

## Hemant Kakkar

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### EDUCATION

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#### London Business School, London UK

Ph.D., Organisational Behaviour 2014 - 2019 (Expected)  
M. Phil, Organisational Behaviour 2016

#### Indian Institute of Technology Kanpur, India

MBA 2011

#### VIT University, Vellore, India

B.Tech., Biotechnology 2007

### RESEARCH INTERESTS

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My research lies at the intersection of social psychology and organizational behavior. I primarily draw on social psychological and evolutionary theories of status to examine judgements and behaviors of individuals and groups within social hierarchies. In my second stream of research, I study employees' tendency to participate in both positive and negative deviant behavior.

### DISSERTATION TOPIC

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Building on theoretical framework of dominance and prestige as two different status striving strategies, I ask the following three questions: 1) Why are there contradictory findings in the status literature when it comes to punishment of high status actors following ambiguous transgressions, 2) Even though dominant leaders may appear socially unappealing, under what circumstances are they preferred over the more amicable prestigious leaders, and finally 3) How and why do leader's status strategies affect employee's prosocial behaviors.

### PUBLICATIONS

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**Kakkar, H.**, Sivanathan, N., & Gobel, M. Fall from grace: The role of dominance and prestige in the punishment of high status actors. *Conditionally Accepted at Academy of Management Journal*.

- *Awarded IACM-DRRC Scholar Award, 2017.*

Effron, D. A., **Kakkar, H.**, & Knowles, E. D. (2018). Group cohesion benefits individuals who express prejudice, but harms their group. *Journal of Experimental Social Psychology*, 79, 239–251. [Pre-registration 1](#), [Pre-registration 2](#), [Link](#)

**Kakkar, H.,** & Sivanathan, N. (2017). When the appeal of a dominant leader is greater than a prestige leader. *Proceedings of the National Academy of Sciences*, 114(26), 6734–6739.

[Data and Materials](#), [Link](#)

Sivanathan, N., & **Kakkar, H.** (2017). The unintended consequences of argument dilution in direct-to-consumer drug advertisements. *Nature Human Behaviour*, 1(11), 797–802. [Data and](#)

[Materials](#), [Link](#)

**Kakkar, H.,** Tangirala, S., Srivastava, N., & Kamdar, D. (2016). The dispositional antecedents of promotive and prohibitive voice. *Journal of Applied Psychology*, 101(9), 1342–1351.

[Link](#)

#### MANUSCRIPTS UNDER REVIEW AND IN REVISION

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**Kakkar, H.,** Sivanathan, N., & Pettit, N. C. Doppler Effect in Status Competition: The Impact of Status Momentum within Rank Ordered Hierarchies.

**Kakkar, H.** Living up to the Expectations: Influence of External Expectations on Unethical Behavior over Time.

**Kakkar, H.,** Van Dyne, L., & Kamdar, D. The impact of communication competence on voice effectiveness.

**Kakkar, H.,** Sivanathan, N., Jachimowicz, J., & Hu, X. Differential impact of social class and economic environment on unethical behavior.

Sivanathan, N., **Kakkar, H.,** & Pettit, N. C. Perils of Calling a Lemon a Lemon: Trait Transference in Communicating Past Experience.

Effron, D.A., **Kakkar, H.,** & Cable, D.M. All Together? Presenting an Organization as a Unified Entity Affects the Public's Reaction to Employee Wrongdoing.

Sivanathan, N., **Kakkar, H.,** & Pettit, N. C. Perils of Attaining Alpha Status: Inflated Self.

**Kakkar, H.,** Sivanathan, N., & Galinsky A.D. The Vote for Dominance over Prestige in the 2016 US Election.

#### RESEARCH IN PROGRESS

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**Kakkar, H.,** & Sivanathan, N. Perspective taking and employee deviance: The role of leader's dominance and prestige

**Kakkar, H.,** & Sivanathan, N. Leader's dominance fosters employees' zero-sum mindset and undermines OCB

**Kakkar, H.** Only one way to the top: The moderating role of gender on status strategies

**Kakkar, H.,** Kesebir, S., & Sivanathan, N. The impact of competitor's status momentum on performance as a function of gender

**Kakkar, H.**, Szaszi, B., Jachimowicz, J. & Matz, S. Inequality and Time-Money Tradeoffs for Low-Income Individuals

**Kakkar, H.**, Brady, G., & Sivanathan, N. Impact of status strategies on employee accountability

**Kakkar, H.**, To, C., & Sivanathan, N. Culture and preference for status strategies

**Kakkar, H.**, Effron, D. A., & Lucas, B. Hypocrisy and business values

Effron, D. A., & **Kakkar, H.** Actor-observer differences in hypocrisy judgments

## **OTHER PUBLICATIONS**

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**Kakkar, H.**, & Sivanathan, N. (2018). Reply to Safra et al.: Lack of theoretical rationale and selective analysis does not imply no strong evidence. *Proceedings of the National Academy of Sciences*, 115(6), E1078–E1079.

