

# HIMANI SINGH

University of Mannheim, Germany  
 Chair of Organization and Innovation, Faculty of Business  
 Schloss – EO 246, 68131 Mannheim, Germany  
 Email: [himani.singh@uni-mannheim.de](mailto:himani.singh@uni-mannheim.de)

## EDUCATION

---

Doctoral Degree in Management ( <i>summa cum laude</i> ) Graduate School of Economic and Social Sciences (Center for Doctoral Studies in Business), University of Mannheim, Germany	2018 – 2023
M.A. in Psychology University of Delhi (Indraprastha College for Women), India	2014 – 2016
B.A.(Honours) in Psychology University of Delhi (Lady Shri Ram College for Women), India	2011 – 2014

## ACADEMIC POSITIONS

---

Postdoctoral Researcher, Chair of Organization and Innovation University of Mannheim, Germany	Since 12.2023
Doctoral Research and Teaching Associate, Chair of Organization and Innovation University of Mannheim, Germany	03.2020 – 11.2023
Teaching Assistant, Chair of Organization and Innovation University of Mannheim, Germany	08.2019 – 03.2020

## RESEARCH INTERESTS

---

Creativity and innovation; Diversity, equity and inclusion; Judgement and decision-making;  
 Human-technology interaction.

## PUBLICATIONS (\* denotes alphabetical order)

---

Conference Proceedings Publications:

Reber, M.\*, Schmallenbach, L.\*, & Singh, H.\* (2021). The role of female versus male stars in  
 team knowledge recombination. *Academy of Management Proceedings, 2021 (1)*, 14369.  
<https://doi.org/10.5465/AMBPP.2021.191>

## MANUSCRIPTS UNDER REVIEW (\* denotes equal authorship)

---

- *[Title omitted – job insecurity and multiple jobholding]* (with Dr. Claudia Rossetti\*).  
 – *Revise and Resubmit at the Journal of Organizational Behavior*
- *[Title omitted – star gender and knowledge recombination]* (with Dr. Leo Schmallenbach  
 and Dr. Mona Reber).  
 – *Under Review at Organization Science*

## WORKING PAPERS AND ONGOING PROJECTS

---

Rivalry, risk-taking, and relative performance (*at data analysis and writing stage*)

Similarity and the evaluation of creative ideas (*at data collection and analysis stage*)

Drivers of performance and satisfaction in temporary virtual teams (*at data analysis stage with Dr. Karin Hoisl, Lena Rudat, and Nils Schweikard*)

## **CONFERENCE PRESENTATIONS**

---

- A job's worth: Linking job insecurity and multiple jobholding. *Presented at the Academy of Management (AOM) Annual Meeting 2023 (Boston, USA).*
- Win or lose: Rivalry, risk taking and relative performance. *Presented at the European Association for Work and Organizational Psychology (EAWOP) Congress 2023 (Katowice, Poland).*
- The role of job insecurity in predicting multiple jobholding. *Presented at the Academy of Management (AOM) Annual Meeting 2022 (Boston, USA).*
- The role of job insecurity in predicting multiple jobholding. *Presented at the European Group for Organization Studies (EGOS) Annual Colloquium 2022 (Vienna, Austria).*
- The role of job insecurity in predicting multiple jobholding. *Presented at the European Association of Work and Organizational Psychology (EAWOP) Small Group Meeting on 'A Resources Perspective on Sustainable Careers' 2021 (Antwerp, Belgium).*
- Knowledge recombination in teams with female versus male stars. *Presented at the Interdisciplinary Network for Group Research (INGRoup) Annual Conference 2021 (Online).*
- Knowledge recombination in teams with female versus male stars. *Presented at the Academy of Management (AOM) Annual Meeting 2021 (Online).*
- Knowledge recombination in teams with female versus male. *Presented at the European Group for Organization Studies (EGOS) Annual Colloquium 2021 (Online).*
- Knowledge recombination in teams with female versus male stars. *Presented at the Equality, Diversity and Inclusion (EDI) International Conference 2021 (Online).*
- Knowledge recombination in teams with female versus male stars. *Presented at the Academy of Management (AOM) Annual Meeting 2021 (Online).*
- Knowledge recombination in teams with female versus male stars. *Presented at the European Policy for Intellectual Property (EPIP) Online Conference 2020 (Online).*

