

Dhruv Pratap SINGH

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EDUCATION**Ph.D. in Management (OBHR), NEOMA Business School** **2022 – 2026**

- Status – ABD (All But Dissertation); defense planned before September 2026.
- Thesis Title – Bridging the Responsibility Gap: Developing and Validating Responsible Generative AI Competence
 - Best Dissertation Award
- External Courses:
 - Haskayne School of Business, University of Calgary, Canada July 2024
 - Mediation, Moderation, and Conditional Process Analysis (Dr. Andrew F. Hayes)
 - Kühne Logistics University – KLU, Hamburg, Germany December 2024
 - Surveys & Experiment Design for top-tier Publishing
- External Workshops July 2024
 - Mae Fah Luang University, Thailand
 - Master Faculty Training Program – ‘Experiential Learning’ Teaching Methods

Ph.D. in Management Information Systems, Copenhagen Business School **2025 – Present**

- Status – Pursuing independently (self-paced).
- Thesis Title – When the Machine Joins the Team: Fit, Modality, and Competence in Human–AI Collaboration
- External Courses:
 - Aalborg University, Copenhagen & Aalborg, Denmark Sep-Nov 2025
 - Expertise and emerging technologies: A working and organizing perspective
 - The process of theorizing and theory-building in management research
 - Aarhus University, Aarhus, Denmark Oct 2025
 - Understanding Causality and Structured Equation Modeling with Panel Data

MSc in International Project Development, NEOMA Business School **2019 – 2021**

- A+ as an overall average, 3.85/4.00 (96.25%)
- Thesis: Relevance of cultural integration in the global best practices of project management.
- Recipient of X-Culture 2020, Best Team Award, out of 1047 teams.
- Sponsored participant of IPMA-YPMY (Young Project Manager of the Year) 2020.

BTech in Civil Engineering, University of Petroleum and Energy Studies, India.

2015 – 2019

- Cumulative Grade Points Average (CGPA): 7.23/10.00 (72.3%)
- Awarded Discipline Star for consistent competence development through online training modules.
- Thesis: Project Management for the EPC (Engineering, Procurement, and Construction) projects.
- Secured 1st position out of 148 students in the technical competition: Bob the Builder.

RESEARCH INTERESTS

Technology & Future of Work; Human-AI Teams, Organizational Behavior; Global Management Competencies.

PUBLICATIONS:

- Farrell, W., Richards, M., Taras, V., El Kamous, H., Karnadi, L., **Singh, D. P.**, & Idelson, M. (2025). Perceptions of leadership effectiveness in global virtual teams: Gender, personality, and self-versus peer evaluations. *The Leadership Quarterly*, 101859.
- **Singh, D. P.**, & Singhani, M. S. (2022). Cross-Cultural integration in the next practices of project management: A Qualitative Study. In V. Anantamula (Ed.), *Research Handbook on Project Performance*. Edward Elgar Publishing

RESEARCH PIPELINE:

- **Singh, D. P.**, Taghavi, S., González-Gómez, H. V., & Shirish, A.
Scale Development for Measuring Responsible Generative AI Competence in the Workplace.
Status: Under Review | Extended Abstract Accepted | *Human Resource Management Journal* (Special Issue: *Advancing Robust Scale Development for HRM Research*)
- Taghavi, S., Gyomlai, M., & **Singh, D. P.**
Boundaries Are Blurred When I Work-From-Home: The Impact of Temporal Control and Identity Integration on Work-Family Balance Satisfaction and Job Engagement.
Status: Revise and Resubmit | *Human Resource Management*
- Farrell, W., Leigh, J., **Singh, D. P.**, & Taras, V.
Generative AI and Global Virtual Teams: Unveiling the Relationship between Technology Adoption and Team Performance.
Status: Under Review | *British Journal of Education Technology*
- Farrell, W., Leigh, J. S. A., **Singh, D. P.**, Tavoletti, E., & Taras, V.
Generative AI in Global Virtual Teams: A Task-Technology Fit Approach.
Status: Under Review | *International Journal of Management Education*

