JIGYASHU SHUKLA
Assistant Professor (Tenure-track Faculty); Texas State University

EDUCATION

Ph.D.	University of Central Florida, Orlando, FL Major: Business Administration (Management Track)	August 2023
MBA	Management Development Institute, Gurgaon, India Major: Human Resource Management	March 2012
B. Tech	Indian Institute of Technology, BHU, Varanasi, India Major: Metallurgical Engineering (Honors)	May 2008

PUBLICATIONS

Shukla, J., Joseph, D. L., Awasty, N., & Scott, B. A. (2026). Ignorance may be bliss: How the ability to perceive emotions influences attitudes and behaviour. ***Journal of Applied Psychology***, *111*, 347–369. https://doi.org/10.1037/apl0001327

Ganegoda D., **Shukla J**., & Shapiro D. (2024). Garnering Support for Social Justice: When and Why is "Yes" Likelier for "Allies" versus "Disadvantaged Group Advocates"? ***Organizational Behavior and Human Decision Processes***, 182, 104322.

Shukla J., Stein C., Bush J., & Janardhanan N.S. (2024). Should I Do This? Incongruence in the Face of Conflicting Moral and Role Expectations. ***Human Resource Management Review***, *34*, 101010.

Shukla J., Bennett R., Folger R., & Kark R. (2024). Disobeying the Leader: Creative Deviance as a Mechanism Between Psychological Ownership and Social Undermining. ***Journal of Leadership and Organizational Studies***, *31*, 5-24.

Bennett R., Galperin B., Wang L., & **Shukla, J.** (2024). Norm-Violating Behavior in Organizations: A Comprehensive Conceptual Review and Model of Constructive and Destructive Norm-Violating Behavior. Accepted at ***Annual Review of Organizational Psychology and Organizational Behavior***, *11, 481-507.* https://doi.org/10.1146/annurev-orgpsych-110721-043001.

Shukla, J., & Kark, R. (2020). Now You Do It, Now You Don't: The Mixed Blessing of Creative Deviance as a Prosocial Behavior. ***Frontiers in Psychology***, *11*, 313-325. https://doi.org/10.3389/fpsyg.2020.00313

BOOK CHAPTERS

Folger, R., & **Shukla, J.** (2019). A Fairness Theory Update. In Lind, E. A. (Ed.) ***Social Psychology and Justice***. (pp.110-133). Durham: Routledge.

MANUSCRIPTS UNDER REVIEW OR REVISE & RSUBMIT

Gallagher P., **Shukla J.**, Stackhouse M., & Bush J (*Revise & Resubmit-Ist Round*). Neurodivergence & Human Capital Resource Management: How to Harness Neurodivergent Talent in Teams. ***Academy of Management Review***.

Shukla J., Joseph D.L., & Scott B.A. (*Under Review*). Theory of emotional transactive memory systems. ***Academy of Management Review***.

Shukla, J., Pathki, C., Kluemper, D. (*Under Review*). When does speaking up lead to lashing out? Moderating role of LMX on voice and interpersonal deviance. ***Group and Organizational Management***.

PEER-REVIEWED CONFERENCE PAPERS

Shukla J., Joseph D.L., & Scott B.A. (July 2025). Theory of emotional transactive memory systems. Full paper accepted at the *Academy of Management Meeting*, Copenhagen.

Balkundi P., **Shukla J.,** Carter K., Hendrick S. (August, 2024). Seek few but be sought out by many: How Age Shapes Networks That Enhance Performance. Full paper accepted at the *Academy of Management Meeting*, Chicago.

Awasty N.**, & Shukla J.** (April 2024). Racial Discrimination & Work Family Conflict: A Multiple Mediation Model. Poster Presentation at the Annual Meeting of the *Society of Industrial and Organizational Psychology,* Chicago.

Shukla J., Bennett R., & Kark R. (August 2022). Creative Deviance and Social Undermining. In a symposium organized by Q. Gong (Chair), H. Zhang (Chair), & J. Zhu (Chair), and Jing Zhou (Discussant). Topic: Creativity Evaluations and Consequences in Organizations. Presentation symposium at the *Academy of Management Meeting*, Seattle.

Ganegoda D., **Shukla J**., Shapiro D. (August 2022) Garnering Support for Social Justice:
When and *Why* is "Yes" Likelier for "Allies" versus "Disadvantaged Group Advocates"? In a symposium organized by R. Ponce De Leon (Chair). Topic: Allyship in the Workplace: An Examination of Antecedents and Consequences. Showcase Presentation symposium at the *Academy of Management Meeting*, Seattle.

Shukla J., Balkundi P., Badura K., Jeung W., Karnad S., Singhal M., & Harms, P. (August 2021). With Age Comes Better Networks: How Age Shapes Networks That Foster Performance. Full paper presented at the *Academy of Management Meeting*, Virtual.

