

**SATVIR SINGH**

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**EDUCATION**

**University of Texas at El Paso**, College of Business Administration, El Paso, Texas.

- Ph.D. in International Business with a concentration in OB/HR, 2014.
- Dissertation Topic: *Idiosyncratic deals to employee outcomes: Mediating role of social exchange relationships and social comparison and moderating role of unit climate.*

**Willamette University**, Atkinson Graduate School of Management, Salem, Oregon.

- Masters of Business Administration, 2009.

**Punjabi University**, Army Institute of Law, Mohali, Punjab, India.

- Baccalaureate in Laws (B.A.LL.B, 5 years integrated law degree), 2006.
- B.A (Major: Law), 2004.

**ACADEMIC EMPLOYMENT**

Assistant Professor of Management, Department of Management and Marketing, College of Business, Angelo State University, San Angelo, Texas (August 2017 - Present)

Assistant Professor of Management, School of Business, Emporia State University, Emporia, Kansas (August 2014 – June 2017)

Assistant Instructor of Management, College of Business Administration, University of Texas at El Paso (September 2010 – June 2014).

**REFEREED PUBLICATIONS**

Zhu, Min; **Singh, Satvir**; & Wang, Huaqing; (forthcoming) “Perceptions of Social Loafing during the Process of Group Development” *International Journal of Organization Theory and Behavior*.

**Singh, Satvir**; Zhu, Min; & Wang, Huaqing; (2018) “Effect of Conflict and Emotions on Perceptions of Social Loafing in Groups” *International Journal of Services, Economics and Management*. 9(1), 77-94.

**Singh, Satvir** & Vidyarthi, Prajya R. (2018) “Idiosyncratic Deals to Employee Outcomes: Mediating Role of Social Exchange Relationships” *Journal of Leadership and Organizational Studies*. 25(4), 443-455. <https://doi.org/10.1177/1548051818762338>

Muldoon, Jeffrey; **Singh, Satvir**; & Vidyarthi, Prajya R. (2018) "Casting a Long Shadow: Leader-leader Relationship and Employee Citizenship Behavior" *Journal of Leadership and Organizational Studies*. <https://doi.org/10.1177/1548051818764288>

Cheng, Hong; Flores, Gabriela; **Singh, Satvir**; Posthuma, Richard (2018) "Employment Discrimination Laws: A Country Level Analysis of Voice and Accountability." *International Journal of Law and Management*. 60(6), 1286-1298.  
<https://doi.org/10.1108/IJLMA-06-2017-0129>

Vidyarthi, Prajya R.; **Singh, Satvir**; Erdogan, Berrin; Chaudhry, Anjali; & Posthuma, Richard (2016) "Individual deals within teams: Investigating the role of relative I-deals for employee performance." *Journal of Applied Psychology*. 101(11), 1536-1552.

Anand, Smriti; Vidyarthi, Prajya R.; **Singh, Satvir**; & Ryu, Seungeui (2015) "Family interference and employee dissatisfaction: Do agreeable employees better cope with stress?" *Human Relations*, 68(5), 691-708.

Guerrero, Laura & **Singh, Satvir** (2013) "The Psychology of Working: A Case Study of Mexican American Women with Low Educational Attainment." *The Career Development Quarterly*, 61(1), 27-37.

#### **PAPERS UNDER REVIEW**

**Singh, Satvir**; Wang, Yilu; & Vidyarthi, Prajya R. "Idiosyncratic Deals to Employee Outcomes: Mediating Role of Social Exchange Relationships" *Organization Management Journal*.

**Singh, Satvir**; Villanueva, Sarah; Jahantab, Farid; & Vidyarthi, Prajya R. "Does Perceived Overqualification help in Getting I-deals? Role of Department Climate" *Human Resource Management*.

