

Kushal Sharma

kushal@solbridge.ac.kr

Tel: + 82 42 630 8868

Nationality: Nepalese

EDUCATION

2013 – 2017 (expected)	ESSEC Business School, France	PhD in Business Administration
2011 – 2013	ESSEC Business School, France	MS in Business Administration Research
2005 – 2007	Kathmandu University School of Management, Nepal	Master in Business Administration
1999 – 2003	Kantipur Engineering College, Nepal	Bachelor in Civil Engineering

TEACHING

Teaching Interests

Human Resource Management, Organizational Behavior, International Human Resource Management, International Business, Cross-cultural Management

Teaching Experience

YEAR	SCHOOL	COURSE	SIZE	RATING
2016 Fall	SolBridge*	HRM ⁺ , IB ⁺⁺	50-60	NA
2015 Fall	ESSEC	HRM ⁺	46	3.63 / 4.0
2015 Spring	ESSEC	HRM	36	3.54 / 4.0
2014 Fall	ESSEC	HRM	55	3.36 / 4.0
2014 Spring	ESSEC	HRM	33	3.44 / 4.0
2009 – 2011	GATE**	HRM, OB ⁺⁺⁺	40-60	NA
2008 -2011	KCM***	HRM, OB	30-60	NA

⁺Human Resource Management; ⁺⁺International Business; ⁺⁺⁺Organizational Behavior; *SolBridge International School of Business, Daejeon, South Korea; **Global Academy of Tourism and Hospitality Education, Kathmandu, Nepal; ***Kathmandu College of Management, Lalitpur, Nepal

RESEARCH

Research Interests

Talent Management; International Human Resource Management; Global Talent Management; Cross-cultural Management; Expatriation; Self-Initiated Expatriation

Publications

Working Papers

Sharma, K. & Cerdin, J. L. Towards a dynamic theory of Talent Management. . Target journal: Human Resource Management Review

Sharma, K. & Cerdin, J. L. MNE employees' perception and international orientation as predictors of job satisfaction. Target journal: The International Journal of Human Resource Management

Sharma, K. & Cerdin, J. L. Setting priorities straight: Impact of perception-based and attitudinal factors on the performance of MNC talent. Target journal: Human Resource Management

Book Chapters

Cerdin, J. L., & Sharma, K. (2014). Inpatriation as a Key Component of Global Talent Management. In *Global Talent Management* (pp. 79-92). Springer International Publishing.

Cerdin, J-L., Sharma, K., Tarique, I., & Purpura, C. (in press). Talent Management in Mission Driven Organizations. In *HRM in Mission Driven Organizations*. Pearson.

Cerdin, J-L., Brewster, C., & Sharma, K. (in press). Management of people in Mission Driven Organizations: current state and future directions In *HRM in Mission Driven Organizations*. Pearson.

PRESENTATIONS

MNE employees' perception and international orientation as predictors of job satisfaction. Academy of International Business (AIB) 2016 New Orleans Conference

In Search of Greener Pastures: Migration Motivations of Talents and Talent Management Practices in Nepal. Academy of International Business (AIB) 2015 Bengaluru Conference

Grass is Greener on this Side: An Investigative Study of Talent Management Practices in Nepal 2014. EIASM 3rd Workshop on Talent Management

Reconceptualizing Talent Management: A Dynamic Capabilities Approach 2013. EIASM 2nd Workshop on Talent Management

PROFESSIONAL EXPERIENCE

YEAR	EMPLOYER	JOB TITLE
2016 – Till Date	SolBridge International School of Business, Daejeon, South Korea	Assistant Professor
2011 – 2011	SOS Children’s Villages Nepal, Bhaktapur, Nepal	HR Director
2007 – 2011	Rolling Plans Consult, Kathmandu, Nepal	HR Consultant
2007 – 2008	Life Care Hospital, Kathmandu, Nepal	HR Manager
2003 – 2006	Professional Alliance for Rural Development, Kathmandu, Nepal	Civil Engineer

LANGUAGES

Nepali	Mother Tongue
English	Fluent
Hindi	Fluent
French	Basic