

SIMA SAJJADIANI
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ACADEMIC POSITIONS

UBC Sauder School of Business, University of British Columbia
Assistant Professor of Organization Behaviour and Human Resources, 2018 – Present
Tenure Status: Tenure Track

RESEARCH INTERESTS

Employee Selection, Employee Turnover, People Analytics, Incentives Design, Machine Learning Applications in HRM.

EDUCATION

Doctorate, Ph.D., Business Administration, University of Minnesota, 2018
Supervisors: Kammeyer-Mueller, John; Benson, Alan

- Thesis title: *Two Essays on Strategic Human Resources Management*

Master's non-Thesis, MA, HRIR, University of Minnesota, 2014

Master's Thesis, MBA, Operations Management, University of Tehran, 2008

Bachelor's, B.Sc., Electrical Engineering, K.N. Toosi University of Technology, 2005

RESEARCH

Journal publications

Sajjadiani, S., Daniels, M., & Huang, B. (2024). The Social Process of Coping with Work-Related Stressors Online: A Machine Learning and Interpretive Data Science Approach. *Personnel Psychology*, 77(2), 321-373.

Media coverage by Insights at Sauder.

Sajjadiani, S., Kammeyer-Mueller, J. D., Benson, A. (2023). Who Is Leaving and Why? The Dynamics of High-Quality Human Capital Outflows. *Academy of Management Journal*, 66(6), 1929-1953.

Media coverage by CNBC, the Washington Post, the Wall Street Journal, BBC, CBC, Harvard Business Review, the World Economic Forum, U.S. Chamber of Commerce, Fast Company, Academy of Management Insights

Sajjadiani, S., Sojourner, A. J., Kammeyer-Mueller, J. D., Mykerezzi, E. (2019). Using machine learning to translate applicant work history into predictors of performance and turnover. *Journal of Applied Psychology*. 104 (10): 1207-1225.

Media coverage by Insights at Sauder.

Benson A., Sajjadiani S. (2018). Are Bonus Pools Driven by their Incentive Effects?: Evidence from Fluctuations in Gainsharing Incentives. *Industrial and Labor Relations Review*. 71(3): 567-599.

Thesis

Sajjadiani, S. (2018). *Two Essays on Strategic Human Resource Management*. University of Minnesota. Doctorate. Advisors: Alan Benson, John Kammeyer-Mueller, Chair: Aaron Sojourner

Conference Publications

Sajjadiani, S., Daniel M., Huang, HC. (2022). Online Social Coping with Work-Related Stressors During COVID-19. *Academy of Management Proceedings* (1).

Sajjadiani, S., Li, J. (2022). From Individual to Society: A Multi-Level Model for Diversity Training Reaction. *Academy of Management Proceedings* (1).

Sajjadiani, S., Shiva A., & Seidel, M. (2021). Pandemic Work: Developing a Computational Grounded Theory of Exogenous Category Shocks. *Academy of Management Proceedings* (50).

Sajjadiani, S., Kammeyer-Mueller, J.D., & Benson A. (2019). Organizational Context, Staffing Events, and Work Outcomes: A Dynamic Analysis Approach. *Academy of Management Proceedings* (50).

WORKING PAPERS

Sajjadiani, S., van Jaarsveld, D, Walker, D, & Voiseux, G. "AI-Human Collaboration. (Exact title removed to protect blind review process)." (Second round of Revise and Resubmit from *Academy of Management Journal*, resubmitted May 2024)

Hora, S., Campion, E., Sajjadiani, S., Lee, D., "Immigrant Work Experience (Exact title removed to protect blind review process)." (Received First Invitation to Revise and Resubmit from *Journal of Applied Psychology*, resubmission scheduled for September 2024)

Sajjadiani, S., Raynard, M., Seidel, M.D., Shiva, A., "Pandemic Work: Developing a Computational Grounded Theory of Exogenous Category Shocks."

