ANURAG GUPTA

College of Business, City University of Hong Kong
anurag.gupta@cityu.edu.hk
guptaanurag.com

ACADEMIC POSITION

City University of Hong Kong 2023-Present
Assistant Professor in Management

EDUCATION

London Business School 2019-2023
Ph.D. in Organizational Behavior

London Business School 2017-2019
M.Res. in Organizational Behavior

Punjab Engineering College, Chandigarh 2008-2012
B.E. in Electronics and Electrical Communication

PUBLICATIONS

- Enesi, I., Adams, G., & **Gupta, A.** (2021). When it pays to be kind: the allocation of indirect reciprocity within power hierarchies. *Organizational Behavior and Human Decision Processes*, 165, 115-126

MANUSCRIPTS UNDER REVIEW AND REVISION

- **Gupta, A.**, & Pitesa, M. Caste and helping (Exact title removed to protect blind review process). Under 3rd round review at *Journal of Management*
- Aouad, A., Ramdas, K., Sungu, A., **Gupta, A.**, Keserbir, S., & Swaminathan, S. The Popeye effect: using media to improve nutrition in underserved communities. (Reject & Resubmit at *Manufacturing & Service Operations Management*)

RESEARCH IN PROGRESS

- **Gupta, A.**, Mannucci, P. V., & Pillutla, M. M. The origins of approach to work: childhood social class, construal level, and impact on career outcomes. (Working paper; target: *Organization Science*)
- Wang, M., **Gupta, A.**, & Pillutla, M. M. Social class and work-life segmentation. (Working paper; target: *Journal of Applied Psychology*)
- Khan, U. A., Mussweiler, T., & **Gupta, A.** Social information and dignity in the receipt of aid. (Data collection in progress)
- Helgason, B. A., Konczak, T. F., **Gupta, A.**, Wei, L., & Talhelm, T. Cultural differences in condemning half-truths. (Data collection in progress)
- **Gupta, A.**, & Effron, D. A. Culture and moral repetition. (Study design stage)

RESEARCH GRANTS, FELLOWSHIPS, AND AWARDS

- **PI, Special Research Fund, City University of Hong Kong**, HK$200,000 (2026-2028)
- **PI, Start-up Grant, City University of Hong Kong**, HK$300,000 (2023-2026)
- **Best paper award**, Global Conference on Caste, Business & Society, Cambridge, UK (2023)
- **The Wheeler Institute**, **London Business School**, Research Grant with Madan M. Pillutla (Oct 2019): £14,500
- **Visiting Research Fellow** at **Lee Kong Chian School of Business, Singapore Management University** (Aug 2018)

CONFERENCE PRESENTATIONS

- **Gupta, A.**, & Pitesa, M. Outgroup favoritism and inequality reproduction in the workplace: the case of caste in India. Academy of Management Annual Meeting (2026), Philadelphia, USA
- **Gupta, A.**, & Pitesa, M. Family background, performance trajectories, and disadvantage reproduction in the newcomer adjustment context. Accepted for presentation at the International Association for Conflict Management (IACM) Annual Meeting (2025), Vermont, USA
- **Gupta, A.**, & Pitesa, M. Outgroup favoritism and inequality reproduction in the workplace: the case of caste in India. Global Conference on Caste, Business & Society (2023), Cambridge, UK
- **Gupta, A.**, Kabra, A., & Pillutla, M. M. Desensitizing taboo tradeoffs: can communication by scientists reduce outrage? Academy of Management Annual Meeting (2022), Seattle, USA; Trans-Atlantic Doctoral Conference (2022), London, UK
- **Gupta, A.**, Mannucci, P. V., & Pillutla, M. M. The origins of approach to work: childhood social class, construal level, and impact on career outcomes. Academy of Management Annual Meeting (2020), Vancouver, Canada; Virtual East Coast Doctoral Conference (2022)
- Enesi, I., Adams, G., & **Gupta, A.** Indirect reciprocity in power hierarchies. Symposium, Academy of Management Annual Meeting (2020), Vancouver, Canada
- Schmidtke, J., **Gupta, A.**, Sterling, C., & Olson-Buchanan, J. B. The effect of technology use on relationship and network development. Society for Industrial and Organizational Psychology (2017), Orlando, USA
- Oldroyd, J., Evans, J., Bingham, J., & **Gupta, A.** The role of social networks and cultural intelligence in affecting the fate of the deviant. Academy of International Business Annual Meeting (2017), Dubai, UAE

PROFESSIONAL SERVICE

Ad Hoc Reviewer 2021-Present
Academy of Management Review, OBHDP, Organization Science

Chair 2019
Trans-Atlantic Doctoral Conference

Co-founder 2021
Inclusive PhD, London Business School

INVITED TALKS

- ESSEC Business School: Oct 2022
- City University of Hong Kong: Oct 2022
- IE Business School: Nov 2022
- Indian School of Business: Nov 2022
- Bocconi University: Nov 2022
- University of British Columbia: Nov 2022
- ESMT: Nov 2022
- London School of Economics and Political Science: Nov 2022
- Nova School of Business and Economics: Dec 2022

RESEARCH EXPERIENCE

Research Associate (Full-time) – Organizational Behavior
Indian School of Business 2016-2017

INDUSTRY EXPERIENCE

KPMG, Gurgaon, India 2015-2016
Associate Consultant

Teach For India, Delhi, India 2013-2015
Fellow, Municipal Corporation School, Lancers Road, Delhi

Schneider Electric, Bengaluru, India 2012-2013
Graduate Engineer Trainee