

## Hemant Kakkar

Indian School of Business, Gachibowli, Hyderabad, Telangana, India 500032.

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### ACADEMIC POSITION

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Associate Professor of Management (with tenure), <b>Indian School of Business</b>	August 2023 – Present
Associate Professor of Management (Untenured), <b>Fuqua School of Business, Duke University</b>	July 2023 – August 2023
Assistant Professor of Management, <b>Fuqua School of Business, Duke University</b>	July 2019 - June 2023

### EDUCATION

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<b>London Business School, London UK</b> Ph.D., Organisational Behaviour	2014 - 2019
<b>Indian Institute of Technology Kanpur, India</b> MBA	2011
<b>VIT University, Vellore, India</b> B.Tech., Biotechnology	2007

### RESEARCH INTERESTS

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I primarily study the influence strategies individuals and leaders use and their effect on the users' and group members' psychology and behaviors. I am also interested in understanding individuals' tendencies and reasons for participating in both positive and negative deviant behaviors.

### AWARDS AND GRANTS

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- **Finalist**, Conflict Management Division Best Paper Award for Conflict in Context, *Academy of Management*, 2022 Seattle
- **Winner of the 2021 Alvah H. Chapman Jr. Outstanding Dissertation Award** from the *Center for Leadership at Florida International University* in partnership with the *Network of Leadership Scholars*
- **Best Theoretical / Empirical Paper** from the *Conflict Management Division of the Academy of Management*, 2021 with Jessica Paek
- **Winner of the International Association of Conflict Management Outstanding Dissertation Award 2021**
- **Best Conference Paper Award** with a student as the first author from *the International Association of Conflict Management*, 2021, with Asher Lawson
- **Excellence in Teaching Award – MMS 2021**, Fuqua School of Business, Duke University

- **2020 Negotiation and Team Resources-Peterson Research Grant** with Garrett Brady - \$8,800
- **The Leadership Institute, London Business School**, Research Grant with Garrett Brady and Niro Sivanathan (May 2018) - £14,000
- **AC<sup>4</sup>, Earth Institute, Columbia University** Fellowship Award for graduate students, presented at IACM 2018 Philadelphia, US - \$2,000
- **DRRC Student Travel Scholarship Award** for IACM 2017 at Berlin, Germany - \$450
- **The Leadership Institute, London Business School**, Research Grant with Niro Sivanathan Dec 2016 - £11,000
- **Society for Personality and Social Psychology Graduate Travel Award** for the 2017 conference at San Antonio, TX, US - \$500
- Selected for summer research workshop on Morality at **IDC Herzliya, Israel** (July 2016)
- Doctoral Fellowship by London Business School (Full Tuition + Stipend)
- Visiting Scholar to London Business School, London UK – (Jan-July 2013)
- Visiting Scholar to INSEAD Singapore & Fontainebleau, France – (Sep 2011-June 2012)
- Doctoral Fellowship at Indian School of Business, Hyderabad, India

## DOCTORAL STUDENTS

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- Danbee Chon, *Co-chair*; Graduated 2022 from Fuqua; Assistant Professor at the University of South Florida, Muma College of Business
- Asher M. Lawson, *Dissertation Committee*; Graduated 2022 from Fuqua; Assistant Professor at INSEAD
- Jessica Paek; *Dissertation Committee*; Graduated 2024 from Fuqua; Assistant Professor at Indian University, Kelley School of Business

## PUBLICATIONS

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\*denotes graduate student when work was started; † denotes equal authorship

1. \*Paek, J.J.W., & **Kakkar, H.** (*Forthcoming*). To Give a Fish or To Teach How To Fish: Examining Leaders' Autonomy and Dependency Helping Behaviors. *Journal of Applied Psychology*. [Link Data & SI](#)
  - **Best Theoretical / Empirical Paper** from the Conflict Management Division of the Academy of Management, 2021
2. Lawson, M. A., & **Kakkar, H.** (2024). Resolving conflicting findings in misinformation research: A methodological perspective. *advances. in/psychology*, 2, e235462. [Link](#)
3. **Kakkar, H.** (2024). Achieving Social Influence Across Gender and Time: Are Dominance and Prestige Equally Viable for Men and Women? *Journal of Personality and Social Psychology*, 127(3), 562–580. [Link Data & SI](#)

