

DR VISHAL RANA

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EDUCATION

Ph.D.	Human Resource Management/ Organisational Behaviour Griffith University, Brisbane, Australia	2020
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Summary

My PhD contributed a new construct to the work design literature called “Non-preferred Work Tasks (NPWTs)”. Using a mixed method approach, a qualitative exploratory study was conducted to identify NPWTs in work roles followed by a scale development process. Finally, the newly developed scale was tested in two different studies using experimental design on organisational outcomes such as job crafting, organisational citizenship behaviour and work engagement.

Graduate Certificate	Higher Education Griffith University, Gold Coast, Australia	2017
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Graduate Diploma	Research Studies (Business) Griffith University, Brisbane, Australia	2013
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Masters	Business (International Hospitality and Tourism Management) Griffith University, Gold Coast, Australia	2007
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B.A.	International Hospitality Management Queen Margaret University College, Edinburgh, UK	2005
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OTHER CERTIFICATIONS

Business Analytics, Harvard Business School, Online	2021
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Artificial Intelligence: Implications for Business Strategy- MIT, Massachusetts	2020
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Teaching Online: QM Quality Matters (Online)	2019
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Exponential Organizations Methodology	2018
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ACADEMIC EMPLOYMENT HISTORY

Lecturer in Innovation Flinders University, Adelaide Teaching 80%, Service 20%	2022- Current
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Lecturer in Management (Entrepreneurship)/ Bachelor of Business Coordinator University of Tasmania Teaching- 60%, Research 20%, Service 20%	2021- 2022
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Lecturer (Online MBA), Australian Institute of Business, Adelaide Teaching 90%, Research 5%, Service 5%	2019 – 2021
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Lecturer (Online), College of Leadership and Business (AIPC group) Teaching 90%, Research 5%, Service 5%	2018 – 2019
Sessional Lecturer, Griffith Business School, Griffith University	2016 – 2018
Tutor (Instructor), Griffith Business School, Griffith University	2012 – 2018
Visiting Lecturer, Prince of Songkhla University, Thailand	2015 – 2018
Visiting Lecturer, Yunnan Normal University, Kunming, China	2016 – 2018
Invited Guest Lecturer, The Chinese University of Hong Kong, Hong Kong	2018 – 2018

PRIOR INDUSTRY EXPERIENCE

Founder, WatchYourTalk- A health tech startup addressing mental health issues by developing a Software as a Service (SaaS) platform to monitor speech in real time to predict depression.

Founder, Marking.ai- An Ed tech startup addressing automated marking in schools in India and developing a platform for real time sentimental analysis of online marking feedback.

Founder and CEO, Skills Development Academy- A benefit corporation in India aimed at providing hospitality skills to under-privileged women in Northeastern India.

Various Middle Management Positions in Hospitality Industry, Australia- Starwood and Accor

PUBLICATIONS

Sengupta, S., Patel, P., Mohyuddin, S. M., Priksat, V., Johnsam, I. R., & **Rana, V.** (2022). Wind of change brought by COVID-19: Exploring the response and the new normal from the perspectives of Indian flexpatriates. *Thunderbird International Business Review*. <https://doi.org/10.1002/tie.22281>

Cameron, R. & **Rana, V.** (2021). *Agriculture, Construction and Mining*. In A. Nankervis, J. Connell, A. Montague, & J. Burgess (Eds.), *The Fourth Industrial Revolution: What does it mean for Australian Industry* (Vol. 1, pp. 21-38), Springer Nature, Singapore.

Rana, V., Jordan, P., Jiang, Z., & Tse, H. H. M. (2017). *The Role of Job Crafting and Affect in the Relationship between Non-Preferred Work Tasks and Contextual Performance*. In W. J. Zerbe, C. E. J. Hartel, N. Ashkanasy, & L. Petitta (Eds.), *Emotions and Identity: Research on Emotions in Organizations* (Vol. 13, pp. 245-263), UK: Emerald Publishing Limited.

Tse, H. H. M., Christie, A. M. H., & **Rana, V.** (2014). Perceptions of online marking in management education. *International Journal of Educational Research and Development*, 3(5), 084-091.

MANUSCRIPTS UNDER ACTIVE PREPARATION

Supanti, D., Butcher, K., **Rana, V.** How opportunity evaluation enhances entrepreneurial success: Gender differences in entrepreneurial self-efficacy and resilience during the COVID-19 crisis, (**Target: Entrepreneurship Theory and Practice**), Finalizing stage.

Rana, V., Jordan, P., & Rafferty, A. 'Unpacking Non-Preferred Work Tasks in Work Design: An Exploratory Study'. (**Target: Personnel Review**). Finalizing stage.

