

**Deeksha Singh**  
Associate Professor  
School of Business, Rutgers University, Camden, NJ - 08102  
Email: deeksha.singh@rutgers.edu

## **Education**

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- ◆ Ph.D. (Strategy/IB), National University of Singapore  
(Thesis Title: Essays on Corporate Governance in Emerging Economy Firms) 2012
- ◆ Bachelor of Technology (Electronics and Instrumentation) 2003  
Institute of Engineering and Technology, Lucknow University, India.

## **Employment/Appointments**

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- ◆ **2020 - Present:** Associate Professor, School of Business, Rutgers University, Camden.
- ◆ **2013 - 2020:** Assistant Professor, School of Business, Rutgers University, Camden.
- ◆ **2011 - 2013:** Assistant Professor (non-tenure track), Fox School of Business, Temple University, Philadelphia.

## **Recognition, Awards, and Grants**

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- ◆ 2022: Rutgers School of Business-Camden Summer Research Grant (9,000 USD).
- ◆ 2021: Rutgers School of Business-Camden Annual Research Award.
- ◆ 2021: Rutgers School of Business-Camden Summer Research Grant (6,000 USD).
- ◆ 2020: Chancellor's Award for Outstanding Research and Creative Activity (2,000 USD).
- ◆ 2020: Rutgers School of Business-Camden Summer Research Grant (6,000 USD).
- ◆ 2019: Rutgers School of Business-Camden Summer Research Grant (12,000 USD).
- ◆ 2019: Elected as Digital Teaching Fellow from the Rutgers School of Business, Camden.
- ◆ 2018: Nominated for the AIB/Temple Best Paper Award, Academy of International Business, Minneapolis, USA.
- ◆ 2018: Finalist for the Aalto University School of Business "That's Interesting" Award, Academy of International Business, Minneapolis, USA.
- ◆ 2018: Superior Achievement Award for Teaching (Online), Rutgers School of Business-Camden.
- ◆ 2018: Rutgers School of Business-Camden Summer Research Grant (12,000 USD).
- ◆ 2018: Member of Editorial Board, Journal of World Business.
- ◆ 2017: Rutgers School of Business-Camden Summer Research Grant (12,000 USD).
- ◆ 2016: Nominated for IM Division GWU-CIBER Best Paper on Emerging Markets, Academy of Management, Anaheim, USA.
- ◆ 2016: Best Reviewer Award, Academy of International Business, New Orleans, USA.
- ◆ 2016: Rutgers School of Business-Camden Summer Research Grant (12,000 USD).
- ◆ 2016: Rutgers University Research Council Grant (3,000 USD).
- ◆ 2016: Visiting Scholar Grant (7,289 AUD), University of Sydney.
- ◆ 2015: Rutgers University Research Council Grant (1,700 USD).
- ◆ 2014: Douglas Nigh Best Paper Award, IM Division, Academy of Management, Philadelphia, USA.

- ◆ 2014: AIB/Temple Best Paper Award, Academy of International Business, Vancouver, Canada.
- ◆ 2014: Rutgers University Research Council Grant (1,500 USD).
- ◆ 2013: International Journal of Emerging Markets Highly Commendable Paper Award, Emerald Literati Network.
- ◆ 2012: AIB Best Conference Paper Honorable Mention award, Academy of International Business, Washington DC, USA.
- ◆ 2012: AIB Best Paper in Developing Country Multinationals track, Academy of International Business, Washington, DC, USA.
- ◆ 2005-2008: President's Graduate Award, consecutively for four years for research excellence (33600 SGD, in addition to the research fellowship).

## Research Interests

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**International Business:** Firm Internationalization, Entry Mode, Ownership Strategies, Foreign Subsidiary Performance.

