

PRAJYA R. VIDYARTHI

Associate Professor of Management
Frank and Wilma Hanley Professor of Business Administration
Department of Marketing and Management
College of Business Administration
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EDUCATION

Ph.D. College of Business Administration, University of Illinois at Chicago, IL, USA
2010 Organizational Behavior and Human Resource Management

MBA XLRI, Jamshedpur, India
2001 Human Resource Management and Industrial Relations

B. Tech Indian Institute of Technology (IIT), Kharagpur, India
1997 Metallurgical and Materials Engineering

ACADEMIC EMPLOYMENT

2016 – Cont. Associate Professor of Management, University of Texas at El Paso
Frank and Wilma Hanley Professor of Business Administration

2011 – 2016 Assistant Professor of Management, University of Texas at El Paso

2009 – 2011 Assistant Professor of Management, Indiana University Kokomo

2004 – 2009 Research Assistant and Instructor, University of Illinois at Chicago

HONORS AND AWARDS

2018 **Best Paper Award**, Academy of Business Research, San Antonio, Texas

2018 **Outstanding Research Award**, Management, UTEP

2017 **Outstanding Research Award**, Management, UTEP

2017 **Teaching Excellence Award**, Ph.D. in Business Administration, UTEP

2016 **Endowed Position**, Frank and Wilma Hanley Professor of Business Administration

2015 **Outstanding Research Award**, Marketing and Management Department, UTEP

2014 **Best Consortium Paper Award (co-author)**, Southern Management Association

2009 **Dissertation Grant Award**, SHRM Foundation

1997 **Honors Student Award**, Metallurgical & Materials Engineering, IIT Kharagpur

PUBLICATIONS

Link to Google Scholar Profile:

ARTICLES IN REFEREED JOURNALS

- Chaudhry, A., Vidyarthi, P. R., Liden, R. C., & Wayne, S. J. (accepted in 2020). Degree of Alignment in Leader and Follower Perceptions of LMX: Implications for Follower Attitudes and Behaviors. *Journal of Business and Psychology*.
- Singh, S., Wang, Y., & Vidyarthi, P. R. (2020). Job Embeddedness to Citizenship Behavior: Role of Outcome Orientation and Relationships with Peers. *Journal of Organizational Psychology*, 20(1).
- Muldoon, J., Singh, S., & Vidyarthi, P. R. (2019). Casting a long shadow: Leader-leader relationship and employee citizenship behavior. *Journal of Leadership and Organizational Studies*, 26, 60-72.
- Anand, S., Hu, J., Vidyarthi, P., & Liden, R. C. (2018). Leader-member exchange as a linking pin in the idiosyncratic deals-Performance relationship in workgroups. *Leadership Quarterly*, 29, 698-708.
- Anand, S., Vidyarthi, P., & Rolnicki, S. (2018). Leader-member exchange and organizational citizenship behaviors: Contextual effects of leader power distance and group task interdependence. *Leadership Quarterly*, 29, 489-500.
- Singh, S. & Vidyarthi, P. R. (2018). Idiosyncratic deals to employee outcomes: Mediating role of social exchange relationships. *Journal of Leadership and Organizational Studies*, 25, 443-455.
- Vidyarthi, P. R., Singh, S., Erdogan, B., Chaudhry, A., Posthuma, R. A., & Anand, S. (2016). Individual deals within teams: Investigating the role of relative i-deals for employee performance. *Journal of Applied Psychology*, 101, 1536-1552.
- Liden, R. C., Anand, S., & Vidyarthi, P. R. (2016). Dyadic relationships. *Annual Review of Organizational Psychology and Organizational Behavior*, 3, 139-166.
- Anand, S., Vidyarthi, P., Singh, S., & Ryu, S. (2015). Family interference and employee dissatisfaction: Do agreeable employees better cope with stress? *Human Relations*, 68, 691-708.
- Vidyarthi, P. R., Erdogan, B., Anand, S., Liden, R. C., & Chaudhry, A. (2014). One member, two leaders: Extending leader-member exchange theory to a dual leadership context. *Journal of Applied Psychology*, 99, 463-483.
- Vidyarthi, P., Chaudhry, A., Anand, S., & Liden, R. C. (2014). Flexibility i-deals: How much is ideal? *Journal of Managerial Psychology*, 29, 246-265.

