

## Hemant Kakkar

Fuqua School of Business, 100 Fuqua Drive, Duke University, Durham, NC 27705.

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### ACADEMIC POSITION

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#### **Fuqua School of Business, Duke University**

Assistant Professor of Management and Organizations

2019 - Present

### EDUCATION

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#### **London Business School, London UK**

Ph.D., Organisational Behaviour

2014 - 2019

#### **Indian Institute of Technology Kanpur, India**

MBA

2011

#### **VIT University, Vellore, India**

B.Tech., Biotechnology

2007

### RESEARCH INTERESTS

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I primarily study the influence strategies individuals and leaders use and its effect on their as well as their group members' psychology and behaviors. Additionally, I am also interested in understanding individuals' tendency and reasons to participate in both positive and negative deviant behaviors.

### AWARDS AND GRANTS

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- **Finalist**, Conflict Management Division Best Paper Award for Conflict in Context, *Academy of Management*, 2022 Seattle
- **Winner of the 2021 Alvah H. Chapman Jr. Outstanding Dissertation Award** from the *Center for Leadership at Florida International University* in partnership with the *Network of Leadership Scholars*
- **Best Theoretical / Empirical Paper** from the *Conflict Management Division of the Academy of Management*, 2021 with Jessica Paek
- **Winner of the International Association of Conflict Management Outstanding Dissertation Award 2021**
- **Best Conference Paper Award** with student as the first author from *the International Association of Conflict Management*, 2021 with Asher Lawson
- **Excellence in Teaching Award – MMS 2021**, Fuqua School of Business, Duke University
- **2020 Negotiation and Team Resources-Peterson Research Grant** with Garrett Brady - \$8,800
- **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

## DOCTORAL STUDENTS

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- Danbee Chon, *Co-chair*; Graduated 2022 from Fuqua; Post-doc at Stanford
- Asher M. Lawson, *Dissertation Committee*; Graduated 2022 from Fuqua; Assistant Professor at INSEAD
- Jessica Paek; *Dissertation Committee*; 5<sup>th</sup> Year Student at Fuqua

## PUBLICATIONS

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\*denotes graduate student when work was started

\*Lawson, A., \*Anand. S., & **Kakkar, H.** (*Forthcoming*). Tribalism and Tribulations: The Social Costs of Not Sharing Fake News. *Journal of Experimental Psychology:General*.

[Data and Preregistrations](#)

- **Best Conference Paper Award** with student as the first author from *the International Association of Conflict Management, 2021*

Kundro, T., Nurmohamed, S., **Kakkar, H.**, & Affinito, S. (*Forthcoming*). Time and Punishment: Time Delays Exacerbate the Severity of Third-Party Punishment. *Psychological Science*. [Data & Preregistrations](#)

**Kakkar, H.**, & Sivanathan, N. (2022). The Impact of Leader Dominance on Employees' Zero-Sum Mindset and Helping Behavior. *Journal of Applied Psychology*, 107(10), 1706–1724. [Link](#)  
[Data & SI](#)

Effron, D. A., **Kakkar, H.**, & Cable, D.C. (2022). Consequences of Perceiving Organization Members as a Unified Entity: Stronger Attraction, but Greater Blame for Member Transgressions. *Journal of Applied Psychology*, 107(11), 1951–1972. [Link](#) [SI](#)

\*Lawson, M.A., & **Kakkar, H.** (2022). Of Pandemics, Politics, and Personality: The Role of Conscientiousness and Political Ideology in Sharing of Fake News. *Journal of Experimental Psychology: General*, 151(5), 1154–1177. [Link Data & SI](#)

- Featured in [AOM Covid Plenary](#)

**Kakkar, H.**, Sivanathan, N., & Gobel, M. (2020). Fall from grace: The role of dominance and prestige in the punishment of high-status actors. *Academy of Management Journal*, 63(2), 530–553. [Link SI](#)

- Awarded IACM-DRRC Scholar Award, 2017

**Kakkar, H.**, Sivanathan, N., & Pettit, N.C. (2019). The Impact of Dynamic Status Changes within Competitive Rank-Ordered Hierarchies. *Proceedings of the National Academy of Sciences*. [Link SI](#)

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](#)

- Lead article

**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](#)

## **OTHER PUBLICATIONS**

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**Kakkar, H.** & Sivanathan, N. (2022). How Dominant Leaders Go Wrong. *Scientific American*, October 2022.

