

Aman Kabra

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Research Area

Judgment and decision making; groups and teams.

Education

Ph.D. in Management & Organization (Track: Organizational Behavior)

Smeal College of Business, Pennsylvania State University
2021–2026

Dissertation: *Beyond Workload: How Demand Configurations Shape Strain*

Committee: *Stephen E. Humphrey (chair and advisor), Margaret M. Luciano, Semin Park, and James M. LeBreton*

B.E. (Hons.) in Manufacturing Engineering

Birla Institute of Technology and Science (BITS), Pilani
2013–2017

Academic Appointment

Assistant Professor (tenure track) in Organizational Behavior

Department of Management, Spears School of Business, Oklahoma State University
2026–Present

Refereed Journal Publications

Schouten, M. E., **Kabra, A.**, & Humphrey, S. E. (2026). Expertise evaluation: A dimensional framework for broad-based theory building. *Organizational Behavior and Human Decision Processes*, 195, Article 104509. <https://doi.org/10.1016/j.obhdp.2026.104509>

Luciano, M. M., Watson, M. K., **Kabra, A.**, & Winchester, C. C. (2026). Why and how organizational structures change: An integrative review and framework. *Academy of Management Annals*, 20(1), 400–450. <https://doi.org/10.5465/annals.2024.0089>

Gupte, S. S., Sachdeva, A., **Kabra, A.**, Singh, B. P., Krishna, A., Pathni, A. K., Sharma, B., Moran, A., Mamindla, A. R., Kannuri, N. K., & Deo, S. (2024). Private provider practices and incentives for hypertension management in rural and peri-urban Telangana, India: A qualitative study. *BMC Health Services Research*, 24(1), Article 1206. <https://doi.org/10.1186/s12913-024-11560-5>

Alok, S., **Kabra, A.**, & Mudam, A. (2018). Predicting the behavioural intention to adopt lean practices: An empirical study in the manufacturing industry. *International Journal of Services and Operations Management*, 29(4), 557–578. <https://doi.org/10.1504/IJSOM.2018.090457>

Works Under Review and In Progress (Titles Masked)

Note. Authorship order for some works may be tentative and subject to change.

Blocker, V., Boora, L., Seo, D., Hollenbeck, J., Watson, M. K., Yoon, S., & **Kabra, A.** (Revise and resubmit, 1st round). Gender composition in multiteam systems. *Academy of Management Journal*.

Dimotakis, N., **Kabra, A.**, Creed, V., Fu, S., Yoon, S., Boulamatsi, A., Koopman, J., & Lambert, L. (Under review). Review of polynomial regression in organizational research. *Journal of Management*.

Kwon, E., Yoon, S., LePine, J., Cannon, M., **Kabra, A.**, & Blocker, V. (Under review). A looming vulnerability perspective on work-related imagined interactions. *Journal of Applied Psychology*.

Kabra, A., Humphrey, S. E., Luciano, M. M., Watson, M. K., Kwon, E., & Boora, L. (In preparation). Decision making in multiteam systems. Target journal: *Academy of Management Journal*.

Kabra, A., & Dimotakis, N. (In preparation). Sample size in congruence research. Target journal: *Journal of Applied Psychology*.

Kabra, A., Yidan, Y., Humphrey, S. E., Watson, M. K., Kwon, E., & Seo, D. (In preparation). Psychological distance in leader-member exchange in multiteam systems. Target journal: *Academy of Management Journal*.

Gupta, A., **Kabra, A.**, & Pillutla, M. M. (In preparation). Role of communicator in judgments of taboo tradeoffs. Target journal: *Journal of Applied Psychology*.

Kabra, A., Aime, F., Humphrey, S. E., & Barton, R. R. (In preparation). Meta-morphospace approach to team design. Target journal: *Journal of Applied Psychology*.

Practice-Oriented Publications

Jandhyala, J., & **Kabra, A.** (2021, May 6). Improving testing availability alone not enough; mitigating uptake barriers equally crucial. *Forbes India*. <https://www.forbesindia.com/article/isbinsight/improving-testing-availability-alone-is-not-enough-mitigating-uptake-barriers-is-equally-crucial/67803/1>

Sachdeva, A., & **Kabra, A.** (2021, April 30). Let's aim for affordable and sustainable corona testing. *Mint*. <https://www.livemint.com/opinion/columns/lets-aim-for-affordable-and-sustainable-corona-testing-11619722460675.html>

Kabra, A., Sachdeva, A., & Sheth, A. (2021, January 29). Behavioral dynamics affecting COVID-19 vaccination uptake in India. *Health Management, Policy & Innovation*. <https://hmpi.org/2021/01/29/behavioral-dynamics-affecting-covid-19-vaccination-uptake-in-india/>

Das, H., Deo, S., Gupta, A., **Kabra, A.**, & Sachdeva, A. (2020, November 1). Drivers of improving cost-efficiency of COVID-19 testing in India. In *The road ahead for smart COVID-19 testing and tracing in India* (pp. 36–46). The Rockefeller Foundation. <https://www.rockefellerfoundation.org/report/the-road-ahead-for-smart-covid-19-testing-and-tracing-in-india/>

