

SATVIR SINGH

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EDUCATION

University of Texas at El Paso, College of Business Administration, El Paso, Texas.

- Ph.D. in International Business with a concentration in OB/HR, 2014.
- Dissertation Topic: *Idiosyncratic deals to employee outcomes: Mediating role of social exchange relationships and social comparison and moderating role of unit climate.*

Willamette University, Atkinson Graduate School of Management, Salem, Oregon.

- Masters of Business Administration, 2009.

Punjabi University, Army Institute of Law, Mohali, Punjab, India.

- Baccalaureate in Laws (B.A.LL.B., 5 years integrated law degree), 2006.
- B.A (Major: Law), 2004.

ACADEMIC EMPLOYMENT

Associate Professor of Management, Department of Management and Marketing, Norris-Vincent College of Business, Angelo State University, San Angelo, Texas (August 2020 – Present)

Assistant Professor of Management, Department of Management and Marketing, Norris-Vincent College of Business, Angelo State University, San Angelo, Texas (August 2017 – August 2020)

Assistant Professor of Management, School of Business, Emporia State University, Emporia, Kansas (August 2014 – June 2017)

Assistant Instructor of Management, College of Business Administration, University of Texas at El Paso (September 2010 – June 2014).

REFEREED PUBLICATIONS

Singh, Satvir; Guerrero, Laura; Vidyarthi, Prajya R. & Parra, Fernando (2023). Skilled Immigrants' Job Search: Role of Cultural Knowledge, Work Orientation, and Future Orientation. *International Journal of Services, Economics and Management*. 14(2), 155-174.

Singh, Satvir; Loper, Christopher & Vidyarthi, Yash (2023). Does Healthy Living Matter to Work Outcomes? Effects of Exercise and Health Conscious Identity on Employee Job

- Performance and Life Satisfaction. *Journal of Organizational Psychology*, 23(1), 154-160.
- Conklin, Michael & **Singh, Satvir** (2022). Triple-blind review as a solution to gender bias in academic publishing, a theoretical approach. *Studies in Higher Education*, 1-10. (A journal)
- Singh, Satvir**; Wang, Yilu; Vidyarthi, Prajya; & Conklin, Michael. (2021). A multilevel integrated model of i-deals, job embeddedness and individual and group level turnover. *International Journal of Employment Studies*, 29(2), 25–60. (C journal)
- Singh, Satvir**; Wang, Yilu; & Vidyarthi, Prajya; (2020) “Job Embeddedness to Citizenship Behavior: Role of Outcome Orientation and Relationships with Peers” *Journal of Organizational Psychology*. 20 (1)
- Zhu, Min; **Singh, Satvir**; & Wang, Huaqing; (2019) “Perceptions of Social Loafing during the Process of Group Development” *International Journal of Organization Theory and Behavior*. 22(4), 350-368
- Singh, Satvir**; Zhu, Min; & Wang, Huaqing; (2018) “Effect of Conflict and Emotions on Perceptions of Social Loafing in Groups” *International Journal of Services, Economics and Management*. 9(1), 77-94.
- Singh, Satvir** & Vidyarthi, Prajya R. (2018) “Idiosyncratic Deals to Employee Outcomes: Mediating Role of Social Exchange Relationships” *Journal of Leadership and Organizational Studies*. 25(4), 443-455. (B journal)
- Muldoon, Jeffrey; **Singh, Satvir**; & Vidyarthi, Prajya R. (2018) “Casting a Long Shadow: Leader-leader Relationship and Employee Citizenship Behavior” *Journal of Leadership and Organizational Studies*. <https://doi.org/10.1177/1548051818764288> (B journal)
- Cheng, Hong; Flores, Gabriela; **Singh, Satvir**; Posthuma, Richard (2018) “Employment Discrimination Laws: A Country Level Analysis of Voice and Accountability.” *International Journal of Law and Management*. 60(6), 1286-1298. <https://doi.org/10.1108/IJLMA-06-2017-0129> (C journal)
- Vidyarthi, Prajya R.; **Singh, Satvir**; Erdogan, Berrin; Chaudhry, Anjali; & Posthuma, Richard (2016) “Individual deals within teams: Investigating the role of relative I-deals for employee performance.” *Journal of Applied Psychology*. 101(11), 1536-1552. (A* journal)
- Anand, Smriti; Vidyarthi, Prajya R.; **Singh, Satvir**; & Ryu, Seungeui (2015) “Family interference and employee dissatisfaction: Do agreeable employees better cope with stress?” *Human Relations*, 68(5), 691-708. (A* journal)