Rana, V. & Supanti, D. 'The moderating role of job demands and resources in the relationship between leader-member exchange and entrepreneurial behaviour in the workplace'. (**Target: Strategic Entrepreneurial Journal**). Model development stage.

Rana, V., Anantamongkolkul, C., Zaki, N. A. M., Bunleung, P., & Potdar, B. 'Using machine learning to predict emotional labor in hospitality front line employees: A moderated mediated model'. (**Target: International Journal of Contemporary Hospitality Management**). Data Collection stage.

EDITED BOOK UNDER ACTIVE PREPARATION

Rana, V., Parker, R. & Nankervis, A. (Eds). *The Societal Context of Artificial Intelligence*, Springer Nature, Singapore, to be submitted by March 2023.

CONFERENCE PROCEEDINGS

De Vos, Qesja, B., **Rana, V.**, Heathcote, L., Riggs, M., Wilson, E., & Sun, M. (Accepted, 2022). *Adult Learning in Higher Education: A Case Study of Online MBA Learners*, Canada International Conference on Education (CICE), Mississauga, Canada, to be presented virtually in June 2022.

Rana, V. & Zaki, N. A (2021). *An Exploratory Study of Predictive Voice Analytics and Leveraging Machine Learning to Monitor Emotional Labour of Hospitality Frontlines*, Phuket International Tourism Conference, Phuket Rajabhat University, Phuket, Thailand.

Rana, V., Supanti, D., & Mohyuddin, S. (2020). *Use of Machine Learning and Predictive Voice analytics to Predict Symptoms of Depression: Can Hospitality Organizations Leverage Technology to Monitor Real Time Emotional Labour?* International Conference of Marketing, Strategy & Policy, Newcastle University, Newcastle, UK.

Supanti, D., **Rana, V.**, & Ek-uru, S. (2020). *Are women entrepreneurs more resilient than men? Effect of entrepreneurial self-efficacy on success in Thailand*. International Conference of Marketing, Strategy & Policy, Newcastle University, Newcastle, UK

Rana, V., & Tan, C. (2019). *Artificial Intelligence and Ethics: A myth that may never be a reality*. Paper and poster presented at European Conference on the Impact of Artificial Intelligence and Robotics, Oxford, October 2019, UK.

Supanti, D., **Rana, V.**, & Ek-uru, S. (2019). *Entrepreneurial Challenges for Women in Thailand: Role of Gender Differences in Psychological Capital*. Paper presented in International Conference Business Management (ICBM), Monash University, December 2019, Australia

Rana, V., Jordan, P., & Rafferty, A. (2017). *Unpacking Non-Preferred Tasks in Work Design: An Exploratory Study*. Paper presented in Australia and New Zealand Academy of Management (ANZAM), Melbourne, December 2017, Australia.

Rana, V., Jordan, P., & Tse, H. H. M., Jiang, Z. (2016). *Non-preferred tasks, job crafting, and organizational citizenship behaviour: A preliminary Analysis*. Paper presented at the Australia and New Zealand Academy of Management (ANZAM), Brisbane.

Rana, V., Jordan, P., & Tse, H. H. M. (2015). *Understanding How Employees Manage Non-Preferred Tasks at Work*. Paper presented at the Australia and New Zealand Academy of Management (ANZAM), Queenstown, New Zealand.

Rana, V. (2015). *How Much is Enough? The Frequency of Non-Preferred Work Tasks Within Work Roles and its Emotional Impact*. Paper presented at Emotions and Cognitions in the Rough Workshop at the Australia and New Zealand Academy of Management (ANZAM), Queenstown, New Zealand.

Rana, V., Tse, H. H. M., & Jordan, P. (2014). *An Integrated Model of Interactional Justice, Emotions and Proactive Work Behaviour*. Paper presented at the Australia and New Zealand Academy of Management (ANZAM), Sydney, Australia.

POSTER PRESENTATIONS

Rana, V. (2015). Exploring Employees Non-Preferred Work Tasks. Poster presented to the *Griffith Higher Degree Researchers Poster Competition*. Gold Coast: Australia.

Rana, V. (2015). An investigation into Non-Preferred Work Tasks within work roles and the potential emotional consequences. Presented at the Asia- Pacific Symposium on Emotions in Work Life. Queenstown: New Zealand.

