Dr. ABRAHAM CYRIL ISSAC

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ABOUT ME

Abraham Cyril Issac is a Joint Ph.D from the Indian Institute of Technology Madras and Swinburne University of Technology, Melbourne. He is aMechanical Engineer from MNIT Jaipur and holds postgraduate degrees in Business Administration, Psychology and Business Laws from, NIT Calicut, University of Madras and NLSIU Bangalore respectively. He is atrained thermal powerplant engineer. He specializes now in Organisational Behaviour with a special focus on a relatively new construct of "Knowledge hiding". His academic interests include Human Resource Management, Strategic Management, Knowledge Management, and Macroeconomics. He is the recipient of the IIT Madras Institute Research Award and has published and presented extensively in various reputed international journals and conferences.

RESEARCH AREAS

- 80% **KNOWLEDGE HIDING**
- 90% **ORGANIZATIONAL BEHAVIOUR**
- 80% **POWER**
- 80% **KNOWLEDGE SHARING**
- 100% **MACROECONOMICS**

EDUCATION

JOINT PH.D.
Dec 2016 - Feb 2022
- Indian Institute of Technology Madras and
- Swinburne University of Technology, Australia
- Advisor(s): Dr. Rupashree Baral and Dr. Tim Bednall

MBA IN HR & FINANCE
May 2014 - May 2016
- National Institute of Technology, Calicut, India
- CGPA: 8.91/10 (IIIrd Rank)
- **MBA project:** Understanding the Knowledge Sharing among Researchers using Social Network Analysis

MSC IN PSYCHOLOGY
Aug 2012 - June 2014
- University of Madras, India

MASTER OF BUSINESS LAWS
June 2012- May 2014
- National Law School of India University (NLSIU) Bangalore, India

B.TECH IN MECHANICAL ENGINEERING
June 2004 – May 2008
- Malaviya National Institute of Technology, Jaipur, India
- CGPA: 7.15/10
- B.Tech project: TQM in Indian Service Sector

WORK EXPERIENCE

RELIANCE ENERGY LIMITED, Delhi, India
July 2008 – December 2010
- **Assistant Manager**
Erection & Commissioning

INDIANCIVILS.COM India
Faculty, Dec 2012 – Dec 2015
- Economics & Psychology

DC SCHOOL OF MANAGEMENT & TECHNOLOGY Vagamon, India
May 2016 – Dec 2016
- **Assistant Professor**
HR & OB and Economics

PUBLICATIONS

SL. NO	TITLE	JOURNAL	YEAR	SOURCE	ABDC RANKING	FINDINGS
1.	"Dissecting knowledge hiding: a note on what it is and what it is not"	Human Resource Management International Digest	2018	https://doi.org/10.1108/HRMID-09-2018-0179	C	Decoding the construct of knowledge hiding
2.	"Whom to appease and whom to circumvent: analyzing knowledge sharing with social networks"	Global Knowledge, Memory and Communication	2019	https://doi.org/10.1108/GKMC-03-2019- 0041	B	Knowledge sharing among researchers through SNA
3.	"Unravelling the Nexus between neuroscience and leadership research: A biblio-morphological analysis of the extant literature"	Management Decision	2019	https://doi.org/10.1108/MD-01-2019-0017	B	Neuroscience & Leadership
4.	"Knowledge hiding in two contrasting cultural contexts: A relational analysis of the antecedents using TISM and MICMAC"	VINE Journal of Information and Knowledge Management Systems	2019	https://doi.org/10.1108/VJIKMS-09-2019-0148	B	Knowledge hiding in different cultures
5.	"A trustworthy network or a technologically disguised scam: A biblio-morphological analysis of bitcoin and blockchain literature"	Global Knowledge, Memory and Communication	2020	https://doi.org/10.1108/GKMC-06-2019-0072	B	Progress of research on Bitcoin
6.	Don't play the odds, play the man: Estimating the driving potency of factors engendering knowledge hiding behaviour in stakeholders"	European Business Review	2020	https://doi.org/10.1108/EBR-06-2019-0130	B	KHi in different industry and based on job experiences
7.	"Techniques that facilitate knowledge hiding: perspectives of ethical dilemmas from both sides of the coin"	Development and Learning in Organizations	2020	https://doi.org/10.1108/DLO-11-2019-0263	C	Knowledge hiding in Information System
8.	"What is not hidden about knowledge hiding: Deciphering the future research directions through a morphological analysis",	Knowledge Process Management	2021	https://doi.org/10.1002/kpm.1657	B	Morphology of Knowledge hiding
9.	Why you hide what you know: Neuroscience behind knowledge hiding	Knowledge and Process Management	2021	https://doi.org/10.1002/kpm.1677	B	Neuropsychological factors behind KHi
10.	Knowledge hiding: one of the primary reasons behind the rapid spread of the novel coronavirus COVID-19"	Zagreb International Review of Economics & Business	2021	https://doi.org/10.2478zireb-2021-0016	C	Pandemic due to KHI
11.	"Is hiding something you know as important as knowing it?Understanding knowledge hiding in IT-enabled services of Iran"	Knowledge Management Research and Practice	2021	https://doi.org/10.1080/14778238.2021.1992314	A	KHi in ITES of Iran
12.	The effects of expect and referent power on knowledge sharing and hiding	Journal of Knowledge Management	2022	https://dol.org/10.1108/JKM-10-2021-0750	A	Personal Power and Knowledge Transfer
13.	"Real time Monitoring of the Health of Infants"	Association of Information System (AIS)	2018	https://aisel.aisnet.org/amcis2018/TREOsPDS/Presentations/98/	AIS Library	Effective Health Monitoring of Infants
14.	"Understanding the Knowledge Sharing Pattern"	Association of Information System (AIS)	2017	https://aisel.aisnet.org/amcis2017/TREOs/Presentations/70/	AIS Library	KS pattern through SNA

