



Assistant Professor Raania Naeem KHAN

Academic Department: Operations Management
and Decision Science

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RESEARCH INTERESTS

- Industry 4.0, Capabilities and Firm Performance
- Organizational Value and Ontological Reversal
- Innovation and Strategic Management of Technology
- Healthcare Information Systems

TEACHING DOMAINS

- Information systems
- Business Analytics Management
- Strategic Management and Company Transformation

EDUCATION

Highest degree :

2023	PhD, Business Management, Information Systems, Grenoble School of Management, France
2020	MPhil in Business Administration - Management, Technology & Strategy, Grenoble School of Management, France
2017	Master of Science (M.Sc.), International Business, Kedge Business School, France
2013	Bachelor of Science (B.Sc.), Electrical and Computer Engineering, University of Engineering Technology, Pakistan

PROFESSIONAL EXPERIENCE

Academic experience and positions

Since 2023	Assistant Professor, ESSCA School of Management, France
2021 - 2022	PhD-DBA Buddy program - Providing theoretical and methodological support to DBA students, Grenoble School of Management, France
2018 - 2022	Teaching and Research Assistant, Grenoble School of Management, France
2016 - 2017	Teaching Assistant, Kedge Business School, France
2010 - 2013	Temporary Research and Teaching Assistant, Center for Advanced Research in Engineering (CARE), Pakistan

PROFESSIONAL EXPERIENCE

Professional experience

- 2017 - 2017 Market Analyst, Fresenius Kabi - ELAMA, France
- 2013 - 2015 Assistant Manager, Corporate and Digital Services, PTCL-Etisalat Telecom, Pakistan

INTELLECTUAL CONTRIBUTIONS

Peer-reviewed Articles

SHAHID, S., ASHRAF, N. and KHAN, R.N. (2025). Navigating family control: U-shaped effects on innovativeness and performance, moderated by firm age and breadth of collaboration partners. *International Journal of Entrepreneurial Behavior & Research*.

Conference proceedings

SHAHID, S., ASHRAF, N. and KHAN, R.N. (2025). Understanding Family Control: U-Shaped Effects on Innovation and Performance. In: *AOM Annual Meeting*. Copenhagen: Proceedings - Academy of Management (AOM).

KHAN, R.N. and PIGNI, F. (2021). Digital Twin: A literature review and research agenda in Information Systems. In: *AMCIS 2021 Proceedings*. AIS eLibrary.

Conference paper (with selection committee)

KHAN, R.N. and PIGNI, F. (2025). Digital Twins: A comparative case analysis. In: *Leading and Managing in the Digital Era*. Stevens Institute of Technology, Athens University of Economics and Business and Bodossaki Foundation.

KHAN, R.N. (2021). Is Software Eating the World? An analysis of prevalent technological cultures within Digital Twin (DT) enabled organizations. In: *European Conference on Information Systems (ECIS) Doctoral Consortium*.

KHAN, R.N. and PIGNI, F. (2020). Digital Twins as manifestations of software eating the world: Beyond the Information Technology (IT) artifact. In: *2020 DRUID PhD Academy Conference*. Odense.

SHAHBAZ, M., AHMED, Z., JAMAL, H., ASHRAF, A., YOUSUF, N. and KHAN, R.N. (2010). Addition of virtual interfaces in NetFlow probe for the NetFPGA. In: *European NetFPGA Developers Workshop*.

RESEARCH ACTIVITIES

Editorial activities

Reviewer for an academic or professional publication

Since 2020 Ad-hoc reviewer, European Journal of Information Systems

Service to the academic discipline

Reviewing activities for an academic conference

Since 2019 Ad-hoc reviewer: Annual Conference, Italian Conferences of the AIS (ITAIS)

Since 2018 Ad-hoc reviewer: Annual Conference, European Conference on Information Systems (ECIS)

Since 2018 Ad-hoc reviewer: Annual Conference, Americas' Conference on Information Systems (AMCIS)

Since 2016 Ad-hoc reviewer: Annual Conference, DRUID

Membership in an academic association

Since 2018 Professional affiliation, Association for Information Systems (AIS)

Participation in a research consortium

- 2020 - 2021 Principal Investigator: PHC (Partenariat Hubert Curien) VanGogh Project Assessing the Impact of Digital Twin solutions in Healthcare, Grenoble School of Management, France
- 2020 - 2021 Scientific Expertise: Horizon 2020 5G ALLSTAR (Project: H2020-EUK-815323), "Business assessment for vertical markets empowerment", Grenoble School of Management, France
- 2019 - 2020 Principal Investigator: MIAI Grant (Project: ANR-19-P3IA-003), "AI powered Digital Twins – Benefits and Challenges", Grenoble School of Management, France