Pavni Kaushiva

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Education

Year	Degree	Institution
2013-2020	Ph.D.	Indian Institute of Management Calcutta
2006-2010	B. Tech (Biotechnology)	Jaypee Institute Of Information Technology University Noida (Deemed)

Industry Experience

Year	Organization	Position	Role
Jun 2010 - Jun 2012	Infosys Limited India	Systems Engineer	Worked as software developer. Awarded for 'Excellence at Work' in the first project.

Academic Experience

Teaching Assistant (During Ph.D.)

Year	Course
Sept-Nov 2018	Management of Self in Organizations (20 sessions of 90 min duration each) Instructor: Prof. Leena Chatterjee
Jun-Jul 2018	Designing Effective Organizations (10 sessions of 90 min duration each) Instructor: Prof. Chetan Joshi
Jan-Feb 2018	Conflict and Negotiation (10 sessions of 90 min duration each) Instructor: Prof. B. N. Srivastava

Research Interests

Diversity in organizations, Gender and women's studies, Social issues in management

Teaching Interests

Diversity, Designing Work Organizations

Publications

Book Chapters

Kaushiva, P., & Joshi, C. (2020). Women's Re-entry into Workforce: Experiences from India. In M. H. Maestro, N. Chinchilla & M. Grau Grau (Eds), *The New Ideal Worker* (pp. 161-180). Springer, Cham. https://doi.org/10.1007/978-3-030-12477-9_10.

Kaushiva, P. & Joshi, C. (forthcoming). When taking a break puts brakes on women's careers: Starting second careers. In M. Arthur, A. Forrier & R. K. Premarajan (Eds), '*Career Dynamics in a Global World: Indian and Western Perspectives*', Edward Elgar Publishing.

Conference Proceedings

Kaushiva, P. & Joshi, C. (2019, September). Decisions at re-entry post child-birth: Experiences of Indian women. In *2019 Annual British Academy of Management conference* Birmingham, United Kingdom. ISBN: 978-0-9956413-2-7. Retrieved from https://www.bam.ac.uk/gender-management-0.