



Mamta BHATT

Ph.D. in Organization Studies

Associate Professor, Human Resource Management

Head of Department

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EDUCATION

- 2011** Ph.D. in Organization Studies , Boston College, USA
- 2008** M.S. in Organization Studies, Boston College, USA
- 1998** Master of Business Administration, University of Rajasthan, India
- 1996** Bachelor of Science, University of Rajasthan, India

RESEARCH INTERESTS

Diversity and inclusion; Neurodiversity , Identity and image management , IT identity , Neurodiversity at work, Non-traditional

PROFESSIONAL EXPERIENCE

ACADEMIC:

- 2024 - Present** Associate Professor, IÉSEG School of Management, France
- 2015 - Present** Assistant Professor of Management, IÉSEG School of Management, France
- 2011 - 2015** Postdoctoral Research Fellow, Rotterdam School of Management, Erasmus University, Rotterdam, Netherlands

COURSES TAUGHT

- Diversity and inclusion, Msc in fashion management
- Navigating remote and contingent work, Grande ecole (bachelor cycle)
- Diversity, equity, and inclusion, Post graduate program
- Change management for sustainable strategies, Grande ecole (master cycle)
- Creating and leading diverse and inclusive organizations, Grande ecole (master cycle)
- Research and consulting tools, Grande ecole (master cycle)

- Change management for sustainable strategies, Grande ecole (master cycle)
- Creating and leading diverse and inclusive organizations, Grande ecole (master cycle)
- Research and consulting tools, Grande ecole (bachelor cycle)
- Change management, Grande ecole (master cycle)
- Hrm strategy and company observation, Grande ecole (master cycle)
- Research seminar, Grande ecole (master cycle)
- Hrm strategy and company observation
- Fundamentals of human behavior
- Research seminar
- Fundamentals of human behavior
- Hrm strategy and company observation
- Research seminar
- Fundamentals of human behavior, Msc in negotiation for organisations
- Fundamentals of human behaviors, Grande ecole (bachelor cycle)
- Hrm research seminar, Grande ecole (master cycle)
- Hrm strategy and company observation, Grande ecole (master cycle)
- Lead course
- Behavioural science 1
- Lead course
- Lead course
- Behavioural science 1
- Behavioural science 1
- Introduction to organizational behavior

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., Marescaux E., (2024), HRM and knowledge transfer in alliance projects: Exploring social identity dynamics, *Human Resource Management Review*, 34(2), pp. 101016
- Bhatt M., Giangreco A., (2023), Food for Thought: Managing Neurodiverse Workers in a Restaurant, *Journal of International Business Education*, 18(1), pp. 301-308
- 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
- Savoli A., Bhatt M., (2022), Chronic Patients' Emotions toward self-managing care IT- The role of Health Centrality and Dependence on IT, *Journal of Organizational and End User Computing*, 34(4), pp. 14
- van Halderen M., Bhatt M., Berens G., Brown T., van Riel C., (2016), Managing Impressions in the Face of Rising Stakeholder Pressures: Examining Oil Companies' Shifting Stances in the Climate Change Debate, *Journal of Business Ethics*, 133(3), pp. 567-582
- Elstak M., Bhatt M., Van Riel C., Pratt M., Berens G., (2015), Organizational identification during a merger: The role of self-enhancement and uncertainty reduction motives during a major organizational change, *Journal of Management Studies*, 52(1), pp. 32-62
- Walsh I., Bhatt M., Bartunek J., (2009), Organizational Knowledge Creation in the Chinese Context, *Management and Organization Review*, 5(2), pp. 261-278

Communications in refereed conferences

International

- Jaskiene J., Marescaux E., Bhatt M., (2025), *The well-being of academics: combining personal strategies and human resource management practices* 41st EGOS (European Group for Organizational Studies) Colloquium, Creativity that Goes a Long Way, Athens, Greece
- Bhatt M., Vieira da Cunha J., (2024), *Movement of consultants at the boundary and their consequences for the flow of knowledge*, EGOS, Milan, Italy
- Bhatt M., Vieira da Cunha J., (2024), *Movement of consultants at the boundary and their consequences for the flow of knowledge*, 40th EGOS Colloquium, Milan-Bicocca, Italy
- Savoli A., Bhatt M., (2023), *Perceived Warmth and Intelligence of AI: Impact on Employee Performance* American Conference on Information Systems, Panama City, Panama
- Bhatt M., Vieira da Cunha J., (2020), *Neither here nor there: Boundary as a space and how professionals navigate within the boundary* EGOS, Hamburg, Germany
- Bhatt M., (2019), *Spanning One Boundary while Activating and/or Maintaining the Other(s): A Multi-level Study of Design and Implementation of an Inter-professional Change Initiative* EGOS, Edinburgh, United Kingdom
- Bhatt M., (2019), *Spanning one boundary while enforcing and/or enacting the other(s): A multi-level study of design and implementation of an inter-professional change initiative* British Academy of Management, Birmingham, United Kingdom
- Bhatt M., (2018), *Insider or outsider: How consultants construct and manage their role identity using boundary work*. EGOS, Tallinn, Estonia
- Bhatt M., (2018), *Insider or Outsider: How Consultants use Boundaries to Construct their Role Identity* Academy of Management Conference, Chicago, USA
- Bhatt M., Berens G., (2018), *Examining How Ambivalent Identification with the Vatican Influences Church Members' Involvement Behaviors* Academy of Management Conference, Chicago, USA

