

## **IIM Trichy Research Seminar Series**

Central to the academic life is the spirit of enquiry, conversation and debate. The primary intention of the IIM Trichy Research Seminar Series is to nurture this spirit amongst the Fellow Program (FP) community. This initiative was conceptualized by and is administered by the FP students.



### **Session 12**

Date: 27<sup>th</sup> December 2019, Venue: CR013, Time: 2:30 PM

## Machine Learning and Grounded Theory: New Opportunities for Mixed Design Research

**Author(s):** Prof. J. B. Singh (Faculty, ISA Area, IIM T), Prof. Biju Varkkey (Faculty, IIM A), Prof. Rajesh Chandwani (Faculty, IIM A) & Vimal Kumar (FPM, ISA Area)

**Category:** Work in Progress

**Presented by:** Prof. J. B. Singh

<u>Broad Theme of Discussion</u>	<u>The Inquisitives</u>
<ul style="list-style-type: none"><li>• Difference in Glaser's GT approach and Charmaz's GT Approach</li></ul>	 <i>Parijat (OB &amp; HRM)</i>
<ul style="list-style-type: none"><li>• Dependence of career growth on the org. rules and policies<ul style="list-style-type: none"><li>• Concept of "Sacrifice" in an organization</li></ul></li></ul>	 <i>Prof. Sankalp (Strategy)</i>
<ul style="list-style-type: none"><li>• Omitted variable bias issue</li><li>• Machine learning based algorithmic bias</li></ul>	 <i>Mueen (Strategy)</i>
<ul style="list-style-type: none"><li>• Usefulness of the "promotion rejected by employee" data for the purpose of study</li></ul>	 <i>Rupesh (Finance &amp; Accounting)</i>

## **Work and Non-Work Identities in Global Virtual Teams: Role of Cultural Intelligence in Employee Engagement**

**Author(s):** Farheen Fathima Shaik (FPM, OB & HRM Area), Upam Pushpak Makhecha (Faculty, OB & HRM Area), & Sirish Kumar Gouda (Faculty, OM & QT Area)

**Category:** Journal Paper

**Journal Name:** International Journal of Manpower

**ABDC Classification:** 'A'

**Presented by:** Farheen Fathima Shaik (FPM, OB & HRM)

### **Abstract**

Increasing digitization has transformed ways of work in modern age. Organizations are increasingly relying on Global Virtual Teams (GVTs) as new forms of working. However, the challenges of configuration of GVTs have been reported to reduce the levels of employee engagement, especially so in multicultural GVTs. Extant research indicates cultural intelligence as one of the drivers of employee engagement in GVTs, though the nature of this relationship has remained unclear. This study is an ethnographic inquiry to understand the nature of the relationship between cultural intelligence and employee engagement. The results of our study indicate that the inclusionary pressures of non-work identities (national culture) are high in context of GVTs owing to their configuration. However, preferences (alignment or misalignment) of team members either initiate gain cycles or loss cycles, thus effecting the levels of employee engagement. Further, it was found that individual preferences may dynamically change from misalignment towards alignment with improved levels of cultural intelligence among team members of GVTs. The relationship between cultural intelligence and employee engagement has been found to be mediated by trust among team members in GVTs.

<b><u>Broad Theme of Discussion</u></b>	<b><u>The Inquisitives</u></b>
<ul style="list-style-type: none"> <li>• Cultural Intelligence and how one becomes culturally intelligent               <ul style="list-style-type: none"> <li>• Role of team dynamics in cultural intelligence</li> </ul> </li> </ul>	 <p><i>Prof. Sankalp (Strategy)</i></p>
<ul style="list-style-type: none"> <li>• Pre meeting talks in context of GVTs</li> </ul>	 <p><i>Parijat (OB &amp; HRM)</i></p>
<ul style="list-style-type: none"> <li>• Role of features of technology in the model proposed</li> </ul>	 <p><i>Prof. J B Singh (ISA)</i></p>
<ul style="list-style-type: none"> <li>• Role of dispositional trust in GVTs</li> </ul>	 <p><i>Prof. Sirish (OM &amp; QT)</i></p>