

## AJAI S. GAUR

Assistant Professor of Management  
College of Business and Public Administration  
Old Dominion University

2166 Constant Hall, Norfolk, VA 23529

Phone: 1-757-683-3836 • Fax: 1-757-683-3258 • Email: [agaur@odu.edu](mailto:agaur@odu.edu)

### Education

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<b>Ph D (Strategy/Int. Business)</b> , National University of Singapore	2007
<b>Ph D (Management)</b> , Department of Management Studies, ISM Dhanbad, India	2005
<b>Master in International Business</b> , Indian Institute of Foreign Trade, New Delhi, India	2000
<b>Bachelor of Technology</b> , Indian School of Mines, Dhanbad, India	1998

### Awards

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- **SAMS/AIB Best Doctoral Dissertation Proposal Award**, 2006, Academy of International Business Annual Conference.
- Nominated for **Carolyn Dexter Best Paper Award**, 2005, Academy of Management, Hawaii.
- Finalist, **IM Division Best Paper Award**, 2005, Academy of Management, Hawaii.
- Asia Research Institute **Fieldwork Grant**, 2006-07 (**SGD 4500**).
- **President's Graduate Fellowship**, consecutively **for four years** for research excellence.

### Publications

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#### Journal Articles

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- Gaur, A. S. & Lu, J.** 2007. Ownership strategies and subsidiary performance: Impacts of institutions and experience. **Journal of Management (USA)**, 33 (1): 84-110.
- Gaur, A. S., Delios, A. & Singh, K.** 2007. Institutional environments, staffing strategies and subsidiary performance. **Journal of Management (USA)**, 33 (4): 611-636.
- Delios, A., **Gaur, A. S. & Makino, S.** 2007. The timing of international expansion: Competition and imitation among Japanese firms. **Journal of Management Studies (UK)**, in press (*names listed alphabetically, each author contributed equally*)
- Gaur, A. S. & Kumar, V.** 2007. International diversification, firm performance and business group affiliation: Empirical evidence from India. **British Journal of Management (UK)**, in press.
- Gaur, A. S.** 2006. Changing demands of leadership in new economy: A survey of Indian leaders. **IIM B Management Review**, 18: 149-158.
- Gaur, A. S. & Gaur S. S.** 2005. Strategic roadmap for Indian pharmaceutical industry in the post 2005 era. **Indian Journal of Marketing**, 35: 3-10.

## Manuscripts under review

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Vasudevan, H., Gaur S. S., **Gaur, A. S.** & Singh D. A. 2007. Effect of market orientation on manufacturing performance: Moderating role of firm resources and environmental factors. **Journal of Strategic Marketing**, under review.

## Refereed Proceedings

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**Gaur, A. S.** 2007. Strategic adaptation during institutional transition. **AOM Best Paper Proceedings 2007** (Philadelphia, USA).

**Gaur, A. S.** & Delios, A. 2007. Firm governance, international diversification and performance. **Proceedings, Administrative Science Association of Canada**, (Ottawa, Canada).

**Gaur, A. S.** & Delios, A. 2006. Business group affiliation and firm performance during institutional transition. **AOM Best Paper Proceedings 2006** (Atlanta, USA).

**Gaur, A. S.**, Delios, A., & Singh, K. 2005. Institutional environments, staffing strategies and subsidiary performance: lessons from Japanese MNCs. **AOM Best Paper Proceedings 2005** (Hawaii, USA).

**Gaur, A. S.** 2003. Changing demands of leadership in new economy – Critical competencies for e-leadership. Proceedings, Third **International Conference on Electronic Business (ICEB 2003)**, Singapore.

**Gaur, A. S.** & Wali, O. P. 2003. E-Learning in India: Experiences, issues & challenges. Proceedings, Third **International Conference on Electronic Business (ICEB 2003)**, Singapore.

**Gaur, A. S.**, Gaur, S. S. & Gopinath S. 2002. Value marketing of IT solutions in construction industry. Proceedings, International Conference on **‘Marketing of Technology Oriented Products and Services in the Global Environment’**, Academy of Marketing Science, USA; DuPree College of Management, USA; and Indian Institute of Management, Bangalore, India.

