

**Dr. Jaideep Ghosh, Associate Professor, School of Management and Entrepreneurship Awarded Ramanujan Fellowship from the Department of Science & Technology, Government of India.**



Dr. Jaideep Ghosh is currently working on two major research projects funded by the Science and Engineering Research Board, Department of Science & Technology, Government of India. The first one involves an investigation of the problem of agency and network structuration through the use of social network analysis. Simply put, *agency* refers to micro-level actors in a collectivity (for example, employees or organized groups of employees in an organization), and *structuration* signifies the formation of large-scale social structures (for example, organizations or groups of organizations). The problem is to understand the nature of an integrative feedback mechanism that operates between these structural components. Talking about his project, Dr. Jaideep said, “My research builds mathematical models of the process of *percolation transition* and performs extensive numerical simulations of real social networks. I started this project in

the middle of 2012. I’ve already published several interesting results, and I’m exploring a number of other applications at present. I’ve also given several invited talks on this problem in India and the US.”

Dr Ghosh’s second research project is of a very different flavor. He is part of the core team (of six members) for the World IT Project and also the principle country investigator for India. It involves an investigation of various IT employee issues, such as organizational IT issues, technology issues, and individual issues. Among organizational IT issues are the roles of IT strategic planning, IT-business alignment, business process reengineering, security and privacy, and IT reliability and efficiency, to name a few, in the nature and experience of IT employment. Technology issues include how cloud computing, social media, ERP systems, business intelligence, and big data, again to name just a few, are perceived by IT workers to influence their jobs. Some of the factors concerning individuals include job satisfaction, efficacy, and role ambiguity. For a deeper understanding of these issues, the context is important. These contextual variables include such factors as the organizational variables (including structure and strategy), organizational culture, IT occupational culture, and national culture. The modeling of this complex system is a large, multi-country, collaborative project, involving researchers from India, US, Germany, France, Canada, China, Italy, Turkey, Vietnam, Malaysia, and so on. The project is expected to be completed in 2018.