



[Edward Machado]

Overview:

Over 20 years of experience including over 14 years of experience in Human Resource Management. Currently a doctoral candidate at SPJIMR.

Area of specialization: Organizational Behaviour and Human Resources

Year of joining the programme: 2018

Email: fpm18.edward@spjimr.org

Educational background: M.Tech, PGDC

Research interest: Organizational resilience, team resilience, positive psychology, employee well-being and organizational performance

Professional appointments/ Work experience:

Tata Teleservices Ltd.

- Head Enterprise Business HR (May 2012 to Sep 2018)
- Head Regional HR (South) (Aug 2010 to May 2012)
- Head Talent Acquisition (Jul 2007 to Aug 2010)

Manpower Services Pvt. Ltd. Mumbai (2004 to 2007)

Carich Training, Auckland (2002-2004)

Indicon Management Pvt. Ltd., Mumbai (1999-2002)

Soft-tronik Distribution, Moscow (1996-1999)

Agio CPS Pte. Ltd., Moscow (1993-1996)

Publications and working papers:

Organizational Resilience a Complex Adaptive System Perspective

Conference presentations: European Group for Organizational Studies (EGOS) Colloquium, Vienna, Austria, 5-11 July 2022.

Brown Bag/ Research Seminar presentations: Exploring the Human Resource Mechanisms of Developing Organizational Resilience Capability

Achievements:

Professional Certifications: Balance Score Card, Competency Based Interviewing – SHL, Job Evaluation-E&Y
Certified Assessor for TBEM (Tata Business Excellence Model)