**Gaur, A. S.**, Dasgupta, P. Gaur, A. S. & Singh, S. 2002. Branding in pharmaceutical industry: An empirical study on the industry situational analysis and implications for domestic brands. Proceedings, International Conference on **‘Marketing of Technology Oriented Products and Services in the Global Environment’**, Academy of Marketing Science, USA; DuPree College of Management, USA; and Indian Institute of Management, Bangalore, India.

**Gaur, A. S.**, Gaur, S. S., Khanna, N. & Singh S. 2002. An assessment of the innovative marketing practices in Indian pharmaceutical industry. Proceedings, International Conference on **‘Marketing of Technology Oriented Products and Services in the Global Environment’**, Academy of Marketing Science, USA; DuPree College of Management, USA; and Indian Institute of Management, Bangalore, India.

Waheed K. A., Gaur S. S. & **Gaur A. S.** 2001. Globalization of agribusiness firms: challenges and solutions for the Indian market. Proceedings, **International Conference on Globalization of Business and Markets, Strategies for the 21st Century**, Academy of Marketing Science, USA; DuPree College of Management, USA; and Indian Institute of Management, Bangalore, India.

## Book & Chapter

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- Kumar, V. & Gaur, A. S. 2007. International diversification and firm performance in India. In **Research in global strategic management (Volume 13): Regional aspects of multinationality and performance**, Rugman, Alan M. (Ed.), Elsevier, USA (in press).
- Gaur, A. S. & Gaur S. S. 2006. **Statistical methods for practice and research: A guide to data analysis using SPSS**. Sage Publications.
- Gaur A. S. 2007. **Leadership competencies for the new economy**. Sage Publications (in progress).

## Conference Participation

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Over **25 papers** in different conferences – **AOM (7), AIB (8), SMS (1)**. Also participated as session chair, discussant and reviewer in different conferences.

### 2007

- Gaur, A. S. 2007. Firm governance, international diversification and performance. **Academy of Management**, International Management Division. Philadelphia, USA (in August).
- Gaur, A. S. 2007. Strategic adaptation during institutional transition. **Academy of Management**, Business Policy Division. Philadelphia, USA (in August).
- Gaur, A. S. 2007. Ownership, group affiliation and international diversification: the determinants and the performance consequence. **Academy of International Business**. Indianapolis, USA (in June).
- Gaur, A. S. & Delios, A. 2007. Impact of ownership and group affiliation on firms' strategic choices during institutional transition. **Academy of International Business**. Indianapolis, USA (in June).
- Gaur, A. S. & Delios, A. 2007. Firm governance, international diversification and performance. **Proceedings, Administrative Science Association of Canada**, Ottawa, Canada (in June).

### 2006

- Gaur, A. S. & Delios, A. 2006. Business group affiliation and firm performance during institutional transition. **Academy of Management**, Business Policy Division. Atlanta, USA.
- Gaur, A. S., Schmid, F. & Delios, A. 2006. Top management team characteristics and performance of SMEs. **Academy of Management**, Business Policy Division. Atlanta, USA.
- Gaur, A. S. & Kumar, V. 2006. International Diversification, Firm Performance and Business Group Affiliation: Empirical Evidence from India. **Academy of Management**, IM Division, Atlanta, USA.
- Gaur, A. S., Singh, D. A. & Kumar, V. 2006. Resource based view and export performance of emerging market firms. **Academy of International Business**, Beijing, China.
- Gaur, A. S., & Delios, A. 2006. Firm Performance during Institutional Transition: Effect of Group Affiliation for Emerging Market Firms. **Academy of International Business**, Beijing, China.

