



Shamala Kumar, Ph.D.

Senior Lecturer

Office: Agricultural Economics and Business Management
Faculty of Agriculture, University of Peradeniya
Peradeniya

Telephone: 081 2395505 (office)

E-mail: shamalak@pdn.ac.lk; shamalakumar@yahoo.com

EDUCATION

Doctor of Philosophy

Purdue University, West Lafayette, Indiana.

August 2005.

Thesis: *When performance goals become dysfunctional: An investigation of the effects of difficulty on performance goals.*

Advisor: Carolyn M. Jagacinski.

Master of Science

Illinois State University, Normal, Illinois.

August 1999.

Thesis: *Attributions of morality for instrumental and reactive aggression: A multiple inference model.*

Advisor: Glenn D. Reeder.

Bachelor of Arts

University of the South, Sewanee, Tennessee.

May 1996.

PROFESSIONAL EXPERIENCES

SELECTED TEACHING

Senior Lecturer (May, 2005 – present), Department of Agricultural Economics and Business Management.

Teaching includes course on proposal formulation and research methods and organizational behaviour.

Subject Matter Expert (May, 2006 to present), Department of Management, Faculty of Arts, University of Peradeniya.

Responsibilities include development of online course on the Behavioural Sciences and conducting the online course.

Resource Person (January –December, 2008), Centre for Women’s Research Colombo.

Responsible for developing relevant module in resource manual and co-teaching module on Gender and Management as part of a series of workshops held throughout the country.

Lecturer (October, 2005 – May, 2006), Postgraduate Institute of Management, Univ. of Sri Jayewardenepura, Sri Lanka.

Responsibilities included lectures for Masters degree programmes in Management and student supervision for research and skills Projects.

Visiting Lecturer (November, 2006 – present), Postgraduate Institute of Agriculture, University of Peradeniya.

Responsibilities include teaching Organizational Behavior Analysis and Research Methodology for the Masters in Business Administration programme at the University of Peradeniya.

Visiting Lecturer (January -May, 2008), Department of Philosophy and Psychology, University of Peradeniya

Responsible for teaching research methodology and quantitative techniques to Psychology students.

Visiting Lecturer (May, 2006 – present), Postgraduate Institute of Management, University of Sri Jayewardenepura.

Responsibilities include teaching courses on Human Resource Management.

Case study Developer (February 2008 – December, 2009), Job of a Field Officer responsible for controlling Pollution.

Responsible for developing a teaching case to help students who are involved with the technical fields of water resource management from understanding the social and psychological factors associated with integrated water resource management.

TEACHING MATERIAL

Kumar, S. (2009). Behavioural Sciences. Developed online course textbook for 2 credit course.

Kumar, S. & (2009). *The Meda Ela does not complain*. Teaching case study to highlight the impact of political interference on organizational effectiveness. Mumbai, India: ICSSR.

Mendis, A. & Kumar, S. (2008). Module 1: Our Personal and Professional Roles and How We Perceive Them. In *Beyond the Glass Ceiling: Participation in Decision Making in the Public Domain*. Colombo: CENWOR.

RESEARCH

Current Research Interests

Many of my current research interests centre on the motivational goals of individuals engaged in achievement tasks. As part of this programme of research I have examined motivational goals in business contexts, educational contexts and in the laboratory.

More recently I have developed an interest in organizational citizenship behaviour (OCB) and how the self is construed in different parts of the world.

Papers and Manuscripts

Jagacinski, C.M., Kumar, S., & Kokkinou, I (2008) Challenge seeking: The relationship of achievement goals to choice of task difficulty level in ego-involving and neutral conditions. *Motivation and Emotion*, 32, 310-322.

Kumar, S. & Jagacinski, C. M. (2006). Imposters Have Goals Too: The Imposter Phenomenon and Its Relationship to Achievement Goal Theory. *Personality and Individual Differences*, 40, 147-157.

Paper was cited by *Psychology Today*, November 1, 2009, *Field Guide to The Self-Doubter: Extra Credit*.

Paper was cited by the *Globe and Mail*, July 17, 2009, *The judge who judges herself*.

Paper was cited in the *New York Times*, February 5, 2008, *Feeling like a Fraud: Maybe sometimes you should*.

Paper was cited by the Research Digest of the British Psychological Society, 2006.

Reeder, G. D., Kumar, S., Hesson-McInnis, M., Trafimow, D. (2002). Inferences about the morality of an aggressor: The role of perceived motive. *Journal of Personality & Social Psychology*, 83, 789-803.

