

Ms. APARNA VENUGOPAL



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### EDUCATION SUMMARY

Degree	University/Board	Specialization	Year	Marks	Achievements during this period
FPM	Indian Institute of Management Kozhikode	Organizational Behavior & Human Resource Management	Thesis defended (Provisional certificate issued in April 2016)	3.65/4.33 CGPA(overall) 4.019/4.33 CGPA (area)	OIKOS Full grant to attend Young scholars academy, Zurich, 2015 Yale Great Lakes Best Research Proposal Award A paper based on the thesis work is under revision and resubmission at IJHRM
MBA	University of Calicut	Human Resource & Marketing Management	2010	82%	University 1 <sup>st</sup> Rank Holder in MBA examination Best Manager Award from ELIXIR 2008
B Tech	Kerala University	Mechanical (Production)	2005	76.52%	Gold Medal for being college topper K.B.Sharma Cash prize
Pre Degree	University of Calicut	Science Division	2001	91.1%	Big Leap School Topper Award Cash prize for being topper in German

**DOCTORAL THESIS TITLE:** Enabling mechanisms of top management team processes for organizational ambidexterity in SMEs

### AWARDS/ACHIEVEMENTS

- Received the full grant to attend the fifth oikos Young Scholars Entrepreneurship Academy held at Zurich in Jan 2015. (Each year the oikos Academy selects two candidates from a pool of exceptional Ph.D., post doc, and young faculty members across the world to receive the full grant to attend their entrepreneurship academy)
- University of Calicut 1<sup>st</sup> rank holder in the MBA examination, 2010
- Won the second prize in the research proposal contest at *Yale Great Lakes Annual Research Conference*. Chennai: Great Lakes Institute of Management in 2013
- Selected as one of the three finalists at the best paper competition at the HR Summit IIM Kozhikode, 2013

- Selected as one of the ten students to present their papers at the XLRI doctoral consortium October, 2014 at XLRI, Jamshedpur, India
- Selected as one of the fifteen students to present their papers at the Consortium of Students in Management Research 2014 held at the Indian Institute of Science from November 21-22, 2014
- Qualified the UGC National Eligibility Test (NET) in April 2010
- Awarded the UGC Junior Research Fellowship (JRF) in April 2010
- Won the Best Manager Award at the Best Manager Competition 'Elixir', a management meet conducted by University of Calicut in 2008
- Awarded the K.B.Sharma cash prize for meritorious student in 2005 whilst graduating from the B-Tech program
- Awarded a gold medal for being college topper in 2004 during the B-Tech program
- Awarded the cash prize for being college topper in German in 2001 when graduating from higher secondary school
- Won the Big Leap School Topper Award in 2001 when graduating from higher secondary school

## PUBLICATIONS

- ❖ Venugopal, A., Krishnan, T.N., Kumar, M. & Upadhyayula, R. "Strengthening organizational ambidexterity with top management *team processes and mechanisms*" (Revise and Resubmit at *International Journal of Human Resource Management*)
- ❖ Venugopal, A., & Krishnan, T. N. (2014) "TMT Behavioral Integration: Pathways to Eco-Innovation through Organizational Ambidexterity". *Indore Management Journal*, 6 (1), 60-70
- ❖ Venugopal, A., & A. G. Rekha (2016) "An empirical study on comparing and contrasting of the real and virtual product related communities" In ed Sahay, V., and Prashar, S. *Social Media for Business*. Excel India Publishers, New Delhi.
- ❖ Venugopal, A., & Krishnan, T. N. (2015) "Mapping the Enterprise Social Network (ESN) Spectrum in Knowledge Management and Product Innovations" In ed Goel, A., Singhal, P. *Product Innovation through Knowledge Management and Social Media Strategies*. IGI Global: Pennsylvania, USA
- ❖ Venugopal, A., (2013) "Gauging employee voices using quality function deployment" In ed Chatterjee, D., Dhal, M., & Pati, S. *High-Tech People, High-Touch HR, Are we missing the humane touch?* Bloomsbury: New Delhi, India
- ❖ Gopakumar, V., & Venugopal, A. (2010) "Design of a service blueprint based on house of quality analysis (quality function deployment)" *I manager, National Management Journal*, June-August 2010 (5)
- ❖ Venugopal, A., Krishnan, T.N., Kumar, M., & Upadhyayula, R. "Contingent effects of the dimensions of ambidexterity in entrepreneurial firms" (Being submitted to the