WORK IN PROGRESS

Paluch R., Sajjadiani S., Zatzick, C., Nishii L. "Burning Bridges or Building Them? How Exit Conditions Shape Alumni-Organization Relationships."

Paluch R. & Sajjadiani S. "Upvoting HR: How HR Practices are Shared on Social Media Platforms."

Lee, K., & Sajjadiani S. "#TwitterIsDead: Diagnosing Organizational Death while Living through Change."

Sajjadiani, S. "The Effects of Early Social Networks on Career Success: A Network Machine Learning Approach."

Sajjadiani, S. "The Day I Quit: Analyzing the Turnover-Recovery Processes of Job Searching and Career Mobility following Voluntary Turnover."

Sajjadiani, S., Kammeyer-Mueller, J. & Benson, A. “Brittle Teams: Do Engaged Work Units Face Greater Voluntary Turnover Following Staffing Disruptions?”

Sajjadiani, S., Bryan, C., Paluch, B., Kang, S. “Understanding Effects of Diversity Events on DEI initiatives.”

HONORS AND AWARDS

- 2024 Best accepted paper in the HR Division (ranked top 10% of all conference paper submissions), Sajjadiani, S., van Jaarsveld, D, Walker, D, & Voiseux, G. “AI-Human Sequential Evaluation: Enhancing Fairness and Validity in Performance Assessments through AI-Human Collaboration.” 84rd Annual Meeting of the Academy of Management, Chicago, IL, 2024.
- 2023 Nominated for an Excellence in Teaching Award, Commerce Undergraduate Society, University of British Columbia. (*Unable to receive the award due to 2021 achievement of it.*)
- 2021 Excellence in Teaching Award, Commerce Undergraduate Society, University of British Columbia.
- 2017 Excellence in Teaching Award, Carlson School of Management, University of Minnesota
- 2016 Best Conference Paper, The 68th Labor and Employment Relations Association (LERA) Meeting in Minneapolis, MN.

GRANTS

- 2024 EDI Catalyst Grant, (5,000).
- 2023 SSHRC Insight Development Grant, (74,990).
- 2022 Dhillon Centre “Research into Business for the Social Good” Grant, (3,000).
- 2022 Sauder Exploratory Grant, (7,000).
- 2021 Dhillon Centre “Research into Business for the Social Good Grant, (4,000).
- 2021 SSHRC Insight Grant, (99,849).
- 2021 Dhillon Centre “Business for Social Good” Grant, (4,000).
- 2020 Sauder Exploratory Grant, (6,000).
- 2020 Centre for Innovative Data in Economics Research (CIDER) Grant, (12,000).
- 2020 SSHRC Insight Development Grant, (46,163).
- 2018-2020 Hampton Grant, (10,000).

TEACHING

UBC Sauder School of Business

- Winter 2023 COMM 324 – HR Analytics: Data and Metrics for HR Professionals, Undergraduate
- Winter 2023 COMM 203, Two Sections – Managing the Employment Relationship, Undergraduate
- Fall 2023 BA550 – Business Immersion, MBAN Graduate Seminar
- Winter 2022 COMM 203, Two Sections – Managing the Employment Relationship, Undergraduate
- Fall 2022 BA550 – Business Immersion, MBAN Graduate Seminar
- Winter 2021 BA580C – Topics in Business Administration, People Analytics, Graduate
- Winter 2021 COMM 386 – HR Analytics: Data and Metrics for HR Professionals, Undergraduate
- Winter 2021 COMM 203, Two sections – Managing the Employment Relationship, Undergraduate
- Winter 2020 BA580C – Topics in Business Administration, People Analytics, Graduate
- Winter 2020 COMM 386 – HR Analytics: Data and Metrics for HR Professionals, Undergraduate
- Winter 2020 COMM 203, Two sections – Managing the Employment Relationship, Undergraduate

