

NEHA PARIKH SHAH

Assistant Professor

Management & Global Business Department
Rutgers Business School, Newark & New Brunswick
Rutgers, The State University of New Jersey
Email: shahnp@business.rutgers.edu

RESEARCH INTERESTS

I study the interplay between employees' workplace networks and their job performance, with a focus on the social aspects of workplace relationships.

UNIVERSITY AFFILIATION

Rutgers, The State University of New Jersey

Rutgers Business School, Newark & New Brunswick

Assistant Professor, Management and Global Business

*Off the tenure clock in academic years 2014/15 and 2015/16

Newark, NJ
2010 – Present

EDUCATION

UCLA, Anderson School of Management

Ph.D., Human Resources & Organizational Behavior

Los Angeles, CA
2010

University of Pennsylvania, School of Arts and Sciences

B.A., Economics, Management Concentration (Cum Laude)

Philadelphia, PA
May 2001

PREVIOUS EMPLOYMENT

Marakon Associates

Associate Strategic Consultant

New York, NY
2001 –2004

PUBLICATIONS

- Shah, N.P., Levin, D.Z. and Cross. R. 2017. Secondhand social capital: Boundary spanning, secondhand closure, and individual performance. *Social Networks*. (In Press: <https://doi.org/10.1016/j.socnet.2017.04.005>)
- Shah, N. P., Parker A. & Waldstrøm C. 2017. Individual performance benefits of multiplex relationships. *Management Communication Quarterly*, 31(1) 5-18. <https://doi.org/10.1177/0893318916647528>
- Shah, N.P., Cross, R. & Levin, D.Z. 2015. Performance benefits from providing assistance in networks: Relationships that generate learning. *Journal of Management* (In Press: <https://doi.org/10.1177/0149206315584822>).
- Bendersky C. & Shah N.P. 2013. The downfall of extraverts and rise of neurotics: The dynamic process of status allocation in task groups. *Academy of Management Journal*, 56(2) 387-406. <https://doi.org/10.5465/amj.2011.0316>
- Bendersky, C., & Shah, N.P. 2012. The costs of status attainment: Performance effects of individual's status mobility in task groups. *Organization Science*, 23(2) 308-322. <https://doi.org/10.1287/orsc.1100.0543>

UNDER REVIEW

- Sterling C., Shah, N. P., Labianca, G. Workplace envy and social networks. Under first review.
- Lawrence B. & Shah N.P. Homophily: Measures and meaning. Under first review.

WORKS IN PROGRESS

- Shah N.P. & Dotan H. Unconnected: The benefits of the social periphery (Revision phase)
- Floyd T., Shah N.P., Grossman T., Labianca G. Networks of high performers before and after a merger: Implications for turnover (Data analysis-multiyear field study underway)
- Shah, N. P., Parker A., Levin, D. & Waldstrøm C. Workplace demands and network dynamics. (Data collection for second study-experimental underway)
- Shah, N. P., Parker A. & Waldstrøm C. Stress and innovation (Third round of data collection-multiyear field study underway)
- Brands R. & Shah, N.P. Impression management of networking behaviors. (Pilot lab and field study completed; first study-cross-sectional field data underway)
- Parker, S. & Shah, N.P. Gender and costs in the emergency room. (Data analysis-multiyear database underway)

INVITED PRESENTATIONS

- Shah, N.P., Levin, D.Z. & Cross, R. 2016. *Workplace stressors and network dynamics*. Intra-Organizational Networks Conference (ION), April, Kentucky, USA.
- Shah, N. P., Parker A., & Waldstrøm C. 2014. *To connect or disconnect: Changing workplace networks in response to job demands*. Intra-Organizational Networks Conference (ION), April, Kentucky, USA.
- Shah, N.P., Cross, R. and Levin, D.Z. 2012. *Enhancing one's own performance by assisting colleagues: Relationships that generate learning*. Intra-Organizational Networks Conference (ION), April, Kentucky, USA.
- Shah, N. P., Bendersky C. & Waldstrøm C. 2010. *Interdependence in networks: Multiplex ties and individual performance*. Intra-Organizational Networks Conference (ION), April, Kentucky, USA.
- Shah N.P. & Waldstrom C. 2008. *Stuck in the middle: A boon or a burden? Brokerage, multiplexity and individual performance*. Intra-Organizational Networks Conference (ION), September, Kentucky, USA.

MEDIA MENTIONS

Featured interviews about Bendersky, C., & Shah, N. 2013. The downfall of extraverts and rise of neurotics: The dynamic process of status allocation in task groups. *The Academy of Management Journal*, 56(2): 387 - 406.

