

CURRICULUM VITAE

Sarosh Kuruvilla
Andrew J. Nathanson Family Professor of Industrial Relations,
Asian Studies and Public Affairs
357 Ives Hall
Cornell University
Ithaca, NY 14853-3901
(607) 255 6735
sck4@cornell.edu

EXPERIENCE

Andrew J. Nathanson Family Professor of Industrial and Labor Relations, Cornell University, October 2016 till present.

Professor, Industrial Relations, Asian Studies and Public Affairs, Cornell University, May 2002-October 2016.

Visiting Professor, London School of Economics, 2010 – 2019 (various lengths)

Director, Southeast Asia Program, Cornell University, 2004-2005, 2008-2009, 2013

Chair, ILR International Programs, 2006-2013

Visiting Professor, Indian Institute of Management, Calcutta, Jan-August 2004

Associate Professor, Industrial Relations and Asian Studies, Cornell University, May 1995-May 2002.

Visiting Professor, Aarhus School of Business, Aarhus, Denmark. Jan-Dec 1997.

Assistant Professor of Labor and Industrial Relations, Cornell University. Jan 1990-May 1995.

Visiting Professor, School of Labor and Industrial Relations, University of the Philippines, 1994.

Teaching and Research Assistant, Department of Industrial Relations and Human Resources, University of Iowa, Jan/1986- July/1987 and Sept/1988 to Dec 1989.

Research Consultant, SACO Trade Union Federation, Stockholm, Sweden, Sept 1987-July 1988.

Labor Relations Manager, Madura Coats Ltd., India, an associate company of the Coats-Vijella Group, U.K. May 1981-Dec 1985.

AWARDS

Fulbright Research Scholar, 2004. Middle East, North Africa, and South Asia. Study: The Indian Outsourcing Industry.

Outstanding Young Scholar Award for the Best Contribution to International and Comparative Labor and Employment Research, 1996-1997. Industrial Relations Research Association, USA.

Outstanding Teacher: ILR School. The Interfraternity Council at Cornell University.

EDUCATION

Ph.D. Business Administration, University of Iowa, December 1989
Area: Economic Development and Industrial Relations Policy.

Post Graduate Honors Diploma, Personnel Management and Industrial Relations
Xavier Labor Relations Institute, Jamshedpur, India. June 1979-May 1981.

Bachelor of Commerce and Industrial Organization, University of Madras, India. 1976-1979.

RESEARCH & PUBLICATIONS

Books

From Iron Rice Bowl to Informalization: Markets, Workers and the State in a Changing China.

Sarosh Kuruvilla, Ching Kwan Lee and Mary Gallagher (Edsk P]TJETBT1 0 095 [)TJETBT1 0 0 14(in a Cha)

Sarosh Kuruvilla and Ricky Iverson. 1996. Antecedents of Union Loyalty; The effect of individual dispositions and organizational context.. Journal of Organizational Behavior. Volume 16, pp. 557-583.

Christopher Erickson and Sarosh Kuruvilla. 1995. Labor Costs and the Social Dumping Debate in the European Union. Industrial and Labor Relations Review, Vol 48 no.1 (October) 28-48.

Sarosh Kuruvilla and Ponniah Arudsothy. 1995. Economic Development, National Industrial Relations Policies, and Workplace IR/HR Practices in Malaysia. 1995.. In Thomas A. Kochan, Anil Verma, Russell Lansbury, in Industrial Relations and Human resource Management in an Era of Global Markets: An Asia-Pacific Perspective, Routledge: New York: 1995.

Sarosh Kuruvilla and Jack Fiorito. 1994. Who will help?: The Determinants of Willingness to Work for Unions. Relations Industrielles, Vol 49, No. 3,

Charles Mueller, Sarosh Kuruvilla and Ricky Iverson. 1994. Swedish Professionals: Gender Differences. 1994. Social Forces, Vol 72, no. 2, 555-573.

Sarosh Kuruvilla, Harry Katz, and Lowell Turner. Industrial Relations Reform in S. Korea: Principles and Policies in IR Systems Design. 1994. Seoul: Korea Labor Institute

Sarosh Kuruvilla and Ricky Iverson. 1994. Does Dual Commitment Underlie Company and Union Commitment? Evidence from Australia, Sweden, and the United States.. Research and Practice in Human Resource Management. Volume 3, no. 1.

Paul Jarley and Sarosh Kuruvilla . 1994. American Trade Unions and Public Approval: Can Unions Please All of the People All of the Time?. Journal of Labor Research. Vol XV, no. 2 (Spring) 1994, pp. 97-116.