special issue on Ambidextrous Entrepreneurial Ecosystems in Small Business Economics- An Entrepreneurship Journal in July 2016)

- ❖ Venugopal, A., Krishnan, T.N., Kumar, M., & Upadhyayula, R. “The focal role of shared decision making and top managerial characteristics in enabling ambidextrous firms from roadmapping” (Being submitted to the special issue on Smart roadmapping for ambidexterity in the Journal of Engineering and Technology Management in Aug 2016)

## INTERNATIONAL CONFERENCES

- Venugopal, A., & Krishnan, T. N., Kumar, M. (2016)-“Identifying the focal role of top management paradoxical cognition in ambidextrous firms”. Paper accepted for presentation at the Academy of Management 2016 Annual Meeting, California.
- Venugopal. A & Krishnan. T.N. (2015). “Management of contradictory innovation choices in small firms”, British Academy of Management Conference 2015, University of Portsmouth, UK, September 8-10, 2015
- Venugopal. A, Krishnan. T.N. (2015). "Exploring the effect of the top management team processes on the financial and ambidextrous performance of new technology firms in India", R and D Management Conference 2015, Pisa, Italy, June 21-25, 2015.
- Venugopal.A. (2015) Nurturing Paradoxical cognition in Shared Leaderships with Behavioral Integration- Pathways to Sustainability for Entrepreneurs. *oikos Fifth Young Scholars Entrepreneurship Academy*, Zurich, Jan 19-22, 2015.
- Venugopal, A., & Krishnan, T. N. (2015). Role of top management behavioral integration in managing innovation paradoxes. *Twelfth AIMS International Conference on Management*. Kozhikode: Indian Institute of Management Kozhikode.
- Venugopal, A., & Krishnan, T. N., Kumar, M. (2014). Who fosters innovation better? Learning or ambidextrous firms. *Pan IIM World Management Conference*. Kozhikode: Indian Institute of Management Kozhikode, Nov 5-8, 2014.
- Venugopal, A., & Krishnan, T. N. (2014). Review of Firm Outcome Measures With Special Reference to Firm Outcome Measures of Organizational Ambidexterity. *Global Conference on Managing in Recovering Markets*. Gurgaon: Management Development Institute Gurgaon.
- Venugopal, A., & Krishnan, T. N. (2014). When They Choose To Marry Across Borders: A Study of the HRM Challenges and Overriding Strategies in Cross Border Mergers and Acquisitions. *The First AIB-India MENA Conference*. Udaipur: AIB India MENA Chapter, Indian Institute of Management, Udaipur. Feb 9-11, 2014.

- Venugopal, A., & A.G, Rekha. (2014). Gulliver Comes To Lilliput: Strategies used by MNEs to enter emerging markets and the strategies used by local firms to survive along- A literature classification. *The First AIB-India MENA Conference*. Udaipur: AIB India MENA Chapter, Indian Institute of Management, Udaipur. Feb 9-11, 2014.
- Venugopal, A., & A. G., Rekha. (2014). An empirical study on comparing and contrasting the real and virtual product related communities. *International conference on social media for business*. Raipur: Indian Institute of management Raipur, India.
- Venugopal, A., & Krishnan. T. N. (2013). Social capital in workplace. *AIMS international conference on management*. Ghaziabad: Institute of Management Technology, India.
- Venugopal, A., & Krishnan, T. N. (2013). Motivations in The Teaching Business. *Yale Great Lakes Annual Research Conference*. Chennai: Great Lakes Institute of Management.
- Venugopal, A. (2011). Sustainable development practices in manufacturing in India. *International Conference on Green Management*. Kerala: St Joseph's College of Engineering and Technology