#### **REFEREED CONFERENCE PRESENTATIONS**

**Singh, Satvir**; Villanueva, Sarah; & Jahantab, Farid; "Does Perceived Overqualification help in Getting I-deals? Role of Department Climate" (Accepted for presentation at the *Southern Management Association* meeting in Norfolk, VA from October 8-12, 2019)

**Singh, Satvir** & Vidyarthi, Prajya R.; "Employee Empowerment and Job Performance: Investigating the Role of Power Distance" (Accepted for presentation at the *Southwest Academy of Management Conference* in Huston, TX from March 13-15, 2019)

**Singh, Satvir** & Vidyarthi, Prajya R.; "Subordinate Personality and Its Effect on Supervisor Evaluation of Leader-member Exchange" (Presentation at the *Academy of Business Research Conference* in San Antonio, TX from October 24-26, 2018) **Won best paper award**

- Vidyarthi, Prajya R. & **Singh, Satvir**; “The Elusive Satisfaction-Performance Relationship: Discrete Emotions as the Missing Link” (Presented at the Southwest Academy of Management 2018 annual meeting in Albuquerque, NM from March 7-9)
- Vidyarthi, Prajya R. & **Singh, Satvir**; “The Moderating Impact of Work Arrangement on the Climate-Attitude Relationship” (Presented at the Southwest Academy of Management 2018 annual meeting in Albuquerque, NM from March 7-9)
- Singh, Satvir**; Zhu, Min; & Wang, Huaqing; “Perceptions of Social Loafing during the Process of Group Development” (Presented at the *Midwest Academy of Management* 2017 annual meeting in Chicago, IL from October 19-21)
- Singh, Satvir**; Zhu, Min; Wang, Huaqing; & Vidyarthi, Prajya R.; “Perceptions of Social Loafing in Groups: Role of Conflict and Emotions” (Presented at the *Midwest Academy of Management* 2017 annual meeting in Chicago, IL from October 19-21)
- Singh, Satvir**; Vidyarthi, Prajya R.; & Kaur, Goga Kirandeep; “Idiosyncratic Deals to Employee Outcomes: Mediating Role of Social Exchange Relationships” (Presented at the Academy of Management 2017 annual meeting in Atlanta, Georgia)
- Muldoon, Jeffrey; **Singh, Satvir**; & Vidyarthi, Prajya R.; “Casting a Long Shadow: Leader-leader Relationship and Employee Citizenship Behavior.” (Presented at the *Midwest Academy of Management* 2016 annual meeting in Fargo, North Dakota)
- Kaur, Goga Kirandeep; **Singh, Satvir**; & Vidyarthi, Prajya R.; “Job Search Model of Immigrant Job Seekers.” (Presented at the *Southern Management Association* October 2015 annual meeting in St. Pete Beach, Florida)
- Vidyarthi, Prajya R.; Erdogan, Berrin; Chaudhry, Anjali; **Singh, Satvir**; Posthuma, Richard; & Anand, Smriti; “Individual Deals within Workgroups: The Role of Relative I-deals for Employee Performance.” (Presented at the *Southern Management Association* October 2015 annual meeting in St. Pete Beach, Florida)
- Raj, Anand; **Singh, Satvir**; & Vidyarthi, Prajya R.; “Revisiting Relationship between Perceived Organizational Support and Turnover: Examining a Non-linear Relationship.” (Presented at *Southern Management Association* November 2014 annual meeting in Savannah, Georgia)
- Singh, Satvir**; Chaudhry, Anjali; Vidyarthi, Prajya R.; & Posthuma, Richard; “Idiosyncratic Deals and Employee Performance: The Role of Team Orientation and Social Comparison.” (Presented at the *Academy of Management* August 2014 annual meeting in Philadelphia, Pennsylvania)
- Singh, Satvir**; Posthuma, Richard; Vidyarthi, Prajya R.; & Kaur, Guljinder; “Employment Discrimination Laws: A Country Level Analysis.” (Presented at the *Mustang International Academic Conference* in Las Vegas, Nevada - February, 2014)

Anand, Smriti; Vidyarthi, Prajya R.; **Singh, Satvir**; & Ryu, Seungeui; “Workplace Stress and Dissatisfaction: Do Agreeable Employees Cope Better?” (Presented at the *American Psychological Association* July 2013 annual convention in Honolulu, Hawaii)

