



Jacob VAKKAYIL

Ph.D. in Fellow Program in Management

Full Professor, Human Resource Management

Academic Director

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EDUCATION

2008 Ph.D. in Fellow Program in Management, Xavier Institute of Management, India

RESEARCH INTERESTS

Collaboration across boundaries, Institutions and organizations

PROFESSIONAL EXPERIENCE

ACADEMIC:

2022 - Present Full Professor, IÉSEG School of Management, France

2017 - 2022 Associate Professor, IÉSEG School of Management, France

2011 - 2017 Assistant Professor, IÉSEG School of Management, France

2008 - 2011 Assistant Professor (FV), Indian Institute of Management, Kolkata, India

2007 - 2008 Assistant Professor, Xavier Institute of Management, Bhubaneswar, India

COURSES TAUGHT

- Learning expeditions
- Leadership, organizations and change, International mba
- Understanding india for business, Grande ecole (master cycle)

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

Bhatt M., Vakkayil J., (2023), Belongingness on the go: Examining road warrior consultants' experiences of belongingness with their firms, *Canadian Journal of Administrative Sciences - Revue Canadienne des Sciences de l'Administration*, 40(4), pp. 458-473

- Vakkayil J., (2023), Indigenous people and regional resource rights: Insights from three mining regimes in northeastern India, *Regional Studies*, 57(3), pp. 434-446
- Vakkayil J., (2022), Order and openness in community-driven urban initiatives: Insights from a “spot-fix”, *Urban Studies*, 59(15), pp. 3098–3113
- Vakkayil J., (2021), Governance Settlements and Transitions in Indigenous Areas of Limited Statehood: The Case of Coalmining in Meghalaya, *Business & Society*, 60(7), pp. 1643– 1674
- Della Torre E., Giangreco A., Legeais W., Vakkayil J., (2018), Do Italians Really Do It Better? Evidence of Migrant Pay Disparities in the Top Italian Football League, *European Management Review*, 15(1), pp. 121-136
- Nandi M., Vakkayil J., (2018), Absorptive capacity and ERP assimilation: The influence of company-ownership, *Business Process Management Journal*, 24(3), pp. 695-715
- Vakkayil J., (2017), Resistance and integration: Working with capitalism at its fringes, *M@na@gement*, 20(4), pp. 394-417
- Vakkayil J., Chatterjee D., (2017), Globalization routes: The pursuit of conformity and distinctiveness by top business schools in India, *Management Learning*, 48(3), pp. 328-344
- Vakkayil J., Della Torre E., Giangreco A., (2017), "It's not how it looks!" Exploring managerial perspectives on employee wellbeing, *European Management Journal*, 35(4), pp. 548-562
- Vakkayil J., Canato A., (2015), Muddling through: Searching for the ideal in the coal mining fields of Meghalaya, *The Extractive Industries and Society*, 2(3), pp. 419-425
- Vakkayil J., (2014), Contradictions and Identity Work: Insights from Early-Career Experiences, *Journal of Management Development*, 34(1), pp. 906 - 918
- Vakkayil J., (2012), Boundaries and organizations: A few considerations for research, *International Journal of Organizational Analysis*, 20(2), pp. 203-220
- Vakkayil J., (2011), Learning through shared objects in outsourced software development, *International Journal of Managing Projects in Business*, 4(4), pp. 616-632
- Vakkayil J., (2010), Activity theory: A useful framework for analyzing project-based organizations, *Vikalpa*, 35(3), pp. 1-18
- Vakkayil J., (2009), Dynamics of multiple memories: Reflections from an inquiry, *Journal of Management Inquiry*, 18(3), pp. 220-227
- Vakkayil J., (2008), Learning and organizations: Towards cross-metaphor conversations, *Learning Inquiry*, 2(1), pp. 13-27
- Vakkayil J., (2007), A portrait of the researcher as a boundary crosser, *Journal of Research Practice*, 3(1)
- Vakkayil J., (2006), Towards new visions of doctoral research: Experiences from an innovative research training program, *Graduate Journal of Social Sciences*, 3(1)

Forthcoming

- Bhatt M., Vakkayil J., Benromdhane M., (2024), We are not who they think we are! Examining responses of qualified Tunisian immigrants in France to country-of-origin based image discrepancies, *European Management Journal*, tbd(tbd), pp. tbd

