan, J., & Kudesia, R. (2018). Leader Mindfulness and Employee Performance: A Sequential Mediation Model of LMX Quality, Interpersonal Justice, and Employee Stress. *Journal of Business Ethics*.
3. Nai, J., Narayanan, J., Hernandez, I., & Savani, K. (2018). People in More Racially Diverse Neighborhoods are More Prosocial. *Journal of Personality & Social Psychology*. 114(4). 497-515.
4. Zheng, X., Van Dijke, M., Narayanan, J. & De Cremer, D. (2018). When expressing forgiveness backfires in the workplace: Victim power moderates the effect of expressing forgiveness on transgressor compliance. *European Journal of Work & Organizational Psychology*. 27(1), 70-87.
5. Ma, A., Landau, M. J., Narayanan, J., & Kay, A. C. (2017). Thought-control difficulty motivates structure seeking. *Journal of Experimental Psychology: General*, 146(8), 1067.
6. Prasad, S., Narayanan, J., Lim, V. K., Koh, G. C., Koh, D. S., & Mehta, P. H. (2017). Preliminary Evidence That Acute Stress Moderates Basal Testosterone's Association With Retaliatory Behavior. *Hormones and Behavior*, 92, 128-140.
7. Reb, J., Narayanan, J., Chaturvedi, S., & Ekkirala, S. (2017). The Mediating Role of Emotional Exhaustion In The Relationship Of Mindfulness With Turnover Intentions And Job Performance. *Mindfulness*, 8(3), 707-716.
8. Reb, J., Narayanan, J., & Ho, Z. W. (2015). Mindfulness At Work: Antecedents And Consequences Of Employee Awareness And Absent-Mindedness. *Mindfulness*, 6(1), 111-122.

9. Zheng, X., Fehr, R., Tai, K., Narayanan, J., & Gelfand, M. J. (2015). The Unburdening Effects of Forgiveness: Effects On Slant Perception And Jumping Height. *Social Psychological and Personality Science*, 6(4), 431-438.
10. Reb, J., Narayanan, J., & Chaturvedi, S. (2014). Leading Mindfully: Two Studies On The Influence Of Supervisor Trait Mindfulness on Employee Well-Being And Performance. *Mindfulness*, 5(1): 36-45.
11. Narayanan, J., Tai, K., & Kinias, Z. (2013). Power Motivates Interpersonal Connection Following Social Exclusion. *Organizational Behavior and Human Decision Processes*, 122(2): 257-265.
12. Reb, J., & Narayanan, J. (2013). The Influence of Mindful Attention on Value Claiming in Distributive Negotiations: Evidence from Four Laboratory Experiments. *Mindfulness*, 1-11.
13. Reb, J., Narayanan, J., & Ho, Z. W. (2013). Mindfulness at Work: Antecedents and Consequences of Employee Awareness and Absent-mindedness. *Mindfulness*, 1-12
14. Tai, K., Narayanan, J., & McAllister, D. J. (2012). Envy as Pain: How self-appraisals and referent cognitions moderate the effect of envy on discretionary behaviors at the workplace. *Academy of Management Review*, 37(1): 107-129
15. Tai, K., Zheng, X., Narayanan, J. (2011). Touching a Teddy Bear Mitigates Negative Effects of Social Exclusion to Increase Pro-Social Behavior. *Social Psychological and Personality Science*, 2(6): 618-626.
16. Wang, C. S., Sivanathan, N., Narayanan, J., Ganegoda, D. B., Bauer, M., Bodenhausen, G. V., & Murnighan, K. (2011). Retribution And Emotional Regulation: the Effects of Time Delay in Angry Economic Interactions. *Organizational Behavior and Human Decision Processes*, 116(1), 46-54.
17. Zyphur, M. J., Narayanan, J., Arvey, R. D., & Alexander, G. (2009). The Genetics Of Risk Attitudes. *Journal of Behavioral Decision-Making*, 22: 367-377

18. Zyphur, M. J.[^], Narayanan[^], J., Koh, G., & Koh, D. (2009). Testosterone, Status, and Collective Efficacy in Groups: A Slope-as-Predictor Multilevel Structural Equation Model. *Organizational Behavior and Human Decision Processes*, 110(2): 70-79. [^]Joint lead authors
19. Zhen, Z., Zyphur, M. J., Narayanan, J., Arvey, R. D., Chaturvedi, S., Avolio, B. J., Lichtenstein, P., & Larsson, G. (2009). The Genetic Basis of Entrepreneurship: Effects of Gender and Personality. *Organizational Behavior and Human Decision Processes*, 110 (2): 93–107.
20. Narayanan, J. & Moynihan, L. M. (2006). Mindful at work: Beneficial effects on job burnout. *Best Paper proceedings of the Academy of Management*, Atlanta, GA.

