

ARUNA RANGANATHAN

arunar@berkeley.edu

Last Updated: August 2, 2022

POSITIONS

Associate Professor, University of California, Berkeley	2021 –
Visiting Professor, University of California, Berkeley	Fall 2020
Management of Organizations Group, Haas School of Business	
Associate Professor, Stanford University	2019 – 2021
Assistant Professor, Stanford University	2015 – 2019
Organizational Behavior Group, Graduate School of Business	

EDUCATION

MS/PhD, Massachusetts Institute of Technology	2014
Sloan School of Management	
MS, Cornell University	2008
School of Industrial and Labor Relations	
B.Com(Hons), University of British Columbia	2006
Human Resources and Labor Relations	

PEER-REVIEWED PUBLICATIONS

- Ranganathan, A. 2021. “Identification and Worker Responses to Workplace Change: Evidence from Four Cases in India.” *Industrial and Labor Relations Review* 74 (3): 663 – 689.
- Ranganathan, A. and D. Pedulla. 2021. “Work-Family Programs and Non-Work Networks: Within-Group Inequality, Network Activation, and Labor Market Attachment.” *Organization Science* 32 (2): 315 – 333.
- Finalist, HR Division Scholarly Achievement Award, Academy of Management
- Ranganathan A. and R. Shivaram. 2021. “Getting Their Hands Dirty: How Female Supervisors Motivate Female Worker Productivity Through Subordinate Scut Work.” *Management Science* 67 (5): 3299 – 3320.
- Finalist, Best Paper, Labor and Employment Relations Association
- Ranganathan, A. and A. Benson. 2020. “A Numbers Game: Quantification of Work, Auto-Gamification and Worker Productivity.” *American Sociological Review* 85 (4): 573-609.
- Second Place, Research Paper Competition, Wharton People Analytics
- Finalist, Best Published Paper Award, OMT Division, Academy of Management
- Castilla, E. and A. Ranganathan. 2020. “The Production of Merit: How Managers Understand and Apply Merit in the Workplace.” *Organization Science* 31 (4): 909 – 935.
- Nominee, Outstanding Publication in Organizational Behavior, Academy of Management

- Ranganathan, A. 2018. “Train Them to Retain Them: Work Readiness and the Retention of First-Time Women Workers in India.” *Administrative Science Quarterly* 63 (4): 879 – 909.
- Winner, *Responsible Research in Management Award, Academy of Management*
- Runner Up, *Best International Paper Award, OMT Division, Academy of Management*
- Ranganathan, A. 2018. “The Artisan and His Audience: Identification with Work and Price Setting in a Handicraft Cluster in Southern India.” *Administrative Science Quarterly* 63 (3): 637 – 667.
- Winner, *Outstanding Publication in Organizational Behavior, Academy of Management*
- Winner, *William Newman Award for Best Paper Based on a Dissertation, Academy of Management*
- Winner, *Louis Pondy Best Dissertation Paper Award, OMT Division, Academy of Management*
- Honorable Mention, *Ron Burt Award for Outstanding Student Paper, Economic Sociology, Am. Soc. Association*
- Runner Up, *Administrative Science Quarterly Best Paper Award based on Dissertation*
- Ranganathan, A. 2013. “Professionalization and Market Closure: The Case of Plumbing in India.” *Industrial and Labor Relations Review* 66 (4): 902 – 932.
- Kuruvilla. S. and A. Ranganathan. 2010. “Globalization and Outsourcing: Confronting New Human Resource Challenges in India’s BPO Industry.” *Industrial Relations Journal* 41 (2): 136 – 153.
- Kuruvilla. S. and A. Ranganathan. 2008. “Economic Development Strategies and Macro- and Micro-Level Human Resource Policies: The Case of India’s Outsourcing Industry.” *Industrial and Labor Relations Review* 62 (1): 39 – 72.

