

# Anil KSHATRIYA

Assistant Professor

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Control

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## RESEARCH INTERESTS

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

## EDUCATION

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

## EMPLOYMENT

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### 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

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### Conferences

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 MASS, 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.