Other Publications

21. Narayanan, J., & Prasad, S. (2015). Neurobiological Systems: Implications for Organizational Behavior. In Colarelli, S. & Arvey, R. D. (eds.) *Biological Foundations of Organizational Behavior*. University of Chicago Press.
22. Prasad, S., & Narayanan, J. (2011). Physiology in Negotiations. *Negotiation Excellence: Successful Deal Making*, 247-260.
23. Narayanan, J. & Nicholson, N. (2008). Evolutionary Psychology, in Clegg, S. & Bailey, J. (eds.) *International Encyclopedia of Organization Studies*.
24. Narayanan, J., Ronson, S., & Pillutla, M. M. (2006). Groups as enablers of unethical behavior: The role of cohesion on group member actions. *Research on Managing Groups and Teams*, 8, 127-147.
25. Narayanan, J. & Pillutla, M. M. (2005). Social loafing, in Nicholson, N., Pillutla, M., Audia, P. (eds.) *Blackwell Encyclopedic Dictionary of Organisational Behavior*.

All authors underlined are former graduate students.

Invited Presentations

Melbourne Business School, 2018
University of Auckland, 2018
CEIBS Shanghai, 2018
HEC Lausanne, 2016
IMD, Lausanne, 2015
Indian Institute of Management Bangalore, 2015
Indian Institute of Management Ahmedabad, 2014
Singapore Management University, Mindfulness Symposium, 2013
Stanford University, Center for Compassion and Altruism Research & Education, 2013
Singapore Management University, OBHRM department, 2011
Imperial College London, Organizational Behavior & Leadership, 2009
Indian School of Business, Organizational Behavior Department, 2006
National University of Singapore, Department of Management & Organization, 2006

School and Department Service

At NUS

PhD

Committee Chair:

Jared Nai, 2016 – Currently Assistant Professor at Singapore Management University

Kenneth Tai, 2013 – Currently Assistant Professor at Singapore Management University

Zheng Xue, 2012–Currently Assistant Professor at CEIBS, Shanghai

Thesis Committee:

Zen Goh, 2016 – Assistant Professor at Monash University

Rashmi Sahai, 2015 – Lecturer at Curtin Singapore

Wendong Li, 2013 – Assistant Professor at Chinese University of Hong Kong

Xiuxi Zhao, 2012 - Associate at Center for Creative Leadership

Sankalp Chaturvedi, 2008 – Associate Professor at Imperial College, UK

Masters

Advisor:

Smrithi Prasad, 2012 – Now Postdoctoral Fellow at University of Southern California

Undergraduate Thesis Supervision

2015-2016

Randy Lee – Currently graduate student at National University of Singapore

2012-2013

Sean Tan

2011-2012

Ang Yan Ting – Currently graduate student at Singapore Management University

Joanne Archana Bala

2010-2011

Min Xuan Lee

Gabriel Chong

2008-2009

Erwin Teo

Tai Tong Kam – Was graduate student at University of Maryland

2007-2008

Jianwen Chen

Gilbert Heng Keng Hua

Co-Supervisor: Leong Yew Loong

Research Associates

Noriko Tan (2015-2016): Currently a graduate student at National University of Singapore

Smrithi Prasad (2011-2012): Completed Phd in Psychology at University of Oregon & Now Post-Doctoral Fellow at University of Southern California

Anyi Ma (2012-2013): Currently a Graduate student at Fuqua School of Business, Duke University

Shereen Fatimah (2010-2011): Completed Phd at Penn State University and now Assistant Professor at Singapore Management University

Andy Yap (2007-2008): Completed Phd at Columbia University and now Assistant Professor at INSEAD

