

# Harshvardhan Jayant Ketkar

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ASSISTANT PROFESSOR

**Organization Design**

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## Biography

Harsh Jayant Ketkar is an Assistant Professor in the Department of Management and Technology at Università Bocconi.

Prior to his doctoral studies, he worked in various industry sectors, ranging from software to retail to automotive manufacturing. In his research, he studies different modes of organizing human capital for knowledge-based work and its outcomes. His current research focuses on performance tradeoffs associated with new modes of organizing (such as self-organizing, bossless organizations), as well as automation in the context of human resource allocation and knowledge integration. He wrote about these topics in the Strategic Management Journal.

He got his PhD in Strategy from the University of Michigan- Ross School of Business. He has an Undergraduate Degree in Computer Science Engineering from the University of Pune, and an MBA from the Indian Institute of Management Calcutta.

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## ARTICLES IN SCHOLARLY JOURNALS

KETKAR H., WORKIEWICZ M.

**Power to the people: The benefits and limits of employee self-selection in organizations**

Strategic Management Journal, 2022, vol.43, no. 5, pp.935-963

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