- Vidyarthi, P. R., Anand, S., & Liden, R. C. (2014). Do emotionally perceptive leaders motivate higher employee performance? The moderating role of task interdependence and power distance. *Leadership Quarterly*, 25, 232-244.
- Vidyarthi, P. R., Liden, R. C., Anand, S., Erdogan, B., & Ghosh, S. (2010). Where do I stand? Examining the effects of leader-member exchange social comparison on employee work behaviors. *Journal of Applied Psychology*, 95, 849-861.
- Anand, S., Vidyarthi, P. R., Liden, R.C., & Rousseau, D.M. (2010). Good citizens in poor quality relationships: Idiosyncratic deals as a substitute for relationship quality. *Academy of Management Journal*, 53, 970-988.
- Vidyarthi, P., & Anand, S. (2009). Offer-acceptance index: A proposed recruitment instrument to predict job applicants' behavior. *Advances in Management*, 2, 7-14.
- Shrader, R., Vidyarthi, P., Hills, G. E., & Hansen, D. (2006). TMT-strategy fit in high potential new ventures (summary). *Frontiers of Entrepreneurship Research*, 26, 9.

BOOK CHAPTERS

- Vidyarthi, P. R., Villanueva, S. J., & Renz, F. (2020). Using an I-Deals Lifecycle Model as a Contextual Framework for Examining Within-Group Social Comparisons and Organizational Justice Perceptions Related to I-Deals. In S. Anand & Y. Rofcanin (Eds.), *Idiosyncratic Deals at Work: Exploring Individual, Organizational, and Societal Perspectives*. New York, NY: Palgrave Macmillan.
- Anand S. & Vidyarthi, P. R. (2015). I-deals in the group context. In P. M. Bal and D. M. Rousseau (Eds.), *Idiosyncratic deals between Employees and Organizations: Conceptual Issues, Applications, and the Role of Coworkers* (pp. 92-106), OX, UK: Routledge- Taylor & Francis Group.
- Anand S., Vidyarthi, P. R., & Park, H. S. (2015). LMX differentiation: Understanding relational leadership at the group level. In T. Bauer & B. Erdogan (Eds.), *The Oxford Handbook of Leader-member Exchange*. Oxford, UK: Oxford University Press.
- Anand, S., Hu, J., Liden, R.C., & Vidyarthi, P.R. (2011). Leader-member exchange: Recent research findings and prospects for the future. In A. Bryman, D. Collinson, K. Grint, B. Jackson, & M. Uhl-Bien (Eds.), *The Sage Handbook of Leadership* (pp.311-325). Thousand Oaks, CA: Sage.

PROCEEDINGS

- Karle, N., & Vidyarthi, P. R. (2016). I-deals and how specific variables can affect both individual and group work performance outcome. *Proceedings of Academy of Business Research Conference*, San Antonio, Texas.

Hu, J., Vidyarthi, P. R., Anand, S., & Liden, R.C. (2010). Examining a social exchange model of developmental idiosyncratic deals and employee organizational citizenship behavior. *Proceedings of the Southern Management Association*.

RESEARCH GRANTS

Fund from Endowed Professorship, UTEP, 2016-2021.

Frank and Wilma Hanley Professor of Business Administration (Endowed professorship)

Grant from the College of Business Administration, UTEP, 2013-2016. (Grant: \$4,900).

Managing outsourced talent: A social exchange model of contingent workers' job performance and intentions to withdraw (Principal investigator)

Grant from the GMAC Management Education Research Institute, 2011-2014. (Grant: \$3,455). Idiosyncratic deals in the workplace and employees' career outcomes: The role of an MBA degree. (Co-investigator, Joined original investigators Anand, S., & Liden, R. C. on their invitation).

SHRM Foundation Dissertation Grant Award (HR Division), 2009. (Grant award: \$5,000).

Antecedents of job embeddedness: A multi-level examination of social exchange relationships and organizational culture (Principal investigator; Dissertation research).

Grant from the Center for Human Resources Management, 2007. (Grant award: \$7,300).

Understanding job offer acceptance behavior: The effects of perceived embeddedness on job choice behavior (Co-investigator).

Grant from the Center for Human Resources Management, 2006. (Grant award: \$6,500).