Sarosh Kuruvilla, Daniel G Gallagher, and Kurt Wetzel. 1993. An Investigation of Member-Union Attitude Formation: Evidence from Sweden and Canada. 1993.. Industrial and Labor Relations Review, Vol 46, No. 3 (April) pp. 499-515

Harry Katz, Sarosh Kuruvilla and Lowell Turner . 1993. "Trade Unions and Collective Bargaining: Suggestions for Emerging Democracies in Eastern Europe and the Former Soviet Union" 1993.. In Silverman, Vogt, and Yanowitch (Eds). Double Shift: Transforming Work in Post Socialist and Post Industrial Societies. New York: Sharpe

Sarosh Kuruvilla and Roderick Iverson. 1993. Union Commitment in Australia.. Journal of Industrial Relations.. Vol 35, No. 3, (Sept) 1993.

Sarosh Kuruvilla and Magnus Sverke . 1993. Two Dimensions of Union Commitment Based on the Theory of Reasoned Action: Cross-cultural Comparisons.. Research and Practice in Human

Resource Management, Vol 1. No. 1 pp. 1-16. 1993.

Jonas Pontusson and Sarosh Kuruvilla. 1992. "Swedish Wage Earner Funds: An Experiment in Economic Democracy". 1992. Industrial and Labor Relations Review, Volume 45, No.4, (July) pp. 779-92.

Paul Jarley, Sarosh Kuruvilla and Douglas Casteel 1992. "The Importance of Member Union Relations as a Determinant of Global Union Satisfaction: Additional Evidence". 1992.. Industrial Relations. Vol 29, No 1, (Winter) 1990. 128-135.

Sarosh Kuruvilla, Jack Fiorito, Daniel G. Gallagher and Mitsuru Wakabayashi. 1990."Union Participation in Japan", Industrial and Labor Relations Review. Vol 43, No. 4, (April) 1990. 374-390.

Paul Lansing and Sarosh Kuruvilla. 1987. "Industrial Dispute Resolution in India: Theory and Practice.". 1987. Loyola of Los Angeles International and Comparative law Journal of Global Union Sae

487-488.

Review of Keith Whitfield and George Strauss. *Researching the World of Work. Strategies and methods in Studying Industrial Relations.* Cornell University Press.

Review of *Globalization and Labour Relations* edited by Peter Leisink, Edward Elgar, Cheltenham, UK, British Journal of industrial Relations.

Chapters in Books and Research Reports

Sarosh Kuruvilla and Chaturong Napathorn. 2017. *Globalization and Employment Relations in Southeast Asia.* Asian Handbook of HRM. Forthcoming.

Sarosh Kuruvilla, Tashlin Lakhani. 2013. *Global Value Chains and offshoring.* In Carola Frege and John Kelly (eds), *Comparative Employment Relations in the Global Economy.* Routledge: London

Sarosh Kuruvilla and Sunwook Chung. 2012. *Informalization and Re-regulation in East Asia.* In Malcolm Warner (ed)., *Managing Across Diverse Cultures in Asia.* Routledge.

Sarosh Kuruvilla and Mingwei Liu. (2010). *The Influence of Tripartism on Economic Reform in Singapore and Korea.* In Lydia Fraile and Lucio Baccaro (Eds), *Blunting Neo-Liberalism: Tripartism and Economic Reforms in the Developing World.* In Palgrave/ILO: London, Geneva, pp.85-122

Employee Turnover in the Business Process Outsourcing Industry in India, Aruna Ranganathan, and Sarosh Kuruvilla, in Kirk St. Amant (Ed) *IT outsourcing: Concepts, Methodologies, Tools and Applications.* IGI Global: 2009

Sarosh Kuruvilla. 2007. *Skil*
Dennis Rondinelli and John Heffron (EDs). *Globalization and Change in Asia.* London: Lynne Reiner: 2007 (January).

Kuruvilla, S. (2006). *Sustainable workforce development: The paths of Singapore and India* (Impact Brief 4). Ithaca, NY: School of Industrial and Labor Relations, Cornell University.
<http://digitalcommons.ilr.cornell.edu/impactbrief/4>

Sarosh Kuruvilla. 2006. *Soci*

Sarosh Kuruvilla, 2006. *Conclusion: Large Firm Industrial Relations at the Cross-roads.* In Changwon Lee and Sarosh Kuruvilla (Eds) *The Transformation of Industrial Relations in Large-*

size enterprises in Korea: Appraisals of Korean Enterprise Unionism. Seoul: Korea Labor Institute

Sarosh Kuruvilla, Stephen Frenkel and David Peetz. 2002. MNCs as Important Diffusers of Best practice Employment Relations in Developing Nations: Discussion and Propositions based on Selected Case Studies. in W.M. Cooke Ed, *Multinational Companies & Transnational Workplace Issues*. Quorum Books:

Regionalization and Industrial Relations in ASEAN. 2000. Sarosh Kuruvilla, Corinne Osborne and Byron Gibson. ILO: Geneva,

The Impact of Globalization on Economies and Industrial Relations Systems: Theory and Evidence. Sarosh Kuruvilla. 2000. In C.S. Venkataratnam and A Sivananthiran (Eds), *Globalization, Labour Management Relations in South Asia*. New Delhi: ILO-SAAT and IIRA

Transnational Labor Relations in Asia, Problems and Prospects. 2000 Sarosh Kuruvilla. Geneva: ILO

Globalization and Employment Relations in South Asia. 1999. Sarosh Kuruvilla, ILO: New Delhi.

