

Dr. BHUMI MAHESH TRIVEDI

3rd May, 1991

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Education

Indian Institute of Management, Ahmedabad

Ph.D. in Human Resource Management Area

Thesis title: Workplace Incivility: The Role of Human Resource Management Systems in Understanding Employee Responses to Incivility

Thesis Advisory Committee: Prof. Aditya Moses, Prof. Rajesh Chandwani and Prof. Vishal Gupta

Navanitlal Ranchhodlal Institute of Business Management (NRIBM),

Gujarat Technological University, Ahmedabad

Master of Business Administration in Human Resource Management, 2014

S. M. Patel Institute of Commerce, Gujarat University

Bachelor of Commerce, 2011

Academic scholarships and achievements:

Awarded the Industrial Finance Corporation of India (IFCI) Award for **Best Thesis Proposal 2024**: Investigating the Role of HR in Understanding Responses to Workplace Incivility

Awarded the **Best Paper Award for Robustness and Generalizability of Evidence** at the International Technology and Societal Impact Conference at S. P. Jain Institute of Management and Research (February 2026)

Qualified July 2019 CBSE UGC NET for **Junior Research Fellowship & Assistant Professor** in Labour Welfare/HRM area

Research Interests:

HRM Systems, Negative workplace behaviors, Work culture, Labour welfare, Gig economy, Knowledge work and employee behaviors, Career plateau, Experimental methods, Qualitative research methods.

Research Pipeline:

- The Impact of HRM Systems on Employees' Responses to Workplace Incivility
Authors: Bhumi Trivedi, Prof. Aditya Moses (Faculty at IIM Ahmedabad) and Prof. Vishal Gupta (Faculty at IIM Ahmedabad)
- *Does My Workspace Matter?* Indoor Environmental Quality and Employee Outcomes

Authors: Prof. Aditya Moses (Faculty at IIM Ahmedabad), Bhumi Trivedi, Prof. Rya Ray (Faculty at O. P. Jindal Global University)

- “*How subtle was it?*”: Role of Intensity of Workplace Incivility and HR System in Observer’s Response.
Authors: Bhumi Trivedi, Prof. Aditya Moses, and Prof. Vishal Gupta
- The Green Desk Effect: Exploring the role of Green Index and Employee Comfort in shaping employee experience, and Behavioral outcomes
Authors: Prof. Aditya Moses (Faculty at IIM Ahmedabad), Bhumi Trivedi, Prof. Rya Ray (Faculty at O. P. Jindal Global University)
- Geographies of Urban Informality in South Asia
Authors: Pankil Goswami (McGill University) and Bhumi Trivedi

Manuscript under preparation:

- “*I know it's abusive, but it's okay*”- The See-saw between Abusive Supervision and Knowledge Work amongst Healthcare professionals in India.
Authors: Bhumi Trivedi and Prof. Aditya Moses
- Business Group-Affiliation, Institutional Changes and Internal CSR in Emerging Markets: Evidence using Employee Welfare and Training Expenditure data
Authors: Prof. Aditya Moses, Prof. Bibek Bhattacharya (Faculty, Strategy, IIM Ahmedabad) and Dr. Bhumi Trivedi

Publications during Ph.D.

Case study:

Varkkey, B., & Trivedi, B. (2023). Aster Retail UAE (A): Connecting Employees, Customers and Business Results. *Indian Institute of Management Ahmedabad*, 1-33.

Case published in Harvard Business School Publishing under Harvard Business Publishing Education: <https://hbsp.harvard.edu/product/A00313-PDF-ENG>

Research papers:

Mahajan, A., & Trivedi, B. (2022). Conquering talent challenges-the Troikaa way. *International Journal of Business and Globalisation*, 31(1), 78-91. <https://doi.org/10.1504/IJBG.2022.124524>
Co-author: Prof. Anupama Mahajan, Army Institute of Management, Kolkata (Ph.D., IIM Kashipur)

Trivedi, B. M., & Varkkey, B. (2020). Managing a Career Plateau: The Case of Aster Retail, UAE. *Strategic HR Review*, 19(5), 243-248. <https://doi.org/10.1108/SHR-10-2020-188>

Conference Presentations

Accepted for the **Academy of Management (AOM 2026)** to be held in Philadelphia, Pennsylvania, USA from 31st July to August 4, 2026.

“How subtle was it? Role of Intensity of Workplace Incivility and HRM System in Observer’s Response to Incivility”

Presented at TaSIC- **International Technology and Societal Impact Conference** at S. P. Jain Institute of Management and Research, Mumbai, India, February 20-21, 2026.

“How subtle was it? Role of Intensity of Workplace Incivility and HRM System in Observer’s Response to Incivility”-

Won the Best Paper Award for Outstanding Research Contribution in Robustness and Generalizability of Evidence.

7th International HR Conference at K J Somaiya Institute of Management, Mumbai, India, January 30-31, 2020

“HR Leaders driving HR Transformation: Cases from the Indian Pharmaceutical Industry.”

Indian Academy of Management (INDAM) at the Goa Institute of Management, Goa, 2024.

“I know it’s abusive, but it’s okay- Uncovering abusive supervision amongst junior resident doctors.”

Accepted for 66th **Western Academy of Management** Conference at Kelowna, B.C, Canada, March 19-22, 2025.

“The Role of HR Systems in Employee Responses to Workplace Incivility”

Accepted for **EURAM 2025** (European Academy of Management) at Florence, Italy, from June 22-25, 2025.

“The Role of HR Systems in Employee Responses to Workplace Incivility”

University Teaching

Amrut Mody School of Management, Ahmedabad University

Human Capital Management, MGT 121

Monsoon Semester 2024 -Winter Semester 2025- Winter Semester 2026

Entrepreneurship Development Institute of India, Gandhinagar

Strategic Management for PGDM-Entrepreneurship

February 2026- April 2026

Teaching Assistantship: IIM Ahmedabad (2022-2024)

PGP courses

Personal and Corporate Ethics

Prof. Saral Mukherjee

Human Resource Management 1

Prof. Rajesh Chandwani

Human Resource Management 2

PGPX courses

People Analytics

Prof. Aditya Moses

Creating High Performing Organizations

Prof. Aditya Moses

Prof. Aditya Moses

Remains of MBA

Prof. Saral Mukherjee

Research Activities

Participated in the ‘**Doctoral Consortium on Teaching 2025**’ at IIM Bangalore from January 20 – January 24, 2025.

Reviewer for the Organizational Behavior and Human Resource Management divisions for the Academy of Management (AOM), BAM and EURAM since 2022

Assisted with the People Science track at the NSE Centre for Behavioral Science Conference, 2022, at IIM Ahmedabad

Assisted with Employee Voice, silence and safety track and Leadership, Context and Understanding track at IMRC 2024, IIM Ahmedabad

Professional experience: Research Assistant, HRM Area, IIMA 2015-2020

- Aided in Research Projects, research papers, reports, case studies and teaching notes
- Introduction to qualitative methods: involved approaching organizations for conducting qualitative interviews and focus group discussions, data analysis, and interpretations.
- Assisted in HR consultancy projects around leadership and behaviors and 360-degree feedback projects, career management and junior board formations as succession planning, digital transformation and cultural transformation, identification of high-potentials and creating fast-track career advancement systems.
- Assisted in Management Development Programs: Developing customized course content for Executive Education programs, undertaking training need analysis, working towards the employee developmental plans and action projects.

References

Prof. Aditya Moses
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Prof. Vishal Gupta
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Prof. Rajesh Chandwani
rajeshc@iima.ac.in