1. Strategy+Business, April 6, 2015. <http://www.strategy-business.com/article/00317>
2. The New York Times Sunday Business section, February 2, 2014
http://www.nytimes.com/2014/02/02/business/that-neurotic-on-the-team-give-him-time.html?ref=business&_r=0
3. NPR:
<http://www.npr.org/player/v2/mediaPlayer.html?action=1&t=1&islist=false&id=180329736&m=180329726>
4. USA Today (this story is in syndication on the Gannett wire):
<http://www.usatoday.com/story/money/columnist/bruzzo/2013/04/28/on-the-job-introverts-vs-extroverts/2114539/>
5. Forbes: <http://www.forbes.com/sites/susanadams/2013/04/11/leadership-tiphire-thequiet-neurotic-not-the-impressive-extrovert/>

6. Time: <http://business.time.com/2013/04/25/who-is-happiest-at-work-probably-not-who-you-think/>
7. CNN: <http://edition.cnn.com/2013/04/18/business/neuroticism-at-work>
8. Fortune: <http://management.fortune.cnn.com/2013/04/23/neurotics-teamwork/>
9. Bloomberg Business Week and Pittsburg Post- Gazette: <http://www.bloomberg.com/news/articles/2013-05-31/why-business-needs-more-neurotics>
10. Times of India: <http://www.timescrest.com/opinion/outgoings-out-10252> and <http://economictimes.indiatimes.com/features/corporate-dossier/economica-do-extraverts-make-for-better-team-players/articleshow/22764012.cms>
11. Chicago Tribune: <http://www.chicagotribune.com/classified/jobs/chi-introvert-workplace-20130926,0,7540262.story>

Mentions of Shah, N.P., Cross, R. & Levin, D.Z. 2015. Performance benefits from providing assistance in networks: Relationships that generate learning. *Journal of Management (In press)*

The Atlantic: <http://www.theatlantic.com/health/archive/2014/03/how-to-succeed-professionally-by-helping-others/284429/>

AWARDS

- Rutgers Business School: Dean's Research Fund for Behavioral Research, 2012-2013
- Rutgers Business School: Research Resources Grant, 2011-2012
- Outstanding Reviewer Award, Academy of Management, Organizational Behavior Division, 2011
- UCLA Dissertation Year Fellowship, 2008-2009
- UCLA Anderson Fellowship, 2004-2008

CONFERENCE PRESENTATIONS

- Shah, N. P., Parker A., & Waldström C. (2016) *To connect or disconnect: Changing workplace networks in response to job demands*. Wharton People and Organizations Conference, September, Philadelphia, USA.
- Shah, N.P., Levin, D.Z. and Cross. R. (2016) *Secondhand closure*. The Academy of Management Meeting, August, Anaheim, USA.
- Shah, N. P., Parker A., & Waldström C. (2014) *To connect or disconnect: Changing workplace networks in response to job demands*. The Academy of Management Meeting, August, Philadelphia, USA.
- Shah, N.P., Cross, R. and Levin, D.Z. (2013) *Enhancing one's own performance by assisting colleagues: Relationships that generate learning*. Organization Science Winter Conference, February, Colorado, USA.
- Shah, N.P.; Parker, A.; Waldström, C (2013) *Dual paths to individuals' network based performance in intra-organizational networks*. International Sunbelt Social Network Conference, February, Germany.
- Waldström, C.; Shah, N. P; Parker, A.; (2013) *In stressful company – Changes in stress and work ties over time*, International Sunbelt Social Network Conference, July, Xi'an, China.
- Shah, N.P., Cross, R. and Levin, D.Z. (2012) *Enhancing one's own performance by assisting colleagues: Relationships that generate learning*. The Academy of Management Meeting, August, Massachusetts, USA.
- Bendersky C. & Shah N.P. (2012) *The downfall of extraverts and rise of neurotics: The dynamic process of status allocation in task groups*. The Academy of Management Meeting, August, Massachusetts, USA.
- Shah N.P. and Venkataramani V. (2011) *Social relationships in teams and sanctioning transgressions*. International Sunbelt Social Network Conference, February, Florida, USA.
- Shah N.P. & Waldstrom C. (2009) *Individual performance and multiplex bridging ties: Untangling relationships in networks*. International Sunbelt Social Network Conference, January, California, USA.
- Bonacich P. & Shah N.P. (2009) *Isomorphic patterns in multiplex triadic data*. International Sunbelt Social Network Conference, January, California, USA.

- Shah N.P. (2008) *Expressive network isolates: High performance through trust*. Academy of Management Conference, August, California, USA.
- Shah N. P. (2008) *Intersecting involvement: Multi-relational centrality and individual performance*. International Sunbelt Social Network Conference, January, Florida, USA.
- Shah N.P. & Lawrence B. (2007) *Expressive network isolates: High performance through trust*. International Sunbelt Social Network Conference, May, Corfu, Greece.
- Shah N.P. & Bendersky C. (2007) *Dynamics of social capital*. International Sunbelt Social Network Conference, May, Corfu, Greece.
- Lawrence B. & Shah N.P. (2007) *Homophily: Meaning and measures*. International Sunbelt Social Network Conference, May, Corfu, Greece.
- Shah N.P. (2006) *Informal network isolates and individual performance: When centrality is not required*. International Sunbelt Social Network Conference, April, Vancouver, Canada.

TEACHING

- Management Skills (Undergraduate), 2013-present
- Organizational Behavior (Undergraduate, MBA, Part-time MBA), 2010-present
- Teaching assistant Negotiations for MBA, Part-time MBA, Executive MBA (UCLA)
- Teaching assistant Organizational Behavior for MBA, Part-time MBA (UCLA)

PROFESSIONAL MEMBERSHIPS & ACTIVITIES

- Academy of Management
 - Organizational Behavior Division/Organization and Management Theory Division, Annual meeting reviewer (Award in 2011)
- International Network for Social Network Analysis
- Ad-hoc Reviewer: Organization Science, Human Resource Management, Academy of Management Journal

ADDITIONAL PERSONAL INFORMATION

- Prior Name: Neha Dinesh Parikh
- Place of Birth: Mansfield, OH
- Citizenship: USA