- Kabra, A.** (2020, July 22). Last-mile distribution models for health commodities: The case of ORS/Zinc. *Indian School of Business*. <https://blogs.isb.edu/healthcare/2020/07/22/orszinc/>
- Kabra, A.** (2020, July 22). How do private providers manage hypertension? The case of Karimnagar. *Indian School of Business*. <https://blogs.isb.edu/healthcare/2020/07/22/hypertension/>
- Deo, S., **Kabra, A.**, & Das, H. (2020, June 1). Do we have enough testing capacity for COVID-19? *Indian School of Business*. <https://blogs.isb.edu/blog/2020/06/01/do-we-have-enough-testing-capacity-for-COVID-19/> [Also featured in *Times of India*: <https://timesofindia.indiatimes.com/city/hyderabad/isb-need-for-rapid-ramp-up-of-covid-19-testing-capabilities/articleshow/75855884.cms>]
- Deo, S., Das, H., **Kabra, A.**, & Deva, A. (2020, May 12). An aggregated sample collection model for COVID-19? *Indian School of Business*. <https://blogs.isb.edu/healthcare/2020/05/12/sample-collection-and-transportation-an-overlooked-pawn-in-the-fight-against-covid19/> [Also featured in *Times of India*: <https://timesofindia.indiatimes.com/city/hyderabad/new-sample-collection-model-needed-study/articleshow/75416632.cms>]

Conference Presentations

- Schouten, M. E., **Kabra, A.**, & Humphrey, S. E. (2026, July 31–August 4). *Expertise evaluation: A dimensional framework for broad-based theory building* [Paper presentation]. 86th Annual Meeting of the Academy of Management, Philadelphia, PA, United States. [Coauthor; presenter: M. E. Schouten].
- Schouten, M. E., **Kabra, A.**, & Humphrey, S. E. (2026, July 23–25). *Expertise evaluation: A dimensional framework for broad-based theory building* [Paper presentation]. 21st Annual INGRoup Conference, Pittsburgh, PA, United States. [Coauthor; presenter: M. E. Schouten].
- Kwon, E., Yoon, S., LePine, J., Cannon, M., **Kabra, A.**, & Blocker, V. (2025, July 25–29). *A looming vulnerability perspective on work-related imagined interactions* [Paper presentation]. 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark. [Coauthor; presenter: E. Kwon].
- Kabra, A.**, Humphrey, S. E., Luciano, M. M., & Watson, M. K. (2025, July 17–19). *Confidence asymmetry between echelons: Implications for multiteam system outcomes* [Paper presentation]. In V. Blocker, E. Kwon, L. Boora, & A. Kabra (Chairs), *Architecting empirical frontiers: National infrastructure to investigate multiteam systems* [Symposium]. 20th Annual INGRoup Conference, Rotterdam, Netherlands. [Coauthor; presenter: S. E. Humphrey].
- Kabra, A.**, Humphrey, S. E., Watson, M. K., & Luciano, M. M. (2024, August 9–13). *Confidence asymmetry between echelons: Implications for multiteam system outcomes* [Paper presentation]. In A. Kabra, L. Boora, & E. Kwon (Chairs), *Architecting empirical frontiers: National infrastructure to investigate multiteam systems* [Symposium]. 84th Annual Meeting of the Academy of Management, Chicago, IL, United States. [Presenter].
- Kabra, A.**, Vancouver, J., Griffin, D., Kozlowski, S., Braun, M., Chao, G., Grand, J., & Kuljanin, G. (2024, July 18–20). *Computational modeling in groups and teams: Unpacking agent-based and*

system dynamics approaches [Paper presentation]. In D. Griffin & A. Kabra (Chairs), *Computational modeling in groups and teams* [Symposium]. 19th Annual INGRoup Conference, Charlotte, NC, United States. [Presenter].

Gupta, A., **Kabra, A.**, & Pillutla, M. M. (2022, August 5–9). *Desensitizing taboo tradeoffs: Can communication by scientists reduce outrage?* [Paper presentation]. 82nd Annual Meeting of the Academy of Management, Seattle, WA, United States. *Academy of Management Proceedings*, 2022(1), Article 11919. <https://doi.org/10.5465/AMBPP.2022.11919abstract> [Presenter].

Schouten, M. E., Humphrey, S. E., & **Kabra, A.** (2022, July 21–24). *I won't recognize it if I see it: A multilevel, multidisciplinary process model of expertise recognition* [Paper presentation]. 17th Annual INGRoup Conference, Hamburg, Germany. [Presenter].

Grants and Awards

Task interdependence in multiteam systems: Synergy, process loss, and the moderating impact of communication and team member diversity. Hollenbeck, J. R., Humphrey, S. E., & LePine, J. (Principal Investigators). U.S. Army Research Institute for the Behavioral and Social Sciences, 2021–2024 (\$2.2 million). Joint grant among Michigan State University, Pennsylvania State University, and Arizona State University. Personal role: doctoral student lead at Pennsylvania State University.