- Banerjee M., Bhatt M., (2017), *From lenient to focused categories: Examining how changes in institutional logics affect the evolution of categories* EGOS, Copenhagen, Denmark
- Bhatt M., Berens G., Pratt M., Van Riel C., (2017), *Examining how church members' ambivalent identification with the Vatican influences how they practice their faith* EGOS, Copenhagen, Denmark
- Bhatt M., Bartunek J., (2016), *Two sides of the same coin: Examining paradoxes in participants' statements of identity orientation of a change program.* EGOS, Naples, Italy
- Bhatt M., Berens G., Pratt M., van Riel C., (2016), *Preaching to the Choir? The Role of Leader Identification for Different Groups within the Catholic Church* Academy of Management , Anaheim, USA
- MacIntosh R., Bartunek J., Bhatt M., MacLean D., (2016), *I Never Promised You a Rose Garden: When research questions ought to change* Academy of Management , Anaheim, USA
- Bartunek J., Bhatt M., (2013), *Some surprisingly similar experiences of members of multiple groups participating in the same organizational change initiative* International Conference on Organizational Learning, Knowledge and Capabilities, Washington D.C. , USA
- van Halderen M., Bhatt M., van Riel C., Brown T., (2013), *Managing impressions in the face of rising institutional pressures: A comparative case study analysis.* Academy of Management, Philadelphia, USA
- Bhatt M., Bartunek J., (2012), *Cross-level identity dynamics in an inter-organizational collaborative change program* Academy of Management, Boston, USA
- Bhatt M., Elstak M., Van Riel C., Berens G., (2012), *Organizational identification during change: The role of self-enhancement and uncertainty reduction motives* Academy of Management, Boston, USA
- Bhatt M., (2011), *Exploring antecedents of identification in contingent workers* Eastern Academy of Management International, Bangalore, India
- Bhatt M., Bartunek J., (2011), *Intergroup contact in an organizational setting: Its vision, design and outcomes* Eastern Academy of Management International, Bangalore, India
- Glynn M. A., Bhatt M., (2009), *The burden of identity: How the relational content of the identity narrative shifts under the weight of public scandal.* Academy of Management, Chicago, USA
- Bhatt M., Glynn M. A., (2008), *Relational identity at the boundaries: A qualitative study.* Academy of Management , Anaheim, USA
- Bhatt M., (2007), *Exploring organizational identification in road warrior consultants.* Academy of Management, Philadelphia, USA
- Bhatt M., (2007), *Exploring the impact of contingent workers on permanent employees' citizenship and deviant behavior.* Academy of Management , Philadelphia, USA
- Bhatt M., (2007), *Social capital, social identity, and willingness of knowledge transfer in blended workgroups.* Academy of Management , Philadelphia, USA
- Bhatt M., (2006), *Information systems sourcing: Integrating the transaction cost approach and the agency theory to explain sourcing options.* Academy of Management, Atlanta, USA
- Bhatt M., (2006), *Road warriors: The question of identification.* Academy of Management , Atlanta, USA

Chapters in books

Published

- Bhatt M., Van Riel C. B. M., Baumann M., (2016), *Planned Organizational Identity Change: Insights from Practice*, in: Michael G. Pratt, Majken Schultz, Blake E. Ashforth, and Davide Ravasi(Eds.), *The Oxford Handbook of Organizational Identity*, 9780199689576, Oxford University Press, Oxford, chapter 23, pp. 436-454
- MacIntosh R., Bartunek J. M., Bhatt M., MacLean D., (2016), *I Never Promised You a Rose Garden: When research questions ought to change*, in: Abraham B. (Rami) Shani, Debra A. Noumair (Eds.), *Research in Organizational Change and Development*, 0897-3016 , Emerald Group Publishing Limited, Bingley, pp. 47-82

Case studies

Bhatt M., Jain A., (2024), *LGBTQ+ inclusion: Adhering to values amidst opposition*, *The Case Centre*, case study 424-0103-1, teaching note 424-0103-8

GRANTS AND HONORS

Award

2009 Recipient of a competitive \$13,000 Dissertation Completion Fellowship from the Organization Studies Department, Boston College for the year 2009-2010. , Boston College, USA

EDITORIAL ACTIVITY

Reviewer in an academic journal

Human Resource Management

Journal of Business Ethics

Academy of Management Review

Corporate Reputation Review

Journal of Management Studies

Information Systems Journal

Strategic Organization

Human Relations

RESEARCH ACTIVITIES

COMMITTEE CHAIR

Course Coordinator

Course coordinator of Change Management for Sustainable Strategies, IÉSEG School of Management, France

Track research seminar Coordinator