



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