COMPETITIVE GRANTS/ SCHOLARSHIPS/AWARDS

Awarded by Australian Institute of Business for Online Course in *Business Analytics*, Harvard Business School Online, 2020. **\$2500.00**

Awarded Australian Institute of Business internal research grant funding (teaching and learning) for project titled "*Adaptive Student-Teacher Feedback Learning Outcomes System: A Machine Learning Approach*", 2020. **\$2500.00**

Awarded by Australian Institute of Business for Online Course in *Artificial Intelligence: Implications for Business Strategy*, Massachusetts Institute of Technology, Sloan Business School, 2020 **\$5000.00**

Awarded Australian Institute of Business internal research grant funding (teaching and learning) for project titled *Effective Teaching Approaches - The Role of Webinars and Feedback in Enhancing Student Learning Outcomes*, 2019 **\$2500.00**

Awarded Australian Institute of Business Conference funding for European Conference on Impact of Artificial Intelligence and Robotics (ECIAIR), Oxford, UK, 2019 **\$2500.00**

Awarded College of Leadership and Business Professional Development Bursary for Australia and New Zealand Academy of Management (ANZAM, 2018) **\$1980.00**

Awarded Griffith Business School (GBS) Teaching Excellence Award under the GBS Teaching Excellence Recognition Scheme (TERS) For 2016/2017 **\$600.00**

Awarded Griffith Business School (GBS) Teaching Excellence Award under the GBS Teaching Excellence Recognition Scheme (TERS) For 2015/2016 **\$600.00**

Travel bursary to attend Australia and New Zealand Academy of Management (ANZAM) conference in Sydney, 2014. Bursary provided by Griffith PhD Research Fund **\$1000.00**

Travel bursary to attend Australia and New Zealand Academy of Management (ANZAM) conference in Queenstown, New Zealand, 2015. Bursary provided by Center of Work, Organization and Well-being (WOW), Griffith University **\$1200.00**

Travel bursary to attend Asia Pacific Symposium on Emotions in Worklife in Queenstown, New Zealand 2015. Bursary provided by APSEW, University of Queensland. **\$500.00**

Travel bursary to attend Australia and New Zealand Academy of Management (ANZAM) conference in Brisbane, 2016. Bursary provided by PhD Advisor. **\$700.00**

Travel bursary to participate in HULT Prize (social entrepreneurship) Regional Finals in London, 2017. Bursary provided by Griffith University	\$2500.00
Travel bursary as a Campus Director, HULT Prize@Griffith University Regional Finals in San Francisco, 2018. Bursary provided by Griffith University	\$2000.00
Travel bursary to teach in China. Bursary provided by Griffith International	\$5500.00

Competitive Scholarships

Recipient of a Griffith University Research Training Program Scholarship	\$85000.00
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TEACHING INTERESTS

Management Concepts, organisational behaviour, strategic human resource management, managing people in global context, business ethics, strategic management, business communications, leadership, management problem solving, innovation and entrepreneurship, and artificial intelligence for business.

TEACHING EXPERIENCE

Tasmanian School of Business and Economics, University of Tasmania

Course Convener:	Fundamentals of Innovation and Entrepreneurship AQF 9 Entrepreneurship AQF 8 Foundations of Human Resource Management AQF 8
Course Developer	Strategic Management AQF 9 Short Course on Artificial Intelligence for Business Strategy AQF 8

Australian Institute of Business (MBA)- Adelaide

Course Convener:	Performance and Compensation Management AQF 9 Managing People in the Global Context AQF 9 Strategic Human Resource Management AQF 9 Artificial Intelligence for Business AQF 9 Managing Change AQF 9 Leadership AQF 8
Course Developer:	Artificial Intelligence for Business- AQF 9
Course Revisions:	Strategic Human Resource Management AQF 9 Managing People in the Global Context AQF 9 Managing Change AQF 9

College of Leadership and Business (AIPC group) (Online BBA)- Brisbane

Course Coordinator:	Organisational Behaviour AQF 8 Global Business AQF 8 Managing and Leading People AQF 8 Innovation and Entrepreneurship AQF 8 Cross Cultural Considerations in Business AQF 8 Pay and Performance AQF 8
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Griffith Business School, Griffith University, Gold Coast/ Brisbane

Sessional Lecturer: Business Ethics and Corporate Governance (Final Year Undergraduate 2018)
Received Dean's award for Excellence in Teaching and Learning
Received Deputy-Vice Chancellor's High Commendation of Teaching

Sessional Lecturer: Managing People in the Global Context

Sessional Lecturer: Management Concepts (First Year Undergraduate – 2018)

Sessional Tutor: Management Concepts
Organisational Behaviour
Business Communications
Human Resource Management Principles
Managing People in the Global Economy
Business Ethics and Corporate Governance

Visiting Lecturer (International) Thailand, China, Hong Kong

Courses: Labour Relations (Yunnan Normal University, China)
Introduction to Marketing (Yunnan Normal University, China)

Knowledge Management (Prince of Songkhla University, Thailand)
Organisational Behaviour (Prince of Songkhla University, Thailand)
Leadership (Prince of Songkhla University, Thailand)