**Strategy:** Corporate Governance, Business Groups, Innovation in Emerging Market Firms.

## Publications

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**Journal Articles** (*Total 2728 citations as per Google Scholar as of Feb. 1, 2023*)

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- [24] Mukherjee, D., Nuruzzaman, N., Gaur, A. S., & Singh, D. 2023. Pro-market Reforms and the Outsourcing Tradeoffs: Evidence From the Transition Economies. *International Business Review*, forthcoming.
- [23] Gaur, A. S., Pattnaik, C., Singh, D., & Lee, J. Y. 2022. Societal trust, formal institutions and foreign subsidiary staffing. *Journal of International Business Studies*, 53: 1045-1061. <https://doi.org/10.1057/s41267-021-00498-z>.
- [22] Ma, H., Xiao, B., Hai, G., Tang, S., & Singh, D. 2022. Modeling Entrepreneurial Team Faultlines: Collectivism, Knowledge Hiding, and Team Stability. *Journal of Business Research*, 141: 726-736. <https://doi.org/10.1016/j.jbusres.2021.11.080>.
- [21] Singh, D., & Gaur, A. S. 2021. Risk mitigation strategies in international B2B relationships: Role of institutions and governance. *Journal of Business Research*, 139: 1-9.
- [20] Ma, H., Lang, C., Sun, Q., & Singh, D. 2021. Capability development in startup and mature enterprises. *Management Decision*, 59(6): 1442-1461. <https://doi.org/10.1108/MD-03-2020-0313>
- [19] Pattnaik, C., Singh, D., & Gaur, A. S. 2021. Home country learning and international expansion of emerging market multinationals. *Journal of International Management*, 27(3): 100781. <https://doi.org/10.1016/j.intman.2020.100781>.
- [18] Nuruzzaman, N., Singh, D., & Gaur, A. S. 2020. Institutional support and hazards, and internationalization of emerging market firms. *Global Strategy Journal*, 10(2): 361-385.

- [17] Kumar, V., Singh, D., Purkayastha, A., Popli, M., & Gaur, A. S. 2020. Springboard internationalization by emerging market firms: Speed of first cross-border acquisition. *Journal of International Business Studies*, 51(2): 172-193.
- [16] Gaur, A. S., Pattnaik, C., Singh, D., & Lee, J. Y. 2019. Internalization advantage and subsidiary performance: The role of business group affiliation and host country characteristics. *Journal of International Business Studies*, 50(8): 1253-1282.
- [15] Cuervo-Cazzura, A., Gaur, A. S. & Singh, D. (equal authorship). 2019. Pro-market institutions and global strategy: The pendulum of pro-market reforms and reversals. *Journal of International Business Studies*, 50(4): 598-632.
- [14] Singh, D., Pattnaik, C., Lee, J. Y., & Gaur, A. S. (equal authorship). 2019. Subsidiary staffing, cultural friction and subsidiary performance: Evidence from Korean subsidiaries in 63 countries. *Human Resource Management*, 58(2): 219-234.
- [13] Nuruzzaman, N., & Singh, D. 2019. Exchange characteristics, capability upgrading, and innovation performance: Evidence from Latin America. *Journal of Knowledge Management*, 23(9): 1747-1763.
- [12] Nuruzzaman, N., Singh, D., & Pattnaik, C. 2018. Competing to be innovative: Foreign competition and imitative innovation of emerging economy firms. *International Business Review*, 28(5): 101490.
- [11] Singh, D., Pattnaik, C., Gaur, A. S., & Ketencioglu, E. 2018. Corporate expansion during pro-market reforms in emerging markets: The contingent value of group affiliation and diversification. *Journal of Business Research*, 82: 220-229.
- [10] Singh, D. & Delios, A. 2017. Corporate governance, board networks and growth strategies. *Journal of World Business*, 52(5): 615-627.
- [9] Gaur, S. S., Bathula, H. & Singh, D. 2015. Ownership concentration, board characteristics and firm performance: A contingency framework. *Management Decision*, 53(5): 911-931.
- [8] Pattnaik, C., Choe, S. & Singh, D. 2015. Impact of host country institutional context on subsidiary performance. *Management Decision*, 53(1): 198-220.
- [7] Gaur A. S., Kumar, V. & Singh, D. (equal authorship). 2014. Institutions, resources and internationalization process of emerging economy firms. *Journal of World Business*, 49(1): 12-20.
- [6] Singh, D., & Gaur, A. S. 2013. Governance structure, innovation and internationalization: Evidence from India. *Journal of International Management*, 19(3): 300-309.
- [5] Singh, D. 2012. Emerging economies and multinational corporations: An institutional approach to subsidiary management. *International Journal of Emerging Markets*, 7(4): 397-410.
- [4] Singh, D., Gaur, S. S., & Bathula, H. 2011. An eclectic framework for small firm internationalization: A practitioner's perspective. *Journal of International Education and Business*, 2(1): 55-76.
- [3] Singh, D., Gaur, A. S., & Schmid, F. 2010. Corporate diversification, TMT experience, and performance: Evidence from German SMEs. *Management International Review*, 50(1): 35-56.

