

Arpita Saluja

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Department of Economics
Columbia University
New York, NY 10027

Email: as4943@columbia.edu
Phone +1 (917)403-3552
<https://sites.google.com/view/arpitasaluja>

Placement Chairs

Donald Davis: drd28@columbia.edu
Suresh Naidu: sn2430@columbia.edu

Placement Assistant

Amy Devine, (212) 854-6881
aed2152@columbia.edu

EDUCATION

Columbia University

Ph.D. in Economics	(expected) 2022
M.Phil. in Economics	2018
M.A. in Economics	2017

University of Delhi, India

M.A. in Economics, <i>Gold Medal</i>	2012
B.A. (Hons) in Economics, <i>Gold Medal</i>	2010

RESEARCH INTERESTS

Organizational Economics, Development Economics, Political Economy

JOB MARKET PAPER

Mentoring and Incentives

On the job training is one of the most effective ways of improving productivity especially in the public sector. Using data of the bureaucrats from the elite India Civil Services, I provide evidence that the human capital gained by the bureaucrats during their initial career varies significantly with the incentives of their mentor. I show that junior bureaucrats show better performance in the district training courses when their mentors are imperfectly observed by their supervisors. My findings can be rationalized in a framework where the mentor is a multi-tasking agent allocating time between mentoring and public service delivery. Mentors devote more effort to mentoring when their effort in district related tasks is imperfectly observed by their own supervisors. Exploiting a policy reform that was introduced to bring greater transparency in the performance evaluation system, I show that high powered incentives aimed to improve the bureaucratic performance of the mentors can end up reducing mentoring.

WORK IN PROGRESS

Violence and Participation in Social Programs

Do criminally charged politicians impede democracy at lower levels?

FELLOWSHIPS AND AWARDS

Dissertation Fellowship, Department of Economics, Columbia University	2020
Development Colloquium Grant, Columbia University	2019
Dean's Fellowship, Columbia University	2015-2020
Shri Ram Behari Rohatagi Memorial Gold Medal, Hira Lal Bhargava Gold Medal & K.C. Nag Memorial Prize, University of Delhi	2012
All India Post Graduate Scholarship, University Grants Commission	2011
Shri Mudiylpadmanabha Pillai Memorial Gold Medal, Vidyavati & Sohanlal Nayyar Gold Medal & Erachshah Maneckji Nanavutty Memorial Prize, University of Delhi	2010

TEACHING EXPERIENCE

Instructor

Industrial Organization	Summer 2018, 2019
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Teaching Assistant

Public Economics	Spring 2021
Industrial Organization	Fall 2019, 2016-2017
Principles of Economics	Fall 2017, 2018-2019

RESEARCH EXPERIENCE AND WORK EXPERIENCE

Research Assistant to Suresh Naidu, Columbia University	Summer 2017
Research Assistant to Bharat Ramaswami, Indian Statistical Institute	2014-2015
Analyst, Human Capital Analytics, Accenture Management Consulting	2012-2014

FIELD WORK

Pilot surveys of Potato cold storage owners (Agra, Uttar Pradesh)	IFPRI, 2014-2015
Surveys of Dairy farm owners (Punjab, Haryana) and retailers (Delhi)	

PERSONAL

Skills : STATA, Python, R, SAS, VBA
Citizenship: India, Canadian Permanent Resident
Languages: English (fluent), Hindi (native)

REFERENCES

Suresh Naidu

Professor of Economics, Columbia University
Professor of International and Public Affairs, Columbia University
sn2430@columbia.edu

Michael Best

Assistant Professor of Economics, Columbia University
michael.best@columbia.edu

Jonas Hjort

Associate Professor of Economics
Columbia University, Graduate School of Business
hjort@columbia.edu