Sivanathan, N., & **Kakkar, H.** (2017). Explaining the Global Rise of “Dominance” Leadership. *Scientific American*. [online article]

**Kakkar, H.**, & Sivanathan, N. (2017). Why We Prefer Dominant Leaders in Uncertain Times. *Harvard Business Review*. [online article]

**Kakkar, H.**, To, C., & Bunderson, J. S. (2017). Time to Update Status: Longitudinal Perspectives on Dynamic Status Changes in Social Hierarchies. *Academy of Management Proceedings*, 2017(1), 16245.

Sivanathan, N., Pettit, N., & **Kakkar, H.** (2016). Perils of Calling a Lemon a Lemon: Transference in Communicating Past Experience. *Academy of Management Proceedings*, 2016(1), 14168.

Misra, R., Sharma, R., **Kakkar, H.** (2011). A Case Based Study of the Relationship between Innovation, Organizational Structure and Architecture. *International Academy of Business and Economics*, IABE®, 11(4).

## **ORGANIZED SYMPOSIA**

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Time to Update Status: Longitudinal Perspectives on Dynamic Status Changes in Social Hierarchies (Co-Organizer & Chair with Christopher To), Academy of Management Annual Meeting 2017, Atlanta, GA.

## **REFEREED PRESENTATIONS**

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**Kakkar, H.**, & Sivanathan, N. (2018). Leader’s Dominance Fosters Employees’ Zero-sum Mindset and Undermines OCB. Academy of Management Conference, Chicago

**Kakkar, H.**, & Sivanathan, N. (2018). Perspective taking and employee deviance: The role of leader’s dominance and prestige. Academy of Management Conference, Chicago

**Kakkar, H.**, Sivanathan, N., & Pettit, N. C (2018). Doppler Effect in Status Competition: The Impact of Status Momentum within Rank Ordered Hierarchies. International Association of Conflict Management, Philadelphia.

- Kakkar, H.**, Sivanathan, N., & Hu, X., (2018). Differential impact of social class and economic environment on unethical behavior. International Association of Conflict Management, Philadelphia.
- Kakkar, H.**, Sivanathan, N., & Pettit, N. C (2018). Doppler Effect in Status Competition: The Impact of Status Momentum within Rank Ordered Hierarchies. Trans-Atlantic Doctoral Conference, London, UK.
- Kakkar, H.**, & Sivanathan, N. (2018). When authoritarianism trumps liberalism. Kellogg DRRC Conference, Northwestern University, Evanston, IL.
- Kakkar, H.**, Sivanathan, N., & Hu, X., (2018). Differential impact of social class and economic environment on unethical behavior. Society of personality and social psychology, Atlanta, GA.
- Kakkar, H.**, Kesebir, S. & Sivanathan, N., (2017). The Impact of Status Momentum on Gender within Competitive Hierarchies. Academy of Management Conference, Atlanta
- Kakkar, H.**, Sivanathan, N., (2017). When the appeal of a dominant leader is greater than a prestige leader. International Association of Conflict Management, Berlin.
- Kakkar, H.**, Sivanathan, N., & Gobel, M., (2017). The more dominant they are, the harder they fall: Effects of dominance and prestige on observer punishment. International Association of Conflict Management, Berlin
- Effron, D. A., **Kakkar, H.**, & Knowles, E. D., (2017) Ingroup Entitativity Licenses Prejudice: The Role of Collective Responsibility. European Association of Social Psychology, Granada, Spain.
- Kakkar, H.**, Sivanathan, N., (2017). When the appeal of a dominant leader is greater than a prestige leader. European Association of Social Psychology, Granada, Spain.
- Kakkar, H.**, Sivanathan, N., (2017). When the appeal of a dominant leader is greater than a prestige leader. Trans-Atlantic Doctoral Conference, London, UK.
- Kakkar, H.**, Sivanathan, N., & Gobel, M., (2017). The more dominant they are, the harder they fall: Effects of dominance and prestige on observer punishment. Society of personality and social psychology, San Antonio, Texas.
- Sivanathan, N., Pettit, N. C., & **Kakkar, H** (2016). Perils of Calling a Lemon a Lemon: Trait Transference in Communicating Past Experience. Academy of Management Conference, Anaheim, CA.
- Kakkar, H.**, Sivanathan, N., & Gobel, M., (2016). The more dominant they are, the harder they fall: Effects of dominance and prestige on observer punishment. International Society for Justice Research, Canterbury, England.
- Sivanathan, N., Pettit, N. C., & **Kakkar, H** (2016). Perils of Calling a Lemon a Lemon: Trait Transference in Communicating Past Experience. Trans-Atlantic Doctoral Conference, London, UK.
- Effron, D. A., Knowles, E. D., **Kakkar, H.**, & Cable, D. (2015). Membership in entitative organizations can excuse wrongdoing. Academy of Management Conference, Vancouver, BC.
- Kakkar, H.**, Sivanathan, N., & Gobel, M., (2015). The more dominant they are, the harder they fall: Effects of dominance and prestige on observer punishment. Academy of Management Conference, Vancouver, BC.
- Kakkar, H.**, Sivanathan, N., & Pettit, N. C (2014). Competition lies in the eyes of the beholder: The impact of psychological momentum within rank ordered hierarchies. Academy of Management Conference, Philadelphia, PA.
- Kakkar, H.**, Tangirala, S., Srivastava, N., & Kamdar, D (2013). The dispositional antecedents of promotive and prohibitive voice. Academy of Management Conference, Orlando.