4. †\*Brady, G. L., †**Kakkar, H.**, & Sivanathan, N. (2024). Perilous and Unaccountable: The Positive Relationship Between Dominance and Moral Hazard Behaviors. *Journal of Personality and Social Psychology* [Link](#) [Data and Preregistrations](#)
5. \*Lawson, A., \*Anand, S., & **Kakkar, H.** (2023). Tribalism and Tribulations: The Social Costs of Not Sharing Fake News. *Journal of Experimental Psychology: General*. [Link](#) [Data and Preregistrations](#)
  - **Best Conference Paper Award** with a student as the first author from the *International Association of Conflict Management, 2021*
6. Kundro, T., Nurmohamed, S., **Kakkar, H.**, & Affinito, S. (2023). Time and Punishment: Time Delays Exacerbate the Severity of Third-Party Punishment. *Psychological Science*. [Link](#) [Data & Preregistrations](#)
7. **Kakkar, H.**, & Sivanathan, N. (2022). The Impact of Leader Dominance on Employees' Zero-Sum Mindset and Helping Behavior. *Journal of Applied Psychology*, 107(10), 1706–1724. [Link](#) [Data & SI](#)
8. \*Lawson, M.A., & **Kakkar, H.** (2022). Of Pandemics, Politics, and Personality: The Role of Conscientiousness and Political Ideology in Sharing of Fake News. *Journal of Experimental Psychology: General*, 151(5), 1154–1177. [Link](#) [Data & SI](#)
  - *Featured in [AOM Covid Plenary](#)*
9. Effron, D. A., **Kakkar, H.**, & Cable, D.C. (2021). Consequences of Perceiving Organization Members as a Unified Entity: Stronger Attraction, but Greater Blame for Member Transgressions. *Journal of Applied Psychology*, 107(11), 1951–1972. [Link](#) [SI](#)
10. **Kakkar, H.**, Sivanathan, N., & Gobel, M. (2020). Fall from grace: The role of dominance and prestige in the punishment of high-status actors. *Academy of Management Journal*, 63(2), 530–553. [Link](#) [SI](#)
  - *Awarded IACM-DRRC Scholar Award, 2017*
11. **Kakkar, H.**, Sivanathan, N., & Pettit, N.C. (2019). The Impact of Dynamic Status Changes within Competitive Rank-Ordered Hierarchies. *Proceedings of the National Academy of Sciences*. [Link](#) [SI](#)
12. Effron, D. A., **Kakkar, H.**, & Knowles, E. D. (2018). Group cohesion benefits individuals who express prejudice, but harms their group. *Journal of Experimental Social Psychology*, 79, 239–251. [Pre-registration 1](#), [Pre-registration 2](#), [Link](#)
13. **Kakkar, H.**, & Sivanathan, N. (2017). When the appeal of a dominant leader is greater than a prestige leader. *Proceedings of the National Academy of Sciences*, 114(26), 6734–6739. [Data and Materials](#), [Link](#)

14. Sivanathan, N., & **Kakkar, H.** (2017). The unintended consequences of argument dilution in direct-to-consumer drug advertisements. *Nature Human Behaviour*, 1(11), 797–802. [Data and Materials](#), [Link](#)
  - *Lead article*
15. **Kakkar, H.**, Tangirala, S., Srivastava, N., & Kamdar, D. (2016). The dispositional antecedents of promotive and prohibitive voice. *Journal of Applied Psychology*, 101(9), 1342–1351. [Link](#)

