

HARSHAD PURANIK

Department of Managerial Studies | University of Illinois at Chicago

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ACADEMIC EXPERIENCE

Assistant Professor in Managerial Studies Fall 2019 – Present
University of Illinois, Chicago

EDUCATION

University of Cincinnati, Carl H. Lindner College of Business, Cincinnati, US 2019
Ph.D., Business Administration (Management)

Mumbai University, Welingkar Institute of Management, Mumbai, India 2012
Master of Management Studies (Human Resources)

Pune University, Vishwakarma Institute of Technology, Pune, India 2008
Bachelor of Engineering (Mechanical Engineering)

RESEARCH INTERESTS

Work Interruptions | Affect and Emotions in Organizations | Work Interactions and Relationships

PEER REVIEWED PUBLICATIONS (+equal contributors; * current or former doctoral student)

- Puranik, H.**⁺, Vough, H. C.⁺, & Pathki, C. S.* (in press) Oops, I did it (again)! The emotional experience, interpersonal responses, and relational consequences of social gaffes in the workplace. *Journal of Organizational Behavior*. (*Special Issue* on “Affect in Organizational Interpersonal Exchange Processes”). Doi: [10.1002/job.2546](https://doi.org/10.1002/job.2546)
- Puranik, H.**, Koopman, J., & Vough, H. C. (in press) Excuse me, do you have a minute? An exploration of the dark- and bright-side effects of daily work interruptions for employee well-being. *Journal of Applied Psychology*. Doi: [10.1037/apl0000875](https://doi.org/10.1037/apl0000875)
- Puranik, H.**, Koopman, J., & Vough, H. C. (2020) Pardon the interruption: An integrative review and future research agenda for research on work interruptions. *Journal of Management*, 6, 806–842. (*Review Issue*). Doi: [10.1177/0149206319887428](https://doi.org/10.1177/0149206319887428)
- Koopman, J., Rosen, C. C., Gabriel, A. S., **Puranik, H.**, Johnson, R. E., Ferris, D. L. (2020) Why and for whom does the pressure to help hurt others? Emotional and cognitive mechanisms linking helping pressure to workplace deviance. *Personnel Psychology*, 73, 333–362. Doi: [10.1111/peps.12354](https://doi.org/10.1111/peps.12354)
- Puranik, H.**, Koopman, J., Vough, H. C., & Gamache, D. L. (2019) They want what I’ve got (I think): The causes and consequences of attributing coworker behavior to envy. *Academy of Management Review*, 44, 424-449. Doi: [10.5465/amr.2016.0191](https://doi.org/10.5465/amr.2016.0191)

Caza, B. B.⁺, Vough, H. C.⁺, & **Puranik, H.** (2018) Identity work in organizations and occupations: Definitions, theories, and pathways forward. *Journal of Organizational Behavior*, 39, 889-910. Doi: [10.1002/job.2318](https://doi.org/10.1002/job.2318)

OTHER PUBLICATIONS AND BLOG POSTS

Puranik, H., Koopman, J., & Vough, H. C. (2021). Discovering the benefits of being interrupted by colleagues at work. *London School of Economics' Business Review*.
<https://blogs.lse.ac.uk/businessreview/2021/07/06/discovering-the-benefits-of-being-interrupted-by-colleagues-at-work/>

Puranik, H. (2021). Getting interrupted by your coworkers is good, actually. *NYU Stern's Business and Society Program based 'Ethical Systems.'*
<https://www.ethicalsystems.org/getting-interrupted-by-your-coworkers-is-good-actually/>

Vough, H. C., Caza, B. B., & **Puranik, H.** (2020) Identity work in organizations. In *Oxford Bibliographies in Management*. Ed. Griffin, R. New York: Oxford University Press. Doi: [10.1093/OBO/9780199846740-0196](https://doi.org/10.1093/OBO/9780199846740-0196)

CONFERENCE PAPERS, PRESENTATIONS, AND PROCEEDINGS (* current or former doctoral student)

Keeler, K. & **Puranik, H.** (2021) Consequences of a (mis)fit between employee music preferences and daily workplace music. *Eighty First Annual Meeting of the Academy of Management*. (Symposium on Contextual Factors in Employee Interactions)

Puranik, H., Keeler, K., & Xu, H.* (2021) Being envied is not enviable! A study of the daily experience of being envied in the workplace. *Eighty First Annual Meeting of the Academy of Management*.

Puranik, H., Vough, H. C., & Pathki, C. S.* (2020) Oops I did it (again)! Social gaffes in the workplace and their emotional, behavioral, and relational outcomes. *Annual Meeting of the Southern Management Association*.

Puranik, H. & Koopman, J. (2020) Pardon the Interruption: A study of the dark- and bright-side effects of daily work intrusions. *Eightieth Annual Meeting of the Academy of Management*.