- [2] Singh, D., & Gaur, A. S. 2009. Business group affiliation, firm governance and firm performance: Evidence from China and India. *Corporate Governance: An International Review*, 17(4): 411-425.
- [1] Singh, D. 2009. Export performance of emerging market firms. *International Business Review*, 18(4): 321-330.

### **Conference Best Paper Proceedings**

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- [3] Nuruzzaman, N. & Singh, D. 2017. Home country political and legal hazards and international expansion of emerging market firms. *Academy of Management Best Paper Proceedings*, 2017.
- [2] Gaur, A. S., Pattnaik, C., Lee, J. Y., & Singh, D. 2016. The network advantage of MNCs and business groups and foreign subsidiary performance. *Academy of Management Best Paper Proceedings*, 2016.
- [1] Yang, Y. & Singh, D. 2014. Foreign subsidiary location strategy and financial performance: A global value chain perspective. *Academy of Management Best Paper Proceedings*, 2014.
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### **Book Chapters**

- [5] Singh, D. & Gaur, A. S. 2011. Institutional Distance and International Strategy. In Merchant, H. & Verbeke, A. (Eds.), *Handbook of International Strategic Management*, Elgar Publishing.
- [4] Singh, D. 2009. Verizon Communications. *Encyclopedia of Business in Today's World*. pp. 1680-1681 (Ed. Wankel, C.) Sage Publications.
- [3] Singh, D. 2009. Walt Disney. *Encyclopedia of Business in Today's World*. pp. 1702-1703 (Ed. Wankel, C.) Sage Publications.
- [2] Singh, D. 2009. United Nations Industrial Development Organization (UNIDO). *Encyclopedia of Business in Today's World*. pp. 1649-1650 (Ed. Wankel, C.) Sage Publications.
- [1] Singh, D. A. 2008. A resource-based perspective to international entrepreneurship. In *Entrepreneurial Management*, S. Bhargava (Ed.), Sage Publications.

### **Invited Talks**

October 2012: Speaker in a plenary session titled "Business without Borders" in the annual meeting of Academy of International Business-U.S. North East Chapter, hosted by Sacred Heart University.

Talk title: Business without borders: Evidence from India.

April 2010: Williamson College of Business Administration, Youngstown State University.

### **Conference Participation**

Kim, H. G., & Singh, D. 2019. Market reaction to cross-border acquisition announcements: The effect of added cultural distance. *Academy of Management*, Boston, USA.