**Singh, Satvir**; Guerrero, Laura; & Vidyarthi, Prajya R.; “Job Search of Immigrants: Role of Cultural Knowledge, Work Orientation, and Future Orientation.” (Presented at *Academy of Management* August 2012 annual meeting in Boston, MA)

### **OTHER PRESENTATION**

Invited by College of Business Administration at University of Texas at El Paso to present research paper titled, “Individual Deals within Teams: Investigating the Role of Relative I-deals for Employee Performance” (accepted by *Journal of Applied Psychology*) on March 16, 2016.

### **MANUSCRIPTS IN PROGRESS**

**Singh, Satvir**; Vidyarthi, Prajya R.; & Guerrero, Laura; “Job search for skilled immigrants: Role of self-efficacy, future orientation and work involvement.”

**Singh, Satvir** & Vidyarthi, Prajya R.; “When do Employees Quit? Examining a Non-linear Relationship between Perceived Organizational Support and Turnover.”

**Singh, Satvir**; “Work Climate, Attitude, and Behavior: Role of Work Arrangements” Data collection in progress.

**Singh, Satvir**; “Idiosyncratic deals and employee outcomes in international context.”

**Singh, Satvir** & Vidyarthi, Prajya R.; “Faculty development: Role of senior faculty, coworkers and organizational support.”

**Singh, Satvir** & Vidyarthi, Prajya R.; “A Social Exchange Model of Contingent Workers’ Job Performance and Intentions to Withdraw.”

**Singh, Satvir**; “Social Comparison of Customized Work Arrangements and effect on Employee Outcomes.”

### **RESEARCH GRANTS**

#### **Impact of Quality Relationships on Individual Performance and Group Performance**

Angelo State University Research Development Mini-Grant, 2018 (Winner of Competitive grant: \$ 2500)

#### **Freedom vs. Control: Does personality matter?**

Koch Center for Leadership and Ethics Faculty Grant, Spring 2017 (Winner of Competitive grant: \$ 3000)

**Controls- Blessing or Hindrance**

Koch Center for Leadership and Ethics Faculty Grant, Spring 2016 (Winner of Competitive grant: \$ 3000)

**Role of Ethical Leadership Skills for Supervisors**

Koch Center for Leadership and Ethics Faculty Grant, Fall 2015 (Winner of Competitive grant: \$ 3000)

**TEACHING EXPERIENCE**

- Supervisory Management
- Organizational Behavior
- Organizational Behavior and Leadership
- Introduction to Management
- Human Resource Management
- International Management
- Organizational Development and Change
- Management & Organizational Theory (online)
- Leadership Communication
- Advanced Business Communication

**RESEARCH INTERESTS**

- Idiosyncratic deals and customized work arrangements
- Leadership
- Organizational citizenship behavior and employee performance
- Social exchange relationships at work
- Immigrants' job search
- Laws and international management

**PROFESSIONAL MEMBERSHIPS**

- Academy of Management, USA
- Midwest Academy of Management, USA
- Southwest Academy of Management, USA
- Academy of Business Research
- Bar Association of Punjab & Haryana High Court, India

**PROFESSIONAL DEVELOPMENT WORKSHOPS/CONFERENCES**

**Blackboard Excellence in Teaching and Learning Conference (August 20, 2019):** Angelo State University's eLearning center organized this conference to update the faculty on effective teaching methods using blackboard.

**Blackboard Excellence in Teaching and Learning Conference (August 20-21, 2018):** This conference was hosted by Angelo State University's eLearning center to update the faculty on effective teaching methods using blackboard.

**Pearson Professional Development Presentation (October 18, 2017):** Attended Pearson Education's presentation on My Lab products for Business faculty at ASU.

**Austin Lilly Conference (January 4-6, 2018):** Attended this Evidence-Based Teaching and Learning conference in Austin to advance classroom and advance teaching.

