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Jayanth (Jay) Narayanan is an Associate Professor of Management & Organizations at the NUS Business School. He received his PhD from the London Business School and has held academic positions at IMD Business School in Switzerland. Jay is a highly published researcher, with work appearing in journals such as the *Academy of Management Review*, *Organizational Behavior and Human Decision Processes*, and the *Journal of Personality & Social Psychology*. His research interests include the impact of human biology on workplace phenomena, the nature, and effects of mindfulness on well-being, and the role of social power and status dynamics in organizations. He is currently focused on studying the impact of psychedelics on well-being in healthy individuals. In addition to his academic pursuits, Jay has taught executives around the world and has provided coaching to startup founders on the importance of personal well-being for the success of their ventures. Before entering academia, Jay was an entrepreneur in India and co-founded one of the country's largest skills assessment companies. He was also recognized as a distinguished alumnus by his alma mater, XLRI Jamshedpur.

Academic Employment History

July 2015-present

Associate Professor (with tenure), Management & Organization, NUS Business School, National University of Singapore (on leave from July 2016 – June 2018)

Academic Director, M Sc in Human Capital Mgmt & Analytics (since June 2020)

PhD Program Director, Management & Organization (Jan 2020 to June 2021)

July 2016-June 2018

Professor, Organizational Behavior & Leadership, IMD Business School

July 2006-June 2015

Assistant Professor, Management & Organization, NUS Business School, National University of Singapore

Education

2001- 2006

*Ph.D. in Organizational Behavior, **London Business School, UK***

1998-2000

Post-Graduate Diploma in Human Resources, XLRI Jamshedpur, India

1992-1996

Bachelor of Engineering, Bangalore University, India

Citation Profile

Total Citations: 4789 (Source: Google Scholar as of Feb 06, 2024)

Peer-reviewed Publications (By Topic)

Underlined authors are graduate students at the time of submission.

Mindfulness & Well-Being

1. Simonsson, O., et al (2023). *Mindfulness in politics: a qualitative study on mindfulness training in the UK. Mindfulness.* 14, 1362-1370
2. Simonsson, O., Goldberg, S. B., Marks, J., Yan, L., & Narayanan, J. (2022). Bridging the (Brexit) divide: Effects of a brief befriending meditation on affective polarization. *PloS one*, 17(5), e0267493.
3. Simonsson, O, Narayanan, J. & Marks, J. (2022). Love Thy (Partisan) Neighbor: Brief Befriending Meditation Reduces Affective Polarization. *Group Processes & Intergroup Relations.* 25(6): 1577-1593.
4. Masters-Waage, T., Nai, J., Reb, J., Sim, S., Narayanan, J., Tan, N. (2021). Going far together by being here now: Mindfulness increases cooperation in negotiations. *Organizational Behavior & Human Decision Processes.* 167, 189-205.
Featured in Harvard Business Review Ideas to Watch in Nov 2022 Print Issue
5. Zheng M.X., Masters-Waage T.C., Yao J., Lu Y., Tan N. & Narayanan J. (2020). Stay Mindful and Carry on: Mindfulness Neutralizes COVID-19 Stressors on Work Engagement via Sleep Duration. *Frontiers in Psychology.*
doi:10.3389/fpsyg.2020.610156
6. Reb, J., Chaturvedi, S., Narayanan, J., & Kudesia, R. (2019). Leader Mindfulness and Employee Performance: A Sequential Mediation Model of LMX Quality, Interpersonal Justice, and Employee Stress. *Journal of Business Ethics.* 160 (3): 745-763.
7. Reb, J., Narayanan, J., Chaturvedi, S., & Ekkirala, S. (2017). The Mediating Role of Emotional Exhaustion In The Relationship Of Mindfulness With Turnover Intentions And Job Performance. *Mindfulness*, 8(3), 707-716.