Talent management in the era of offshoring: A social exchange model of turnover in offshore employees (Principal Investigator).

REFERED CONFERENCE PRESENTATIONS

Singh, S., Wang, Y., & Vidyarthi, P. R. (2020). Job Embeddedness to Citizenship Behavior: Role of Outcome Orientation and Relationships with Peers. Presented at the **Southwest Academy of Management** conference in San Antonio, TX.

Jahantab, F., & Vidyarthi, P. R. (2019). A Social Network Perspective of Overqualification: Examining the Role of Friendship Network Centrality in Perceived Overqualification – Outcome relationships. Presented at the **Southern Management Association** meeting in Norfolk, VA.

Jahantab, F., & Vidyarthi, P. R., & Anand, S. (2019). When Do Overqualified Employees Misbehave? Perceived Overqualification to Counterproductive Work Behaviors Relationship in the Context of Workgroup Fairness. Presented at the **Southern Management Association** meeting in Norfolk, VA.

- Singh, S., Villanueva, S., Jahantab, F., Vidyarthi, P. R. (2019). Does Perceived Overqualification Help in Getting I-deals? Role of Department Climate. Presented at the **Southern Management Association** meeting in Norfolk, VA.
- Anand, S. & Vidyarthi, P. R. (2019). Social Comparison Perspective to Understand Leader-Member Exchange within Workgroups. In panel symposium LMX Incubator: Social Causes and Consequences of LMX (Relative, Differentiation, Comparison, Affect). Presented at the **Academy of Management** meeting in Boston, MA.
- Singh, S. & Vidyarthi, P. R. (2018). Subordinate Personality and Its Effect on Supervisor Evaluation of Leader-member Exchange. Presented at the **Academy of Business Research** meeting in San Antonio, Texas.
- Anand, S. & Vidyarthi, P. R. (2018). Does leader-member exchange inspire Organizational Identification? The moderating role of power distance and collectivism. Presented at the **Academy of Management** meeting in Chicago, Illinois.
- Jahantab, F., Vidyarthi, P. R., Erdogan, B., & Anand, S. (2018). Leader-Member Exchange Social Comparison as a Mediator of the Effects of Relative Overqualification. Presented at the **Academy of Management** meeting in Chicago, Illinois.
- Anand, S., Hu, J, Vidyarthi, P. R., & Liden, R. C. (2018). Leader-Member Exchange as a Linking Pin in the I-deals - Performance Relationship in Workgroups. Presented at the **Academy of Management** meeting in Chicago, Illinois.
- Vidyarthi, P. R. & Singh, S. (2018). The Elusive Satisfaction-Performance Relationship: Discrete Emotions as the Missing Link. Presented at the **Southwest Academy of Management**, Albuquerque, New Mexico.
- Vidyarthi, P. R. & Singh, S. (2018). The Moderating Impact of Work Arrangement on the Climate-Attitude Relationship. Presented at the **Southwest Academy of Management**, Albuquerque, New Mexico.
- Vidyarthi, P. R. & Raj, A. (2018). Compensatory Role of Non-Supervisory Mentoring and Leader-Member Exchange on Employee Career Outcomes. Presented at the **Southwest Academy of Management**, Albuquerque, New Mexico.
- Anand, S., Meuser, J. D., Vidyarthi, P. R., Rousseau, D. M., & Srinivas, E. S. (2017). I-deal makers in Workgroups: Multi-level Effects of Leader Fairness and I-deal Distribution. Presented at the **Academy of Management** meeting in Atlanta, Georgia.
- Singh, S., Kaur, G. K., Vidyarthi, P. R. (2017). Idiosyncratic Deals to Employee Outcomes: Mediating Role of Social Exchange Relationships. Presented at the **Academy of Management** meeting in Atlanta, Georgia.
- Singh, S., Zhu, M., Wang, H. & Vidyarthi, P. R. (2017). Perceptions of Social Loafing in Groups: Role of Conflict and Emotions. **Midwest Academy of Management**, Chicago, Illinois.