Guerrero, Laura & **Singh, Satvir** (2013) “The Psychology of Working: A Case Study of Mexican American Women with Low Educational Attainment.” *The Career Development Quarterly*, 61(1), 27-37.

REFEREED CONFERENCE PRESENTATIONS

Singh, Satvir, “Grathis in Gurduaras: Challenges and Opportunities” (Presented at the International Sikh Research Summit in Surrey, BC, Canada on September 23, 2023)

Vidyarthi, Yash; **Singh, Satvir** & Singh, Harmanprit, “Two Paths to One Goal: Independent and Synergistic Effects of Mentoring and Leadership on Employee Performance and Career Success” (Presented at the *Southwest Academy of Management Conference* in San Antonio, TX from March 8-11, 2023)

Singh, Satvir; Loper, Christopher & Vidyarthi, Yash, “Does Healthy Living Matter to Work Outcomes? Effects of Exercise and Health Conscious Identity on Employee Job Performance and Life Satisfaction” (Presented at the *Southwest Academy of Management Conference* in San Antonio, TX from March 8-11, 2023)

Jahantab, Farid; Vadyarthi, Prajya & **Singh, Satvir**, “Overqualification, Idiosyncratic Deals, and Employee Performance in the Workgroup Context” (Presented at the 82nd Annual Meeting of the *Academy of Management* in August 5-9, 2022) (**Ranked # 1 management conference in the world**)

Singh, Satvir; Wang, Yilu; Vidyarthi, Prajya & Michael Conklin “A Multilevel Integrated Model Of I-Deals, Job Embeddedness, and Individual and Group Level Turnover” (Presented at the *Academy of Business Research Conference* in San Antonio, TX from October 27-29, 2021)

Singh, Satvir; Wang, Yilu & Vidyarthi, Prajya; “Job Embeddedness to Citizenship Behavior: Role of Outcome Orientation and Relationships with Peers” (Presented at the *Southwest Academy of Management Conference* in San Antonio, TX from March 11-14, 2020)

Singh, Satvir; Villanueva, Sarah; & Jahantab, Farid; “Does Perceived Overqualification help in Getting I-deals? Role of Department Climate” (Presented at the *Southern Management Association* meeting in Norfolk, VA from October 8-12, 2019) (**Ranked # 2 management conference in North America**)

Singh, Satvir & Vidyarthi, Prajya R.; “Employee Empowerment and Job Performance: Investigating the Role of Power Distance” (Presented at the *Southwest Academy of Management Conference* in Huston, TX from March 13-15, 2019)

Singh, Satvir & Vidyarthi, Prajya R.; “Subordinate Personality and Its Effect on Supervisor Evaluation of Leader-member Exchange” (Presented at the *Academy of Business Research Conference* in San Antonio, TX from October 24-26, 2018) **Won best paper award**