Kumar, S. & Jagacinski, C.M. (under review). Confronting Task Difficulty in Ego Involvement: Change in Performance Goals. *Journal of Educational Psychology*.

Jagacinski, C. M., Kumar, S., Boe, J. L., & Lam, H. (under review). Great Expectations: Changes in Achievement Goals across the College Semester. *Emotion and Motivation*.

Kumar, S., Jagacinski, C. M., Lam, H. & Lustenberger, D. E. (under preparation). Goal orientation in the prediction of citizenship and performance.

Kumar, S. & Gunawardene, H. (paper under preparation). The Effect of Different Goal Orientations on Individual Sales Performance.

Technical Reports

Kumar, S. & Jagacinski, C. M. (2003). *An investigation into students' commitment and achievement goals in determining students' performance in two English courses*. West Lafayette, IN: Purdue University.

- Kumar, S. & Reeder, G. D. (1999). *Report on Core Alcohol Survey: Illinois State University, Years 1991, 1993 and 1998*. Normal, IL: Illinois State University.
- Amarasuriya, K. & Kumar, S. (1996). *Evaluation in Sri Lanka of "Young People and Substance Use: A Manual Create, Use and Evaluate Educational Materials and Activities (WHO)"*. Colombo, Sri Lanka: ADIC.

Invited Presentations

- Kumar, S. Keynote Address at the Sri Lanka Foundation Institute's for the Inaugural session of the Diploma Course in Counseling in 2008 at the Sri Lanka Foundation Institute.
- Kumar, S. *When goals change: Impact of difficulty of the change in performance goals*. Invited to speak in 2005 at the Solomon Asch Center, University of Pennsylvania, Philadelphia, PA.

Conference Presentations

- Rambodagedara, S. & Kumar, S. Liesure Activities in Ragala: What Role Does Gender Play? Paper to be presented at the *Twelfth National Conference on Women's Studies, Sri Lanka*.
- Fernando, M.A.C. & Kumar, S. (2009) Characteristics that contribute to university adjustment: First-year Agriculture undergraduate students of the University of Peradeniya. Paper presented at the *Peradeniya University Research Sessions, Peradeniya, Sri Lanka*.
- Gunawardana, D.K.H.H. & Kumar, S. (2008). Sales performance and goal orientations for task and social achievement. Paper presented at the *International Conference on Social Science, Kelaniya, Sri Lanka*.
- De Mel, W. L. I. & Kumar, S. (2008). What makes teams work: leader-member relationship quality and employee performance and job attitudes. Paper presented at the *International Conference on Social Science, Kelaniya, Sri Lanka*.
- Jagacinski, C. M., Kumar, S. Lam, H., Lustenberger, D. E. An Exploratory Study of Work Avoidance in the College Classroom, paper presented at the annual meeting of the American Educational Research Association, 2008, New York, NY, USA.
- Jayasooriya K.A.S.P. and Kumar S. (2007). Creating brand loyalty through understanding affective and cognitive responses of consumer behaviour. Paper presented at the *International Conference on Business Management, Sri Jayewardene, Sri Lanka*.
- Jagacinski, C. M., Kumar, S., Lam, H., Bonaccio, S. Work Avoidance and Goal Orientations in Work and Academic Domains, paper presented at the Society of Industrial/Organizational Psychology 2007, New York, NY, USA.
- Kumar, S., Jagacinski, C. M., Lam, H. & Lustenberger, D. E. Goal orientation in the prediction of citizenship and performance, paper to be presented at the American Educational Research Association 2007, Chicago, IL
- Jagacinski, C. M., Kumar, S., Lam, H., Lustenberger, D. E. Effects of Order of Problem Difficulty and Achievement Goals on Test Motivation, Performance, and Affective Outcomes, paper to be presented at the American Educational Research Association 2007, Chicago, IL
- Jagacinski, C. M., Kumar, S., Bonaccio, S., Lam, H. A preliminary investigation of the work avoidance goal orientation construct. Paper presented at the 2006 annual meeting of the Society of Industrial/Organizational Psychology, Dallas, USA.
- Jagacinski, C. M., Kumar, S., Bonaccio, S. Performance-approach versus performance-avoidance goals: Effects on performance and affect during cognitive testing. Paper presented at the 2006 annual meeting of the American Educational Research Association, San Diego, USA.

