

Amit Karna, PhD

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Personal

Date of Birth : 24 March 1977, Ahmedabad/India
Gender : Male
Nationality : Indian
Marital Status : Married

Current Position

05/2009 – : EUROPEAN BUSINESS SCHOOL, Oestrich-Winkel, Germany
Assistant Professor for Services Management
Department of Strategy, Organization and Leadership

Education

Indian Institute of Management Ahmedabad

Fellow Program in Management (Ph.D.), Business Policy, 2009

Gujarat University, Ahmedabad, India

Masters in Business Administration (M.B.A.), Marketing, 1999

Bachelors in Science (B.Sc.), Chemistry, 1997

Research Interests

- Capability development, Organizational learning, Firm-environment interaction
- Case-Study Methodology, Longitudinal studies, Qualitative research
- Software service sector, Emerging Economies

Research

Publications in refereed Journals

1. Dixit, M.R., Karna, A., Sharma, S. 2009. "Entrepreneurial Growth Actions and Monetary Consequences in a Startup: Insights from a Low-cost Airline Venture in a Competitive

Environment", *Venture Capital: An International Journal of Entrepreneurial Finance*, Vol. 11, No. 4, 361-378

2. Dixit, M.R., Sharma, S., Karna, A. 2009. "New Environment Stimuli, Enterprise Challenges and Growth Leaps: Evidence from Multi-sector Case Studies", *International Journal of Entrepreneurial Venturing*, Special Issue on Growth (Forthcoming)

Contributions to conference volumes

1. Dixit, M.R., Sharma, S., Karna, A. 2007. "Role of Breakthroughs in Learning and Capability Building: Evidences from Two High Technology Firms", *Proceedings of the 4th International Conference on Intellectual Capital, Knowledge Management and Organisational Learning at Cape Town, South Africa between October 15th and 16th, 2007*

Contributions to edited volumes

1. Karna A., Singh R. and Verma S. 2009. "Knowledge Management for Effective Sales and Marketing Function" in Meir Russ (ed), *Knowledge Management Strategies for Business Development*, IGI Global.
2. Karna A., Singh V. 2007. "The East India Company in Reverse - Indian MNCs on a Buying Spree" in T.P.Rajmanohar (ed), *India Inc. Going Global: The M&A Way*, ICFAI University Press.

Presentations at International Conferences

1. "Transforming Cost-advantage and Knowledge into Strategic Assets: Evolution of Capabilities of Indian software firms", To be Presented at *Strategic Management Society (SMS) Finland Conference* to be held at Finland between March 18-20, 2010.
2. "Strategic Judgment for Anticipation Under Conditions of High Risk and Uncertainty", To be Presented at *Strategic Management Society (SMS) Finland Conference* to be held at Finland between March 18-20, 2010. With M.R. Dixit and S. Sharma
3. "Evolution of Capabilities for Global Service Delivery: A Study of Emerging Economy Software Firms", To be Presented at *Strategic Management Society (SMS) 2009 Conference* held at Washington DC between October 12th and 14th, 2009. With M.R. Dixit and S. Sharma **(Nominated for Best Paper Award)**
4. "Coping with Uncertainty for Effective Strategic Decision Making: Capabilities for Petroleum Bidding in Emerging Economies", To be Presented at *Strategic Management Society (SMS) 2009 Conference* held at Washington DC between October 12th and 14th, 2009. With M.R. Dixit and S. Sharma **(Nominated for Best Paper Award)**
5. "Building Capabilities through Exploration and Exploitation: Balancing Act of Firms from Emerging Economies" To be Presented at *European Group for Organizational Studies (EGOS) 2009 Conference* held at Barcelona, Spain between July 2nd and 4th, 2009. With M.R. Dixit
6. "Capability Building in the Emerging Economies: An Investigation into the Indian Software Services Industry", Presented at *Strategic Management Society (SMS) Special Conference* held at Hyderabad, India between December 12th and 14th 2008. With M.R. Dixit and S. Sharma **(Runner-up for the Best Proposal Award)**
7. "Unlocking Large Volume Potential Segments in Emerging Economies: The Innovation Imperatives for Initiation and Sustenance", To be presented at *Strategic Management Society (SMS) Special Conference* held at Hyderabad, India between December 12th and 14th 2008. With M.R. Dixit and S. Sharma

8. "Building Capabilities in Project-based Business: A Study of an Indian Software Firm", Accepted at the 4th International Conference on Intellectual Capital, Knowledge Management and Organisational Learning at Cape Town, South Africa between October 15th and 16th, 2007. With M.R. Dixit and S. Sharma