8. Reb, J., Narayanan, J., & Ho, Z. W. (2015). Mindfulness At Work: Antecedents And Consequences Of Employee Awareness And Absent-Mindedness. *Mindfulness*, 6(1), 111-122.
9. Reb, J., Narayanan, J., & Chaturvedi, S. (2014). Leading Mindfully: Two Studies On The Influence Of Supervisor Trait Mindfulness on Employee Well-Being And Performance. *Mindfulness*, 5(1): 36-45.
10. Reb, J., & Narayanan, J. (2013). The Influence of Mindful Attention on Value Claiming in Distributive Negotiations: Evidence from Four Laboratory Experiments. *Mindfulness*, 1-11.
11. Reb, J., Narayanan, J., & Ho, Z. W. (2013). Mindfulness at Work: Antecedents and Consequences of Employee Awareness and Absent-mindedness. *Mindfulness*, 1-12
12. Narayanan, J. & Moynihan, L. M. (2006). Mindful at work: Beneficial effects on job burnout. *Best Paper proceedings of the Academy of Management*, Atlanta, GA.

Biology of Workplace Behaviors

13. Prasad, S., Narayanan, J., Lim, V. K., Koh, G. C., Koh, D. S., & Mehta, P. H. (2017). Preliminary Evidence That Acute Stress Moderates Basal Testosterone's Association With Retaliatory Behavior. *Hormones and Behavior*, 92, 128-140.
14. Zyphur, M. J., Narayanan, J., Arvey, R. D., & Alexander, G. (2009). The Genetics Of Risk Attitudes. *Journal of Behavioral Decision-Making*, 22: 367–377
15. Zyphur, M. J.[^], Narayanan[^], J., Koh, G., & Koh, D. (2009). Testosterone, Status, and Collective Efficacy in Groups: A Slope-as-Predictor Multilevel Structural Equation Model. *Organizational Behavior and Human Decision Processes*, 110(2): 70-79. [^]*Joint lead authors*
16. Zhen, Z., Zyphur, M. J., Narayanan, J., Arvey, R. D., Chaturvedi, S., Avolio, B. J., Lichtenstein, P., & Larsson, G. (2009). The Genetic Basis of Entrepreneurship: Effects of Gender and Personality. *Organizational Behavior and Human Decision Processes*, 110 (2): 93–107.

Psychology of Power & Leadership

17. Narayanan, J., Puranam, P., & Van Vugt, M. (Revise & Resubmit). Human Centric Organization Design: A Perspective from Evolutionary Psychology. *Organization Science*.
18. Zheng, X., Van Dijke, M., Narayanan, J. & De Cremer, D. (2018). When expressing forgiveness backfires in the workplace: Victim power moderates the effect of expressing forgiveness on transgressor compliance. *European Journal of Work & Organizational Psychology*. 27(1), 70-87.
19. Narayanan, J., Tai, K., & Kinias, Z. (2013). Power Motivates Interpersonal Connection Following Social Exclusion. *Organizational Behavior and Human Decision Processes*, 122(2): 257-265.
20. Wang, C. S., Sivanathan, N., Narayanan, J., Ganegoda, D. B., Bauer, M., Bodenhausen, G. V., & Murnighan, K. (2011). Retribution And Emotional Regulation: the Effects of Time Delay in Angry Economic Interactions. *Organizational Behavior and Human Decision Processes*, 116(1), 46-54.

COVID-19 Research

21. Szekely, A. et al. (Under Review). Changes in Social Norms During the Early Stages of the COVID-19 Pandemic Across 43 Countries. *Nature Communications*. 3rd R&R.
22. Kniffin, K.M., Narayanan, J. & Van Vugt, M. (2021). COVID-19 is a Moderating Variable with its own Moderating Factors. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. 14 (1-2), 149-15.
23. Kniffin, K. M., Narayanan, J., Anseel, F., Antonakis, J., Ashford, S. J., Bakker, A. B., Bamberge, P., Bapuji, H., Bhave, D. P., Choi, V. K., Creary, S. J., Demerouti, E., Flynn, F., Gelfand, M., Greer, L., Johns, G., Kesebir, S., Klein, P. G., Lee, S., Ozelik, H., Petriglieri, J. L., Rothbard, N., Rudolph, C., Shaw, J. D., Sirola, N., Wanberg, C., Whillans, A., Wilmot, M., Van vugt, M. (2020). COVID-19 and the Workplace: Implications, Issues, and Insights for Future Research and Action. *American Psychologist*. 76(1), 63–77