## OTHER PUBLICATIONS

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1. **Kakkar, H.**, & Brady, G. L., (2024). How a dominance mindset encourages leaders to put others at risk. *Psyche*
2. Kundro, T., Nurmohamed, N., **Kakkar, H.**, & Salvatore, N. (2023). Why Delays in Delivering Justice Lead to Harsher Sentencing. *Scientific American* [online article].
3. **Kakkar, H.**, & Sivanathan, N. (2022). How Dominant Leaders Go Wrong. *Scientific American*, October 2022.
4. Lawson, M.A., & **Kakkar, H.** (2022). Personality Type, as well as Politics, Predicts Who Shares Fake News. *Scientific American*, April, pp.47.
5. **Kakkar, H.**, & Lawson, M.A. (2022). We Found the One Group of Americans Who Are Most Likely to Spread Fake News. *Politico*.
6. **Kakkar, H.** (2020). Why Trump’s Popularity Surge Faded so Quickly. *Scientific American*. [online article]
7. **Kakkar, H.** (2019). Aggressive Leaders Are More Likely to Be Punished for Their Mistakes. *Harvard Business Review*. [online article]
8. Sivanathan, N., & **Kakkar, H.** (2019). How Drug Company Ads Downplay Risks. *Scientific American*. [online article]
9. **Kakkar, H.**, & Tangirala, S. (2018). If Your Employees Aren’t Speaking Up, Blame Company Culture. *Harvard Business Review*. [online article]
10. **Kakkar, H.**, & Sivanathan, N. (2018). Reply to Safra et al.: Lack of theoretical rationale and selective analysis does not imply no strong evidence. *Proceedings of the National Academy of Sciences*, 115(6), E1078–E1079.
11. Sivanathan, N., & **Kakkar, H.** (2017). Explaining the Global Rise of “Dominance” Leadership. *Scientific American*. [online article]
12. **Kakkar, H.**, & Sivanathan, N. (2017). Why We Prefer Dominant Leaders in Uncertain Times. *Harvard Business Review*. [online article]

13. **Kakkar, H.**, To, C., & Bunderson, J. S. (2017). Time to Update Status: Longitudinal Perspectives on Dynamic Status Changes in Social Hierarchies. *Academy of Management Proceedings*, 2017(1), 16245.
14. Sivanathan, N., Pettit, N., & **Kakkar, H.** (2016). Perils of Calling a Lemon a Lemon: Transference in Communicating Past Experience. *Academy of Management Proceedings*, 2016(1), 14168.
15. Misra, R., Sharma, R., **Kakkar, H.** (2011). A Case Based Study of the Relationship between Innovation, Organizational Structure and Architecture. *International Academy of Business and Economics, IABE®*, 11(4).

### **SELECTED REFEREED PRESENTATIONS**

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- Brady, G., & **Kakkar, H.**, (2024). The Impact of Leader Association on Subordinates' Selection Prospects. *Academy of Management Conference, Chicago*
- Kakkar, H.**, & Jin, P., (2024). Living up to the Expectations: The Influence of External Expectations on Norm Violating Behaviors Over Time. *International Association of Conflict Management, Singapore.*
- Jin, P., & **Kakkar, H.**, (2023). The Effect of Social Media Use on Dominance. *Academy of Management Conference, Boston*
- Kakkar, H.** Gender and Social Influence in informal networks. *Academy of Management Conference, Seattle 2022*
- \*Lawson, A., \*Anand, S., & **Kakkar, H.** Tribalism and tribulations: The social cost of not sharing fake news. Society of Experimental Social Psychology, 2021, Sanata Barbara.
- Kakkar, H.** Gender and Social Influence in informal networks. *International Association of Conflict Management, 2021*
- \*Lawson, A., & **Kakkar, H.** (2020). Of Pandemics, Politics, and Personality: The Role of Conscientiousness and Political Ideology in Sharing of Fake News. *Academy of Management Conference.*
- Kakkar, H.**, Sivanathan, N., Jachimowics, J., & Hu, X., (2020). Differential impact of social class and economic environment on unethical behavior. *Academy of Management Conference.*
- Brady, G., **Kakkar, H.**, & Sivanathan, N. (2019). How Leader's Status Strategies Influence Accountability and Moral Hazard. *Academy of Management Conference, Boston*
- Kakkar, H.**, & Sivanathan, N. (2018). Leader's Dominance Fosters Employees' Zero-sum Mindset and Undermines OCB. *Academy of Management Conference, Chicago*
- Kakkar, H.**, & Sivanathan, N. (2018). Perspective taking and employee deviance: The role of leader's dominance and prestige. *Academy of Management Conference, Chicago*
- Kakkar, H.**, Sivanathan, N., & Pettit, N. C (2018). Doppler Effect in Status Competition: The Impact of Status Momentum within Rank Ordered Hierarchies. *International Association of Conflict Management, Philadelphia.*
- Kakkar, H.**, Sivanathan, N., & Hu, X., (2018). Differential impact of social class and economic environment on unethical behavior. *International Association of Conflict Management, Philadelphia.*
- Kakkar, H.**, Sivanathan, N., & Pettit, N. C (2018). Doppler Effect in Status Competition: The Impact of Status Momentum within Rank Ordered Hierarchies. *Trans-Atlantic Doctoral Conference, London, UK.*
- Kakkar, H.**, & Sivanathan, N. (2018). When authoritarianism trumps liberalism. *Kellogg DRRC Conference, Northwestern University, Evanston, IL.*