- **Singh, D. P.**, Taghavi, S., González-Gómez, H. V., & Constantiou, I.
Job Crafting and Self-Undermining with Generative AI: Holistically Advancing the Job Demands-Resources Framework.
Status: Restructuring the manuscript. | **Target Journal:** *Journal of Organizational Behavior*
 - **Singh, D. P.** & Taras, V.
Introducing AI Agents as Teammates: Sociotechnical and Methodological Framework for Studying Human–AI Collaboration
Status: Conceptualization & Research Design | **Target Journal:** *Organizational Research Methods*
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CONFERENCES:

AOM 2026 | In-person, Philadelphia, PA

- **Singh, D. P.**, Shirish, A., Gonzalez, H. G., & Taghavi, S. (2026). *Employee Competences for Responsible Generative AI Use at Work: A Personal Resource Perspective*. 86th Annual Meeting of the Academy of Management (AOM 2026).
 - **Singh, D. P.**, Gonzalez, H. G., Shirish, A., & Taghavi, S. (2026). *From IT Mindfulness to GenAI Competence: A Capability-Based Explanation of GenAI Job Engagement*. 86th Annual Meeting of the Academy of Management (AOM 2026).
 - **Symposium Panelist** – X-Culture: From Classroom Innovation to Global Research Infrastructure!
 - **Doctoral Consortium**
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AOM 2025 | In-person, Copenhagen, Denmark

- **Singh, D. P.**, Taghavi, S., Gonzalez, H. G., & Constantiou, I. (2025). *Generative AI's Impact on Job Crafting and Self-Undermining: Advancing the JD-R Framework*. 85th Annual Meeting of the Academy of Management (AOM 2025).
 - Farrell, W., Leigh, J. S. A., **Singh, D. P.**, Tavoletti, E., & Taras, V. (2025). *Generative AI in global virtual teams: A task-technology fit approach*. 85th Annual Meeting of the Academy of Management (AOM 2025).
 - Best Paper Award – Management Education Division
 - Leigh, J. S. A., Farrell, W., Tavoletti, E., **Singh, D. P.** (2025). *Identifying Competencies for Teaching Ethical Generative AI: A Global Perspective*. 85th Annual Meeting of the Academy of Management (AOM 2025).
 - **PDW Facilitator** – Artificial Intelligence, ICT, and Responsible Management Education
 - **Symposium Panelist** – X-Culture: Over a Decade of Innovation in Experiential Learning, and More!
 - **Doctoral Consortium** (Late Stage) – Human Resource Division
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EURAM 2025 | In-person, Florence, Italy

- Farrell, W., Leigh, J. S. A., **Singh, D. P.**, Tavoletti, E., & Taras, V. (2025). *Generative AI in global virtual teams: A task-technology fit approach*. (EURAM 2025).
 - Doctoral Colloquium
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EGOS 2025 | In-person, Athens, Greece

- **Singh, D. P.**, Taghavi, S., & González-Gómez, H. V. (2025). *Exploring task-technology competence with generative AI competence, cross-cultural competence, and communication effectiveness*. (41st EGOS Colloquium 2025).
- Pre-Colloquium PhD Workshop

AACSB AI Conference, October 2024 | In-person, Paris, France

- Attended the exclusive AI-focused conference for deans and academic leaders from the AACSB-accredited institutions worldwide, engaging in key discussions on AI-driven education, curriculum integration, assessment strategies, and ethical challenges in business education.
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AOM 2024 | In-person, Chicago, IL

