Dhruv Pratap Singh

Organizational Behavior | *Human Resource Management* | *Human–AI Collaboration*

contact@dhruvpratapsingh.org | dhruvpratapsingh.org | LinkedIn | Google Scholar

EDUCATION

Ph.D. in Management Information Systems, Copenhagen Business School, Denmark *2025–2027*

Coursework requirements substantially complete. Pre-defense scheduled for February 2027. Thesis in progress: Interpreting Generative AI in Collaborative Work: Credibility and Norms in Experiential Learning Environments.

Ph.D. in Management (OB and HRM), NEOMA Business School, France *2022–2026*

Thesis defended 21 September 2026. Thesis: Bridging the Responsibility Gap: Developing and Validating Responsible Generative AI Competence. Best Dissertation Writeup Award (2025).

M.Sc. in International Project Development, NEOMA Business School, France *2019–2021*

Overall average A+ (3.85/4.00). Thesis on cultural integration in global project management practice.

B.Tech. in Civil Engineering, University of Petroleum and Energy Studies, India *2015–2019*

RESEARCH INTERESTS

Responsible generative AI use at work, agentic AI and human–AI teams, learning and judgment in AI-enabled work, construct development and psychometrics, longitudinal and multilevel research, and the future of work.

PEER-REVIEWED JOURNAL PUBLICATIONS AND BOOK CHAPTERS

van Zelderen, A. P. A., Masters-Waage, T. C., Affinito, S. J., Bekbergenova, A., Cowan, K., Hartmann, T., Hausfeld, M. M., Jolink, A., Korbel, J. J., Lynn, T., Renier, L., **Singh, D. P.**, Wu, S., et al. (2026). Creating common virtual ground: Protocols to democratize open VR research. *Proceedings of the National Academy of Sciences, 123*(26), e2524991123. https://doi.org/10.1073/pnas.2524991123

Farrell, W., Tavoletti, E., **Singh, D. P.**, Leigh, J., & Taras, V. (2026). Task-technology fit and the productive use of generative artificial intelligence in student global virtual teams. *The International Journal of Management Education, 24*(3), 101428. https://doi.org/10.1016/j.ijme.2026.101428

Farrell, W., Richards, M., Taras, V., El Kamous, H., Karnadi, L., **Singh, D. P.**, & Idelson, M. (2025). Perceptions of leadership effectiveness in global virtual teams: Gender, personality, and self- versus peer evaluations. *The Leadership Quarterly, 36*(3), 101859. https://doi.org/10.1016/j.leaqua.2024.101859

Singh, D. P., & Singhani, M. S. (2022). Cross-cultural integration in the next practices of project management: A qualitative study. In V. Anantatmula (Ed.), *Research handbook on project performance*. Edward Elgar Publishing. https://doi.org/10.4337/9781802207613.00022

PEER-REVIEWED CONFERENCE PROCEEDINGS (2026)

Singh, D. P., & Taras, V. (2026). When AI credibility fractures: Human vs. AI feedback sources in global virtual student team projects. *ICIS 2026 Proceedings*, 11. Digital Learning and Pedagogy track. https://aisel.aisnet.org/icis2026/learn/learn/11

Singh, D. P., Shirish, A., González-Gómez, H. V., & Taghavi, S. (2026). Employee competences for responsible generative AI use at work: A personal resource perspective. *Academy of Management Proceedings, 2026*(1). https://doi.org/10.5465/AMPROC.2026.12056abstract

AWARDS AND HONORS

- 2026 AIS Best Conference Paper on Education Award for “When AI Credibility Fractures” (ICIS 2026).
- 2026 Jessica Pye Memorial AIS Doctoral Student College Grant for ICIS 2026.
- 2025 MED Global Forum Best Paper Award, Academy of Management.
- Best Dissertation Writeup Award, NEOMA Business School, 2025.
- 2025-1 X-Culture Best Instructor Award: top-ranked instructor among 197 instructors across the network, based on more than 100 performance indicators.
- X-Culture Best Team Award, selected from 1,047 teams, 2020.