REVISE AND RESUBMIT

Ranganathan, A. “When the Tasks Line Up: How the Nature of Supplementary Tasks affects Worker Productivity.” *Revise and resubmit, Industrial and Labor Relations Review*

UNDER REVIEW

- Ranganathan, A. and J. Hurwitz. “In a Class of Their Own: Using Cultural Capital to Win Jurisdiction.” *Under review, Organization Science*
- Nagaraj, A. and A. Ranganathan. “Singing Your Own Praises: Digital Cultural Production and Gender Inequality.” *Under review, American Journal of Sociology*
- Ranganathan, A. and A. Das. “Girl Uninterrupted: Asynchronous Teamwork and Gender Differences in Performance.” *Under review, American Sociological Review*
- Ranganathan, A. and R. Hinds. “Remote Control: How Organizations Decide Whether to Adopt Remote Work.” *Under review, Administrative Science Quarterly*

ONGOING PROJECTS

- Nagaraj, A. and A. Ranganathan. “Gender Inequality on the Pandora Music Platform.”
- Ranganathan, A. and A. Das. “Remote Work and Worker Voice.”
- Ranganathan, A. “Crowdwork among Qawwali Musicians in India.”
- Ranganathan, A. and J. Chatman. “Full-Cycle Research Methodology.”

NON-PEER-REVIEWED PUBLICATIONS

Book Chapter

- Ranganathan, A. and S. Kuruvilla. 2008. “Highly Educated Workers Performing Low-Skill Work in a High Tech Environment: Employee Turnover and the Culture of Fun in the Business Process Outsourcing Industry in India.” In D. Jemielniak & J. Kociatkiewicz (eds.) *Management Practices in High-Tech Environments: 110-132*. Hershey, PA: Information Science Reference.

Book Reviews

- Ranganathan, A. 2012. “Managing the Margins: Gender, Citizenship, and the International Regulation of Precarious Employment.” *Comparative Labor Law & Policy Journal* 33 (1): 197 – 199.
- Ranganathan, A. 2009. “Wage Theft in America.” *Perspectives on Work* 13 (1): 55 – 56.
- Ranganathan, A. 2007. “Global Body Shopping.” *Journal of Asian Business* 23 (1): 69 – 70.

PRESENTATIONS

Girl Uninterrupted: Asynchronous Teamwork and Gender Differences in Performance

- Nagymaros Conference, June 2022
- Olin Strategy Seminar, April 2022
- UMD Strategy Seminar, April 2022
- Stanford Sociology Seminar, April 2022
- ISB OB Seminar, March 2022

Singing Your Own Praises: Digital Cultural Production and Gender Inequality

- EGOS, July 2022
- Rotman OB Seminar, November 2021
- Stanford GSB OB Seminar, May 2021
- Oxford Said TOPOS Seminar, March 2021
- Ross Strategy Seminar, March 2021
- UCLA Sociology’s Comparative Social Analysis Seminar, March 2021
- HBS OB Seminar, March 2021
- Haas MORS Macro Lunch, December 2020

When the Tasks Line Up: How the Nature of Supplementary Tasks affects Worker Productivity

- Wharton People and Organizations Conference, September 2018

Identification & Worker Responses to Workplace Change: Evidence from Four Cases in India

- ILRR New Employment Theories Conference, May 2018

A Numbers Game: Quantification of Work, Auto-Gamification and Worker Productivity

- Stanford SCANCOR Seminar, October 2020
- Haas MORS Seminar, February 2020
- University of Michigan Mitsui Symposium, October 2019
- McGill OB Seminar, October 2019
- GWU Strategy Seminar, October 2019
- MIT IWER Seminar, October 2019

- Kellogg MORS Seminar, October 2019
- Marshall MORS Seminar, September 2019
- Academy of Management Meetings, 2019
- London Business School Strategy and Entrepreneurship Seminar, October 2018
- ASA Economic Sociology – OOW Pre-Conference, August 2017
- Academy of Management Meetings, August 2017
- Organizational Ecology Workshop, June 2017
- Wharton People Analytics, March 2017
- Stanford Macro Lunch, October 2016
- Organization Science Winter Conference, February 2016
- Wharton People and Organizations Conference, October 2015

Getting Their Hands Dirty: How Female Supervisors Motivate Female Worker Productivity through Subordinate Scut Work

- Field Experiments Conference at Duke, January 2020
- Emlyon Business School, Qualitative Research Seminar, November 2018
- Organizational Ecology Workshop, June 2018
- Ross MORS Seminar, February 2018
- Haas MORS Seminar, November 2017
- Wharton Management Seminar, October 2017
- HKS Social Innovation and Change Seminar, September 2017
- MIT IWER Seminar, September 2017
- Yale Junior OT Conference, September 2017
- Economic Sociology Conference, October 2016
- American Sociological Association Meetings, August 2016
- Academy of Management Meetings, August 2016
- European Group for Organizational Studies, July 2016
- Industry Studies Association, May 2016
- Labor and Employment Relations Association, May 2016
- Stanford Macro Lunch, March 2016