TEACHING

- Taught courses on Organizational Behaviour, Human Resource Management, Managerial Economics and Business Law during the tenure as Assistant Professor at DC School of Management and Technology.

- Taught courses in Economics and Psychology during the tenure as Faculty at Indian civils

- Sessional In charge
  HRM 10003: Human Resource Management Course at Swinburne University of Technology, Melbourne

- Teaching Assistantship at Indian Institute of Technology Madras
  Group Process in Organization, Graduate level, Fall 2018
  International Human Resource Management, Graduate level, Spring 2018
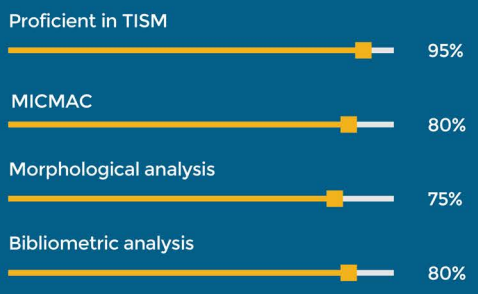 Group Process in Organization, Graduate level, Fall 2021

MANUSCRIPTS UNDER REVIEW

- A paper titled, "Knolwedge hiding and consequences" is under review in the Journal of Knowledge Management.

- A paper titled, "What is not unmined? A Biblio-morphological analysis of the Association rule mining" is under review in Knowledge Management Research and Practice
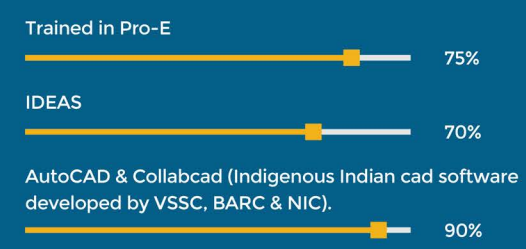
PROFESSIONAL ACTIVITIES

- Member of the Academy of Management (AOM)
- Member of the Association of Information Systems (AIS)
- Member of the Society of Automobile Engineers (SAE)
- Member of the Mechanical Engineering Society (MES)

METHODOLOGY

Proficient in TISM — 95%

MICMAC — 80%

Morphological analysis — 75%

Bibliometric analysis — 80%

SOFTWARE SKILLS & OTHERS

Trained in Pro-E — 75%

IDEAS — 70%

AutoCAD & Collabcad (Indigenous Indian cad software developed by VSSC, BARC & NIC). — 90%

CONFERENCES

- Presented a paper titled "Ethical dilemmas as a contributor and end-user in data analytics: Perspectives from both sides of the coin" at the Academy of Management (AOM 2019)Annual Meeting held at Boston, MA on Aug 2019.

- Attended a conference on "AI in Management" at Harvard University in August 2019, which was sponsored by the OCIS division of Academy of Management.

- Presented a Paper on "Morphological Analysis of Knowledge Hiding" at the International Human Resource Management (IHRM 2018) conference held at Madrid, Spain in June 2018.

- Presented a Paper on "Strategic Factors Engendering Knowledge Hiding: A Relational Analysis using TISM" at the 18th Consortium of Students in Management Research (COSMAR) held at Indian Institute of Science, Bangalore in November 2018.

- Presented a Paper on "Understanding the Knowledge Sharing Pattern among Researchers" in Americas Conference on Information System (AMCIS) 2017 held at Boston, MA.

AWARDS, INVITED TALKS & OTHERS

- Recipient of the **IIT Madras Institute Research Award 2021** for the excellent Ph.D work.

- Recipient of the **R.N. Rajendran Memorial Award** for the **Best Thesis in Organizational Behaviour/Human Resource Management**

- II runners-up (Best paper) at the Conference on Excellence in Research and Education (CERE) 2021 held at IIM Indore in June 2021 for the paper titled "Effects of power on knowledge sharing and hiding."

- Invited as the Digital Chair of a session titled "Peer Teaching, Team Learning, Team Trust, and Commitment" at the AOM Annual Meeting 2021. This session had participation from Portland State University, Shanghai Jiaotong University, Georgia Institute of Technology, U. of Connecticut and Oregon State University.

- Invited as the Chair of a session titled "Privacy Issues in Digital Contexts" at the AOM Annual Meeting 2019 in Boston, MA. This session had participation from Cornell University, Georgia State University, NUS, RWTH Aachen and IIMA

- Contributor to the First Global Assessment on The Current State of Organizational Excellence- Research project supported by the Global Benchmarking Network, International Academy for Quality and ISO.

REFERENCES

DR. RUPASHREE BARAL
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