CONFERENCE SUBMISSIONS

Singh, D. P. (2027). Shared work, different standards: Ethical diversity and moral conviction in GenAI-assisted teams. [Full paper submitted to UKAIS 2027.]

Singh, D. P., Tavoletti, E., Taras, V., Farrell, W., & Stephenson, R. (2027). AI as a second reviewer: Benchmarking AI evaluations of student consulting reports against instructor panels. [Research-in-progress paper submitted to UKAIS 2027.]

Singh, D. P., Gierlich-Joas, M., & Taras, V. (2027). Contested generative AI use in global virtual teams. [Short paper submitted to the European Conference on Information Systems (ECIS 2027), Track 16: Future of education and learning in times of AI.]

MANUSCRIPTS UNDER REVISION

Singh, D. P., Shirish, A., González-Gómez, H. V., & Taghavi, S. Employee competences for responsible generative AI use at work: A personal resource perspective. **Revise and resubmit**, *Human Resource Management Journal*, special issue on Advancing Robust Scale Development for HRM Research. *Job market paper.*

Taghavi, S., Gyomlai, M., & **Singh, D. P.** Temporal boundaries and identity integration in the work-from-home context. **Revise and resubmit**, *Human Resource Management*.

Farrell, W., Leigh, J., **Singh, D. P.**, & Taras, V. Generative AI and global virtual teams: Unveiling the relationship between technology adoption and team performance. **Revise and resubmit**, *The International Journal of Management Education*.

RESEARCH IN PROGRESS

Singh, D. P., Taghavi, S., González-Gómez, H. V., & Constantiou, I. Performance without learning: A JD-R theory of the responsibility gap in GenAI-enabled work. *Completed manuscript in internal peer review before submission; target: Human Resource Management, special issue.*

Singh, D. P., González-Gómez, H. V., Shirish, A., & Taghavi, S. From IT mindfulness to GenAI competence: A capability-based explanation of job engagement. *Completed manuscript in internal peer review before submission; target: Journal of Vocational Behavior.* Two-wave survey followed by a thirteen-week, four-wave longitudinal field study; Bayesian estimation carrying the first study forward under the power-prior method, with random-intercept cross-lagged panel modeling of within-person change.

Singh, D. P., Gierlich-Joas, M., Constantiou, I., & Taras, V. Negotiating generative AI use in global virtual teams: A multiple-case process study of contribution, fairness, and accountability. *Qualitative study in progress.*

Singh, D. P., Taghavi, S., González-Gómez, H. V., & Constantiou, I. Job crafting and self-undermining with generative AI: Holistically advancing the Job Demands-Resources framework. *Manuscript restructuring; target: Journal of Organizational Behavior.*

Singh, D. P., & Taras, V. Introducing AI agents as teammates: A sociotechnical and methodological framework for studying human–AI collaboration. *Conceptualization and research design; target: Organizational Research Methods.*

Singh, D. P. From provenance to answerability: Governing AI-assisted contribution in interdependent work. *Conceptualization and writeup; target: Academy of Management Review.*

INVITED SPEAKING

NEOMA Business School PhD School 10th Anniversary, Rouen *28 Oct 2026*

Invited keynote speaker.

Mae Fah Luang University, Chiang Rai, Thailand *2024*

Invited lecture on navigating the challenges of working in global virtual teams, X-Culture Global Business Week.

RESEARCH AND METHODOLOGICAL EXPERTISE

- Construct development and measurement: domain specification, expert review and content validation, exploratory and confirmatory factor analysis, higher-order measurement models, convergent, discriminant, criterion, and incremental validity, measurement invariance, survey design and scale adaptation.
- Research designs: randomized and field experiments, multi-wave surveys, longitudinal and panel designs, multilevel modeling, mediation, moderation and conditional process analysis, qualitative multiple-case and process research, and meta-analysis and systematic review.
- Advanced analysis: structural equation modeling, Bayesian estimation, random-intercept cross-lagged panel models, sensitivity analysis and reproducible quantitative workflows.
- Software and platforms: R, Python, Stata, SPSS, JMP, JASP, SmartPLS, Qualtrics, Prolific, NVivo, Atlas.ti, and n8n.

