

A Biographical Sketch of Professor Rabi S. Bhagat (University of Memphis)
May, 2010

Rabi S. Bhagat is a Professor of Organizational Behavior and International Management at the Fogelman College of Business and Economics of the University of Memphis. He was awarded the Suzanne Downs Professorship for Research (2003-2004) by the University of Memphis. In 2004, he was awarded the University of Memphis Alumni Association Distinguished Research Award. In 2006 he was one of the co-recipients of the W. Scott Myers award for applied research in the workplace from the Society for Industrial and Organizational Psychologists.

Prior to his appointment at the University of Memphis in 1990, he was a Professor of Organizational Behavior and International Management at the University of Texas at Dallas from 1976. He has been a visiting professor of Business Administration at the University of Illinois at Urbana-Champaign and the University of Hawaii at Manoa in 1997, and visiting professor of management at the Louisiana State University (1986-1987). He has also been a distinguished visiting scholar at Korea University Business School in South Korea, University of Sao Paulo in Brazil, Indian School of Business in Hyderabad, and City University of Hong Kong in China.

Professor Bhagat received his Ph.D. in Business Administration from the University of Illinois at Urbana-Champaign in 1977. His M.A. is in Labor and Industrial Relations from the University of Illinois (1974), and he holds another M.A. (with honors) in Industrial Relations from the Xavier Institute in India (1972). He completed a B.S. (with honors) in physics from the Indian Institute of Technology in Kharagpur (1969).

His current research interests are focused in the international and cross-cultural variations of organizational and management processes with special emphasis on the interaction of cultural variations and globalization. He has published numerous articles in leading academic journals, including the Academy of Management Review, Academy of Management Journal, Journal of Applied Psychology, Journal of Management Studies, Journal of International Business Studies, International Journal of Intercultural Relations, Journal of Vocational Behavior, Human Relations, International Journal of Cross Cultural Management, Asia-Pacific Journal of Management, and Journal of Social Behavior and Personality. He has also contributed numerous chapters and monographs in advanced research volumes. In addition, he has contributed reviews of numerous scholarly books for journals, such as Administrative Science Quarterly, Academy of Management Review, and Contemporary Psychology. He was awarded the outstanding paper award by the Fogelman College of Business and Economics at the University of Memphis in 2003.

He currently serves on the editorial board of several journals including the Journal of International Business Studies, Journal of Management, Journal of Organizational Behavior, Journal of International Management, Journal of World Business, and Asia Pacific Journal of Management. In addition, he is a reviewer or editorial consultant for many leading journals in international business and organizational sciences. He has been

on the editorial boards of the Academy of Management Review, Journal of Cross-Cultural Psychology, Global Focus, and Journal of Occupational Health Psychology.

He has co-edited the special issue of the Journal of International Business Studies (April 2010) on the theme of Asia and Global Business in the 21st Century: Strategic, Institutional, and Cultural Implications. He also edited the special issue of the theme of Megatrends in World Cultures and Globalization for the Journal of International Management (June, 2006) and the International Review of Applied Psychology on the theme of workforce diversity in the international context (July, 2003).

Professor Bhagat has co-edited (with Richard M. Steers of the University of Oregon - Eugene) the Handbook of Culture, Organizations, and Work published by Cambridge University Press in UK in June, 2009. Currently, he is working on Global Mindset and the Multinational Corporation with Annette McDevitt, Ram Baliga, and Ben Kedia (on contract to be published by the Stanford University Business School Press, Palo Alto, CA—forthcoming in 2012). He is also working on a book with Harry C. Triandis and Annette McDevitt entitled, Management across Cultures (to be published by Edward Elgar Publishing in 2011). Another book on Work Stress and Coping in the Era of Globalization (with James C. Segovis and Terry Nelson) is in progress (LEA Publishers of New York—to be published in 2011).

He co-edited the Handbook of Intercultural Training (with Dan Landis, Sage Publications, 1996). He also co-edited Human Stress and Cognition in Work Organizations: An Integrated Perspective (with Terry A. Beehr, John Wiley Inter-Science, 1985) and Work Stress: Health Care Systems in the Work Place (with James C. Quick, Jonathan D. Quick, and James Dalton, Praeger Publishing, 1987). He co-authored International Management: Managing in a Diverse and Dynamic Global Environment (with A.V. Phatak and R. J. Kashlak, McGraw-Hill-Irwin, 2005). The second edition is published in January 2009 by McGraw-Hill Irwin Publishing.

Dr. Bhagat has presented over 100 papers in American and international conferences and various leading universities in the US, U.K., Canada, Australia, New Zealand, Japan, China, Russia, South Korea, Taiwan, Hong Kong, Sweden, Turkey, Israel, India, Italy, Spain, Malaysia, Singapore, Indonesia, Poland, Greece, France, Switzerland, and Brazil (over 25 countries since 1986 until 2010). Recently, he was invited to New York Institute of Technology, at Abu Dhabi, U.A.E. to guide junior faculty to conduct more rigorous research in the area of international and cross-cultural management.

He has co-chaired two All Academy Symposia for the Academy of Management national meetings, in 1992 and 2000. Dr. Bhagat completed a major eight-nation study involving U.S., India, Japan, South Africa, Spain, Australia, New Zealand, and Germany. Currently he is conducting a 15-nation study of cultural variations in various organizational processes with an international team of 15 country collaborators. Several papers from this major international research project are in the process of being published in leading journals in international management and international business.

His current research interests are: 1) creation, diffusion, and transfer of organizational knowledge across borders and 2) on developing global mindset, and 3) culture variations in organizational stress, coping and temporal orientation. He is interested in the interaction between cultural variations and globalization and their implications for international business. He has been a collaborator in the GLOBE Project involving 61 Countries on Leadership Effectiveness, directed by Professor Robert J. House of the Wharton School at the University of Pennsylvania.

Dr. Bhagat is a Fellow of the American Psychological Association (APA), the American Psychological Society (APS), the Society for Industrial and Organizational Psychologists (SIOP), the International Academy for Intercultural Research (IAIR), and is a member of several professional associations.

His research has been funded by the University of Memphis, the University of Texas at Dallas, and by the National Science Foundation. For his research design, he was awarded the James McKeen Cattell Award by the Society for Industrial and Organizational Psychology of the American Psychological Association in 1979. In 2006, he was the co-recipient of the W.Scott Myers Award for applied research in the workplace from the Society of Industrial and Organizational Psychologists (SIOP).

Dr. Bhagat has supervised or is supervising over fourteen (14) Ph.D. dissertations and served on numerous doctoral committees and several Masters' thesis committees. He served as the Director of the Ph.D. Program in the Fogelman College of Business and Economics and maintains a strong interest in the development of junior faculty and Ph.D. students.

The National Public Radio, Dallas Morning News, Richardson Morning News, NBC, and ABC News affiliates, as well as Psychology Today and APA Monitor (American Psychological Association) have reported results of Professor Bhagat's research concerning the implications for improving the quality of worklife. He has been a consultant for Samsung Corporation of South Korea, Bell Laboratories (AT&T Corporation), General Electric, Hilton Corporation, U.S. Army, City of Dallas, Franklin University (Ohio), and other companies. He has contributed as a guest columnist for the *Commercial Appeal*, the regional newspaper of the Mid-South, dealing with such topics as global issues in regional economic development and implications of technological innovations.