Work-Family Programs and Non-Work Networks: Within-Group Inequality, Network Activation, and Labor Market Attachment

- Harvard Kennedy School Women and Public Policy Program, October 2021
- Economic Sociology Conference, October 2018
- European Group for Organizational Studies, July 2018
- Clayman Institute for Gender Research Seminar, January 2018
- Wharton People and Organizations Conference, October 2017
- Academy of Management Meetings, August 2017
- Stanford Macro Lunch, March 2017

Pursuing Social Closure: How Exclusionary Tactics Shape State-Private Collaborations

- Academy of Management Meetings, August 2018
- American Sociological Association Meetings, August 2017
- Community of Social Innovation, May 2017

- May Meaning Meeting, May 2016
- UC Davis Conference on Qualitative Research, March 2016

Train Them to Retain Them: Work-Readiness and the Retention of First-Time Women Workers in India

- Stanford Economic Sociology Workshop, November 2016
- Academy of Management Meetings, August 2016
- Stanford Social-Psychology Seminar, May 2016
- Stanford Empirical Management Conference, December 2015
- Junior OT Conference, October 2015
- Community of Social Innovation, May 2015
- MIT IWER Seminar, April 2015
- MIT Economic Sociology Working Group, March 2015
- Stanford Macro Lunch, March 2015
- ASA's Sociology of Development Section Conference, February 2015

The Production of Merit: How Managers Understand and Apply Merit in the Workplace

- Berkeley Haas Culture Conference, January 2020
- American Sociological Association Meetings, August 2014
- MIT Economic Sociology Working Group, July 2014

The Artisan and his Audience: Identification with Work and Price-Setting in a Handicraft Cluster in Southern India

- Academy of Management Meetings, August 2016
- Stanford Center for South Asia, May 2016
- SCANCOR and Stanford Economic Sociology Joint Seminar, February 2016
- Stanford Work, Technology and Organizations Colloquium, February 2016
- Chicago Booth Organizations and Markets Workshop, February 2015
- Yale SOM Organizations and Management Seminar, January 2014
- Pennsylvania State LER Seminar, December 2013
- Rotman OB/HRM Seminar, December 2013
- Stanford GSB OB Seminar, December 2013
- Princeton Sociology Seminar, December 2013
- Cornell ILR Seminar, November 2013
- UIUC LER Seminar, November 2013
- LSE Department of Management Seminar, November 2013
- NYU Economic Sociology Workshop, November 2013
- Wharton People and Organizations Conference, October 2013
- MIT-Harvard Economic Sociology Seminar, September 2013
- MIT IWER Seminar, September 2013
- American Sociological Association Meetings, August 2013
- MIT Economic Sociology Working Group, November 2012

Professionalization and Market Closure: The Case of Plumbing in India

- Cornell Quality of Jobs Conference, November 2011

- American Sociological Association Meetings, August 2011
- UCLA Labor in the Global South Conference, May 2011
- MIT Interdisciplinary Workshop on Institutions and Development, March 2011
- MIT IWER seminar, May 2010
- Eastern Sociological Society Meetings, March 2010
- MIT Economic Sociology Working Group, March 2010

OTHER INVITED TALKS

2022

- Publishing a Dissertation in a Top-Tier Research Journal, ASQ Blog Virtual Research Discussion
- Don't Forget to Wear your Shoes, There's Glass Everywhere! (Neythri's Panel for Intl. Women's Day)

2020

- Full-Cycle Research Approach, Globalizing Organizational Theory Conference

2019

- Best Practices in Evidence Presentation at ASQ, AOM

2018

- Studio Interview Series, Stanford GSB Insights
- Facebook Live Interview Series, Stanford GSB
- Doing Organizational Research Around the World: Opportunities and Challenges, AOM

2017

- New Doctoral Student Consortium, AOM
- India Colloquium, Stanford Center for South Asia

2016

- Research in Poverty Alleviation PDW, AOM
- Qualitative Methods, Stanford Emmett Interdisciplinary Program in Environment and Resources