Management Problem Solving (The Chinese University of Hong Kong)

AWARDS

Outstanding Award for Excellence in Postgraduate Teaching (Provost, University of Tasmania)- 2021
Special Mention for Excellence in Teaching (Academic Dean, Australian Institute of Business)- 2020
Commendation for Excellence in Teaching (Deputy-Vice Chancellor-Griffith University)- 2018
Award for Excellence in Learning and Teaching (Dean, Griffith Business School)- 2018
Award for Excellence in Learning and Teaching (Dean, Griffith Business School)- 2017
Winner of 3-minute Thesis Competition (Griffith Business School)- 2016
Academic Excellence Award (Griffith University)- 2013

INVITED TALKS/PRESENTATIONS/PANELS

Rana, V. “*Business Model Canvas workshop*”, presented at College of Science and Engineering, University of Tasmania, Hobart, and Launceston Campus.

Rana, V. “*Design thinking workshop*” presented at College of Science and Engineering, University of Tasmania, Hobart, and Launceston Campus.

Rana, V. “*Artificial Intelligence use cases in MICE Industry*” presented at Faculty of Management Studies, Prince of Songkhla University, Hatyai, Thailand, Online delivery.

Rana, V. “*Introduction to Innovation in Business*” presented at Faculty of Management Studies, Prince of Songkhla University, Hatyai, Thailand, Online delivery.

Rana, V. “*The impact of ethics in Artificial Intelligence*” presented at Australian Institute of Business for academic staff.

Rana, V. “*The significance of ethical approval in research*” presented at the Annual Higher Degree Research Colloquium, Department of International Business and Asian Studies, now, Department of Business, Strategy and Innovation, Griffith Business School.

Rana, V. “*The One rule to stay ahead in the publication game*” presented at the Annual Higher Degree Research Colloquium, Department of International Business and Asian Studies, now, Department of Business, Strategy and Innovation, Griffith Business School

Rana, V. “*The existence of Non-preferred Work Tasks in Work Roles*” presented at the Centre for Work, Organisation and Well-being (WOW), Griffith University.

SERVICE

College Learning and Teaching Committee, Tasmanian College of Business and Economics, University of Tasmania

University of Tasmania Catalyst Mentor, Launceston Campus- Catalyst is a program at UTAS for high achieving students to provide them with support for scholarships, internships, overseas education experience and other academic mentoring support as required.

Internal Recruitment Panel Member recruiting for new position at Level B at Tasmanian School of Business and Economics- University of Tasmania.

International Speaking engagements on various business and entrepreneurial topics for Tasmanian School of Business and Economics.

Establishing International Collaboration with Universities in India, and Thailand for University of Tasmania by delivering seminars on various topics such as Innovation and Entrepreneurship, and Artificial Intelligence in Business

Executive Board of Conference- 4th International Conference of Marketing, Strategy & Policy, Newcastle University, UK.

AIB Various internal committees; Academic Review Committee, Assessment Committee,
Online Facilitator Management Committee, Courses Development Committee etc., 2019-2021

Campus Director, Hult Prize@ Griffith University, Social Enterprise Business Pitching Competition, San Francisco 2018

Vice President and Academic Director of Gold Coast Association of Postgraduates (GCAP) 2016

Organized Li Cunxin (Mao’s Last Dancer) Event for GCAP to inspire Students and Staff (500 audience members). 2016

Ad- Hoc Reviewer: Asian Business and Management Journal 2021- Present

Ad- Hoc Reviewer: Human Relations 2020- Present

Ad- Hoc Reviewer: South Asian Journal of Human Resource Management 2020- Present

Ad- Hoc Reviewer: Australia and New Zealand Academy of Management	2014- Present
Ad- Hoc Reviewer: Academy of Management Conference, USA.	2016- Present
Ad- Hoc Reviewer: Asian Journal of Sustainability and Social Responsibility	2016

PHD THESIS EXAMINER

Adaptive capacity to climate change: Rice farmers in the Mekong Delta, Vietnam- RMIT University

HIGHER DEGREE RESEARCH STUDENTS

DBA students

Adrian Kaminski (in progress)- Adrian is doing his DBA in the use of Artificial Intelligence in Human Resource Management from Australian Institute of Business. He will submit in July 2023.

Tafara Chipamaunga (in progress)- Tafara is doing his DBA in Human Resource Management from Australian Institute of Business. He will submit in December 2022.

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)	2014 – Present
Divisions: HR, OB, Entrepreneurship, Technology and Innovation Management	
Australian and New Zealand Academy of Management (ANZAM)	2013 – Present
Centre for Work Organization and Well-being (WOW), Griffith University	2013 – Present

REFEREES

Available on request