

Hemant Kakkar

PhD Candidate, Department of Organisational Behaviour
London Business School, Sussex Place, London NW1 4SA
+44 (0)20 7000 8945 • hkakkar@london.edu • www.hemantkakar.com

EDUCATION

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

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

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

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 the Academy of Management Journal*.

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

Effron, D. A., **Kakkar, H.**, & Knowles, E. D. (*in press*) Group Cohesion Benefits Individuals Who Express Prejudice but Harms Their Group. *Journal of Experimental Social Psychology*

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.

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

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.

MANUSCRIPTS UNDER REVIEW OR IN REVISION

Kakkar, H., Sivanathan, N., & Pettit, N. C. Status Momentum in Rank Ordered Hierarchies

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

Kakkar, H. The Influence of External Expectations on Unethical Behavior

Effron, D.A., **Kakkar, H.**, & Cable, D.M. Perceiving Organization as a Unified Entity Licenses Reaction to Employee Wrongdoing.

Kakkar, H., Sivanathan, N., Jachimowicz, J., & Hu, X. The role of social class and economic context on unethical behavior.

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

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

Kakkar, H., Sivanathan, N., & Galinsky A.D. When authoritarianism trumps liberalism

RESEARCH IN PROGRESS

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. Living up to the expectations: Influence of external expectancies on unethical behavior over time

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

- 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

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

- 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

- **The Leadership Institute, London Business School**, *Research Grant* with Garrett Brady and Niro Sivanathan (May 2018) - £14,000
- **AC⁴, 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

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

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

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

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, Societifica.com, The Times UK, True Viral News, Westdeutscher Rundfunk 5, Yahoo Finance, ZME Science

PROFESSIONAL AFFILIATIONS

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

REFERENCES

Niro Sivanathan

Associate Professor
Department of Organisational Behaviour
London Business School
+44-20-7000-8942
nsivanathan@london.edu

Madan Pillutla

Professor
Department of Organisational Behaviour
London Business School
+44-20-7000-8927
mpillutla@london.edu

Subrahmaniam Tangirala

Professor
Department of Management and Organization
University of Maryland
+1-301-821-7167
stangirala@rhsmith.umd.edu

Daniel Efron

Associate Professor
Department of Organisational Behaviour
London Business School
deffron@london.edu

Dan Cable

Professor
Department of Organisational Behaviour
London Business School
+44-20-7000-8906
dcable@london.edu