- Kakkar, H., Sivanathan, N., & Hu, X., (2018).** Differential impact of social class and economic environment on unethical behavior. Society of personality and social psychology, Atlanta, GA.
- Kakkar, H., Kesebir, S. & Sivanathan, N., (2017).** The Impact of Status Momentum on Gender within Competitive Hierarchies. Academy of Management Conference, Atlanta
- Kakkar, H., Sivanathan, N., (2017).** When the appeal of a dominant leader is greater than a prestige leader. International Association of Conflict Management, Berlin.
- Kakkar, H., Sivanathan, N., & Gobel, M., (2017).** The more dominant they are, the harder they fall: Effects of dominance and prestige on observer punishment. International Association of Conflict Management, Berlin
- Effron, D. A., **Kakkar, H., & Knowles, E. D., (2017)** Ingroup Entitativity Licenses Prejudice: The Role of Collective Responsibility. European Association of Social Psychology, Granada, Spain.
- Kakkar, H., Sivanathan, N., (2017).** When the appeal of a dominant leader is greater than a prestige leader. European Association of Social Psychology, Granada, Spain.
- Kakkar, H., Sivanathan, N., (2017).** When the appeal of a dominant leader is greater than a prestige leader. Trans-Atlantic Doctoral Conference, London, UK.
- Kakkar, H., Sivanathan, N., & Gobel, M., (2017).** The more dominant they are, the harder they fall: Effects of dominance and prestige on observer punishment. Society of personality and social psychology, San Antonio, Texas.
- Sivanathan, N., Pettit, N. C., & **Kakkar, H (2016).** Perils of Calling a Lemon a Lemon: Trait Transference in Communicating Past Experience. Academy of Management Conference, Anaheim, CA.
- Kakkar, H., Sivanathan, N., & Gobel, M., (2016).** The more dominant they are, the harder they fall: Effects of dominance and prestige on observer punishment. International Society for Justice Research, Canterbury, England.
- Sivanathan, N., Pettit, N. C., & **Kakkar, H (2016).** Perils of Calling a Lemon a Lemon: Trait Transference in Communicating Past Experience. Trans-Atlantic Doctoral Conference, London, UK.
- Effron, D. A., Knowles, E. D., **Kakkar, H., & Cable, D. (2015).** Membership in entitative organizations can excuse wrongdoing. Academy of Management Conference, Vancouver, BC.
- Kakkar, H., Sivanathan, N., & Gobel, M., (2015).** The more dominant they are, the harder they fall: Effects of dominance and prestige on observer punishment. Academy of Management Conference, Vancouver, BC.
- Kakkar, H., Sivanathan, N., & Pettit, N. C (2014).** Competition lies in the eyes of the beholder: The impact of psychological momentum within rank ordered hierarchies. Academy of Management Conference, Philadelphia, PA.
- Kakkar, H., Tangirala, S., Srivastava, N., & Kamdar, D (2013).** The dispositional antecedents of promotive and prohibitive voice. Academy of Management Conference, Orlando.