Winter 2019 COMM 203 – Managing the Employment Relationship, Undergraduate
Winter 2019 COMM 386 – HR Analytics: Data and Metrics for HR Professionals, Undergraduate
Summer 2019 BA514 – IMBA Residency- People, Culture and Organizations, Graduate
Winter 2018 COHR 303 – Strategic Staffing (BCom), Undergraduate
Winter 2018 COMM 203 – Managing the Employment Relationship, Undergraduate

University of Minnesota

Fall 2016 Contemporary Management, Undergraduate
Fall 2013 Lab Instructor, Data & Metrics in HRIR, Graduate

PROFESSIONAL SERVICES AND MEMBERSHIPS

Doctoral Student Mentoring

Co-Supervisor, Gabrielle Voiseux, (In-Progress) UBC Sauder School of Business.

Reviewing

Organization Science, Administrative Science Quarterly, Journal of Applied Psychology, Journal of Management, Journal of Organizational Behavior, Journal of Management Studies, Personnel Psychology, Management Science, Academy of Management,

Memberships

Member, UBC Trustworthiness of Machine-Learning-Based Systems Research Cluster (2022-)
Member, Academy of Management (2015-).
Member, Society of Industrial and Organizational Psychology (2015-)
Member, Labor and Employment Relations Association (2015-)

PRESENTATIONS

Invited Presentations & Keynote Speaker

2024 Invited to present at the Andy Van de Ven Conference, Minneapolis, MN.
2024 Presented at the Measuring Behavior in Organizations panel at the 2024 Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL.
2024 Presented at the AI Conference at the University of Iowa, Tippie College of Business, Iowa City, IA.
2024 Presented in the “Diversity, Equity, and Inclusion in Algorithmic Hiring: Perils and Promises of Human-Machine Systems” session at the Association for the Advancement of Artificial Intelligence (AAAI) conference in Vancouver, BC.
2023 Towards a More Valid and Fair Performance Evaluation Model: Using Machine Learning to Translate Agent-Customer Interactions into Predictors of Performance in a Call Center. The 83rd Annual Meeting of the Academy of Management, Boston, MA.
2022 The Social Process of Coping with Work-Related Stressors Online: A Machine Learning and Interpretive Data Science Approach. The 82nd Annual Meeting of the Academy of Management, Seattle, WA.
2022 From Individual to Society: A Multi-Level Model for Diversity Training Reaction. The 82nd Annual Meeting of the Academy of Management, Seattle, WA.

- 2022 Keynote speaker at the Sauder Option Insider series for the OBHR division.
- 2022 Interpretive Data Science & People Analytics: From Theory to Social Impact, IDEaS.
Interpretive Data Science in Management Research Workshop, Vancouver, CA.
- 2021 - Present Annual guest speaker. COMM 621 HR PhD Seminar, UBC Sauder School of Business.
- 2020 Presented at the Teaching Online series at Sauder, “Surviving the First Wave on Online Teaching at Sauder.”
- 2020 Pandemic Work: Developing a Computational Grounded Theory of Exogenous Category Shocks. The 80th Annual Meeting of the Academy of Management, Virtual, New York, United States of America.
- 2020 Keynote Speaker at the HRMC Opening Night. Sauder HRMC Opening Night, Vancouver, Canada.
- 2020 Guest Lecturer for Keith Head’s COMM 693 class, University of British Columbia.
- 2019 HR Analytics. Guest Lecture for Tracey Gurton’s COHR303 Class, Vancouver, Canada.
- 2019 My Research Journey. Commerce Scholars Program, University of British Columbia.
- 2019 - Present Keynote Speaker at the Sauder Option Insider series for the OBHR Division, Vancouver, Canada.
- 2019 Recruitment and Selection. Guest Lecture for Danielle van Jaarsveld’s HR course at Ch'nook Aboriginal Management Program, British Columbia, Canada
- 2018 Presented “Navigating the Job Market” at the In Conversation Over Lunch series, Sauder Women Scholars, University of British Columbia.
- 2018 Applications of Machine Learning in Transforming and Optimizing HR Decision Making. Strategic HR Leadership Conference HR Management Institute, Vancouver, Canada.
- 2018 Guest Lecturer for Keith Head’s COMM 693 class, University of British Columbia.