- Gamage, R. E., & Vidyarthi, P. R. (2017). I-deals as a Solution to Organizational Turnover Concerns: A Job and Family Embeddedness View. Presented at the **Society for Advancement of Management** Conference, Orlando, Florida.
- Ahmed, R.O., & Vidyarthi, P. R. (2017). Does Personality Matter in Predicting Voluntary Turnover? A Moderated Mediation Model of Job Embeddedness, Organizational Culture, and Voluntary Turnover. Presented at the **Society for Advancement of Management** Conference, Orlando, Florida.
- Karle, N., & Vidyarthi, P. R. (2017). Charismatic I-deals: How I-deals made by A Charismatic Leadership Affect the Performance Outcome at Individual and Group Level. Presented at the **International Conference on Business Management**, Dubai, UAE.
- Muldoon, J., Singh, S. & Vidyarthi, P. R. (2016). Casting a Long Shadow: Leader-leader Relationship and Employee Citizenship Behavior. Presented at the **Midwest Academy of Management (MAM)** Annual Meeting, Fargo, North Dakota.
- Anand, S., & Vidyarthi, P. R. (2016). Employee Centrality in Workgroup Social Networks and I-deals. Presented at the **Academy of Management** meeting in Anaheim, CA.
- Anand, S., Bauer, T. N., Day, D. V., Emery, C., Epitropaki, O., Erdogan, B., Liden, R. C., Meuser, J. D., Nahrgang, J. D., Pellegrini, E. K., Scandura, T. A., Sparrowe, R., Vidyarthi, P. R., & Wayne, S. J. (2016). Leader-member exchange (LMX) research incubator caucus. Annual Meeting of the **Academy of Management** in Anaheim, CA.
- Kimwolo, A., & Vidyarthi, P. R. (2016). Examining the Relationship between I-Deals and Outcomes: The Moderating Roles of Transformational Leadership and Organizational Justice. Presented at the **IMT-UTEP joint conference**, El Paso, TX.
- Raj, A., Vidyarthi, P.R., & Aguirre-Milling, H. (2016). The Mediating Role of Self-Efficacy in the Personality-Performance Relationship. Presented at the **20th Annual Western Hemispheric Trade Conference**, Laredo, TX.
- Vidyarthi, P. R., Chaudhry, A., Erdogan, B., Singh, S., Posthuma, R. A., & Anand, S. (2015) Individual Deals within Workgroups: The Role of Relative I-deals for Employee Performance. Presented at the **Southern Management Association** meeting in St. Pete Beach, FL.
- Singh, S., & Vidyarthi, P. R. (2015). Job Search Model of Immigrant Job Seekers. Presented at the **Southern Management Association** meeting in St. Pete Beach, FL.
- Chaudhry, A., Cao, A., & Vidyarthi, P. R., (2015). A Meta-Analytic Review of Servant Leadership: Construct, Correlates, and the Process. Presented at the **Academy of Management** meeting in Vancouver, Canada.

- Raj, A., Singh, S., & Vidyarthi, P. R. (2014). Revisiting Relationship between Perceived Organizational Support and Turnover: Examining a Non-linear Relationship. Presented at the **Southern Management Association** meeting in Savannah, GA. [Paper won award in the pre-doctoral consortium]
- Singh, S., Chaudhry, A., Vidyarthi, P. R., & Posthuma, R. A. (2014). Idiosyncratic Deals and Employee Performance: The Role of Team Orientation and Social Comparison. Presented at the **Academy of Management** meeting in Philadelphia, PA.
- Anand, S., Park, H., Vidyarthi, P. R., & Liden, R. C. (2014). Is an MBA Degree Worth the Cost? Idiosyncratic Deals and the Perceived Value of MBA Degree. Presented at the **Academy of Management** meeting in Philadelphia, PA.
- Satvir, S., Vidyarthi, P. R., Posthuma, R. & Kaur, P. (2014). Employment Discrimination Laws: A Country Level Analysis. **Mustang International Academic Conference** in Las Vegas, NV.
- Anand, S., Meuser J. D., Vidyarthi, P., Ekkirala, S. (2013). Leader fairness and employee i-deals: Coworkers as the enablers. Annual Meeting of the **Academy of Management** in Lake Buena Vista, FL.
- Anand, S., Vidyarthi, P., Singh, S., & Ryu, S. (2013). Workplace stress and dissatisfaction: Do agreeable employees cope better? Annual Convention of the **American Psychological Association** in Honolulu, HI.
- Anand, S., Vidyarthi, P. R., & Srinivas, E. S. (2012). Idiosyncratic Deals: A Group Level Exploration. Paper presented at the annual meeting of the **Southern Management Association**, Fort Lauderdale, FL.
- Michelle, R., Vidyarthi, P. R., & Guerrero, L. (2012). Work Relationships and the Result of Trust and Turnover: A Study of Nurses and Physician LMX. Paper presented at the annual meeting of the **Southern Management Association**, Fort Lauderdale, FL.
- Parra, F., Han, T., & Vidyarthi, P. R., Peters, A. (2012). A Thematic Trend Analysis of Relationships among Organizational Behavior Constructs. Paper presented at the annual meeting of the **Academy of Management**, Boston, MA.
- Chaudhry, A., Vidyarthi, P. R., Liden, R. C., Wayne, S. J., & Glibkowski, B. C. (2012). It Takes Two to Tango: Examining the Effects of Convergence in Leader and Member Perceptions of LMX. Paper presented at the annual meeting of the **Academy of Management**, Boston, MA.
- Singh, S., Guerrero, L., & Vidyarthi, P. R. (2012). Job Search of Immigrants: Role of Cultural Knowledge, Work Orientation, and Future Orientation. Paper presented at the annual meeting of the **Academy of Management**, Boston, MA.