## INVITED TALKS

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- National University of Singapore - Oct, 2018
- Yale School of Management – Nov, 2018
- Emory University – Nov, 2018
- Rice University – Nov, 2018
- Stanford Graduate School of Business – Nov, 2018
- Georgetown University – Dec, 2018
- Fuqua School of Business, Duke University – Dec, 2018
- Department of Psychology, Duke University – Sep, 2019
- Department of Psychology, University of North Carolina Chapel Hill – Jan, 2020
- Intragroup Preconference, Society of Personality and Social Psychology – Feb 2021
- University of Texas Austin, Sep 2021

- University of Maryland, Sep 2021
- Jones School of Business, Rice University, Oct 2022
- The Hong Kong Polytechnic University, Jan 2023
- University of California Irvine Center for Neuropolitics, Oct 2023
- Florida International University, Feb 2025
- University of Buffalo, Feb 2025

## TEACHING EXPERIENCE

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### **The Art and Science of Decision-Making, Indian School of Business**

Course Instructor for PGP

July, 2024

### **Leading Self and Teams, Indian School of Business**

Course Instructor for PGP

April-May, 2024

### **Management of Organizations, Indian School of Business**

Course Instructor for MFAB, AMPH, & PGP-Pro

2023-24

### **Foundations of Management and Organization, Fuqua School of Business**

Course Instructor for MMS and MMS-DKU

Fall, 2019, 2020 & 2021

### **Foundations of Organizational Behavior, Fuqua School of Business**

Course Instructor, PhD Seminar Course

Spring, 2023

### **Explorations of Meso and Macro Organizational Behavior, Fuqua School of Business**

Course Instructor, PhD Seminar Course

Spring, 2022

### **Professional Development Workshop on Scraping Big Data**

Academy of Management, Atlanta GA

Aug 2017

## INDUSTRY EXPERIENCE

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### **Tata Consultancy Services Ltd.**

Assistant Services Engineer, Mumbai, India

July '07 to July '09

**Job Description:** Technical consultant offering business solutions as per client's requirements

## SERVICE

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### **Associate Editor:**

- Personality and Social Psychology Bulletin

### **Editorial Board Member:**

- Academy of Management Journal
- Organization Science

### **Ad Hoc Reviewer**

### **Journals:**

Journal of Applied Psychology, Proceedings of the National Academy of Sciences, Organizational Behavior and Human Decision Processes, Management Science, Psychological Science, Journal of Personality and Social Psychology, Journal of Experimental Psychology: General, Journal of Experimental Social Psychology, Evolution and Human Behavior, Personality and Social Psychology Bulletin, The Leadership Quarterly, British Journal of Social Psychology

***External Grant Reviewer:***

Social Sciences and Humanities Research Council of Canada (SSHRC), Research Grants Council, Hong Kong

***Conferences:***

Academy of Management  
International Association of Conflict Management  
Trans-Atlantic Doctoral Conference

<b>OB Division Coordinator</b> , Trans-Atlantic Doctoral Conference	2016
<b>Contributor</b> , ASQ Blog	2016

**SELECTED MEDIA COVERAGE**

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The Atlantic, BBC, Bloomberg, Business Insider, BusinessBecause, CBS 17, CNBC, City AM, Columbia Journalism Review, Fast Company, Fierce Pharma, Forbes India, Gazeta Wyborcza, Global Advisors, Le Scienze, New York Daily News, n-tv, Phys.org, Politico, Psyche, PsyPost, Punjab Today, Scientific American, Societifica.com, Spectrum News, Stanford Social Innovation Review, The Boston Globe, The Daily Caller, The Guardian, The Times UK, True Viral News, Westdeutscher Rundfunk 5, Yahoo Finance, ZME Science

**PROFESSIONAL AFFILIATIONS**

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Academy of Management (AOM)  
Society for Personality and Social Psychology (SPSP)  
International Association for Conflict Management (IACM)