- Kumar, S. & Jagacinski, C. M. *Meeting the challenge: Changes in achievement goals as a function of increasing task difficulty*. Paper presented at the 2005 annual meeting of the American Educational Research Association, Montreal, Canada.
- Jagacinski, C. M., Kumar, S., & Kokkinou, K. *The impact of goal orientations on challenge seeking*. Paper presented at the 2005 annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Jagacinski, C. M., Kumar, S., & Bonaccio, S. *Investigating the Antecedents of Maladaptive Academic Behaviors Using Achievement Goal Theory*. Paper presented at the 2005 annual meeting of the Midwestern Psychological Association.
- Jagacinsk, C. M., Kumar, S., & Boe, L. J. *Predictive change: Variations in Achievement Goals During an Introductory College Course*. Paper presented at the 2004 annual meeting of the American Educational Research Association, San Diego, CA.
- Jagacinsk, C. M., Boe, L. J., Kumar, S., Lam, H., Bonaccio, S., & Kokkinou, I. *When goals matter: Changes in the predictive value of achievement goals*. Paper presented at the 2004 annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Kumar, S. & Jagacinski, C. M. *Imposters have goals too: An examination of the imposter phenomenon and its relationship to achievement goal theory*. Poster presented at the 2003 annual meeting of the American Educational Research Association, Chicago, IL.
- Jagacinski, C. M., Kumar, & S., Boe, L. J. *The 2x2 Structure of Achievement Goal Orientations: Applications in the college classroom*. Poster presented at the 2003 annual meeting of the American Educational Research Association, Chicago, IL.
- Kumar, S., Reeder, G. D. & Hesson-McInnis, M. S. *Modeling Attributions of Morality for Aggression*. Paper presented at the 2001 annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Kumar, S. & Reeder, G. D. *Attributions of morality for aggression: Motives make a difference*. Paper presented at the 2000 annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Kumar, S., Reeder, G. D., Hesson-McInnis, M. S. & Gipson, K. *Attributions of morality for instrumental and reactive aggression*. Poster session at the 1999 annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Kumar, S. (1999). *Attributions of morality for instrumental aggression*. Paper presented at the Graduate Research Symposium of Illinois State University, Normal, IL.
- Kumar, S. & Teverbaugh, K. *Attribution of Aggression: Morality*. Poster session at the 1998 Graduate Research Symposium of Illinois State University, IL.
- Vandermaas-Peeler, M. & Kumar, S. *Occupational aspirations of preschoolers in the United States and Sri Lanka*. Poster session at the 1998 International Association for Cross-Cultural Psychology Congress, Bellingham, WA.
- Vandermaas-Peeler, M., Woods, A. I., Benjamin, C., Kumar, S., Braden, S. J. & Dailey, J. M. *Perception of real versus imagined actions*, Poster session at the 1995 South Eastern Psychological Association, Savanna, GA.
- Kumar, S. & Vandermaas-Peeler, M. *Sri Lankan pre-schoolers' career aspirations*. Poster session at the 1995 South Eastern Psychological Association (Committee on Equality of Professional Opportunity), Savanna, GA.
- Kumar, S. & Vandermaas-Peeler, M. *Gender differences in choice and description of best friends*. Poster session at the 1995 Scientific Sewanee, Sewanee, Tennessee.

SELECT POSITIONS HELD

Treasurer, Interim Committee, The Psychology Association of Sri Lanka (Nov. 2008 to present). The committee is responsible for developing a national body for psychologists in Sri Lanka.

Organising Committee, Conference on Psychology 2008. Member of organizing committee for conference funded by the American Psychological Association titled *What is Psychology: A Multiperspective Exploration of Psychology in the Sri Lankan Context*.

Lecturer in Charge of International Students, March 2007 – October, 2009. Responsible for the wellbeing of international students at the University of Peradeniya, under the Directorate for Research and International Affairs, University of Peradeniya

Senior Treasurer, Roteract Club, University of Peradeniya, January 2008 - present. Senior Lecturer responsible for the Roteract Club of the University of Peradeniya.

Secretary, Board of Study in Business Administration, January, 2009 – present. Responsible for the duties of Secretary for the board offering degrees in Business Management at the Postgraduate Institute of Agriculture, University of Peradeniya.

Coordinator, Leadership and Team Development Orientation Programme, November 2006- present. Responsible for delivery of the 4- day residential programme for 200 first year students of the Faculty of Agriculture each year. Responsible for programme development and implementation.

MEMBERSHIP IN PROFESSIONAL ORGANISATIONS

Society for Industrial and Organizational Psychologists, USA.
American Psychological Association, USA
Association for Human Resource Professionals, Sri Lanka