



**Jacob VAKKAYIL**

**Ph.D. in Fellow Program in Management**

**Full Professor, Human Resource Management**

**Academic Director**

[j.vakkayil@ieseg.fr](mailto:j.vakkayil@ieseg.fr)

## EDUCATION

**2008** Ph.D. in Fellow Program in Management, Xavier Institute of Management, India

## RESEARCH INTERESTS

Collaboration across boundaries, Institutions and organizations

## PROFESSIONAL EXPERIENCE

### ACADEMIC:

**2022 - Present** Full Professor, IÉSEG School of Management, France

**2017 - 2022** Associate Professor, IÉSEG School of Management, France

**2011 - 2017** Assistant Professor, IÉSEG School of Management, France

**2008 - 2011** Assistant Professor (FV), Indian Institute of Management, Kolkata, India

**2007 - 2008** Assistant Professor, Xavier Institute of Management, Bhubaneswar, India

## COURSES TAUGHT

- Learning expeditions
- Leadership, organizations and change, International mba
- Understanding india for business, Grande ecole (master cycle)

## INTELLECTUAL CONTRIBUTIONS

### Papers in refereed journals

#### Published

Bhatt M., Vakkayil J., Benromdhane M., (2025), We are not who they think we are! Examining responses of qualified Tunisian immigrants in France to country-of-origin based image discrepancies, *European Management Journal*, 43(1), pp. 17-29

Bhatt M., Vakkayil J., (2023), Belongingness on the go: Examining road warrior consultants' experiences of belongingness with their firms, *Canadian Journal of Administrative Sciences - Revue Canadienne des Sciences de l'Administration*, 40(4), pp. 458-473

Vakkayil J., (2023), Indigenous people and regional resource rights: Insights from three mining regimes in northeastern India, *Regional Studies*, 57(3), pp. 434-446

Vakkayil J., (2022), Order and openness in community-driven urban initiatives: Insights from a "spot-fix", *Urban Studies*, 59(15), pp. 3098-3113

Vakkayil J., (2021), Governance Settlements and Transitions in Indigenous Areas of Limited Statehood: The Case of Coalmining in Meghalaya, *Business & Society*, 60(7), pp. 1643- 1674

Della Torre E., Giangreco A., Legeais W., Vakkayil J., (2018), Do Italians Really Do It Better? Evidence of Migrant Pay Disparities in the Top Italian Football League, *European Management Review*, 15(1), pp. 121-136

Nandi M., Vakkayil J., (2018), Absorptive capacity and ERP assimilation: The influence of company-ownership, *Business Process Management Journal*, 24(3), pp. 695-715

Vakkayil J., (2017), Resistance and integration: Working with capitalism at its fringes, *M@na@gement*, 20(4), pp. 394-417

Vakkayil J., Chatterjee D., (2017), Globalization routes: The pursuit of conformity and distinctiveness by top business schools in India, *Management Learning*, 48(3), pp. 328-344

Vakkayil J., Della Torre E., Giangreco A., (2017), "It's not how it looks!" Exploring managerial perspectives on employee wellbeing, *European Management Journal*, 35(4), pp. 548-562

Vakkayil J., Canato A., (2015), Muddling through: Searching for the ideal in the coal mining fields of Meghalaya, *The Extractive Industries and Society*, 2(3), pp. 419-425

Vakkayil J., (2014), Contradictions and Identity Work: Insights from Early-Career Experiences, *Journal of Management Development*, 34(1), pp. 906 - 918

Vakkayil J., (2012), Boundaries and organizations: A few considerations for research, *International Journal of Organizational Analysis*, 20(2), pp. 203-220

Vakkayil J., (2011), Learning through shared objects in outsourced software development, *International Journal of Managing Projects in Business*, 4(4), pp. 616-632

Vakkayil J., (2010), Activity theory: A useful framework for analyzing project-based organizations, *Vikalpa*, 35(3), pp. 1-18

Vakkayil J., (2009), Dynamics of multiple memories: Reflections from an inquiry, *Journal of Management Inquiry*, 18(3), pp. 220-227

Vakkayil J., (2008), Learning and organizations: Towards cross-metaphor conversations, *Learning Inquiry*, 2(1), pp. 13-27

Vakkayil J., (2007), A portrait of the researcher as a boundary crosser, *Journal of Research Practice*, 3(1)

Vakkayil J., (2006), Towards new visions of doctoral research: Experiences from an innovative research training program, *Graduate Journal of Social Sciences*, 3(1)

### **Forthcoming**

Vakkayil J., Giangreco A., Carugati A., Languillat M., (2024), Biking a Tightrope: Navigating the Conditions of Extreme Physical Platform Work, *European Management Review*, na(na), pp. na

### **Communications in refereed conferences**

---

#### **International**

Vakkayil J., (2017), *Online-Offline Complementarities in Partial Organization* 33rd EGOS Colloquium 2017 , Copenhagen, Denmark