- Hepperlen, T. M., Anand, S., Dulebohn, J., Erdogan, B., Hoch, J., Seers, A., & Vidyarthi, P. R. (2012) Leader-Member Exchange: Timeless or Time to Rethink? Paper presented at the annual meeting of the **Society of Industrial and Organizational Psychology**, San Diego, California.
- Anand, S., Vidyarthi, P. R., & Liden, R. C. (2011). LMX and TMX as relational bases of organizational identification: Moderating role of culture. Paper presented at the annual meeting of the **Southern Management Association**, Savannah, Georgia.
- Hu, J., Vidyarthi, P. R., Anand, S., & Liden, R.C. (2010). Examining a social exchange model of developmental idiosyncratic deals and employee organizational citizenship behavior. Paper presented at the annual meeting of the **Southern Management Association**, St. Pete Beach, Florida.
- Chaudhry, A., Vidyarthi, P. R., Anand, S., & Liden, R. C. (2010). How much flexibility is ideal? The relationship between flexibility i-deals and employee attitudes. Paper presented at the annual meeting of the **Academy of Management**, Montreal, Canada.
- Vidyarthi, P. R., Anand, D., & Liden, R. C. (2009). Leader-member exchange social comparison: Examining effects of perceived LMX differentiation on employee outcomes. Paper presented at the annual meeting of the **Academy of Management**, Chicago, Illinois.
- Vidyarthi, P. R., Anand, S., & Liden, R. C. (2009). Leaders' emotional intelligence and employee performance and embeddedness: The effects of power distance and task interdependence. Paper presented at the annual meeting of the **Southern Management Association**, Ashville, North Carolina.
- Vidyarthi, P. R. & Anand, S. (2008). Ingratiation and leader-member exchange: The moderating role of employee competence. Paper presented at the annual meeting of the **Academy of Management**, Anaheim, California.
- Anand, S., Vidyarthi, P. R., Liden, R.C., & Rousseau, D.M. (2008). Good citizens in poor quality relationships: Idiosyncratic deals as a substitute for relationship quality. Paper presented at the annual meeting of the **Academy of Management**, Anaheim, California.
- Anand, S., & Vidyarthi, P. R. (2008). Leader-member exchange and employee outcomes: A multilevel examination of the moderating effects of leader power distance and within group task interdependence. Paper presented at the annual meeting of the **Academy of Management**, Anaheim, California.
- Vidyarthi, P. R. (2006). Consultants' dual leader-member exchange (LMX) relationships. Paper presented at the annual meeting of the **Academy of Management**, Atlanta, Georgia.
- Shrader, R., Vidyarthi, P. R., Hills, G. E., Hansen, D. J. (2006). TMT-Strategy fit and the performance of high potential new ventures. Paper presented at the **Babson College Entrepreneurship Research Conference**, Bloomington, Indiana.

MANUSCRIPTS IN REVIEW

Anand, S., Meuser, J., Vidyarthi, P. R., Liden, R.C., Rousseau, D., & Ekkirala, S. Workgroup context and idiosyncratic deals: Congruence in leader fairness perceptions, i-deals, and group performance. *Journal of Management Studies* (2nd R&R).