Lawson, M.A., & **Kakkar, H.** (2022). Personality Type, as well as Politics, Predicts Who Shares Fake News. *Scientific American*, April, pp.47.

**Kakkar, H.**, & Lawson, M.A. (2022). We Found the One Group of Americans Who Are Most Likely to Spread Fake News. *Politico*.

**Kakkar, H.** (2020). Why Trump's Popularity Surge Faded so Quickly. *Scientific American*. [online article]

**Kakkar, H.** (2019). Aggressive Leaders Are More Likely to Be Punished for Their Mistakes. *Harvard Business Review*. [online article]

- Sivanathan, N., & **Kakkar, H.** (2019). How Drug Company Ads Downplay Risks. *Scientific American*. [online article]
- Kakkar, H.**, & Tangirala, S. (2018). If Your Employees Aren't Speaking Up, Blame Company Culture. *Harvard Business Review*. [online article]
- 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.** Gender and Social Influence in informal networks. *Academy of Management Conference, Seattle 2021*
- \*Lawson, A., \*Anand, S., & **Kakkar, H.** Tribalism and tribulations: The social cost of not sharing fake news. Society of Experimental Social Psychology, 2021, Sanata Barbara.
- Kakkar, H.** Gender and Social Influence in informal networks. *International Association of Conflict Management, 2021*
- \*Lawson, A., & **Kakkar, H.** (2020). Of Pandemics, Politics, and Personality: The Role of Conscientiousness and Political Ideology in Sharing of Fake News. Academy of Management Conference.
- Kakkar, H.**, Sivanathan, N., Jachimowics, J., & Hu, X., (2020). Differential impact of social class and economic environment on unethical behavior. Academy of Management Conference.
- Brady, G., **Kakkar, H.**, & Sivanathan, N. (2019). How Leader's Status Strategies Influence Accountability and Moral Hazard. Academy of Management Conference, Boston

- 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.

### **INVITED TALKS**

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- National University of Singapore - Oct, 2018
- Yale School of Management – Nov, 2018
- Emory University – Nov, 2018
- Rice University – Nov, 2018
- Stanford Graduate School of Business – Nov, 2018
- Georgetown University – Dec, 2018
- Fuqua School of Business, Duke University – Dec, 2018
- Department of Psychology, Duke University – Sep, 2019
- Department of Psychology, University of North Carolina Chapel Hill – Jan, 2020
- Intragroup Preconference, Society of Personality and Social Psychology – Feb 2021
- University of Texas Austin, Sep 2021
- University of Maryland, Sep 2021
- Jones School of Business, Rice University, Oct 2022
- The Hong Kong Polytechnic University, Jan 2023

### **TEACHING EXPERIENCE**

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#### **Foundations of Management and Organization, Fuqua School of Business**

Course Instructor for MMS and MMS-DKU

Fall, 2019, 2020 & 2021

#### **Foundations of Organizational Behavior**

Course Instructor, PhD Seminar Course

Spring, 2023

#### **Explorations of Meso and Macro Organizational Behavior**

Course Instructor, PhD Seminar Course

Spring, 2022

#### **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

### **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:*

Academy of Management Journal, Journal of Applied Psychology, Proceedings of the National Academy of Sciences, Organizational Behavior and Human Decision Processes, Management Science, Psychological Science, Journal of Personality and Social Psychology, Journal of Experimental Psychology: General, Journal of Experimental Social Psychology, Evolution and Human Behavior, Personality and Social Psychology Bulletin, The Leadership Quarterly, British Journal of Social Psychology

#### *External Grant Reviewer:*

Social Sciences and Humanities Research Council of Canada (SSHRC), Research Grants Council, Hong Kong

#### *Conferences:*

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

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

**Contributor**, ASQ Blog 2016

## SELECTED MEDIA COVERAGE

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The Atlantic, BBC, Bloomberg, Business Insider, BusinessBecause, CBS 17, CNBC, City AM, Columbia Journalism Review, Fast Company, Fierce Pharma, Forbes India, Gazeta Wyborcza, Global Advisors, Le Scienze, New York Daily News, n-tv, Phys.org, Politico, PsyPost, Punjab Today, Scientific American, Sicientifica.com, Spectrum News, Stanford Social Innovation Review, The Boston Globe, The Daily Caller, The Guardian, 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)