Anil KSHATRIYA

Assistant Professor
Department: Accounting and Management Control
ESSEC Business School
3 avenue Bernard Hirsch
95021 Cergy-Pontoise
France

Email: anil.kshatriya@essec.edu
Phone number: 01 34 43 37 70
Country of origin: Inde

RESEARCH INTERESTS

Experimental Research, Incentives, Innovation, Knowledge Transfer, Management Control

EDUCATION

2024 Doctor of Philosophy, Business administration, Accounting, University of Amsterdam, Netherlands

EMPLOYMENT

Full-time academic positions

2023 - Present Assistant Professor, ESSEC Business School, France

2017 - 2018 Associate Professor, Institute of Management Technology (IMT), India

2013 - 2017 Assistant Professor, Institute of Management Technology (IMT), India

2009 - 2013 Assistant Professor, Symbiosis Institute of Business Management (SIBM), India

Other professional experiences

2007 - 2009 Deputy Manager, Mahindra and Mahindra Ltd. (Automotive and Farm Equipment sectors), India

PUBLICATIONS

Conferences

KSHATRIYA, A., MOKHTAR, A. and PRESSLEE, A. (2026). Managerial Screening Pre-Commitment, Candidate Quality, and Time-to-Hire: An Experimental Investigation. In: 2026 Management Accounting Section Midyear Meeting. Nashville.

KSHATRIYA, A. and RAMASUBRAMANIAN, H. (2025). The Spillunder Effect: The Interplay between Cognitive Intrusion and Feedback Frequency in Sequential Task Environments. In: 47th European Accounting Association Annual Congress 2025. Rome.

KSHATRIYA, A. (2024). Intrafirm Knowledge Flows: The Impact of Knowledge Sourcing and Status Motives on Managers' Knowledge Transfer Decisions. In: 2024 American Accounting Association - Management Accounting Section Midyear Meeting. Orlando.

KSHATRIYA, A. and MAAS, V. (2024). It's a Dirty Job, but Someone Has to Do It: The Role of Symbolic Rewards and Performance Transparency in Task Assignment Decisions of Managers. In: 46th Annual Congress of the European Accounting Association 2024. Bucharest.

KSHATRIYA, A. and MAAS, V. (2024). It’s a Dirty Job, but Someone Has to Do It: The Role of Symbolic Rewards and Performance Transparency in Task Assignment Decisions of Managers. In: 14th EIASM Conference on New Directions In Management Accounting 2024. Milan.