- Vidyarthi, Prajya R. & **Singh, Satvir**; “The Elusive Satisfaction-Performance Relationship: Discrete Emotions as the Missing Link” (Presented at the *Southwest Academy of Management* 2018 annual meeting in Albuquerque, NM from March 7-9)
- Vidyarthi, Prajya R. & **Singh, Satvir**; “The Moderating Impact of Work Arrangement on the Climate-Attitude Relationship” (Presented at the *Southwest Academy of Management* 2018 annual meeting in Albuquerque, NM from March 7-9)
- Singh, Satvir**; Zhu, Min; & Wang, Huaqing; “Perceptions of Social Loafing during the Process of Group Development” (Presented at the *Midwest Academy of Management* 2017 annual meeting in Chicago, IL from October 19-21)
- Singh, Satvir**; Zhu, Min; Wang, Huaqing; & Vidyarthi, Prajya R.; “Perceptions of Social Loafing in Groups: Role of Conflict and Emotions” (Presented at the *Midwest Academy of Management* 2017 annual meeting in Chicago, IL from October 19-21)
- Singh, Satvir**; Vidyarthi, Prajya R.; & Kaur, Goga Kirandeep; “Idiosyncratic Deals to Employee Outcomes: Mediating Role of Social Exchange Relationships” (Presented at the *Academy of Management* 2017 annual meeting in Atlanta, Georgia) (**Ranked # 1 management conference in the world**)
- Muldoon, Jeffrey; **Singh, Satvir**; & Vidyarthi, Prajya R.; “Casting a Long Shadow: Leader-leader Relationship and Employee Citizenship Behavior.” (Presented at the *Midwest Academy of Management* 2016 annual meeting in Fargo, North Dakota)
- Kaur, Goga Kirandeep; **Singh, Satvir**; & Vidyarthi, Prajya R.; “Job Search Model of Immigrant Job Seekers.” (Presented at the *Southern Management Association* October 2015 annual meeting in St. Pete Beach, Florida) (**Ranked # 2 management conference in North America**)
- Vidyarthi, Prajya R.; Erdogan, Berrin; Chaudhry, Anjali; **Singh, Satvir**; Posthuma, Richard; & Anand, Smriti; “Individual Deals within Workgroups: The Role of Relative I-deals for Employee Performance.” (Presented at the *Southern Management Association* October 2015 annual meeting in St. Pete Beach, Florida) (**Ranked # 2 management conference in North America**)
- Raj, Anand; **Singh, Satvir**; & Vidyarthi, Prajya R.; “Revisiting Relationship between Perceived Organizational Support and Turnover: Examining a Non-linear Relationship.” (Presented at *Southern Management Association* November 2014 annual meeting in Savannah, Georgia) (**Ranked # 2 management conference in North America**)
- Singh, Satvir**; Chaudhry, Anjali; Vidyarthi, Prajya R.; & Posthuma, Richard; “Idiosyncratic Deals and Employee Performance: The Role of Team Orientation and Social Comparison.” (Presented at the *Academy of Management* August 2014 annual meeting in Philadelphia, Pennsylvania) (**Ranked # 1 management conference in the world**)

Singh, Satvir; Posthuma, Richard; Vidyarthi, Prajya R.; & Kaur, Guljinder; “Employment Discrimination Laws: A Country Level Analysis.” (Presented at the *Mustang International Academic Conference* in Las Vegas, Nevada - February, 2014)

Anand, Smriti; Vidyarthi, Prajya R.; **Singh, Satvir;** & Ryu, Seungeui; “Workplace Stress and Dissatisfaction: Do Agreeable Employees Cope Better?” (Presented at the *American Psychological Association* July 2013 annual convention in Honolulu, Hawaii) (**Ranked # 1 management conference in psychology**)

Singh, Satvir; Guerrero, Laura; & Vidyarthi, Prajya R.; “Job Search of Immigrants: Role of Cultural Knowledge, Work Orientation, and Future Orientation.” (Presented at *Academy of Management* August 2012 annual meeting in Boston, MA) (**Ranked # 1 management conference in the world**)

OTHER PRESENTATION

Invited by College of Business Administration at University of Texas at El Paso to present research paper titled, “Individual Deals within Teams: Investigating the Role of Relative I-deals for Employee Performance” (accepted by *Journal of Applied Psychology*) on March 16, 2016.

MANUSCRIPTS IN PROGRESS

Singh, Satvir; Conklin, Michael; Vidyarthi, Prajya R. & Jahantab, Farid; “You Are What You Consume: Does Healthy Lifestyle Encourage Citizenship Behaviors in Organizations?” Submitted to the Southern Management Association 2023 conference.

Singh, Satvir; “Religious Workers of Minority Faiths: Social Exchange and Job Performance”

Singh, Satvir & Vidyarthi, Prajya R.; “When do Employees Quit? Examining a Non-linear Relationship between Perceived Organizational Support and Turnover.”