- Kumar, V., Singh, D., Purkayastha, A. & Popli, M. 2019. Speed of first cross-border acquisition: Springboard internationalization by emerging economy firms. Academy of Management, Boston, USA.
- Gaur, A. S., Pattnaik, C., Lee, J. Y., & Singh, D. 2019. Interface between formal and informal institutions and subsidiary staffing: The role of subsidiary embeddedness and host country experience. Academy of International Business, Copenhagen, Denmark.
- Kumar, V., Singh, D., Purkayastha, A. & Popli, M. 2019. Speed of first cross-border acquisition: Springboard internationalization by emerging economy firms. Academy of International Business, Copenhagen, Denmark.
- Mukherjee, D., Nuruzzaman, N., & Singh, D. 2018. Pro-market reforms and outsourcing: Evidence from the ten transition economies. Academy of Management, Chicago, USA.
- Cuervo-Cazzura, A., Gaur, A. S. & Singh, D. 2018. Pro-market institutions and global strategy: The pendulum of pro-market reforms and reversals. Academy of Management, Chicago, USA.
- Nuruzzaman, N., Mukherjee, D., & Singh, D. 2018. Pro-market reforms and the outsourcing tradeoffs: A multi-country study. Academy of International Business, Minneapolis, USA.
- Kim, H. G., & Singh, D. 2018. Market reaction to cross-border acquisition announcements: The effect of added cultural distance. Academy of International Business, Minneapolis, USA.
- Nuruzzaman, N., Singh, D., & Pattnaik, C. 2018. Competing to be innovative: Impact of foreign competition on imitative innovation of emerging economy firms. Academy of International Business, Minneapolis, USA.
- Nuruzzaman, N. & Singh, D. 2017. Home country political and legal hazards and international expansion of emerging market firms. Academy of Management, Atlanta, USA.
- Gaur, A. S., Pattnaik, C., Lee, J. Y., & Singh, D. 2017. Subsidiary staffing, cultural conflict and subsidiary performance. Academy of Management, Atlanta, USA.
- Nuruzzaman, N. & Singh, D. 2017. Home country institutions and international expansion of emerging market firms. Academy of International Business, Dubai, UAE.
- Gaur, A. S., Pattnaik, C., Lee, J. Y., & Singh, D. 2017. Cultural conflict through subsidiary staffing and subsidiary performance: Evidence from Korean subsidiaries in 63 countries. Academy of International Business, Dubai, UAE.
- Nuruzzaman, N. & Singh, D. 2016. Innovation of MNC subsidiaries in developing countries. Academy of International Business, New Orleans, USA.
- Gaur, A. S., Pattnaik, C., Lee, J. Y., & Singh, D. 2016. Overcoming institutional voids: The complementary advantages of business groups and multinationals. Academy of International Business, New Orleans, USA.
- Nuruzzaman, N. & Singh, D. 2016. Subsidiary capabilities and innovation in developing countries. Academy of Management, Anaheim, USA.

- Gaur, A. S., Pattnaik, C., Lee, J. Y., & Singh, D. 2016. The network advantage of MNCs and business groups and foreign subsidiary performance. Academy of Management, Anaheim, USA.
- Singh, D., Pattnaik, C. & Ketencioglu, E. 2015. Corporate Expansion during Pro-Market Reforms: The Role of Business Group Affiliation and Unrelated Diversification. Academy of International Business, Bengaluru, India.
- Singh, D., Pattnaik, C. & Ketencioglu, E. 2015. Business Group Affiliation and Corporate Expansion during Pro-Market Reforms. Academy of Management, Vancouver, Canada.
- Gaur, A. S., Yang, Y. & Singh, D. 2014. Strategic Location in the Global Value Chain and Foreign Subsidiary Performance: Evidence from 105 Countries. Academy of International Business, Vancouver, Canada.
- Yang, Y. & Singh, D. 2014. Foreign Subsidiary Location Strategy and Financial Performance: A Global Value Chain Perspective. Academy of Management, Philadelphia, USA.
- Lee, A & Singh, D. 2013. Entrepreneurial Orientation and Performance of SMEs: Moderating Role of Institutional Environment. Academy of International Business, Istanbul, Turkey.
- Singh, D., & Delios, A. 2012. Corporate Governance, Board Networks and Growth Strategies. Academy of Management, Boston, USA.
- Singh, D. 2012. Corporate Governance, Board Networks and Firm Performance. Academy of International Business, Washington DC, USA.
- Singh, D., & Delios, A. 2012. Corporate Governance, Board Networks and Growth Strategies. Academy of International Business, Washington DC, USA.
- Singh, D., & Gaur, A. S. 2011. Family Governance, Innovation and Internationalization: Evidence from India. 3Is Conference, Temple University, Philadelphia, USA.
- Singh, D., Mukherjee, D. & Schmid, F. 2011. R&D Alliance Formation and SME Performance: How do Relational and Organizational Resources Matter? Academy of Management, San Antonio, USA.
- Singh, D., & Delios, A. 2011. Board Characteristics and Firm Performance in an Emerging Market Context. Academy of International Business, Japan.
- Singh, D., & Delios, A. 2010. Firm-specific and Environmental Determinants of Board Structure. Academy of International Business, Rio de Janeiro, Brazil.
- Singh, D. 2009. The Contingent Value of Group Affiliation and Firm Governance: Evidence from China and India. Academy of Management, IM Division, Chicago, USA.
- Gaur, A. S., Kumar, V. & Singh, D. (equal authorship) 2009. Resources, institutions and internationalization process of emerging market firms. Academy of Management, IM Division, Chicago, USA.
- Singh, D. 2009. Impact of firm governance and institutional characteristics on firm performance. Academy of International Business, IM Division, Chicago, USA.