## NATIONAL CONFERENCES

- Venugopal, A., & Krishnan, T. N. (2014) Exploring new possibilities and exploiting old certainties of knowledge: A proposal for an empirical study. *Fourteenth Consortium of Students in Management Research*. Bangalore: Indian Institute of Science.
- Venugopal, A., & Krishnan, T. N. (2014) Top Management Teams. The ones of who build an ambidextrous firm. *XLRI Doctoral Colloquium*. Jamshedpur: XLRI.
- Venugopal, A. (2013) Gauging employee voices using quality function deployment. *HR Summit*. Kozhikode: Indian Institute of Management, Kozhikode, India.
- Venugopal, A. (2010). Use of Quality function deployment in Neuromarketing. *National conference on Emerging trends in Management*. Kerala: S N Educational Society, India.

## INTERNSHIPS AND PROJECTS

Project/Work	Highlight Activities	Outcomes
Assessed teaching and studying motivations in premier management institutions in India (October 2012 to January 2013)	Motivation analysis	Presented results at an open seminar at IIM Kozhikode and at Yale-Great Lakes Annual Research Conference 2013
Assessed the training needs of hospital employees in two major hospitals in India using quality function deployment techniques (June 2012 to September 2012)	Training needs assessment and analysis	Presented results at the HR Summit at IIM Kozhikode in 2013 and was one of the three final contenders for the best

		paper award
Data analysis research internship with Janaagraha (an NGO in India working on urban development projects) (March 2012-May 2012)	Systems dynamics analysis	The systems dynamics outputs was used in the solid waste management project at Bangalore by Janaagraha
Planned stress management interventions to overcome cross cultural communication barriers at Costain LLC, Abu Dhabi, based on Hofstede and Karasek models (March 2010 to April 2010)	Planning the cross cultural stress management intervention campaigns in the organization	Results incorporated into Costain LLC Abu Dhabi's communication planning campaigns
Designed the service blueprint of Fortune hotel (run by ITC Welcome group at that time) based on house of quality analysis, Kerala as part of the Master of Business Administration course requirements during the period (October 2009 to November 2009)	Customer needs analysis	Results published in a peer reviewed national management journal in 2010 and also shared with the ITC hotel management group

## WORK EXPERIENCE

- Faculty-Department of Management Studies, Sree Narayana Guru Institute of Science and Technology (SNGIST) from October 2010 to Feb 2011 (visiting) and from Feb 2011 to May 2011 (full time).
- Engineer at FlowLine Oil Field spare parts tr. LLC, Sharjah from Dec 2006 to June 2008.

## TOPIC EXPERTISE

As mentioned above, I have had a consistently good academic record throughout my education. In addition, during my doctoral course work at one of the premier management institutes in India, among several other courses, I aced the grades in my batch in the following subjects. I earnestly believe that, an expertise in these specific topics add my value as a prospective employee.

- ❖ Competency based HRM
- ❖ Models and Frameworks for Strategic Analysis
- ❖ Legal Aspects of HRM
- ❖ Advanced HRD
- ❖ Organization Change and Transformation
- ❖ Compensation and Reward Management
- ❖ International HRM
- ❖ Statistical Methods for Data Analysis
- ❖ Advanced Methods in Marketing Research

## CURRENT RESEARCH INTERESTS

- Theory of paradox, Paradoxical cognitions, Organizational Ambidexterity, Innovation paradoxes, Social enterprises, Social innovation
- Extra-firm knowledge affiliations to networks and business groups

- Upper echelons Theory, Theory of behavioral integration, Strategic choice and leadership