Singh, Satvir; “Work Climate, Attitude, and Behavior: Role of Work Arrangements”

Singh, Satvir; “Idiosyncratic deals and employee outcomes in international context.”

Singh, Satvir & Vidyarthi, Prajya R.; “A Social Exchange Model of Contingent Workers’ Job Performance and Intentions to Withdraw.”

Singh, Satvir; “Social Comparison of Customized Work Arrangements and effect on Employee Outcomes.”

RESEARCH GRANTS

Impact of Quality Relationships on Individual Performance and Group Performance

Angelo State University Research Development Mini-Grant, 2018 (Winner of Competitive grant: \$ 2500)

Freedom vs. Control: Does personality matter?

Koch Center for Leadership and Ethics Faculty Grant, Spring 2017 (Winner of Competitive grant: \$ 3000)

Controls- Blessing or Hindrance

Koch Center for Leadership and Ethics Faculty Grant, Spring 2016 (Winner of Competitive grant: \$ 3000)

Role of Ethical Leadership Skills for Supervisors

Koch Center for Leadership and Ethics Faculty Grant, Fall 2015 (Winner of Competitive grant: \$ 3000)

TEACHING EXPERIENCE

- Supervisory Management
- Organizational Behavior
- Organizational Behavior and Leadership
- Introduction to Management
- Human Resource Management
- International Management
- Organizational Development and Change
- Management & Organizational Theory (online)
- Leadership Communication
- Advanced Business Communication

RESEARCH INTERESTS

- Idiosyncratic deals and customized work arrangements
- Leadership
- Organizational citizenship behavior and employee performance
- Social exchange relationships at work
- Immigrants' job search
- Laws and international management

PROFESSIONAL MEMBERSHIPS

- Academy of Management, USA
- Midwest Academy of Management, USA
- Southwest Academy of Management, USA
- Academy of Business Research
- Bar Association of Punjab & Haryana High Court, India

PROFESSIONAL DEVELOPMENT WORKSHOPS/CONFERENCES

Culturally Responsive Approaches to Serving Hispanic Students (January 10- October 29, 2022): ASU professional development program to make courses adaptable to minority students with specific focus on Hispanic students using innovative research methods and pedagogy.

Top Hat for Student Engagement (February 28, 2020): Angelo State University's Department of Management and Marketing invited Top Hat representatives from Toronto to conduct a professional development activity at the NVCOB.

Blackboard Excellence in Teaching and Learning Conference (August 20, 2019): Angelo State University's eLearning center organized this conference to update the faculty on effective teaching methods using blackboard.

Blackboard Excellence in Teaching and Learning Conference (August 20-21, 2018): This conference was hosted by Angelo State University's eLearning center to update the faculty on effective teaching methods using blackboard.

Austin Lilly Conference (January 4-6, 2018): Attended this Evidence-Based Teaching and Learning conference in Austin to advance classroom and advance teaching.

Pearson Professional Development Presentation (October 18, 2017): Attended Pearson Education's presentation on My Lab products for Business faculty at ASU.

Professional Development Brown Bag Sessions (2016-2017): Organized 12 professional development brown bag sessions for the School of Business faculty at ESU from spring 2016 until spring 2017 related to various topics such as scholarly research, online teaching, student evaluations (IDEA), research presentations etc.

Consortium for the Advancement of Research Methods and Analysis (CARMA, 2017): Attended CARMA short course at the University of South Carolina on "Introduction to Multilevel Analysis."

Improving Your Teaching of International Management (August 3, 2012): Attended professional development workshop at Academy of Management 2012 annual meeting.

Certificate of College Teaching (Fall 2011): Attended Graduate Student Instructor Teaching Seminar for improving excellence in university teaching organized by Center for Effective Teaching and Learning, University of Texas at El Paso.

Workshop on Liberating Structures (August 20, 2011): Attended a workshop about the creative use of structures and group-based learning in order to increase student involvement and enhance the overall learning experiences, facilitated by Dr. Harry Meeuwssen and Dr. Arvind Singhal, at the University of Texas at El Paso.