Other Topics

24. Lavanchy, M., Reichert, P., Narayanan, J., Savani, K. (In press). Applicants' Fairness Perceptions of Algorithm-Driven Hiring Procedures. *Journal of Business Ethics*.
25. Nai, J., Kotha, R., Narayanan, J., & Puranam, P. (2020). Transparency and Fairness in Organizational Decisions: An Experimental Investigation using the Paired Ultimatum Game. *Strategy Science*. 5(1): 55-70

26. Nai, J., Narayanan, J., Hernandez, I., & Savani, K. (2018). People in More Racially Diverse Neighborhoods are More Prosocial. *Journal of Personality & Social Psychology*. 114(4). 497-515.
27. Ma, A., Landau, M. J., Narayanan, J., & Kay, A. C. (2017). Thought-control difficulty motivates structure seeking. *Journal of Experimental Psychology: General*, 146(8), 1067.
28. Zheng, X., Fehr, R., Tai, K., Narayanan, J., & Gelfand, M. J. (2015). The Unburdening Effects of Forgiveness: Effects On Slant Perception And Jumping Height. *Social Psychological and Personality Science*, 6(4), 431-438.
29. Tai, K., Narayanan, J., & McAllister, D. J. (2012). Envy as Pain: How self-appraisals and referent cognitions moderate the effect of envy on discretionary behaviors at the workplace. *Academy of Management Review*, 37(1): 107-129
30. Tai, K., Zheng, X., Narayanan, J. (2011). Touching a Teddy Bear Mitigates Negative Effects of Social Exclusion to Increase Pro-Social Behavior. *Social Psychological and Personality Science*, 2(6): 618-626.

Other Publications

31. Narayanan, J., & Prasad, S. (2015). Neurobiological Systems: Implications for Organizational Behavior. In Colarelli, S. & Arvey, R. D. (eds.) *Biological Foundations of Organizational Behavior*. University of Chicago Press.
32. Prasad, S., & Narayanan, J. (2011). Physiology in Negotiations. *Negotiation Excellence: Successful Deal Making*, 247-260.
33. Narayanan, J. & Nicholson, N. (2008). Evolutionary Psychology, in Clegg, S. & Bailey, J. (eds.) *International Encyclopedia of Organization Studies*.
34. Narayanan, J., Ronson, S., & Pillutla, M. M. (2006). Groups as enablers of unethical behavior: The role of cohesion on group member actions. *Research on Managing Groups and Teams*, 8, 127-147.
35. Narayanan, J. & Pillutla, M. M. (2005). Social loafing, in Nicholson, N., Pillutla, M., Audia, P. (eds.) *Blackwell Encyclopedic Dictionary of Organisational Behavior*.

Awards and Honors

Distinguished Alumni Award from XLRI Jamshedpur, 2017
 Singapore Business Review –Most Influential Business School Professors, 2015

Outstanding Theory Paper Award, International Assoc for Conflict Management, 2011
Outstanding Educator Award, National University of Singapore, 2008

Invited Presentations

Vlerick Business School, 2022
Social Bridges Conference, 2020
Melbourne Business School, 2018
University of Auckland, 2018
CEIBS Shanghai, 2018
HEC Lausanne, 2016
IMD, Lausanne, 2015
Indian Institute of Management Bangalore, 2015
Indian Institute of Management Ahmedabad, 2014
Singapore Management University, Mindfulness Symposium, 2013
Stanford University, Center for Compassion and Altruism Research & Education, 2013
Singapore Management University, OBHRM department, 2011
Imperial College London, Organizational Behavior & Leadership, 2009
Indian School of Business, Organizational Behavior Department, 2006

School and Department Service

At NUS

PhD

Committee Chair:

Jared Nai, 2016 – Currently Assistant Professor at Singapore Management University
Kenneth Tai, 2013 – Currently Associate Professor at Singapore Management University
Zheng Xue, 2012–Currently Assistant Professor at CEIBS, Shanghai

Thesis Committee:

Yizhen Lu, ongoing
E-Yang Goh, ongoing
Shu Fen Lee, ongoing
Randy Lee, 2021, Post-Doc at Lingnan University, HK
Jomel Ng, 2020, Post-Doc at Singapore Management University
Noriko Tan, 2019 – Post-Doc at Singapore Management University
Zen Goh, 2016 – Assistant Professor at Monash University
Rashmi Sahai, 2015 – Lecturer at Curtin Singapore
Wendong Li, 2013 – Associate Professor at Chinese University of Hong Kong
Xiuxi Zhao, 2012 - Associate at Center for Creative Leadership