- Gaur, A. S., Kumar, V. & Singh, D. (equal authorship) 2009. Internationalization process of emerging market firms: Analyzing the shift from exports to FDI. Academy of International Business, San Diego, USA.
- Singh, D., Gaur, A. S., & Schmid, F. 2008. Corporate diversification, TMT experience and performance: Evidence from German SMEs. Academy of International Business, Milan, Italy.
- Singh, D. 2008. Emerging economies and multinational corporations, Academy of International Business, Milan, Italy.
- Singh, D. 2008. Export performance of emerging market firms. Academy of Management, Anaheim, USA.
- Singh, D., Gaur, A. S., & Gaur, S. S. 2008. Product and geographic diversification, TMT experience and the SME performance. Academy of Management, Anaheim, USA.
- Singh, D., & Gaur, A. S. 2008. Business group affiliation, firm governance and firm performance: Evidence from China and India. Research Symposium on Corporate Governance in China and India. Virginia Beach, USA.
- Singh, D., & Delios, A. 2007. Speed of Entry and Subsidiary Survival: Impact of Entry Mode and Institutional Distance. Academy of Management, Philadelphia, USA.
- Singh, D. 2007. Formal and Informal Control in Foreign Subsidiary: Impact of Transactional and Institutional Factors. Academy of Management, Philadelphia, USA.
- Singh, D. 2007. Global Integration versus Local Responsiveness: Formal and Informal Control in Foreign Subsidiaries. Academy of International Business, Indiana Polis, USA.
- Singh, D., & Delios, A. 2007. Entry Speed, Liability of Foreignness and Subsidiary Survival. Academy of International Business, Indiana Polis, USA.
- Singh, D. 2006. Determinants of corporate governance: Effects of regional, country and industry level factors, Academy of Management, Atlanta, USA.
- Singh, D. 2006. Relationship between export and domestic sales: Effect of group affiliation on emerging market firms, Academy of Management, Atlanta, USA.
- Vasudevan, H., Gaur, S. S., & Singh, D. 2006. Effect of market orientation on manufacturing performance of emerging market SMEs, Academy of Management, Atlanta, USA.
- Gaur, A. S., Singh, D. & Kumar, V. 2006. Resource-based view and export performance of emerging market firms. Academy of International Business, Beijing, China.
- Singh, D. 2006. Interrelationship between exports and domestic sales: An evidence from emerging market firms. Academy of International Business, Beijing, China.
- Vasudevan, H., Gaur S. S., & Singh, D. 2006. Market orientation – manufacturing performance relationship: Role of firm resources and external environment. Academy of International Business, Beijing, China.

- Gaur, A. S., Kumar, V. & Singh, D. 2005. International diversification and firm performance: effect of business group affiliation in an emerging market context. Academy of International Business, Quebec City, Canada.
- Singh, D. & Gaur, A. S. 2005. Resource-based view and export performance of emerging market firms. Asia Pacific Journal of Management, Special Issue Conference, Singapore.