AWARDS AND HONORS

Outstanding Faculty in Research Award (2018-19): Norris-Vincent College of Business at Angelo State University recognizes one faculty member for highest research output for the year.

Best Paper Award (2018): *Academy of Business Research Conference* in San Antonio, TX from October 24-26, 2018.

Excellence in Peer Review Award (2017-18): Editor of *South Asian Journal of Human Resource Management* presented this award for high quality reviews of the research papers submitted between September 1, 2018 – August 31, 2018.

Junior Faculty Scholarship Award (October, 2017): This competitive research award was conferred during the Midwest Academy of Management 2017 annual meeting in Chicago, IL.

SERVICE

To the University/School/Department:

Alpha Chi (September 1, 2019-Present): Faculty sponsor from Norris-Vincent College of Business at the Angelo State University.

Department Curriculum Committee (September 1, 2019- Present): Member of the department level committee in the Norris-Vincent College of Business at the Angelo State University.

Member, Strategic Planning Committee (September 1, 2018- Present): College level committee of Norris-Vincent College of Business at the Angelo State University.

Member, Teaching Quality Assurance Committee (September 1, 2018-present): College level committee of Norris-Vincent College of Business at the Angelo State University.

Member, Department Peer Review Committee (2023-2024): Evaluated faculty in the department and provided feedback.

Member, NVCOB Dean Search Committee (2022): Working with four other members, interviewed highly suitable candidates for the position of dean and made recommendations to the provost.

Member, SACSCOC Committee 10 (2020-2023): Worked on drafting a report for standards 10 and 14 for the SACSCOC accreditation review.

Chair, Department Peer Review Committee (2021-2022): Evaluated faculty in the department and provided feedback.

Chair, Department Tenure and Promotion Committee (2021-2022): Reviewed T&P packet of faculty going for tenure and provided recommendations.

Graduate Student Committee (2022): Served as a member of Cody Vasquez INDS comprehensive component committee.

Member, Department Peer Review Committee (2020-2021): Evaluated faculty in the department and provided feedback.

Graduate Student Thesis Committee (Spring 2019): Served as a member of graduate program advisory committee of Communication and Mass Media Student, Ian Stark.

Chair/Co-chair, Faculty Qualifications and Development Committee at School of Business at ESU (2015-2017): Responsible for managing the committee work and making recommendations in regard to allocation of faculty award and developmental activities. Successfully led initiative to start brown bag series for faculty development.

Member, Discipline based Curriculum Committee for Management at School of Business at ESU (2015-2017): Responsible for reviewing and recommending changes in management curriculum.

Thesis Committee Member (2015): Served as a member of Master's Thesis Committee of Industrial/Organizational Psychology Student, Macy Cheeks.

Member, Faculty Qualifications and Development Committee at School of Business at ESU (2014-2015): Successfully revised faculty handbook while serving as a member of this committee.

Member, Discipline based Curriculum Committee for Management at School of Business at ESU (2014-2015): Responsible for reviewing and recommending changes in management curriculum.

To the Profession:

Reviewer, Southern Management Association Conference (2023): *Reviewed three research papers and provided constructive feedback to make improvements.*

Member, Editorial Board (2018-present): *International Journal of Services, Economics, and Management*

Member, Board of Reviewers (2017-present): *South Asian Journal of Human Resource Management*

Reviewer, Southern Management Association Conference (2019): *Reviewed multiple research papers for Southwest Academy of Management conference held in Houston, TX.*

Ad-hoc Reviewer (2017): *International Journal of Law and Management*

Ad-hoc Reviewer (2015): *South Asian Journal of Human Resource Management*

Reviewer (2013): Served as a reviewer in Organization Behavior Track and Pre-doctoral Student Track for the *Southern Management Association Meeting*.

OTHER EXPERIENCE

Real Taste of India, Monmouth, Oregon: Managed and marketed this start-up (2009-2010)

Marion County Business Services Department, Salem, Oregon: Worked on a project with HR department for creating a new performance evaluation system by listing core competencies and updating performance evaluation form. (January- October 2009)

Bar Association of Punjab & Haryana High Court, Chandigarh, India: Represented clients in the court as a junior counsel/attorney. (2006-2007)