### 2005

- Gaur, A. S., Delios, A. & Singh, K.** 2005. Institutional environments, staffing strategies and subsidiary performance: Lessons from Japanese MNCs. **Academy of Management**, International Management Division. Hawaii, USA.
- Gaur, A. S. & Lu, J.** 2005. Ownership strategies and subsidiary performance: Impact of institutions and experience. **Academy of Management**, International Management Division. Hawaii, USA.
- Gaur, A. S. & Kumar, V.** 2005. Role of business group affiliation on international diversification - firm performance relationship. **Strategic Management Society** Conference, Florida, USA.
- Gaur, A. S., Delios, A. & Singh, K.** 2005. Foreign subsidiary staffing, institutional environment and performance implications: experiences from Japanese MNCs. **Academy of International Business**, Quebec city, Canada.
- Gaur, A. S., Kumar, V. & Singh D. A.** 2005. International diversification and firm performance: effect of business group affiliation in an emerging market context. **Academy of International Business**, Quebec city, Canada.
- Gaur, A. S. & Hwang, P.** 2005. Institutional environment and global expansion: choice between FDI and licensing. **Academy of International Business**, Quebec city, Canada.
- Gaur, A. S. & Lu, J.** 2005. Ownership strategies and subsidiary performance: impact of institutional distance and experience. **Journal of International Business Studies Paper Development Workshop** at the Academy of International Business, Quebec city, Canada.
- Singh, D. A. & Gaur, A. S.** 2005. Resource-based view and export performance of emerging market firms. **Asia Pacific Journal of Management, Special Issue Conference**, Singapore.
- Gaur, A. S. & Gaur, S. S.** 2005. International diversification by firms from developing countries: A practitioners approach. International Conference on Globalization and Competitiveness, **Academy of International Business – India Chapter**.

### 2004

- Gaur, A. S. & Delios, A.** 2004. A longitudinal study of performance difference of Japanese FDI in different world markets. **Academy of International Business**, Stockholm, Sweden.

### 2003

- Gaur, A. S.** 2003. Changing demands of leadership in new economy – Critical competencies for e-leadership. Proceedings, Third **International Conference on Electronic Business (ICEB 2003)**, Singapore.
- Gaur, A. S. & Wali, O. P.** 2003. E-Learning in India: Experiences, issues & challenges. Proceedings, Third **International Conference on Electronic Business (ICEB 2003)**, Singapore.

### 2002

- Gaur, A. S., Gaur, S. S. & Gopinath S.** 2002. Value marketing of IT solutions in construction industry. International Conference on **'Marketing of Technology Oriented Products and Services in the Global Environment'**, Academy of Marketing Science, USA; DuPree College of Management, USA; and Indian Institute of Management, Bangalore, India.

- Gaur, A. S.**, Dasgupta, P. Gaur, A. S. & Singh, S. 2002. Branding in pharmaceutical industry: An empirical study on the industry situational analysis and implications for domestic brands. International Conference on '**Marketing of Technology Oriented Products and Services in the Global Environment**', Academy of Marketing Science, USA; DuPree College of Management, USA; and Indian Institute of Management, Bangalore, India.
- Gaur, A. S.**, Gaur, S. S., Khanna, N. & Singh S. 2002. An assessment of the innovative marketing practices in Indian pharmaceutical industry. International Conference on '**Marketing of Technology Oriented Products and Services in the Global Environment**', Academy of Marketing Science, USA; DuPree College of Management, USA; and Indian Institute of Management, Bangalore, India.
- Gaur, A. S.** & Shanker, R. 2002. Global marketing of research and development services: Some conceptual issues. Presented at the National Workshop on **Global Marketing of Research and Development Services**, Indian Institute of Foreign Trade, New Delhi, India.

### 2001

- Waheed K. A., Gaur S. S. & **Gaur A. S.** 2001. Globalization of agribusiness firms: challenges and solutions for the Indian market. **International Conference on Globalization of Business and Markets, Strategies for the 21st Century**, Academy of Marketing Science, USA; DuPree College of Management, USA; and Indian Institute of Management, Bangalore, India.

### Manuscripts under preparation

- Gaur, A. S.** 2007. Die to live? Importance of exit strategy for business groups in emerging economies. (To be submitted to **Administrative Science Quarterly**)
- Gaur, A. S.** & Delios, A. 2007. Business group affiliation and firm performance during institutional transition. (To be submitted to **Academy of Management Journal**)
- Delios, A., **Gaur, A. S.**, Zhou, N. & Singh K. 2007. Replication in strategy research: The case of Japanese firms' international strategies. (To be submitted to **Strategic Management Journal**)
- Gaur, A. S.**, Schmid, F. & Delios, A. 2007. Top management team characteristics and performance of SMEs. (To be submitted to **Entrepreneurship Theory and Practice**)

### Research Interests

**Strategy:** Institutional Transition, Strategic Choices and Performance Consequences, Business Groups, Emerging Economies.

**International Business:** Firm Internationalization, Entry Mode, Ownership Strategies, Foreign Subsidiary Performance and Survival.