Jahantab, F., Vidyarthi, P.R., Anand, S., & Erdogan, B. When Do the Bigger Fish in the Small Pond Become Better Citizens? A Multi-Level Examination of Relative Overqualification and Outcomes Relationship in Workgroups. *Group & Organization Management*. (2nd R&R).

Jahantab, F., Vidyarthi, P.R., & Anand, S. When Do Overqualified Employees Misbehave? Perceived Overqualification to Counterproductive Work Behaviors Relationship in the Context of Workgroup Fairness. *Human Resource Management*. (1st R&R).

Anand, S., Vidyarthi, & Jahantab, F. Consequences of the Accident of Birth: A Multi-level Examination of Employee Caste Status, Influence Network Centrality and Work Performance. *Academy of Management Journal* (Under review).

Chaudhry, A., Cao, A., Vidyarthi, P. R., & Liden, R. C. A Meta-Analytic Review of Servant Leadership: Construct, Correlates, and the Process. *Journal of Leadership and Organizational Studies*. (Under review).

WORK IN PROGRESS

Vidyarthi P. & Anand, S. Social Networks in the Workplace and Idiosyncratic Deals. Target journal: *Academy of Management Journal* in Fall 2022.

Anand, S. & Vidyarthi, P. Leader-member Exchange and Team-member Exchange as Relational Bases of Organizational Identification: A Cultural Perspective. Target journal: *Human Resource Management* in Summer 2021.

Anand, S., Park, H., Vidyarthi, P. R., & Liden, R. C. Is an MBA Degree Worth the Cost? Idiosyncratic Deals and the Perceived Value of MBA Degree. Target journal: *Journal of Applied Psychology* in Spring 2022.

COURSES TAUGHT

Seminar in Organizational Behavior (doctoral seminar)
Organizational Management Seminar (graduate level)
Effective Human Resources Management (graduate level)
Negotiation (graduate level)
Cross Cultural Management (graduate level)
Negotiation (undergraduate level)

Advanced Organization Development (undergraduate level)
Introduction to Management and Organizational Behavior (undergraduate level)
Managerial Effectiveness through Diversity (undergraduate level)

DOCTORAL COMMITTEE SERVICE

Dissertation Advisor

Yilu Wang, University of Texas at El Paso, 2019-2022.
Farid Jahantab, University of Texas at El Paso, 2017-2020.

Dissertation Committee Co-Advisor

Andrew Kimwolo, Moi University, Kenya. 2015-2016.

Dissertation Committee Member

Satvir Singh, University of Texas at El Paso. 2011-2014
Rawia Ahmed, University of Texas at El Paso. 2017-2019

Comprehensive Exam Committee Chair/Member

University of Texas at El Paso, College of Business Administration, 2019. (Chair)
University of Texas at El Paso, College of Business Administration, 2018.
University of Texas at El Paso, College of Business Administration, 2016.
University of Texas at El Paso, College of Business Administration, 2014.
University of Texas at El Paso, College of Business Administration, 2012.

PROFESSIONAL SERVICE

Reviewer Board, *South Asian Journal of Human Resources Management*
Ad-hoc Reviewer, *Journal of Management*
Ad-hoc Reviewer, *Journal of Applied Psychology*
Ad-hoc Reviewer, *Organizational Behavior and Human Development Process*
Ad-hoc Reviewer, *Human Resource Management*
Ad-hoc Reviewer, *Human Relations*
Ad-hoc Reviewer, *European Journal of Work and Psychology*
Ad-hoc Reviewer, *Journal of Managerial Psychology*
Ad-hoc Reviewer, *International Journal of Conflict Management*
Ad-hoc Reviewer, *Journal of Occupational and Organizational Psychology*

PROFESSIONAL MEMBERSHIP

Academy of Management
Southern Management Association
Society of Industrial and Organizational Psychology

INDUSTRY EXPERIENCE

2003-2004 Manager, HR, SlashSupport Inc., Chennai, India
2002-2003 Head HR and Admin, Escosoft Technologies, Delhi, India
2001-2002 Assistant Manager, HCL Technologies, NOIDA, India
1997-1999 Assistant Manager, Tata Steel, Jamshedpur, India