CONFERENCE ACTIVITY

International Conference on Information Systems, Lisbon *Dec 2026*

Scheduled full paper presentation, Digital Learning and Pedagogy track: When AI credibility fractures.

Academy of Management Annual Meeting, Philadelphia *2026*

Two presentations on responsible GenAI competence and IT mindfulness. Organizational Behavior Doctoral Consortium. Symposium panelist on X-Culture as research infrastructure.

Academy of Management Annual Meeting, Copenhagen *2025*

Three presentations on generative AI at work and in global virtual teams, including the MED Global Forum Best Paper. Late-Stage HR Doctoral Consortium. PDW facilitator on AI, ICT, and responsible management education. Symposium panelist.

European Academy of Management, Florence | European Group for Organizational Studies, Athens *2025*

Presentations on GenAI task-technology fit, GenAI competence, cross-cultural competence, and communication effectiveness. EURAM Doctoral Colloquium and EGOS Pre-Colloquium PhD Workshop.

Academy of Management Annual Meeting, Chicago *2024*

Presentations on generative AI in teams and work-family boundaries. Virtual reality research PDW facilitator, Communication, Digital Technology and Organization Doctoral Consortium, and symposium panelist.

AACSB AI Conference, Paris | Academy of Management, Boston and Seattle *2022–2024*

Three paper presentations on leadership, gender, peer evaluation, and performance in global virtual teams, plus three X-Culture symposia.

ACADEMIC APPOINTMENTS AND RESEARCH LEADERSHIP

NEOMA Business School, People and Organisations Department *2022–present*

Research Fellow, Future of Work Area of Excellence, Lecturer, and XP Behavioral Lab Assistant.

X-Culture, Coaching Program Director *2021–present*

Lead more than 100 coaches per semester across over 90 countries and direct coach training, longitudinal survey administration, assessment, and quality assurance for more than 300 assignments per cycle. Founded the X-Culture Academic Pathway, linking aspiring scholars with supervised research and teaching assistantships, and designed its research-training curriculum.

X-Culture, Coach, Administrative Assistant and Research Collaborator *2020–2021*

Highest-performing coach for global virtual teams. Hosted webinars on project management and global virtual team practice, and reviewed and analyzed more than 100 business proposals.

TEACHING AND SUPERVISION

Instructor, M.Sc. International Project Development, NEOMA Business School *2022–2025*

Global virtual teams, leadership, cross-cultural collaboration, and responsible AI use in international business consulting projects.

Thesis supervision, Global BBA, NEOMA Business School *2024–2025*

Personality and communication style in team dynamics, and AI in the future of work and business practice.

DOCTORAL METHODS TRAINING

Haskayne School of Business, University of Calgary *2024, 2026*

Mediation, Moderation and Conditional Process Analysis (Andrew F. Hayes), Introduction to Multilevel Modeling, Longitudinal Data Analysis and Visualization, and Modern Evidence-Based Synthesis: Meta-Analysis and Systematic Review.

Aarhus University | Aalborg University | Kühne Logistics University *2024–2025*

Understanding Causality and Structural Equation Modeling with Panel Data, Expertise and Emerging Technologies, Theorizing and Theory-Building in Management Research, and Survey and Experiment Design for Top-Tier Publishing.

PROFESSIONAL DETAILS

Memberships: Academy of Management, Association for Information Systems, European Academy of Management, European Group for Organizational Studies, and International Association for Conflict Management.

Certifications: Certified Associate in Project Management (CAPM) and PRINCE2 Practitioner.

Languages: English (C2), Hindi (C2), and French (A2).