Vakkayil J., (2016), *Sustaining of Open Social Innovations* 32nd EGOS Colloquium, Naples , Italy

Giangreco A., Lageais W., Vakkayil J., Della Torre E., (2015), *Do Italians really do it better? Performance, pay and nationality-effect in the top Italian Football League Serie A* 2nd Global Conference on International HRM, PennState, USA

Vakkayil J., (2015), *Indigenous alternative or disguised capitalism? Economic experiments on frontier lands* 31st EGOS Colloquium , Athens, Greece

Vakkayil J., Canato A., (2014), *From vitiation to contradiction: Antecedents of changing logics in complex fields* EGOS, Rotterdam, Netherlands

Vakkayil J., Canato A., (2014), *Vicious and virtuous practices of change: Logics of mining at the frontiers of an emerging economy* Academy of Management Conference, Philadelphia, USA

Vakkayil J., Canato A., (2013), *A tale of two mines: An analysis of differences and similarities of two modes of mining in tribal lands in North-Eastern India*. 29th EGOS Colloquium, Montreal, Canada

## **Other conference and seminar presentations**

---

### **International**

Vakkayil J., (2025), *Reconfiguring place: An exploration of indigenous perspectives on changing land practices* 41st EGOS Colloquium in Athens, Athens, Greece

Vakkayil J., (2019), *The discursive legitimization of mining models* 35th EGOS Colloquium 2019 , Edinburgh, United Kingdom

Vakkayil J., (2018), *Dynamics of inclusion in partially organized action* European Group of Organization Studies 34th EGOS Colloquium, Tallinn, Estonia

## **Chapters in books**

---

### **Published**

Vakkayil J., (2024), Internationalization of Business Education: Challenges and Opportunities., in: Babu, R. R., & Thakur, M.(Eds.), *Managing India: The Idea of IIMs and its Changing Contexts*, 9781032724461, Taylor & Francis Group | Routledge, Oxford, chapter 4, pp. 48-61

Vakkayil J., (2018), Becoming a software professional: Tensions in transitions, in: Kate Black, Russell Warhurst, Sandra Corlett(Eds.), *Identity as a Foundation for Human Resource Development*, 978-1-13-894531-9, Routledge, London, chapter 10, pp. 147-160

Vakkayil J., (2016), Maslow or Mahabharat? Dilemmas in Teaching Organizational Behaviour in Management Institutes of India, in: Dr. Manish Kumar Thakur and Dr. R. Rajesh Babu(Eds.), *Management Education in India*, ISBN 978-981-10-1696-7, Springer, Singapore, pp. 81-90

Giangreco A., Vakkayil J., (2015), Performance appraisal in the Middle East, in: Budhwar P. and K. Mellahi(Eds.), *Handbook of Human Resources Management in the Middle East*, 9781784719517, Edward Elgar Publishing, Cheltenham, chapter 4, pp. 49-62

Vakkayil J., (2013), Boundary Objects in Boundary Spanning, in: Cooper, C., Langan-Fox, J.(Eds.), *Organizations: Network, Influence and Conflict*, 978-0415628839, Routledge, London, chapter 2, pp. 29-43

Vakkayil J., Kumar R., (2011), Conflict Management and Negotiation, in: Budhwar, P. S., Varma, A.(Eds.), *Doing Business in India*, 978-0203840931, Routledge, London, chapter 11, pp. 183-198

Vakkayil J., (2008), Towards Inclusive Ecosystems, in: Harper, M.(Eds.), *Inclusive Value Chains in India: Linking the Smallest Producers to Modern Markets*, 978-981-283-797-4, World Scientific Publishing, Singapore, chapter 3, pp. 67-80

## **Case studies**

---

Vakkayil J., Bhatt A., (2022), *Changemaker Challenge: Linking Individual Empowerment to Social Transformation*, The Case Centre, case study 422-0135-1, teaching note 422-0135-8

Giangreco A., Lauwers M., Vakkayil J., (2015), *I believe I can't fly! Piloting changes at Air France*, Case Centre, case study 315-149-1, teaching note 315-149-8

Giangreco A., Tamayo K., Vakkayil J., (2014), *Reading between the Lines: Drawing Tools for Effective Recruitment, The Case Centre*, case study 414-021-1, teaching note 414-012-8

Kumar R., Vakkayil J., (2011), *Some issues in compensation management: Two case studies for teaching*, Routledge

Vakkayil J., (2009), *Case Analysis: Surviving the Recession: Venus Jewel A case study from the Indian Diamond Industry*, Vikalpa

## **PROFESSIONAL MEMBERSHIPS**

---

**2009** European Group for Organizational Studies

## **PROFESSIONAL SERVICE**

---

### **Chair of the scientific committee of an academic conference**

IACCM-IÉSEG CONFERENCE at IESEG Paris October 31 to November 2, 2019, France

## **RESEARCH ACTIVITIES**

---

### **COMMITTEE CHAIR**

#### **Participation in the development of an academic program**

**2013** Academic Director, IMBA Program, IÉSEG School of Management, France