Globalization and Employment Relations: A Framework for Research. 1997. Sarosh Kuruvilla. ILO EASTMAT: Bangkok

Asian Growth Triangles. Basu Sharma, Anil Verma, and Sarosh Kuruvilla. In Udo Staber, Norm Schaefer and Basu Sharma, eds., *Business Networks, Production Clusters, and Industrial Districts: Making the Most of Complexity*. Berlin: Walter de Gruyter, 1996.

Industrialization Strategies and Industrial Relations Policy in Malaysia. Sarosh Kuruvilla. In Stephen Frenkel and Jeffrey Harrod (Eds) *Industrialization and Labor Relations: Contemporary Research in Seven Countries* Ithaca, ILR Press: 1996.

The Linkages between Industrialization Strategies, National Industrial Relations Policies, and Workplace IR/HR Policies in Southeast Asia. Sarosh Kuruvilla. In Kerstin Wever and Lowell Turner (Eds.) *Comparative Political Economy of Industrial Relations*. The 1995 IRRA Research Volume

Unit Labor Cost Differentials in the EC. Christopher Erickson and Sarosh Kuruvilla. In Sanford M. Jacoby (Ed.), *National Labor, Global Capital: Societal Responses to Economic Integration in Asia, Europe and North America*. Oxford University Press. 1994

NAFTA, AFTA, and Industrial Relations in ASEAN. Sarosh Kuruvilla and Adam Pagnucco. 1994. In Harry C. Katz and Maria Cook (Eds.) *Regional Integration and Industrial Relations in*

North America. Institute for Collective Bargaining: Ithaca, 233-254.

"Trade Unions and Collective Bargaining". Harry Katz, Sarosh Kuruvilla, and Lowell Turner. In Impediments to Competitive Labor Markets: An Overview of Policy and Research Issues. The World Bank. 1994.

"The Implications of Europe 1992 for Labor Management Relations: Comment." 1992. Sarosh Kuruvilla. In Harry C Katz ed., The Future of Industrial Relations, Ithaca: Institute for Collective Bargaining, 1991.

Research Grants

Sustainable Labor Practices in Global supply Chains. The GAP Foundation 2015. \$750,000.

Sustainable Labor Practices in the Global Economy. Fair Labor Association, \$ 60,000

Cornell, ILR Dean: Developments in India and China, \$ 350,000, 2015-2019.

Institute for Social Sciences Cumulative Grants: \$20,000

Lehman Grants for China Activities 2009-2011: \$ 20,000

Fulbright Fellowship. US Department of State, December 2003-August 2004.

ILO-Japan Institute of Labor: Globalization and Employment Relations in Asia. Principal Investigator. 250,000\$ US. 1995-2000

Faculty Incentive Grants, Cornell University, 1992-93: \$ 10000

Faculty Incentive Grants, 1994-1998: \$ 15,000 (Cumulative)

Center for Advanced

Council Of Europe Guest Scholarship for study and research in Industrial Relations at the

Doctoral Students

Name of Student	Current Appointment
Elena Iankova, 1994	Visiting Professor, SUNY Binghamton
Shih-Wei Pan , 1995	Minister of Labor, Taiwan, (resigned 2016)
Byoung-hoon Lee, 1995	Professor, Sociology, Chungang University
Jean Clifton, 1996	Professor North Central College
Subesh Das 2004	Chief Secretary, Government of India (IAS)
Hyunji Kwon 2005	

ILO: Decent Work, 1998-2004

World Bank: Asian Financial Crisis, 1998-2002

Government of India: Skills and the Outsourcing Industry, 2004-2008

Government of Singapore: Skills, and Tripartism. 1996-1998, 2002-2004 and 2015.

Government of Philippines: Labor Law, 1994-1996

Government of Malaysia: Manpower Forecasting for Vision 2020. 1992-1994

HR Policy Association: Training of CHROs, 2010-2014.

Consulting: Other

Fair Labor Association: Fair Compensation 2014 ongoing

Corporations: Variable subjects and over 20 Corporations.

Languages

Fluent: English, Swedish, Hindi, Tamil, Malayalam

Written Competence: Danish

Currently Studying: Mandarin (second year)