



## Experience

Research Associate

2010-2011

*Indian Institute of Management, Ahmedabad (PM & IR Area)*

## Publications – Journal Articles

- Beerepoot, N. & Kumar, R. '[Upgrading of service delivery and employment conditions through indirect insertion in global value chains](#)', *Competition and Change*, Vol. 19, No. 5, pp. 374-389 2015
- Varkkey, B. & Kumar, R. '[Keeping the sparkle on: Workforce retention in Indian diamond cutting and polishing firms during economic recession](#)', *International Journal of Organizational Analysis*, Vol. 21 Issue: 3, pp. 454 – 470 2013

## Book & Book Chapters

- Kumar, R., & Beerepoot, N. Altering the social fabric of the working poor? Work and employment issues of support workers catering to international ICT-ITES firms in Mumbai. In P. D'Cruz & E. Noronha (Eds.), *Critical Perspectives on Work and Employment in Globalizing India*. Singapore: Springer.
- Kumar, R. *Globalisation of Services Production: Economic and Social Upgrading in Support-Service Industry Catering to International ICT-ITES firms in Mumbai*, Amsterdam: University of Amsterdam (ISBN: 978-90-78862-28-4) 2016
- Kumar, R. Corporatisation and upgrading of security services catering to the offshore service firms in Mumbai (Chapter XI) in Lambregts, B.; Beerepoot, N. & Kloosterman, R. (eds.) '[The local outcomes of the latest wave of globalisation in South and Southeast Asia](#)', London & New York:

## Working papers

## **Professional Development and Software Skills**

Azim Premji University Bangalore Second Annual Advanced Graduate  
Workshop