

Curriculum Vitae

Dr. Vedant Dev

Assistant Professor, Amrut Mody School of Management, Ahmedabad University

Email: vedant.dev@ahduni.edu.in | Mobile: +91 9687029176

A. Summary

I am a researcher in the interdisciplinary area of organizational behaviour and information systems. My current research areas are work design and gamification in organizations. I am interested in research on AI augmentation and implications on job roles and workforce.

B. Education

| | Institute | Degree | Subject Area | Year |
|----|--------------------------|---------------|-------------------------|-------------|
| 1. | IIM Ahmedabad, India | PhD | Organizational Behavior | 2020 |
| 2. | XLRI Jamshedpur, India | MBA | General Management | 2013 |
| 3. | Cochin University, India | B. Tech | Computer Science | 2006 |

C. Work Experience

| | Organization | Position | Duration |
|----|----------------------|--------------------------|-----------------|
| 1. | Ahmedabad University | Assistant Professor | 2020 – 2024 |
| 2. | HRCraft | Consultant | 2013 - 2015 |
| 3. | Infosys | Technology Lead | 2010 -2012 |
| 4. | Accenture | Senior Software Engineer | 2006 - 2010 |

D. Research

Publications

1. Singh, H. & Dev, V. (2023). ICT-driven work engagement interventions in work-from-home: the mediating role of the need for relatedness. *Australasian Journal of Information Systems*. <https://doi.org/10.3127/ajis.v27i0.4039>
2. Singh, V., & Dev, V. (2021). Telemedicine adoption in India: identifying factors affecting intention to use. *International Journal of Healthcare Information Systems and Informatics*, 16(4), 1-18. <http://doi.org/10.4018/IJHISI.20211001.0a34>

3. Gupta, V. & Dev, V. 2020. When is PFP effective? Examining autonomous motivation as a link in the relationships between PFP characteristics, OCB, well-being and performance. *Journal of Total Rewards*, 29(4): 48-61.
<https://www.proquest.com/scholarly-journals/when-is-pay-performance-pfpeffective/docview/2723854187/sc-2>

Working Papers

1. Singh, H. & Dev, V. Gen AI adoption in Academic Researchers: The role of egotist bias.
2. Singh, H., Verma, S. & Dev, V. Sustaining work engagement in hybrid work: the role of perceived virtual communication effectiveness.
3. Singh, H., Verma, S. & Dev, V. Impact of need for achievement on flow experience in gamification: a moderated-mediation model.
4. Dev, V. & Singh, V. Telemedicine adoption in India: impact of waiting experience on willingness to pay.
5. Dev, V., Gupta, V., & Budhwar, P. S. Linking pay-for-performance, motivation, and job performance and well-being: an empirical investigation from India.
6. Dev, V., Gupta, V., & Budhwar, P. S. Incentive effects of pay-for-performance on creativity and citizenship behaviors: a self-determination perspective.
7. Singh, H & Dev, V. Linking team happiness and team performance: a field experiment on short-duration teams.
8. Singh, V. & Dev, V. Impact of promotion practices on emotional well-being in women managers: the moderating role of perceived efficacy of women managers.

E. Research Interests

1. *Work design* –
 - a. AI implementation in organizations - Work design considerations in AI development projects, AI augmentation to job roles, impact on workforce attitudes and behaviors
 - b. Hybrid work design, ICT-driven organizational interventions, ICT-mediated communication effectiveness, and pay attitudes in hybrid work
2. *Gamification* – Effectiveness of various gamification applications (learning and development, selection/recruitment, sales) in organizations, role of dispositional factors
3. *Pay-for-performance* – Incentive effect of PFP at individual and team levels, endurance of various types of financial incentives.