

**BROWN
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SERIES**

INVITING YOU TO THE JINDAL GLOBAL BUSINESS SCHOOL THE SOCIO-COGNITIVE MECHANISMS OF MANAGERIAL SUPPORT: DRIVERS OF EMPLOYEE CHANGE EFFICACY

PROF. PRASHANT MISHRA

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Prof. Prashant Mishra is currently an Assistant Professor at the Jindal Global Business School, O.P. Jindal Global University, where he teaches in the Organizational Behaviour and Human Resources (OB-HR) area. He holds Bachelor's and Master's degrees in Psychology from the University of Allahabad and a PhD from IIT Roorkee. As a Research Associate at IIT Delhi and IIT Jodhpur, he worked on an international project funded by the Swedish Research Council and an interdisciplinary ICSSR project, building strong understanding of both qualitative and quantitative research. His research interests focus on an interdisciplinary approach to workplace behaviour, and he has published widely in peer-reviewed journals, earning a Best Paper Award at a conference.

The talk will be based on the article that examines how managerial support shapes employees' change efficacy through the socio-cognitive processes of social information processing and cognitive appraisal. Organizational change efforts frequently fail not due to flawed strategy but because employees doubt their own ability to navigate change, making change efficacy a critical yet under-explained outcome. While managerial support is widely recognised as an antecedent of employee readiness, evidence on its direct effect remains inconsistent, suggesting it operates through deeper interpretive mechanisms. The present study empirically investigates how managerial support influences change efficacy among full-time employees across diverse Indian organisations, testing social information processing and perceived appropriateness of change as parallel and serial mediators using structural equation modelling. Employees who perceive greater managerial support engage in stronger social interpretation and judge the change as more appropriate, thereby enhancing their change efficacy. The theoretical and practical implications of the study, particularly for change communication and HRM practice, are discussed.

MODERATOR: PROF. AAKASH KHINDRI, ASSISTANT PROFESSOR, JINDAL GLOBAL BUSINESS SCHOOL



THURSDAY, 3 SEPTEMBER 2026



**6:00 PM to
7:00 PM IST**

MEETING LINK: <https://zoom.us/meeting/register/PpbS5JSiQ1q3ZmoWo2Fiog>