Summer Research Grant, U.S. Army Research Institute for the Behavioral and Social Sciences, 2023–2025 (\$4,400 per year).

Ossian R. MacKenzie Teaching Award, Pennsylvania State University, 2024 (\$1,000). Awarded annually to one doctoral student across all departments in the Smeal College of Business for teaching performance.

Gerald I. Susman Endowment Award, Pennsylvania State University, 2023 (\$1,400).

Smeal Small Research Grant Award, Pennsylvania State University, 2023–2025 (Spring 2023, \$1,000; Fall 2023, \$1,000; Spring 2024, \$500; Fall 2024, \$300; Spring 2025, \$1,050; Fall 2025, \$3,000; Spring 2026, \$3,000).

Summer Research Grant, Pennsylvania State University, 2022 (\$2,979).

Management & Organization Enhancement Scholarship, Pennsylvania State University, 2021–2026 (\$1,470 per year).

Professional Affiliations

Academy of Management (2021–Present)

INGRoup (2021–Present)

Professional Service

Ad hoc Reviewer, *Academy of Management Journal*

Ad hoc Reviewer, *Journal of Applied Psychology*

Roundtable Host, “Halfway There” Professional Development Workshop, Organizational Behavior Division, Academy of Management Annual Meeting, 2026.

Technical Skills

Programming languages: Python, R, and L^AT_EX

Packages: Python: statsmodels, scikit-learn, NLTK, pandas, NumPy, Matplotlib, Seaborn, Plotly, networkx, gensim, and spaCy; R: lme4, nlme, ggplot2, psych, lavaan, tm, tidyverse, and igraph

Data collection: Qualtrics, REDCap, Gorilla, MTurk, and Prolific

Data visualization: Tableau, Power BI, Python (Plotly, Dash), and R (ggplot2, Shiny)

Text analysis: NVivo, LIWC, Python (NLTK, spaCy, gensim), and R (tm, quanteda)

Network analysis: Python (networkx), R (igraph, RSiena), Gephi, and UCINET

Research design: experimental design, mixed methods, longitudinal analysis, and multilevel modeling

Teaching Experience

Entrepreneurial Mindset, Smeal College of Business, Pennsylvania State University, undergraduate, 3 credits, Fall 2024 (student rating: 5/5).

Entrepreneurial Mindset, Smeal College of Business, Pennsylvania State University, undergraduate, 3 credits, Spring 2024 (student rating: 5/5).

Professional Certifications

Natural Language Processing in Python, *DeepLearning.AI*, 10-month specialization (classification, vector spaces, probabilistic, sequence, and attention models), 2020.

Data Science Professional, *IBM*, 10-month specialization (exploratory data analysis, statistical analysis, machine learning, cloud databases, RDBMS, and SQL), 2020.

Lean Six Sigma Black Belt Professional, *QAI Global*, 4-month program (DMAIC, DFSS, and IDOV frameworks), 2019.

Technology Entrepreneurship Programme, *Indian School of Business (ISB)*, 1-year program (founded an online platform to facilitate book sharing within social networks), 2016.

Lean Six Sigma Green Belt Professional, *KPMG*, 32-hour program (DMAIC framework), 2015.

Work Experience

Research Associate

Indian School of Business (ISB), India
2019–2021

- Worked with Madan Pillutla and Sarang Deo on research projects in organizational behavior and health care operations.

Founder and CEO

Pebble Sierra Academy & Consultancy, India
2018–2019

- Delivered operational improvement consulting; built a clientele of 9 micro, small, and medium-sized enterprises and 17 universities; managed 6 full-time employees and 8 contract consultants.

Campaign Manager, Global Brand Delivery

InMobi, India
2017–2018

- Managed advertising campaigns across Malaysia, Singapore, Vietnam, Thailand, and the Philippines, handling a total portfolio of more than \$1.5 million.

Intern

Credit Suisse, ISB, Alfa Packaging (Hindustan Unilever Ltd), MAHLE, HitchUp, MechJunction
2014–2017

- Summer and winter internships during the undergraduate program at BITS Pilani.

References

Stephen E. Humphrey, Alvin H. Clemens Professor of Management & Organization, Smeal College of Business, Pennsylvania State University, stephen.humphrey@psu.edu.

Margaret M. Luciano, Associate Professor of Management & Organization, Smeal College of Business, Pennsylvania State University, margaret.luciano@psu.edu.

James M. LeBreton, Professor of Social Data Analytics and Psychology, Pennsylvania State University, jml70@psu.edu.

John Hollenbeck, University Distinguished Professor and Associate Dean for Research, Eli Broad Graduate School of Business, Michigan State University, jrh@broad.msu.edu.

Russell R. Barton, Distinguished Professor of Supply Chain and Information Systems, Smeal College of Business, Pennsylvania State University, rrb2@psu.edu.