Shukla J., & Stein, C (August 2020). I should not do this: Incongruence Between Role and Personal Morality. Full paper presented at the *Academy of Management Meeting*, Virtual.

Shukla J., Bennett R., Folger R., & Kark R. (August 2020). Nomological Network of Creative Deviance. In a symposium organized by **J. Shukla** (Chair) and Bella Galperin (Discussant). Topic: Positive Norm Violating Behaviours: The Boundary Conditions and Process Mechanisms. Presentation symposium at the *Academy of Management Meeting*, Virtual.

Shukla J., & Joseph D. L (June 2020). Ignorance is bliss: Dark Side of Emotion Recognition Ability. In a symposium organized by Matthew Neale (Chair) and Neal Ashkanasy (Discussant). Topic: Building Emotional Resources in Organisations, Presentation symposium at Annual Meeting of *Society of Industrial and Organizational Psychology,* Virtual.

Shukla J., Balkundi P., Nandkeolyar A. (August 2019). The glorified view of their networks: Role of cognitive accuracy in the narcissists' success. In a symposium organized by Jae Kwon Jo (Chair) and Ajay Mehra (Discussant). *Academy of Management Meeting*, Boston.

INVITED RESEARCH TALKS

Kent State University, Kent, Ohio (January 2025)

Florida International University, Miami, Florida (July 2025)

University of Massachusetts, Lowell, Massachusetts (March 2026)

TEACHING EXPERIENCE (GRADUATE)

MGMT 720 Management & Organizational Behavior (Online MBA); Spring 2025, 1 section
Student Perception Ratings: (**4.73/5**); Department Average: 4.22/5

MGMT 720 Management & Organizational Behavior (Online MBA); Summers 2024, 1 section
Student Perception Ratings: (**4.68/5**); Department Average: 4.29/5

MGMT 720 Management & Organizational Behavior (Online MBA); Spring 2024, 1 section
Student Perception Ratings: (**4.78/5**); Department Average: 4.20/5

MGMT 720 Management & Organizational Behavior; Fall 2023, 1 section (Face to Face MBA)
Student Perception Ratings: (**5.00/5**); Department Average: 4.20/5

MGMT 720 Management & Organizational Behavior (Online); Fall 2023, 1 section (Online MBA) Student Perception Ratings: (**4.55/5**); Department Average: 4.20/5

TEACHING EXPERIENCE (UNDERGRADUATE)

MGMT 201 Principles of Management; Spring 2025, 2 sections (Undergraduates)
Student Perception Ratings: (**4.64/5**); Department Average: 4.22/5

MAN 4240 Organizational Behavior and Theory; Summer 2022, 1 section (Undergraduates)
Student Perception Ratings: (**4.67/5**); Department Average: 3.97/5

MAN 4720 Capstone Strategic Management Lab; Spring 2021, 2 sections (Undergraduates)
Student Perception Ratings: (**4.58/5**); Department Average: 3.50/5

MAN 4720 Capstone Strategic Management Lab; Fall 2020, 2 sections (Undergraduates)
Student Perception Ratings: (**4.26/5**); Department Average: 3.58/5

REVIEWS

2024-25 Ad hoc reviewer, *Human Resource Management Journal*
2024-25 Ad hoc reviewer, *Management Decision*
2024-25 Ad hoc reviewer, *Journal of Organizational Behavior*
2021 Ad hoc reviewer, *Organizational Behavior and Human Decision Processes*
2021 Ad hoc reviewer, *Personality and Individual Differences*
2020 Ad hoc reviewer, *International Journal of Selection and Assessment*
2018-2024 Academy of Management conference reviewer

AWARDS & ACADEMIC ACHIEVEMENTS

SMA Doctoral Consortium Award, 2021 (US $500)
Dean's Fellowship at University of Central Florida, 2018 (US $5000)
Authored Research Paper- "*Planning to Meet Future Infrastructural Challenges in India and the Role of Metallurgical Engineers in the Upcoming Steel Scenario*."- Selected for presentation at Association for Iron & Steel Technology Annual Meeting, St. Louis, US in 2007.
Selected in top 1 % of the candidates for the prestigious Joint Entrance Exam (JEE)-2004 for admission to Indian Institutes of Technology (IITs)

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)
Society for Industrial & Organizational Psychology (SIOP)

RELEVANT PROFESSIONAL EXPERIENCE

MAHINDRA & MAHINDRA, INDIA (December 2015- May 2016); Manager (OD)
Training design and delivery to the blue-collar employees
Designed strategy to measure Level 4 of the Kirkpatrick Training Effectiveness and awarded best Project by Vice-President, ER & OD, Mahindra Swaraj
TATA STEEL, INDIA (January 2015-December 2015); Manager
Training design and delivery to the blue-collar employees
Launching Employee Capability Building System
RPG ENTEPRISES, INDIA (June 2012-December 2014); Human Resource Business Partner
Designed and implemented training programs
Designed and implemented Grievance Management System
Designed and Implemented Reward & Recognition Program