

# ANURAG GUPTA

London Business School  
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## EDUCATION

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| <b>London Business School</b><br><i>Ph.D. in Organizational Behavior</i>                                 | 2023 (expected) |
| <b>Punjab Engineering College, Chandigarh</b><br><i>B.E. in Electronics and Electrical Communication</i> | 2012            |

## RESEARCH INTERESTS

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My research focuses on the inclusion and effective talent utilization of workers from lower social class backgrounds in organizations. In one stream of my research, I study how social class background shapes individuals' views and how these views can be a source of disadvantage for workers from lower social class backgrounds. In another stream of research, I focus on interpersonal barriers to show how interactions with others can reproduce inequality.

## PUBLICATION

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- Enesi I., Adams G., & **Gupta A.** (2021) When it pays to be kind: the allocation of indirect reciprocity within power hierarchies. *Organizational Behavior and Human Decision Processes*, 165, 115-126.

## REVISE & RESUBMIT OR UNDER REVIEW

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- **Gupta A.**, & Pitesa M. Caste and Class: Coworker helping and disadvantage reproduction in the workplace. (Revision requested: *Journal of Applied Psychology*).
- **Gupta A.**, Kabra A., & Pillutla M. M. Desensitizing taboo tradeoffs: Can communication by scientists reduce outrage? (Under review: *Organizational Behavior and Human Decision Processes*).

## WORKING PAPERS

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- **Gupta A.**, & Pitesa M. Family Background, Performance, and Disadvantage Reproduction at Work. (In preparation to be submitted to: *Academy of Management Journal*).
- **Gupta A.**, Mannucci P. V., & Pillutla M. M. Social class, approach to work, and age of significant contribution. (In preparation to be submitted to: *Administrative Science Quarterly*).
- **Gupta A.**, Pitesa M., & Pillutla M. M. Social class and work-life segmentation (Target: *Academy of Management Journal*).

## WORK IN PROGRESS

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- **Gupta A.**, Pillutla M. M., & Mannucci P. V. (Data collection) Social science versus natural science: A signalling theory perspective.
- **Gupta A.** (Data collection) Caste and Work referrals.

## CONFERENCE PRESENTATIONS

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- **Gupta A.**, Kabra A., & Pillutla M. M. (2022) Desensitizing taboo tradeoffs: Can communication by scientists reduce outrage? Scheduled for Academy of Management Annual Meeting, Seattle, USA.
- **Gupta A.**, Mannucci P. V., & Pillutla M. M. (2022) Social class, approach to work, and age of significant contribution. East Coast Doctoral Conference.
- **Gupta A.**, Kabra A., & Pillutla M. M. (2022) Desensitizing taboo tradeoffs: Can communication by scientists reduce outrage? Trans-Atlantic Doctoral Conference, London, UK.
- **Gupta A.**, Mannucci P. V., & Pillutla M. M. (2020) Social class, approach to work, and age of significant contribution. Academy of Management Annual Meeting, Vancouver, Canada.
- Enesi I., Adams G., & **Gupta A.** (2020) Indirect reciprocity in power hierarchies. Symposium. Academy of Management Annual Meeting, Vancouver, Canada.
- Schmidtke J., **Gupta A.**, Sterling C. & Olson-Buchanan, J. B. (2017) The effect of technology use on relationship and network development. Society for Industrial and Organizational Psychology, Orlando, USA.
- Oldroyd J., Evans J., Bingham J. & **Gupta A.** (2017) The role of social networks and cultural intelligence in affecting the fate of the deviant. Academy of International Business, Dubai, UAE.

## RESEARCH GRANTS, FELLOWSHIPS, AND AWARDS

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- **The Wheeler Institute, London Business School**, Research Grant with Madan M. Pillutla (Oct 2019) - £14,500.
- **Visiting Research Fellow at Lee Kong Chian School of Business, Singapore Management University** (Aug 2018).

## PROFESSIONAL SERVICE

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<b>Ad Hoc Reviewer</b> <i>Organizational Behavior and Human Decision Processes</i>	2021- Present
<b>Reviewer</b> <i>Trans-Atlantic Doctoral Conference</i>	2017- Present
<b>Chair</b> <i>Trans-Atlantic Doctoral Conference</i>	2019

## TEACHING EXPERIENCE

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<b>Developing Effective Managers and Organizations at London Business School</b> <i>Teaching Assistant to Madan Pillutla</i>	2021
<b>The Science of People in Organizations at London Business School</b> <i>Teaching Assistant to Daniel Effron, Gillian Ku, &amp; Pier Vittorio Mannucci</i>	2020
<b>Performing in Organizations at London Business School</b> <i>Teaching Assistant to Pier Vittorio Mannucci</i>	2020
<b>KPMG, India</b> <i>Trained 300 senior government officials in 20 workshops across states and central ministries</i>	2015-2016
<b>Teach for India</b> <i>Taught 52 4th graders in a low-income, under-resourced school</i>	2013-2015

## RESEARCH EXPERIENCE

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**Research Associate (Full Time) – Organizational Behavior**

Indian School of Business

2016 - 2017

## INDUSTRY EXPERIENCE

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**KPMG, Gurgaon, India**

*Associate Consultant*

2015 - 2016

**Project: Capacity building of National Skill Development Agency:** Ministry of Skill Development and Entrepreneurship, Government of India

**Teach for India, Delhi, India**

*Fellow, Municipal Corporation School, Lancers Road, Delhi*

2013 - 2015

**Schneider Electric, Bengaluru, India**

*Graduate Engineer Trainee*

2012 - 2013

## REFERENCES

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**Dr. Madan M. Pillutla**

Dean & Professor of Organizational Behaviour

Indian School of Business

[mpillutla@isb.edu](mailto:mpillutla@isb.edu)

**Dr. Marko Pitesa**

Associate Professor and Lee Kong Chian Fellow

Organisational Behaviour & Human Resources

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**Dr. Ena Inesi**

Associate Professor of Organisational Behaviour

London Business School

[einesi@london.edu](mailto:einesi@london.edu)

**Dr. Pier Vittorio Mannucci**

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