



Raginee Baruah

Assistant Professor – Speciality: Accounting

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Raginee Baruah is an Assistant Professor of Accounting. Her research work involves exploring the management control systems firms use as a ‘system’ to manage their workforce. In particular, her work investigates the use of personnel controls, such as hiring strategies, depending on the firms’ varying use of other forms of management control systems. She also researches into various hiring strategies used for hiring Chief Executive Officers. Her teaching portfolio at EDHEC consists of courses on Financial Accounting, at both graduate and undergraduate levels. Before joining EDHEC, Raginee pursued a PhD in Accounting from Maastricht University. She also has over five years of industry experience, working in firms like PricewaterhouseCoopers, and Asian Development Bank.

EDUCATION

- 2016-2020 **PhD in Accounting** (*Expected*)
Maastricht University
Promoter & Supervisor: Prof. Dr. Frank Moers (Maastricht University)
Second Supervisor: Prof. Dr. Isabella Grabner (Vienna University, WU)
- 2014-2016 **MSc. Economics and Financial Research**
Maastricht University
- 2007-2009 **M.A. Economics**
Delhi School of Economics, Delhi University
- 2003-2006 **B.A. Economics**
Delhi College of Arts & Commerce, Delhi University

ACADEMIC EXPERIENCE

- 2020-Present **Assistant Professor – Accounting**
EDHEC Business School
- 2015-2016 **Research Assistant** (*Prof. Dr. Olivier Marie*)
Erasmus University Rotterdam

TEACHING EXPERIENCE

EDHEC Business School

- Accounting Courses
 - 2020-2021 BBA Accounting for Managers: Financial Accounting
 - 2020-2021 MSc. Financial Accounting and Reporting

Maastricht University

- Accounting Courses
 - 2016-2020 BSc. International Business Program: Year I, II
 - Management Accounting
 - Financial Accounting
 - Corporate Governance
 - 2020 BSc. International Business Program (Online)
 - Corporate Finance
 - 2015 Economics Course (BSc. Economics Program)
 - International Economic Relations
 - 2019 Master Thesis Supervision (Second Supervisor)

INDUSTRY EXPERIENCE

- 2012-2014 Consultant at Asian Development Bank (Planning & Research Division), India
- 2010-2012 Consultant at PricewaterhouseCoopers Pvt. Ltd., India
- 2009-2010 Analyst at Indian-Petro Group, India

PUBLICATIONS

Working Papers

- “CEO Compensation: A Sorting Perspective” (*single authored: Job-Market paper*)
- “Recruitment Strategy & Intrinsic Motivation” (*co-authored with Frank Moers and Isabella Grabner*)
- “Selection & Training: A Complementarity View” (*co-authored with Frank Moers and Isabella Grabner*)

INTERNATIONAL CONFERENCES

- 2019 AAA Management Accounting Section Midyear Meeting and Doctoral Colloquium
- 2019 EAA 35th Doctoral Colloquium
- 2019 EAA 42nd Annual Congress
- 2019 10th EIASM Conference on Performance Measurement & Management Control

GRANTS AND AWARDS

- 2018-19 GSBE International Travel Grant, Maastricht University
- 2015-16 GSBE Research Assistant Grant, Maastricht University
- 2005-06 Gold Medal (Top of Class) Bachelor Program, Delhi University

RESEARCH INTERESTS

Management Control, Employee Selection, CEO Selection, Compensation, Personnel Control

MISCELLANEOUS

- 2016-17 Organizer for GSBE PhD. Colloquium, Maastricht University