Media

Interviews

- 2024 “Even if it's taking less time, it's taking a greater toll: Compensation in the age of AI,” in Canadian HR Reporter.
- 2023 “How Virtual Layoffs Became The New Normal For Workplaces,” in CNBC.
- 2023 “The Departure of High Performers Has Harmful Ripple Effects,” in the Harvard Business Review.
- 2023 “What is ‘resenteeism?’ And what can leaders do about it?,” in the Globe and Mail.
- 2023 “Do employers really have to worry about the 'lazy girls' trend?,” in the Canadian HR Reporter.
- 2023 “Want to work less? That may be the future of labour for many people,” in the Vancouver Sun.
- 2023 “Saying Goodbye to an Employee? How to Keep it From Impacting Morale,” U.S. Chamber of Commerce.
- 2023 “I’m next, I need to save myself: Why layoffs cause other workers to quit,” in BBC Worklife.
- 2023 “Move Over Quiet Quitting, We’re Loud Quitting Our Jobs Now,” in Canadian Business.
- 2023 “From #QuitTok and #RageApplying, viral trends are changing workers’ behaviors. Leaders are not listening,” in Fast Company.
- 2023 “When Employees Leave a Company, Others Often Follow,” in the Wall Street Journal.
- 2023 “A study of 1 million employees shows what happens when colleagues leave,” World Economic Forum Agenda Article.
- 2023 “Layoffs, quitting, firing: How workplace departures impact those left behind,” CTV

- News Vancouver.
- 2023 “Study explores how worker turnover propels talent drain,” in the Remi Network.
- 2023 “Leaders, your mass layoffs may have an unintended side effect that hurts the company’s bottom line,” in Fast Company.
- 2023 “Lock-outs, mass emails, closed offices: Virtual layoffs are normal now,” in the Washington Post.
- 2023 “A Four-Day Work Week Can Be a Wild Success – Just Ask This Vancouver Company,” in The Vancouver Sun.
- 2023 “When Stars Leave, Other Top Performers Follow,” in the Academy of Management Insights.
- 2023 “Could AI help bring about the four-day work week?” & “How to compete with AI and win in the job market,” Beyond UBC.
- 2022 “Finally Heading Back to the Office? It’s Getting More Expensive to Do That,” CBC News.
- 2022 “How a Four-Day Workweek Could Benefit Women,” in The Globe and Mail.
- 2022 “UBC researchers warn that complaining about your job online can sometimes make you feel worse,” Insights at UBC Sauder.
- 2021 “Companies That Snub Monitoring Software Can Thrive during COVID-19 Pandemic,” in The Globe and Mail.
- 2019 “Study Finds Using Machine Learning Can Hire Better Teachers,” at UBC Sauder.

COMMUNITY AND VOLUNTEER ACTIVITIES

- 2022 - 2023 Co-coordinator of the OBHR Seminar Series at Sauder, University of British Columbia.
- 2021 - 2022 Faculty mentor for the IURMP (Indigenous Undergraduate Research Mentorship Program), University of British Columbia.
- 2020 - 2023 Awards and Performance Advisory Committee (APAC) Member, Sauder School of Business, University of British Columbia.
- 2020 - 2022 Faculty mentor Commerce Scholar Program, University of British Columbia.
- 2020 - 2021 Faculty mentor MBAN Internship Program, University of British Columbia.
- 2019 - 2023 COMM 203 Course Coordinator, Sauder School of Business, University of British Columbia.
- 2018 - Present Member of the OBHR PhD Student Recruitment Committee, Sauder School of Business, University of British Columbia.
- 2018 - Present Member of the OBHR Faculty Hiring Committee, Sauder School of Business, University of British Columbia.