Sankalp Chaturvedi, 2008 –Professor at Imperial College, UK

Masters

Advisor:

Smrithi Prasad, 2012 – Assistant Professor at Yale-NUS

Departmental Service

Recruitment Committee Chair, 2022 - Present

MSc Program Academic Director, 2020 - present

PhD Program Committee Chair, 2019-2021

APEX MBA Curriculum Review Committee – 2015, NUS Business School

Department Recruitment Committee, 2008-2016. NUS Business School

MBA Review Committee, 2006-2007. NUS Business School

Subject Pool Coordinator, 2006-2016. NUS Business School

Journal Editorial Experience

Editorial Board Membership

Journal of Management Inquiry (2008- present)

Organizational Behavior and Human Decision Processes (2012-present)

Adaptive Behavior & Human Physiology (2014 – present)

Ad-Hoc Reviewer at the following journals

Academy of Management Review

Academy of Management Journal

Applied Psychology: An International Review

Organization Science

The Economic Journal

British Journal of Management

BMJ -Open

Human Relations

Cognition & Emotion

Frontiers in Psychology

Journal of Compassionate Health Care

Journal of Occupational & Health Psychology

Journal of Management

Journal of Organizational Behavior

Executive Education Experience

At IMD

Open Program Experience

Program Director, Negotiating for Value Creation
Advanced Strategic Management Program
Breakthrough Program for Senior Executives
Leading Digital Business Transformation
Orchestrating Winning Performance

Worked on a number of custom programs with clients in Brazil, France, Germany, Italy, Japan, Netherlands, Oman, Portugal, Saudi Arabia, Spain & Switzerland

At NUS

Open Enrolment Program Experience

Program Director, Negotiation & Bargaining (5-day)
Program Director, Emerging Leaders Program (5-day)
Leadership Development Program
Women in Leadership Program
Worked on a number of custom programs with clients in Australia, China, Hong Kong SAR, Indonesia, India, Japan, Malaysia & Singapore

Online Program

Future Leaders Program in Collaboration with Great Learning

Media Mentions

Harvard Business Review, China; The Economist; The Straits Times; Business Times; Mediacorp Radio; Channel News Asia; Wall Street Journal; The Huffington Post; Singapore Business Review; Forbes India; Pacific Standard; The Conversation UK; CapeTalk South Africa

Opinion Editorial

Narayanan, J., Zyphur, M., Koh, G., & Koh, D. (2010). What does Testosterone explain?. Harvard Business Review China. 50-51.

Narayanan, J. (2014). On grudges and forgiveness. The Huffington Post

Narayanan, J. (2016). A more forgiving culture can empower business. Today

Narayanan, J. (2016). Not getting enough sleep is nothing to brag about. Forbes India

Lavanchy, M. & Narayanan, J. (2018). Sous pression? Pour éviter de craquer, méditez en pleine conscience. The Conversation

Narayanan, J. (2018). People who live in diverse neighbourhoods are more helpful – here's how we know. The Conversation

Narayanan, J. (2020). Avoiding ‘too many meetings’ syndrome. South China Morning Post

Research Grants

COVID-19 and its Impact on Workplace Behaviors (Role: PI)	SGD 50000
Group Process and Innovation in the R&D Teams of a Large Pharmaceutical Firm (Role: PI)	SGD 13100
Testosterone and Leader Emergence in Small Groups (Role: PI)	SGD 40600
Trust, Reciprocity and Personality in Negotiations (Role: PI)	SGD 44750
Social Power and Its Consequences (Role: PI)	SGD 29000
Genetics and Social Relationships: A Social Genomic Panel Study (Role: co-PI)	SGD 648,438
Decision Making in Indian Cultural Contexts (Role: co-PI)	SGD 69,600

References

Prof. Madan Pillutla
Dean, Indian School of Business
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Prof. Phanish Puranam
INSEAD
Email: phanish.puranam@insead.edu

Prof. Michael Frese
Asia School of Business
Email: michael.frese@asb.edu.my