Departmental Service

APEX MBA Curriculum Review Committee – 2015, NUS Business School
Department Recruitment Committee, 2008-2016. NUS Business School
MBA Review Committee, 2006-2007. NUS Business School
Subject Pool Coordinator, 2006-2016. NUS Business School

Journal Editorial Experience

Editorial Board Membership

Journal of Management Inquiry (2008- present)
Organizational Behavior and Human Decision Processes (2012-present)
Adaptive Behavior & Human Physiology (2014 – present)

Ad-Hoc Reviewer at the following journals

Academy of Management Review
Academy of Management Journal
Organization Science
The Economic Journal
British Journal of Management
Human Relations
Cognition & Emotion
Applied Psychology: An International Review
Journal of Compassionate Health Care
Journal of Occupational & Health Psychology
Journal of Management
Journal of Organizational Behavior

Teaching Experience

Undergraduate Courses Taught

Negotiations & Bargaining: Teaching rating of 4.58/5.0 (8 cohorts)
Organizational Behavior: Teaching rating of 4.64/5.0

MBA Courses Taught

Negotiations & Bargaining (NUS): Teaching rating of 4.48/5.0
Negotiations (IMD): 4.50/5.0

Executive MBA Courses Taught

Leadership (UCLA-NUS Joint Program): Teaching rating of 4.20/5.0 (2 cohorts)
Management & Organization (NUS): Teaching rating of 4.40/5.0 (8 cohorts)
Leadership Stream (IMD): 4.70/5.0

Masters Level Courses Taught

Global Management Practice (NUS): Teaching rating of 4.60/5.0 (2 cohorts)

PhD Level Courses Taught

Seminar in Organizational Behavior (NUS): Teaching rating of 5.0/5.0

Seminar in Judgment & Decision-Making (NUS): Teaching rating of 4.33/5.0

Executive Education Experience

At IMD

Open Program Experience

Program Director, Negotiating for Value Creation (3-day)

Advanced Strategic Management Program

Breakthrough Program for Senior Executives

Leading Digital Business Transformation

Orchestrating Winning Programs

Worked on a number of custom programs with clients in Brazil, France, Germany, Italy, Japan, Netherlands, Oman, Portugal, Saudi Arabia, Spain & Switzerland

At NUS

Open Enrolment Program Experience

Program Director, Negotiation & Bargaining (5-day)

Program Director, Emerging Leaders Program (5-day)

Leadership Development Program

Women in Leadership Program

Worked on a number of custom programs with clients in Australia, China, Hong Kong SAR, Indonesia, India, Japan, Malaysia & Singapore

Media Mentions

Harvard Business Review, China; The Economist; The Straits Times; Business Times; Mediacorp Radio; Channel News Asia; Wall Street Journal; The Huffington Post; Singapore Business Review; Forbes India; Pacific Standard; The Conversation UK; CapeTalk South Africa

Opinion Editorial

Narayanan, J., Zyphur, M., Koh, G., & Koh, D. (2010). What does Testosterone explain?. Harvard Business Review China. 50-51.

Narayanan, J. (2014). On grudges and forgiveness. The Huffington Post

Narayanan, J. (2016). A more forgiving culture can empower business. Today

Narayanan, J. (2016). Not getting enough sleep is nothing to brag about. Forbes India

Lavanchy, M. & Narayanan, J. (2018). Sous pression? Pour éviter de craquer, méditez en pleine conscience. The Conversation

Narayanan, J. (2018). People who live in diverse neighbourhoods are more helpful – here's how we know. The Conversation

Research Grants

Group Process and Innovation in the R&D Teams of a Large Pharmaceutical Firm (Role: PI)	SGD 13100
Testosterone and Leader Emergence in Small Groups (Role: PI)	SGD 40600
Trust, Reciprocity and Personality in Negotiations (Role: PI)	SGD 44750
Social Power and Its Consequences (Role: PI)	SGD 29000
Genetics and Social Relationships: A Social Genomic Panel Study (Role: co-PI)	SGD 648,438
Decision Making in Indian Cultural Contexts (Role: co-PI)	SGD 69,600

Reference

Prof. Madan Pillutla
London Business School
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INSEAD
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Prof. Michael Frese
National University of Singapore
Email: bizmf@nus.edu.sg