Christensen-Salem, A. L., Permann-Graham, J., Kinicki, A. J., & **Puranik, H.** (2019) Positivity in the executive suite: CEO performance management behaviors and flourishing climate. *Seventy Ninth Annual Meeting of the Academy of Management*, Boston.

Puranik H., & Vough, H. C. (2018) Social Gaffes: Awkward interpersonal encounters at work and their interpersonal repercussions. *Seventy Eighth Annual Meeting of the Academy of Management*, Chicago.

Christensen-Salem, A. L., **Puranik, H.**, Kinicki, A. J., & Permann-Graham, J. (2018) CEO performance management and TMT climate: Pathway to TMT and firm outcomes. *Seventy Eighth Annual Meeting of the Academy of Management*, Chicago.

Koopman, J., Johnson, R. E., Gabriel, A. S., & **Puranik, H.** (2018) When employees break bad: Examining the dark side of citizenship behaviors at work. *Seventy Eighth Annual Meeting of the Academy of Management*, Chicago.

Puranik, H., Koopman, J., Vough, H. C., & Gamache, D. L. (2016) On facing coworker envy: Importance of self-esteem and attribution in shaping responses to coworker envy. *Annual Meeting of the Southern Management Association*, Charlotte.

Puranik, H., Vough, H. C., & Koopman, J. (2016) They want what I've got: The role of self-esteem and attribution in determining responses to being envied. *Seventy Sixth Annual Meeting of the Academy of Management*, Los Angeles.

Vough, H. C., Hollensbe, E. C., & **Puranik, H.** (2015) Navigating necessary evils: Identity and image influences on manager decision making, guilt and outcomes. *Seventy Fifth Annual Meeting of the Academy of Management*, Vancouver. (*Showcase Symposium on Emotion and Identity*)

TEACHING EXPERIENCE

University of Illinois at Chicago

Undergraduate:

- MGMT445: Organizational Theory (3 credit hours) — Rating: 4.75 / 5.0 2021
- MGMT445: Organizational Theory (3 credit hours) — Rating: 4.75 / 5.0 2021
- MGMT445: Organizational Theory (3 credit hours) — Rating: 4.50 / 5.0 2021
- MGMT445: Organizational Theory (3 credit hours) — Rating: 4.88 / 5.0 2020
- MGMT445: Organizational Theory (3 credit hours) — Rating: 4.78 / 5.0 2020
- MGMT445: Organizational Theory (3 credit hours) — Rating: 4.63 / 5.0 2020

University of Cincinnati

Undergraduate:

- MGMT3080: Organizational Behavior (3 credit hours) — Rating: 7.9 / 8.0 2018
- MGMT3080: Organizational Behavior (3 credit hours) — Rating: 7.7 / 8.0 2017
- MGMT3080: Organizational Behavior (3 credit hours) — Rating: 7.8 / 8.0 2017
- MGMT3080: Organizational Behavior (3 credit hours) — Rating: 7.2 / 8.0 2016
- MGMT3080: Organizational Behavior (3 credit hours) — Rating: 7.0 / 8.0 2016
- MGMT3080: Organizational Behavior (3 credit hours) — Rating: 7.4 / 8.0 2016
- MGMT3080: Organizational Behavior (3 credit hours) — Rating: 7.4 / 8.0 2015
- MGMT3080: Organizational Behavior (3 credit hours) — Rating: 6.6 / 8.0 2015

PROFESSIONAL ACTIVITIES AND SERVICE

Journal Reviewer

- Academy of Management Review Ad hoc
- Academy of Management Journal Ad hoc
- Journal of Applied Psychology Ad hoc
- Journal of Management Ad hoc

- Organization Science Ad hoc
- Organizational Behavior and Human Decision Processes (OBHDP) Ad hoc
- Journal of Organizational Effectiveness: People and Performance Ad hoc
- European Review of Applied Psychology Ad hoc
- Current Psychology Ad hoc
- Behavior and Information Technology Ad hoc

Conference Reviewer

- Academy of Management Annual Conference 2015-19
- Southern Management Association Annual Conference 2016, 2020

Other Conference Activities

- *Co-organizer*, MOC Connecting, Annual Meeting of Academy of Management 2018-20
- *Discussant*, Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students, Annual Meeting of the Academy of Management 2019
- *Mentor*, OB Division New Member Welcoming Committee 2019
- *Member*, MOC Division Social Media Team for the 'In-the-Rough' series 2017
- *Member*, Marketing and Logistics Committee, AOM New Doctoral Student Consortium 2016

University Service – University of Illinois at Chicago

Dissertation committee service:

- *Committee member*, Dissertation committee for Chandra Shekhar Pathki 2020-21
- *Committee member*, Dissertation committee for Haoying Xu 2021-22