Working Papers

1. A Unified Theory of Capability Building: Need and Response, *IIMA Working Paper Series, WP No. 2008-01-10*. With Dixit M.R. and Sharma S.
2. Metamorphosis of Entrepreneurial Ventures: A Holistic Paradigm from Two Tales, *IIMA Working Paper Series, WP No. 2008-01-09*. With Dixit M.R. and Sharma S.
3. Overcoming Managerial Challenges to Realize Growth Spurts: Insights from Cases of Three Enterprises, *IIMA Working Paper Series, WP No. 2008-01-08*. With Dixit M.R. and Sharma S.
4. A Concept Note on Classification of Literature on Capabilities", *IIMA Working Paper Series, WP No. 2007-10-05*. With Dixit M.R. and Sharma S.
5. "Role of 'corporate persistence' and 'environmental support' in building breakthrough capability: Empirical investigation of Samsung's initiatives in memory and microwave oven business", *IIMA Working Paper Series, WP No. 2007-10-04*. With Dixit M.R. and Sharma S.
6. "Aspirations, Enterprise Strategy and Sustenance of a Startup in a Competitive Environment: A Study of Developments in Air Deccan", *IIMA Working Paper Series, WP No. 2007-10-03*. With Dixit M.R. and Sharma S.

Book Review

1. Review of the book "Deregulation and Competition: Lessons from the Aviation Industry" By Jagdish Sheth, Fred Allvine, Can Uslay and Ashutosh Dixit. (Sage: New Delhi) in Indian Institute of Management's Vikalpa - The journal of decision-makers, April-June, 2008. With S. Sharma

Teaching Experience

- 2008 (Part-time): **Graduate Teaching** at Institute of Petroleum Management, Gandhinagar. Strategy Formulation and Implementation course (Evaluation: 4.330/5)
- 2006 (Part-time): **Graduate Teaching** at B.K. School of Business Management, Gujarat University. Competitive Advantage course
- 2006-2008 (Part-time): As a **Consultant** with Duke Corporate Education. Associated as a coordinator for a management simulation game, evaluator for leadership program tests in areas of Leadership, Problem solving, Communications, and Client Relationships

Awards and Achievements

- **Runner-Up** of the India Conference **Best Proposal Award** at the SMS Special Conference held at Hyderabad on December 12-14th, 2008
- Adjudged the **Best Thesis Proposal** in the track "Managing IT Solutions" at IIMADC held at Indian Institute of Management Ahmedabad on January 3rd-4th, 2008

- Stood 2nd in batch for the two year coursework for the Fellow Program in Management at Indian Institute of Management Ahmedabad

Industry Experience

- 1999-2004: As a **Management Trainee, Marketing Officer, and Deputy Manager** with Aditya Birla Group – a business conglomerate with presence in over 20 countries www.adityabirla.com
 - Worked in sectors – Cement, Acrylic fibre, Aluminum foil, Chemicals, and Palm oil
 - Part of corporate think-tank and leadership program as a Group Management Trainee
 - Deputed as a corporate resource to an international location – Bangkok
 - Worked in Corporate Strategy cell to evaluate expansion plan of Palm Oil business
 - Involved in projects like – chemical restructuring, planning and budgeting, visioning exercise
 - Deputed as a Product Manager for strengthening the marketing of chemical products

Workshops Attended

- Academy of Management - Annual Meeting 2007 at Philadelphia, USA. Accepted for the Dissertation Consortium arranged by OMT/ODC/MOC divisions
- Academy of Management - Annual Meeting 2008 at Anaheim, USA. Accepted for the Dissertation Consortium arranged by BPS division and round-table workshop on 'The Process side of Capabilities'
- Strategic Management Society - Special India Conference 2008 at Hyderabad, India
- Academy of International Business - Annual Meeting 2009 at San Diego, USA

Professional Memberships

- Member, Duke Corporate Education's Global Learning Resources Network (since 2007)
- Member, Strategic Management Society (since 2008)
- Member, Academy of International Business (since 2009)
- Member, European Group for Organizational Studies (since 2009)
- Member, Academy of Management (2007-08)

Academic Service

- Reviewer for BPS, OMT, TIM divisions, Academy of Management Annual Meeting 2009
- Reviewer for BPS, OMT divisions, Academy of Management Annual Meeting 2008
- Reviewer for BPS, MOC, OMT divisions, Academy of Management Annual Meeting 2007
- Reviewer for Academy of International Business Annual Meeting 2009
- Ad-hoc Reviewer for Journal of Indian Business Research
- Conducted “Managing Strategy” workshops for graduate and undergraduate students
- Representative, FPM Placements at IIM Ahmedabad, 2006-07
- Coordinator, FPM Research Lab at IIM Ahmedabad, 2007-08