- Farrell, W., Leigh, J., **Singh, D. P.**, Warmenhoven, R., & Taras, V. (2024). *Generative AI and Global Virtual Teams: Unveiling the Relationship between Technology Adoption and Team Performance*. 84th Annual Meeting of the Academy of Management (AOM 2024).
 - Taghavi, S., Gyomlai, M., & **Singh, D. P.** (2024). *Boundaries Are Blurred When I Work-From-Home: The Impact of Temporal Control and Identity Integration on Work-Family Balance Satisfaction and Job Engagement*. 84th Annual Meeting of the Academy of Management (AOM 2024).
 - **PDW Facilitator** – Virtual Reality Research Professional Development Workshop
 - **Caucus Participant** – Virtual Reality and the Metaverse in Management Research
 - **Symposium Panelist** – The Different Experiences of X-Culture: Which is Yours?
 - **Doctoral Consortium** - Communication, Digital Technology, and Organization (CTO)
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AOM 2023 | In-person, Boston, MA

- **Symposium Panelist** –
 - The Different Experiences of X-Culture: Which is Yours?
 - X-Culture in a Time of War: Global Virtual Collaboration Meets Global Military Conflict
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AOM 2022 | Virtual, Seattle, WA

- **Singh, D. P.**, Kraemer, J., Shaw, D. S., & Chun, D. (2022, August). *Lessening the negative effect of two cultural values on the performance of Global Virtual Teams*. 82nd Annual Meeting of the Academy of Management, Seattle, Washington, USA.

- Farrell, W., Farriss, L., **Singh, D. P.**, Kamous, H.E., Karnadi, L., & Idelson, M. (2022, August). *Expectations of Performance in Peer Evaluations: Are females harsher raters?* 82nd Annual Meeting of the Academy of Management, Seattle, Washington, USA.
 - Farrell, W., Kamous, H.E., Karnadi, L., Farriss, L., **Singh, D. P.**, & Idelson, M. (2022, August). *Are You as Effective a Leader as You Think? The Impact of Gender and Personality Traits.* 82nd Annual Meeting of the Academy of Management, Seattle, Washington, USA.
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WORK EXPERIENCE

NEOMA Business School, France

2022- Present

- Research Fellow – Future of Work – Area of Excellence
- XP Behavioral Lab Assistant
- Lecturer – People & Organization Department
 - [X-Culture](#) – MSc International Project Development
 - Delivered sessions on global virtual teams, leadership, and AI in hands-on international business consulting projects with international student teams.
 - Taught best practices to enhance cross-cultural collaboration.
 - Received “Best Professor” recognition from X-Culture, selected among 197 professors worldwide based on 100+ performance indicators.
 - [Finsimco Simulation: ESG Negotiation](#)
 - Students collaborate to create ESG action plans aligned with ethical values and stakeholder interests.

- Supervision Experience

2024 – 2025

- Global BBA
 - Influence of Personality Traits and Communication Style on Team Dynamics and Performance
 - Role of AI in Reshaping the Future of Work and Business Practices
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ACADEMIC COMMUNITY ACTIVITIES

[X-Culture](#) (Non-Profit Education Platform)

Coaching Program Director

Jan 2021 – Present

- Leading 100+ coaches per semester; grading 300+ assignments; & directing coach training program.
- Supporting the community members in developing cross-cultural competencies, leadership in global virtual teams (GVTs), and responsible technology use in global collaboration.

Coach and Administrative Assistant

Aug 2020 – Jan 2021

- Lauded for being the highest performing coach for coaching GVTs; Hosted coaching webinars on Best Practices in Project Management and GVTs; Reviewed and analysed 100+ business proposals.

Membership in Academic Societies – Academy of Management (AOM), European Academy of Management (EURAM), European Group for Organizational Studies (EGOS), International Association for Conflict Management (IACM), Association for Information Systems (AIS)

Software Proficiency – SPSS, JMP, JASP, SmartPLS, Stata, R Studio, python, n8n, NVivo, Atlas.ti.

Professional Certification –Certified Associate in Project Management (CAPM®), and
PRINCE2® Practitioner

Linguistic Skills – French A2; English C2; Hindi C2.

Hobbies & Interests – Chess, podcasts, massive open online courses (MOOCs), reading self-help books, documentaries, web-series, cooking, and strength training.
