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**SHRM Doctoral Graduate Wins Prestigious Award in First Year Post-Graduation**

**Laxmikant Manroop PhD**

Heller College of Business, Roosevelt University

Laxmikant Manroop recently completed his doctoral studies in Human Resource Management (HRM) at York University's School of Human Resource Management. His dissertation, chaired by Associate Professor Julia Richardson, examined the job search experiences of recent university graduates and found that some graduates tend to evaluate their job search experiences as evidence of personal failure by internalizing blame, whereas others evaluate their experiences as a sign of system failure by externalizing blame. The findings of this study extend the role of individual and contextual factors to show how they not only predict behaviours, but also matter to how job-seekers perceive, interpret, and give meaning to their job search experiences over time.

In addition to his primary focus on job search, Laxmikant's research interests also include strategic human resource management, performance appraisal, and business ethics. His work has been presented at a number of prestigious conferences including the *Academy of Management (AoM)* and *Administrative Sciences Association of Canada (ASAC)*. His research has appeared in several high-ranking journals, including *Human Resource Management*, *International Journal of Human Resource Management*, *Human Resource Management Review*, *Business Ethics: A European Review*, and the *British Journal of Industrial Relations*, among others.

Following completion of his doctoral studies in 2013, Laxmikant was appointed to a tenure-track faculty position as Assistant Professor of Human Resource Management at Roosevelt University's Heller College of Business in (Chicago, USA). Since joining the faculty at Roosevelt, Laxmikant has distinguished himself in both teaching and research. Following his first year as a pre-tenured faculty, Laxmikant has been recognized as Researcher of the Year, and has won the prestigious Heller College of Business *Faculty Excellence Award in Research* for 2013/2014.

The faculty and students of York's School of HRM are infinitely proud of Laxmikant's accomplishments and wish him continued success in his post-PhD career.

## SELECT RECENT PUBLICATIONS

### JOURNAL ARTICLES

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**Manroop, L.** (2014 – in press). Human resource systems and competitive advantage: An ethical climate perspective. *Business Ethics: A European Review*.

**Manroop, L.**, Singh, P., & Ezzedeen, S. (2014 - press). Human resources systems and ethical climates: A resource-based perspective. *Human Resource Management*.

Budworth, M. H., Latham, G. P., & **Manroop, L.** (2014- press). Looking forward to performance improvement: A field test of the feedforward interview for performance management. *Human Resource Management*.

**Manroop, L.**, Boekhorst, J., & Harrison, J. A. (2013). The influence of cross-cultural differences on job interview selection decisions. *International Journal of Human Resource Management*, 24(18): 3512-3533.

**Manroop, L.**, & Singh, P. (2012). The role of the AFL-CIO in regime change: The case of Guyana. *British Journal of Industrial Relations*, 50(2): 308 - 328

McKenna, S., Richardson, J., & **Manroop, L.** (2011). Alternative paradigms and the study and practice of performance management and evaluation. *Human Resource Management Review*, 21(2): 148 – 157. (Top 25 downloaded papers for 2011)

### REFEREED BOOK CHAPTERS

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**Manroop, L.**, & Harrison, J. (2014 - forthcoming). The ethics portfolio: Building and promoting ethical culture in an organization. In T. Issa, & R. Wolf (Ed.), *International Business Ethics and Growth Opportunities*. (Advances in Business Strategy and Competitive Advantage). IGI Global.

**Manroop, L.**, & Richardson, J. (2013). Using social media for job search: Evidence from generation Y jobseekers. In T. Bondarouk, & M. Olivas-lujan (Ed.), *Social Media in Human Resources Management* (Advanced Series in Management, Vol. 12). (pp. 165 – 178) Bingley, UK: Emerald Group Publishing Limited.

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**REFEREED CONFERENCE PRESENTATIONS**

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**Manroop, L.** The job search experiences of HRM graduates: An interpretive interactionist perspective. Paper to be presented at the Academy of Management Conference, Philadelphia: PA, August 2014.

**Manroop, L.** Graduate job search experiences: A multiparadigm perspective. Paper to be presented at the International Human Resource Management Conference, Cracow, Poland, June 2014.

**Manroop, L., & Richardson, J.** The evolution of HRM graduate job search expectations: An interpretive interactionist perspective. Paper presented at the Academy of Management Conference. Orlando: FL, August 2013.

**Manroop, L., & Malik, A.** Creating value through ethical climates: The role of human resource systems. Paper presented at the Administrative Sciences Association of Canada (ASAC). Calgary: AB, June 2013.

**Manroop, L.** Exploring the job search expectations of HRM graduates in Canada: A longitudinal qualitative study. Paper presented at the Academy of Management Conference. Boston: MA, August 2012.

**Manroop, L., Singh, P., & Ezzedeen, S.** Human resources systems and sustained competitive advantage: An ethical climate perspective. Paper presented at the Academy of Management Conference, Boston: MA, August 2012.

**Manroop, L., Boekhorst, J., & Harrison, J.** The influence of cross-cultural differences on interview judgment and evaluation. Paper presented at the Administrative Sciences Association of Canada (ASAC). St Johns: Newfoundland, June 2012.