



**Raginee Baruah, PhD**

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. She also researches into 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 obtained a PhD degree in Accounting from Maastricht University. She also has over five years of industry experience, working in firms like PricewaterhouseCoopers and Asian Development Bank.

## EDUCATION

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- 2016-2020    **PhD in Accounting**  
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

## PROFESSIONAL EXPERIENCE

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- 2020-Present    **Assistant Professor – Accounting**  
EDHEC Business School
- 2012-2014    **Consultant (Planning and Research Unit)**  
Asian Development Bank
- 2009-2012    **Consultant (Energy and Renewables)**  
PricewaterhouseCoopers Pvt. Ltd.

## TEACHING EXPERIENCE

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- Accounting Courses (BSc/BBA, MSc., MBA) 2016-current
  - Management Accounting
  - Financial Accounting
  - Corporate Governance
- Finance Courses (BSc. Finance Program) 2020
- Economics Course (BSc. Economics Program) 2015
- Master Thesis Supervision Since 2018

## PUBLICATIONS

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### 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

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- 2017,2019,2022 AAA Management Accounting Section Midyear Meeting and Doctoral Colloquium
- 2019 EAA 35th Doctoral Colloquium
- 2019 EAA 42nd Annual Congress
- 2019-2021 10th EIASM Conference on Performance Measurement & Management Control

## GRANTS AND AWARDS

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- 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

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

## OTHER ACADEMIC EXPERIENCE

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- 2015-2016 Research Assistant (*Prof. Dr. Olivier Marie, Erasmus University Rotterdam*)

## OTHER UNIVERSITY SERVICES

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