2015

- Qualitative Methods, Tata Center for Technology and Design, MIT

GRANTS AND AWARDS

2022

- Center for Growth Markets Grant Award, UC Berkeley-Haas, \$3000
- Finalist, HR Division Scholarly Achievement Award, Academy of Management
- OMT Service Award

2021

- Nominee, Outstanding Publication in Organizational Behavior, Academy of Management

2020

- Finalist, Amplifier Award for Teaching, Stanford GSB
- Lacob Family Faculty Scholar for 2019-2020, Stanford GSB

2019

- Lacob Family Faculty Scholar for 2019-2020, Stanford GSB, \$5000
- Winner, Outstanding Publication in Organizational Behavior, Academy of Management, \$500
- Winner, Responsible Research in Management Award, Academy of Management, \$500
- Runner Up, Administrative Science Quarterly Best Paper Award based on Dissertation

2018

- Junior Faculty Research Grant, Stanford Center on Global Poverty and Development, \$12,000
- Runner Up, Best International Paper Award, OMT Division, Academy of Management

2017

- Clayman Institute's Stanford Faculty Research Fellowship, \$8,000
- 2nd place, Research Paper Competition, Wharton People Analytics, \$3,000

2016

- Winner, William H. Newman Award for Best Paper Based on a Dissertation, Academy of Management
- Winner, Louis Pondy Best Dissertation Paper Award, OMT Division, Academy of Management
- Runner Up, Best International Paper Award, OMT Division, Academy of Management
- Finalist, Best Paper, Labor and Employment Relations Association

2014

- Tata Center Grant, MIT, \$108,000

2013

- Honorable Mention, Ron Burt Award for Outstanding Student Paper, Economic Sociology, ASA
- Martin Fellowship
- CIS Summer Grant

2011

- India Innovation Seed Fund, MIT-India Program, \$18,000
- Sarofim Fellowship, MIT Sloan School of Management

PROFESSIONAL SERVICE

- Co-Organizer, MORS Seminar, Berkeley Haas, 2022-23
- *Industrial and Labor Relations Review* Editorial Board Member, 2020 –
- *Organization Science* Editorial Board Member, 2019 –
- OMT Research Committee, AOM 2018-2022
- Faculty Mentor, OMT Doctoral Consortium, AOM 2019 and AOM 2017
- William H. Newman Award Committee, AOM 2017
- SEED Phd I-Award and Fellowship Reviewing Committee, 2017
- Co-Organizer, Organizational Behavior Seminar, Stanford GSB, 2017-18, 2016-17

- Reviewer for Administrative Science Quarterly, Management Science, Organization Science, American Journal of Sociology, American Sociological Review, Work and Occupations, Industrial and Labor Relations Review, British Journal of Industrial Relations, Journal of Personality and Social Psychology, Research in Social Stratification and Mobility, Socio-Economic Review, World Development
- Contributor to Employment Policy Research Network and Perspectives on Work
- Member of Academy of Management (AoM), American Sociological Association (ASA) and Labor and Employment Relations Association (LERA)

TEACHING

- **HRMGT 286: Managing People in the Global Context, Stanford GSB** (*Spring 2016, Spring 2017, Spring 2018, Spring 2020, Spring 2021*)
-Finalist, 2020 Amplifier Award for Teaching, Stanford GSB
- **OB684: Full-Cycle Research Design, Stanford GSB** (*Spring 2020*)

STUDENT ADVISING

- Natasha Overmeyer, Phd Candidate, Stanford GSB
- Joshua Hurwitz, Phd Candidate, Stanford GSB
- Solene Delecourt, Phd, Stanford GSB (*placement: Assistant professor, Haas School of Business*)
- Ece Kaynak, Phd, Stanford MS&E (*placement: Assistant professor, Cass Business School*)
- Sobhana Atluri, Research Fellow, Stanford GSB (*placement: Phd student, Stanford University*)
- Haviland Sheldahl-Thomason, Research Fellow, Stanford GSB
- Sara Johns, Research Fellow, Stanford GSB (*placement: Phd student, UC - Berkeley*)
- Zanele Munyikwa, Research Fellow, Stanford GSB (*placement: Phd student, MIT*)
- Ranjitha Shivaram, S.M, Technology and Policy Program, MIT (*placement: Phd student, Stanford University*)
- Aayan Das, Summer Undergraduate Field Research Program, Stanford University
- Rhea Karuturi, Summer Undergraduate Field Research Program, Stanford University