Communications in refereed conferences

International

- Vakkayil J., (2017), *Online-Offline Complementarities in Partial Organization* 33rd EGOS Colloquium 2017 , Copenhagen, Denmark
- Vakkayil J., (2016), *Sustaining of Open Social Innovations* 32nd EGOS Colloquium, Naples , Italy
- Giangreco A., Lageais W., Vakkayil J., Della Torre E., (2015), *Do Italians really do it better? Performance, pay and nationality-effect in the top Italian Football League Serie A* 2nd Global Conference on International HRM, PennState, USA
- Vakkayil J., (2015), *Indigenous alternative or disguised capitalism? Economic experiments on frontier lands* 31st EGOS Colloquium , Athens, Greece

Vakkayil J., Canato A., (2014), *From vitiation to contradiction: Antecedents of changing logics in complex fields* EGOS, Rotterdam, Netherlands

Vakkayil J., Canato A., (2014), *Vicious and virtuous practices of change: Logics of mining at the frontiers of an emerging economy* Academy of Management Conference, Philadelphia, USA

Vakkayil J., Canato A., (2013), *A tale of two mines: An analysis of differences and similarities of two modes of mining in tribal lands in North-Eastern India*. 29th EGOS Colloquium, Montreal, Canada

Other conference and seminar presentations

International

Vakkayil J., (2019), *The discursive legitimization of mining models* 35th EGOS Colloquium 2019 , Edinburgh, United Kingdom

Vakkayil J., (2018), *Dynamics of inclusion in partially organized action* European Group of Organization Studies 34th EGOS Colloquium, Tallinn, Estonia

Chapters in books

Published

Vakkayil J., (2024), Internationalization of Business Education: Challenges and Opportunities., in: Babu, R. R., & Thakur, M.(Eds.), *Managing India: The Idea of IIMs and its Changing Contexts*, 9781032724461, Taylor & Francis Group | Routledge, Oxford, chapter 4, pp. 48-61

Vakkayil J., (2018), Becoming a software professional: Tensions in transitions, in: Kate Black, Russell Warhurst, Sandra Corlett(Eds.), *Identity as a Foundation for Human Resource Development*, 978-1-13-894531-9, Routledge, London, chapter 10, pp. 147-160

Vakkayil J., (2016), Maslow or Mahabharat? Dilemmas in Teaching Organizational Behaviour in Management Institutes of India, in: Dr. Manish Kumar Thakur and Dr. R. Rajesh Babu(Eds.), *Management Education in India*, ISBN 978-981-10-1696-7, Springer, Singapore, pp. 81-90

Giagreco A., Vakkayil J., (2015), Performance appraisal in the Middle East, in: Budhwar P. and K. Mellahi(Eds.), *Handbook of Human Resources Management in the Middle East*, 9781784719517, Edward Elgar Publishing, Cheltenham, chapter 4, pp. 49-62

Vakkayil J., (2013), Boundary Objects in Boundary Spanning, in: Cooper, C., Langan-Fox, J.(Eds.), *Organizations: Network, Influence and Conflict*, 978-0415628839, Routledge, London, chapter 2, pp. 29-43

Vakkayil J., Kumar R., (2011), Conflict Management and Negotiation, in: Budhwar, P. S., Varma, A.(Eds.), *Doing Business in India*, 978-0203840931, Routledge, London, chapter 11, pp. 183-198

Vakkayil J., (2008), Towards Inclusive Ecosystems, in: Harper, M.(Eds.), *Inclusive Value Chains in India: Linking the Smallest Producers to Modern Markets*, 978-981-283-797-4, World Scientific Publishing, Singapore, chapter 3, pp. 67-80

Case studies

Vakkayil J., Bhatt A., (2022), *Changemaker Challenge: Linking Individual Empowerment to Social Transformation*, The Case Centre, case study 422-0135-1, teaching note 422-0135-8

Giagreco A., Lauwers M., Vakkayil J., (2015), *I believe I can't fly! Piloting changes at Air France*, Case Centre, case study 315-149-1, teaching note 315-149-8

Giagreco A., Tamayo K., Vakkayil J., (2014), *Reading between the Lines: Drawing Tools for Effective Recruitment*, The Case Centre, case study 414-021-1, teaching note 414-012-8

Kumar R., Vakkayil J., (2011), *Some issues in compensation management: Two case studies for teaching*, Routledge

Vakkayil J., (2009), *Case Analysis: Surviving the Recession: Venus Jewel A case study from the Indian Diamond Industry*, Vikalpa

PROFESSIONAL MEMBERSHIPS

2009 European Group for Organizational Studies

PROFESSIONAL SERVICE

Chair of the scientific committee of an academic conference

IACCM-IÉSEG CONFERENCE at IESEG Paris October 31 to November 2, 2019, France

RESEARCH ACTIVITIES

COMMITTEE CHAIR

Participation in the development of an academic program

2013 Academic Director, IMBA Program, IÉSEG School of Management, France