## **AWARDS AND FELLOWSHIP**

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- **The Leadership Institute, London Business School**, Research Grant with Garrett Brady and Niro Sivanathan (May 2018) - £14,000
- **AC<sup>4</sup>, Earth Institute, Columbia University** Fellowship Award for graduate students, presented at IACM 2018 Philadelphia, US - \$2,000
- **DRRC Student Travel Scholarship Award** for IACM 2017 at Berlin, Germany - \$450
- **The Leadership Institute, London Business School**, Research Grant with Niro Sivanathan Dec 2016 - £11,000
- **Society for Personality and Social Psychology Graduate Travel Award** for the 2017 conference at San Antonio, TX, US - \$500
- Selected for summer research workshop on Morality at **IDC Herzliya, Israel** (July 2016)
- Doctoral Fellowship by London Business School (Full Tuition + Stipend)
- Visiting Scholar to London Business School, London UK – (Jan-July 2013)
- Visiting Scholar to INSEAD Singapore & Fontainebleau, France – (Sep 2011-June 2012)
- Doctoral Fellowship at Indian School of Business, Hyderabad, India

## TEACHING EXPERIENCE

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### **Professional Development Workshop on Scraping Big Data**

Academy of Management, Atlanta GA

Aug 2017

### **Negotiations and Bargaining, London Business School**

Teaching Assistant to Niro Sivanathan

Spring, 2018

Teaching Assistant to Niro Sivanathan

Spring, 2017, Fall, 2017

Teaching Assistant to Niro Sivanathan

Spring, 2016, Fall, 2016

Teaching Assistant to Selin Kesebir

Spring, 2016

Teaching Assistant to Niro Sivanathan

Fall, 2015

### **Paths to Power, London Business School**

Teaching Assistant to Eliot Sherman

Fall, 2017

### **Leading Teams and Organizations, London Business School**

Teaching Assistant to Michael Parke

Spring, 2016

### **Business Club Series, Indian Institute of Technology Kanpur**

Workshop on how to analyze business cases

2010

## INDUSTRY EXPERIENCE

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### **Tata Consultancy Services Ltd.**

Assistant Services Engineer, Mumbai India

July '07 to July '09

**Job Description:** Technical consultant offering business solutions as per client's requirements

## SERVICE

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## **Ad Hoc Reviewer**

### ***Journals***

Organizational Behavior and Human Decision Processes  
Management Science  
The Leadership Quarterly

### ***Conferences***

Academy of Management  
International Association of Conflict Management  
Trans-Atlantic Doctoral Conference

**External Grant Reviewer**, Research Grants Council, Hong Kong 2016, 2018

**OB Division Coordinator**, Trans-Atlantic Doctoral Conference 2016

**Contributor**, ASQ Blog 2016

## **SELECTED MEDIA COVERAGE**

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Bloomberg, The Boston Globe, CNBC, City AM, Fierce Pharma, The Daily Caller, Gazeta Wyborcza, Global Advisors, Le Scienze, New York Daily News, n-tv, Phys.org, Sicientifica.com, The Times UK, True Viral News, Westdeutscher Rundfunk 5, Yahoo Finance, ZME Science

## **PROFESSIONAL AFFILIATIONS**

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Academy of Management (AOM)  
Society for Personality and Social Psychology (SPSP)  
International Association for Conflict Management (IACM)

## **REFERENCES**

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### **Niro Sivanathan**

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Department of Organisational Behaviour  
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