

### Statement of Purpose

The human mind is a powerful tool. Organised ideation and execution of novel ideas have paved the way for some of the most transformative innovations throughout history. Businesses, be they commercial or social impact enterprises, breed such innovations by establishing a foundational structure that facilitates the free flow of ideas and information. As a student, researcher, and professor of business studies, I bear an academic responsibility to identify lacunas in the current systems and attempt to resolve them. I hold the humble belief that my contribution to the existing research archives has the potential to radically transform workplace policies. Using a Doctoral degree in Industrial-Organisational Psychology, it is my intention to identify areas, especially within ‘Diversity and Inclusivity,’ ‘Healthy Workplace Interactions,’ and ‘Anti-Discrimination,’ and evolve a suitable policy mechanism for small and medium enterprises to adopt across jurisdictions.

Having acquired a Master in Business Administration (with a preliminary emphasis on Finance and Marketing) and a subsequent diploma in Human Resources and Management from two of the most prestigious business schools in India, I intend to pursue doctoral studies in I/O Psychology at your esteemed institution. During the course of my academic career, I developed a comprehensive understanding of business studies by executing a host of projects, seminars, and research activities. I oriented toward experiential learning as opposed to rote theoretical learning, knowing fully well that such an approach would offer powerful avenues for my academic and professional development. I realised that I share an immense proclivity for research. I worked in close coordination with the faculty in executing several advanced projects, including presenting and publishing a paper on [1] ‘*A Systematic Review of Blockchain Technology and its Applications*’ at the most highly regarded ‘*National Seminar on Social Innovation and Entrepreneurship*’ and [2] a working paper on the impact of emotional intelligence on academic performance among professional students. The aforementioned papers were widely appreciated for their depth of research, clarity of thought, and meticulous attention to detail.

In line with my aspirations, I have acquired comprehensive professional work experience in my position as an ‘Assistant Professor’ at some of the most highly sought-after business schools in South Asia. I relentlessly committed to maintaining a stronghold in my academic, co-curricular, and extracurricular endeavours. Some of my notable achievements include emerging victorious with a ‘Business Plan’ at the national-level techno-cultural and management fest and bagging first position at a business quiz organised by Indian School of Business (ISB), Hyderabad. I have further been a member of the institution’s ‘Public Relations’ cell. Additionally, I was part of the institution’s ‘National Service Scheme’ team, wherein I was a nodal point of communication for approximately nine hundred volunteers rendering selfless service in the areas of education and healthcare. I have strived to attain holistic development of my character throughout my academic and professional careers. I am highly confident that I am cut out for the field of doctoral studies in the aforementioned course.

I have always believed that diversity is the bedrock of institutional innovation. Ranging from talent acquisition to employee satisfaction and appropriate workplace conduct, modern human resource curricula have rightly focused on institutional measures to make workplaces diverse, inclusive, and accommodating. While multinational conglomerates across the globe have in-house consultants precisely to drive positive organisational growth in matters of social inclusion, there are several small and medium-scale enterprises across developing countries that lack the necessary internal policy infrastructure to cater to these underrepresented communities. India alone has several labour laws specifically catering to the marginalised. For instance, in the context of equal opportunity measures for LGBTQ individuals, the *Transgender Persons (Protection of Rights) Act, 2019*, is a full-fledged legislation in India but remains a mere paper tiger due to the lack of adequate internal policy measures by commercial enterprises. As a potential doctoral candidate in I/O Psychology, my motivation to pursue the aforementioned course is twofold: [A] To help design a comprehensive internal policy template assisting small and medium enterprises in developing countries to make their workplaces more diverse and inclusive, and [B] To acquire the necessary managerial competencies and cross-functional skill sets to establish a consulting firm focused on creating social impact.

Stanford University and its robust graduate program shine bright amongst the plethora of similar courses being offered across the world. The university bears exemplary recognition for its pedagogy, state-of-the-art research facilities, and academic rigour. I am highly confident that the industry-aligned faculty, drawn from the best of academic and professional backgrounds, will contribute to my professional, academic, and interpersonal growth. Further, the course curriculum for I/O Psychology is in near-perfect synchronisation with my academic objectives. Among several areas, I have a strong leaning toward devising measures to combat sexual harassment, correcting gender inequalities by focusing on talent acquisition and retention, and promoting healthy and respectful workplace interaction using the principles of organisational psychology. Considering my penchant for research and my eventual plan to enter academia, I am prepared to devote a significant amount of time at the university aiding and pursuing ongoing research projects. It is my utmost honour to be considered for admission at your esteemed institution. I shall strive to uphold your core values and match your remarkably high institutional standards should I be deemed worthy of an opportunity.

Over the years, I have never been hesitant to ask the right questions, collaborate with my peers on intricate and high-impact academic projects, or brainstorm solutions to complex problems by resorting to non-linear thinking. Having been in academia for the last half a decade, I have vowed to be respectful, considerate, and courteous to differences in perspectives and judgments, a pivotal virtue I shall continue to harbour. As fellow academicians, I am confident that you would agree that we have encountered students who show impeccable promise in their chosen field of study. I have often been challenged intellectually by some of the brightest minds in the country, which taught me the virtues of humility and sustained pursuit of knowledge. I am reasonably confident that I would be a fierce and vibrant addition to your graduate program, should you choose to accept my candidature for the class of 2025. I thank you for your time and consideration.