**Professional Development Brown Bag Sessions (2016-2017):** Organized 12 professional development brown bag sessions for the School of Business faculty at ESU from spring 2016 until spring 2017 related to various topics such as scholarly research, online teaching, student evaluations (IDEA), research presentations etc.

**Consortium for the Advancement of Research Methods and Analysis (CARMA, 2017):** Attended CARMA short course at the University of South Carolina on "Introduction to Multilevel Analysis."

**Improving Your Teaching of International Management (August 3, 2012):** Attended professional development workshop at Academy of Management 2012 annual meeting.

**Certificate of College Teaching (Fall 2011):** Attended Graduate Student Instructor Teaching Seminar for improving excellence in university teaching organized by Center for Effective Teaching and Learning, University of Texas at El Paso.

**Workshop on Liberating Structures (August 20, 2011):** Attended a workshop about the creative use of structures and group based learning in order to increase student involvement and enhance the overall learning experiences, facilitated by Dr. Harry Meeuwssen and Dr. Arvind Singhal, at the University of Texas at El Paso.

## AWARDS AND HONORS

**Outstanding Faculty in Research Award (2018-19):** Norris-Vincent College of Business at Angelo State University recognizes one faculty member for highest research output for the year.

**Best Paper Award (2018):** *Academy of Business Research Conference* in San Antonio, TX from October 24-26, 2018.

**Excellence in Peer Review Award (2017-18):** Editor of *South Asian Journal of Human Resource Management* presented this award for high quality reviews of the research papers submitted between September 1, 2018 – August 31, 2018.

**Junior Faculty Scholarship Award (October, 2017):** This competitive research award was conferred during the Midwest Academy of Management 2017 annual meeting in Chicago, IL.

## SERVICE

**To the University/School:**

**Thesis Committee** (Spring 2019): Serving as a member of graduate program advisory committee of Communication and Mass Media Student, Ian Stark.

**Member, Strategic Planning Committee (2018-present):** College level committee of Norris-Vincent College of Business at the Angelo State University.

**Member, Teaching Quality Assurance Committee (2018-present):** College level committee of Norris-Vincent College of Business at the Angelo State University.

**Chair/Co-chair, Faculty Qualifications and Development Committee at School of Business at ESU (2015-2017):** Responsible for managing the committee work and making recommendations in regard to allocation of faculty award and developmental activities. Successfully lead initiative to start brown bag series for faculty development.

**Member, Discipline based Curriculum Committee for Management at School of Business at ESU (2015-2017):** Responsible for reviewing and recommending changes in management curriculum.

**Thesis Committee Member (2015):** Served as a member of Master's Thesis Committee of Industrial/Organizational Psychology Student, Macy Cheeks.

**Member, Faculty Qualifications and Development Committee at School of Business at ESU (2014-2015):** Successfully revised faculty handbook while serving as a member of this committee.

**Member, Discipline based Curriculum Committee for Management at School of Business at ESU (2014-2015):** Responsible for reviewing and recommending changes in management curriculum.

**To the Profession:**

**Member, Editorial Board (2018-present):** *International Journal of Services, Economics, and Management*

**Member, Board of Reviewers (2017-present):** *South Asian Journal of Human Resource Management*

**Reviewer (2018-19):** *Southwest Academy of Management conference to be held in Huston, TX in March 2019.*

**Ad-hoc Reviewer (2017):** *International Journal of Law and Management*

**Ad-hoc Reviewer (2015):** *South Asian Journal of Human Resource Management*

**Reviewer (2013):** Served as a reviewer in Organization Behavior Track and Pre-doctoral Student Track for the *Southern Management Association Meeting.*

**OTHER EXPERIENCE**

**Real Taste of India**, Monmouth, Oregon: Managed and marketed this start-up (2009-2010)

**Marion County Business Services Department**, Salem, Oregon: Worked on a project with HR department for creating a new performance evaluation system by listing core competencies and updating performance evaluation form. (January- October 2009)

**Bar Association of Punjab & Haryana High Court**, Chandigarh, India: Represented clients in the court as a junior counsel/attorney. (2006-2007)