



**College of Arts and Applied Sciences  
Lakshmi Narayanan  
Dhofar University  
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### **EDUCATION:**

1996	Ph.D.	Psychology	University of South Florida
1988	M.S.	Psychology	Ohio University
1982	M.A.	Psychology	Osmania University
1980	B.A.	Psychology	Osmania University

### **EXPERIENCE:**

Date	
September 2006 – Present	Assistant Professor, College of Arts and Applied Sciences, Dhofar University, Sultanate of Oman
2001 – 2006	Associate Professor, Florida Gulf Coast University

1997 – 2005	Assistant Professor, Florida Gulf Coast University
1984 -1986	Project Coordinator, Administrative College

## **TEACHING:**

### **Frequently taught courses:**

- Social Psychology
- Assessment and Evaluation in Education
- Introduction to Sociology
- Human Behavior and the Social Environment
- Communities and Organizations
- General Psychology
- Communication and Interviewing
- Tests and Measurements
- Personality
- Research Methods
- Careers and Lifestyle
- Organizational Careers
- Organizational Behavior

## **RESEARCH**

### **Research Interest:**

Research interests include Cross-cultural Psychology, Personality, Cultural intelligence, Stress, Customer Service, Educational Assessment, and the Teaching and Learning Process

## PUBLICATIONS

### I. Articles in Refereed Professional Journals:

1. Narayanan, L. and Menon, S. (2005). Organizational Culture and Change: An Examination of Call Centers, Emotional intelligence and Work outcomes. The International Journal of Knowledge, Culture and Change Management, (Journal) Volume 4, ISSN: 1447-9524.
2. Narayanan, L. Menon, Menon, S. & Spector, P. E. (1999) A cross-cultural cultural comparison of job stressors and reactions among employees holding comparable in two countries. International Journal of Stress Management , 6, 197-212.
3. Narayanan, L., Menon, S., & Spector, P. E. (1999). Stress in the workplace: A comparison of gender and occupations. Journal of Organizational Behavior, 20, 63-73.
4. Narayanan, L., Menon, S., & Levine, E. L. (1995). Personality Structure : A Culture-Specific Examination of the Five-Factor Model. Journal of Personality Assessment, 64, 51-62.
5. Levine, E. L ., Spector, P. E., Menon, S., Narayanan, L., & Cannon-Bowers, J. (1996). Validity Generalization for Cognitive, Psychomotor and Perceptual Tests for Craft Jobs in the Utility Industry. Human Performance, 9, 1-22.
6. Narayanan, L., Rukmini, B. , & Ravichandra, K. (1986). Acoustic and semantic encoding in LTM for native and non-native languages. Journal of Psychological Researchers, 30, 129-134.
7. Narayanan, L., & Costello, M. (1984). Acoustic and semantic encoding in LTM for first and second languages. Psychological Studies, 5, 1-9.

## **II. Chapters in Academic Books:**

Menon, S., Narayanan, L., & Spector, P. E. (1996). Time Urgency and Its Relation to Occupational Stressors and Health Outcomes for Health Care Professionals. In C. D. Spielberger, I. Sarason (Eds), Stress and Emotion, (1996) Washington DC : Taylor & Francis.

## **III. Articles and Abstracts in International Conferences**

2008: Cultural Intelligence: Strategic Models for a Globalized economy. (2008). *Journal of Global Management Research*, 4 (2), 27-32

2007: Cultural Intelligence : Perspectives for Management and Business in the New Millennium. Paper presented at the Asia-Pacific Academy of Management and Business (APAMB) 2007 in Singapore.

2005: Organizational Citizenship: An Occupation-Specific Examination. Paper presented on January 2005, in Orlando, Florida for the Applied Business Research Conference.

2005: Paper entitled- Leadership and work outcomes: An examination of servant leadership and call centers (in press) *Journal of Applied Business Research*

2004: Paper entitled Organizational Culture and Change: An Examination of the Service industry. Paper presented at the International Management Conference on Knowledge, Culture and Change in Greenwich, London.

2004: Paper entitled “ Servant Leadership and work outcomes: An examination of call centers. Paper presented at the European Business Research Conference in Edinburgh, Scotland.

2004: Paper entitled “ Teaching Methods and Styles: A comparison of traditional and non-traditional teaching methods for traditional and non-traditional students” Paper presented at the College Teaching Methods and Styles Conference in Reno, Nevada

2004: Paper entitled “Organizational challenges in the 21<sup>st</sup> century: An examination of call centers. Paper presented in the Western Management Association Conference in Las Vegas, Nevada

2003: Paper entitled “Personality and work outcomes: A cross-cultural and cross-generational examination”. Presented at the International Conference in Psychology in Dubai, December, 2003.

## **COMMUNITY SERVICES**

### **I. Academic Committees:**

Academic Support Services Self Study committee, Dhofar University

### **II. Training Workshops:**

Teaching and learning Styles: Workshop given to the Indian School in Salalah, 2007

### **III. Consultation/Volunteer activities:**

Volunteer for English speaking skills for senior citizens:

I have involved also in being volunteer for a number of senior citizens who have come from other countries and have very poor English-speaking skills, I have taught them basic English speaking and assisted them in a variety of activities.

I also volunteer for the Indian Community at large and for the Indian School, Salalah in a variety of activities.