Other service:

- *Committee member*, Curriculum Development Committee – M.S. in HRM 2020-present
- *Facilitator*, Information sessions for new/transfer students, March into Major event 2020-21
- *Organizer*, Department-level 'Friday Research Meetings' and guest presentation 2020

AWARDS AND SCHOLARSHIPS

- University of Cincinnati Graduate School Dean's Research Fellowship 2018-19
- Carl H. Lindner College of Business Outstanding Doctoral Student Research Award 2017-18
- Carl H. Lindner College of Business Teaching Excellence Award for Graduate Students 2017-18
- Carl H. Lindner College of Business Dean's List of Teaching Excellence 2015-18

PREVIOUS WORK EXPERIENCE

- Neosym Industry Limited, India** 2012-14
 - *Assistant Manager (Human Resources)*
- Infosys, India** 2008-10
 - *Systems Engineer*

MEDIA COVERAGE

Puranik, H., Koopman, J., & Vough, H. C. (in press) Excuse me, do you have a minute? An exploration of the dark- and bright-side effects of daily work interruptions for employee well-being. *Journal of Applied Psychology*. Doi: [10.1037/apl0000875](https://doi.org/10.1037/apl0000875)

Featured in:

Forbes	World Economic Forum	Chicago Chronicle
Sydney Morning Herald	Brisbane Times	The Age (Australia)
Global News Radio 640 Toronto	Cincinnati Public Radio	Consumer Affairs
The World News (Australia)	Melbourne Online News	The Dallas News
Western Australia Today	Chicago News.net	I/O at Work
British Psychological Society's Digest	Economic Times	US News Mail
University of Illinois, Chicago Today	Phys.org	Yahoo! News
University of Cincinnati News	Hindustan Times	The Hindu Times
The New Indian Express	Eureka Alert	Punjab Tribune
Markets Insider	SpotOnIllinois.com	Jamaica Observer
ScienceDaily	AU Finance News	Work2.org
WorkTech Academy	Analyticsweek.com	CMAConsult.com
Mylunchtable.com	Insight	Knowledia
Newswise.com	ScienceNewsNet	Lab Manager
Scientific Inquirer	Eurasia Review	Miragenews.com
Comparaland.com	DailyHunt	Latestly.com
Sify.com	DevDiscourse	The Swaddle
New Kerala News	AsianNews	AU BPositive
Fact News	Lokmat	ANI News
Swift Telecast	NewsCrowdNet Blog	Zenger News
News Logic	Press Reader	Nekonyu.com
E-global.pt	Espanol.news	Big News Network
Newsbinding.com	Techilive.in	Vervetimes.com
Native News Post	Thenewsmotion.com	News AZI
Editorpen.com	Newsbit.us	Dutifulnews.com
Science-Things.com	Gomistco.com	Today Biz News
Lesactualites.news	Focus.pl	PDS News
Hunt Daily News	News Stream Hunt	News Concerns
Torontolatest.online	Peny News	RecoveryNews.com
Reporter Wings	Reliable UK	Iredpro.com
Today Prime News	Business Mayor	Newz Cities
The MyBc Times	Therelationshiptips.com	Funny Canny
Baltimore-News-Archive	Salesground.org	Worldnewsera.com

Newsakmi.com

My Smart News

Your News City

Glee Consulting Group

Consumers Advisory

Fit Manitoba

Leadershipvision.net

Forskning.no

Daily Finance Center

Punjab Live

Diariodasaude.com

Koopman, J., Rosen, C. C., Gabriel, A. S., **Puranik, H.**, Johnson, R. E., Ferris, D. L. (2020) Why and for whom does the pressure to help hurt others? Emotional and cognitive mechanisms linking helping pressure to workplace deviance. *Personnel Psychology*, 73, 333–362. Doi: [10.1111/peps.12354](https://doi.org/10.1111/peps.12354)

Featured in:

University of Arkansas News

Walton Insights, University of Arkansas

Puranik, H., Koopman, J., Vough, H. C., & Gamache, D. L. (2019) They want what I've got (I think): The causes and consequences of attributing coworker behavior to envy. *Academy of Management Review*, 44, 424-449. Doi: [10.5465/amr.2016.0191](https://doi.org/10.5465/amr.2016.0191)

Featured in:

Academy of Management Insights - 'Consequences of Envy at Work'

Puranik, H., Vough, H. C., & Koopman, J. (2016) They want what I've got: The role of self-esteem and attribution in determining responses to being envied. *Seventy Sixth Annual Meeting of the Academy of Management*, Los Angeles.

Featured in:

University of Cincinnati Magazine

ScienceDaily.com

Esciencenews.com

PsyPost.org

HRinAsia.com

BenefitsPro.com

Scienmag.com

Eurekalert.org