## **AWARDS AND GRANTS**

---

- CDSB Best Paper Award 2023, Graduate School of Economic and Social Sciences, University of Mannheim
- Steven Klepper Award for Best Young Scholar Paper, DRUID Conference 2022
- CDSB Award for Best Interdisciplinary Paper 2022, Graduate School of Economic and Social Sciences, University of Mannheim
- Outstanding Reviewer Award, Gender and Diversity in Organizations Division, Academy of Management Annual Meeting 2022
- Outstanding Reviewer Award, Careers Division, Academy of Management Annual Meeting 2022
- Nominated for the Best Student Paper Award, Technology and Innovation Management Division, Academy of Management Annual Meeting 2021

- Nominated for the Young Scholar Award in Economics and Management, European Policy for Intellectual Property Online Conference 2020
- Women Go Abroad – Mobility Grants for Young Female Researchers (conference funding), University of Mannheim (2021, 2022)
- Internationalization of Doctoral Education@the University of Mannheim grant (conference funding), University of Mannheim (2021, 2023)
- Best Reviewer Award, Academy of Management Annual Meeting 2020
- Project Funding for Experimental Research, Graduate School of Economics and Social Sciences, University of Mannheim (2018)
- PhD Scholarship, Graduate School of Economic and Social Sciences, University of Mannheim (2018-2020)
- Lala Jugal Kishore Jagdish Prasad Memorial Prize for Meritorious Academic Performance in a Postgraduate Course (2015, 2016), Indraprastha College for Women, University of Delhi
- University Gold Medal for Meritorious Academic Performance in an Undergraduate Course (2014), University of Delhi

### **TEACHING AND SUPERVISION** (evaluation score indicates satisfaction with course instructor)

#### **University of Mannheim – Chair of Organization and Innovation**

MAN 721 Research Seminar Organization & Innovation (Seminar - Masters)

Fall 2019 (Topic: Organizing for creativity); Fall 2020 (Topic: Managing competition and conflict);  
Spring 2021 (Topic: Star performers); Fall 2022 (Topic: Diversity and gender in organizations);  
Fall 2023 (Topic: Teamwork and collaboration in digital contexts).

MAN 690 Innovation Management (Lecture – Masters)

Spring 2022.

MAN 693 Strategic Intellectual Property Management (Lecture - Masters)

Fall 2021.

MAN 690 Innovation Management (Exercise class - Masters)

Spring 2020.

Masters' Thesis Supervision (Topics supervised in Organizational Behavior and Innovation Management)

Since Spring 2020 (14 theses supervised so far)

Bachelors' Thesis Supervision (Topics supervised in Organizational Behavior and Innovation Management)

Since Spring 2020 (10 theses supervised so far)

### **RELEVANT WORK EXPERIENCE**

Research and Teaching Associate, Chair of Organization and Innovation University of Mannheim, Germany	Since 03.2020
Research and Teaching Assistant, Chair of Organization and Innovation University of Mannheim, Germany	08.2019 – 03.2020
Assistant Manager for Research and Analytics Collectcent Digital Media, Gurgaon, India	05.2017 – 05.2018

December 2023

Trainer and Curriculum Developer Special Assistance Project (community capacity building) University of Delhi, Delhi, India	12.2016 – 04.2017
Summer Research Intern Defence Institute of Psychological Research, Defence Research and Development Organisation, Delhi, India	05.2015 – 07.2015
Student Research Associate Interdisciplinary Innovation Project titled ‘The imprisoned dove: Transcending conflict and building cultures of peace’. Lady Shri Ram College for Women, University of Delhi, Delhi, India	08.2012 – 07.2013

## **PROFESSIONAL DEVELOPMENT ACTIVITIES**

---

- Organizational Behavior Division’s Doctoral Consortium, Academy of Management Annual Meeting 2023 (Boston, USA) (upcoming)
- Gender and Diversity in Organizations Division’s Doctoral Consortium, Academy of Management Annual Meeting 2022 (Seattle, USA)
- Paper Development Workshop on “Bridging Organizational Behavior and Entrepreneurship” organized by the Organizational Behavior (OB) and Entrepreneurship (ENT) divisions, Academy of Management Annual Meeting 2022 (Seattle, USA)
- Scandinavian Consortium for Organizational Research (SCANCOR) PhD Workshop on Institutional Analysis 2019 (Mannheim, Germany)

## **REVIEWING**

---

**Journal ad-hoc reviews:** Strategic Management Journal, Business & Society, International Public Management Journal, Journal of Industrial and Business Economics

**Conference reviews:** Academy of Management Annual Meeting (2020/21/22), INGRoup Conference (2021)