## **Teaching**

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**Teaching Interests:** International Business, Strategic Management.

**Courses Taught:** Fundamentals of International Business (undergraduate and online)  
 Management of Multinational Business (undergraduate and online)  
 Business Policy & Strategy (undergraduate)  
 International Business Environment (graduate and online)  
 MBA Independent Study Module (3 credits) – Destination China  
 MBA Independent Study Module (3 credits) – Destination Middle East

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## **Professional Service**

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### **At Rutgers University**

- 2023 (January) – Present: Member of BLDP Advisory Board
- 2021 (March) – 2022: Rutgers-Camden Diversity Strategic Planning Committee (campus-wide)
- 2021: Faculty Recruitment Committee - Management.
- 2020-Present: SBC AOL and Continuous Improvement Committee
- 2020- Present: SBC Research Awards Committee
- 2019-2020: University-wide Digital Badging Committee.
- 2019-2020: Research Committee, Rutgers School of Business – Camden.
- 2019: Faculty Recruitment Committee - Management.
- 2018-2019: Search Committee, Associate Dean for Graduate Programs.
- 2017: Developed and taught a new online MBA course, International Business Environment.
- 2016-2018: Student Admission, Professional Engagement, and Academic and Career Development, AACSB Task Force Assignment.
- 2013-2019: Undergraduate Committee, Rutgers School of Business – Camden.
  - Engaged in innovating and revising the undergraduate curriculum.
- 2014: Developed and taught a new online undergraduate course, Multinational Business.

### **At Temple University**

- 2012-2013: Academic Director, International Business Program, Department of Strategic Management, Temple University.
- 2011-2013: Faculty Advisor, International Business Student Association, Department of Strategic Management, Temple University.
- 2011-2012: Member, SGM Department Merit Review Committee.
- 2011-2012: Member, School Merit Review Committee.



### **Service to the Profession**

- 2021(June) - Present: Member of Editorial Board, Global Strategy Journal.
- 2021(June) - Present: Area Editor, Cross Cultural & Strategic Management.
- 2020 - Present: Deputy Editor, Journal of Asia Business Studies.
- 2019: Track Chair, “Conference Theme – Disrupt or Be Disrupted” Track, Academy of International Business- North East conference.
- 2019 (June)-2020: Area Editor – Institutions and Governance Track, Journal of Asia Business Studies.
- 2018-Present: Member of Editorial Board, Journal of World Business.
- 2017: Asia Academy of Management (AAM) PDW Chair, Academy of Management, Atlanta, USA.
- 2017: Session Chair, Considering Emerging-market Multinationals, Academy of Management, Atlanta, USA.
- 2016: Co-Chair for the International Conference on Organization and Management, Asia Academy of Management, Abu Dhabi, UAE.
- 2016: Session Chair, Parent-Subsidiary Relationships in MNEs, Academy of International Business, New Orleans, USA.
- 2015: Session Chair, Institutions and Innovation, Academy of International Business, Bengaluru, India.
- 2009: Speaker, New Doctoral Student Consortium, Academy of Management Conference, Chicago.
- 2008: Organizer, New Doctoral Student Consortium, Academy of Management Conference, Anaheim.
- 2006-Present: Member, Academy of Management.
- 2006-Present: Member, Academy of International Business.
- Ad-hoc Reviewer:
  - Journal of International Business Studies
  - Journal of Management Studies
  - Journal of International Management
  - Management International Review
  - International Business Review
  - Multinational Business Review
  - Thunderbird International Business Review
  - Asia Pacific Journal of Management
  - International Journal of Emerging Markets
  - Canadian Journal of Administrative Sciences
  - Corporate Governance: An International Review

### **Supervision**

- Member, Ph. D. Committee, Omer F. Genc (Fox School of Business, Temple University; Thesis defended in 2013)  
Thesis title: Cross-border acquisitions (CBAs) and competitiveness of firms.