

**SIMA SAJJADIANI**  
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## **ACADEMIC POSITIONS**

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### **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**

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

## **EDUCATION**

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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**

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### ***Journal publications***

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*.

Sajjadiani, S., Daniels, M., & Huang, B. (2022). The Social Process of Coping with Work-Related Stressors Online: A Machine Learning and Interpretive Data Science Approach. *Personnel Psychology*.

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.

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**

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Sajjadiani, S., Seidel, M.D., Shiva, A., Raynard, M. (2023). Unpacking boundary work complexity using a computational grounded theory approach.

### **WORK IN PROGRESS**

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Sajjadiani, S., van Jaarsveld, D., Walker, D., & Voiseux, G., Applications of AI in understanding the work outcomes of service encounters

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**

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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 the same award.*

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**

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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**

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### ***UBC Sauder School of Business***

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**

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### ***Doctoral Student Mentoring***

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

### ***Reviewing***

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

### ***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**

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### ***Invited Presentations & Keynote Speaker***

- 2022 Keynote speaker at the Sauder Option Insider series for the OBHR division.  
2022 & 2021 Guest speaker. COMM 621 HR PhD Seminar, UBC Sauder School of Business  
2022 Interpretive Data Science & People Analytics: From Theory to Social Impact, IDEaS.  
Interpretive Data Science in Management Research Workshop, Vancouver, CA.  
2021 Keynote Speaker at the Sauder Option Insider series for the OBHR Division, Vancouver, Canada  
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 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**

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#### ***Print Interviews***

- 2023 “Layoffs, quitting, firing: How workplace departures impact those left behind,” in 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,” Insights at UBC Sauder.

### **COMMUNITY AND VOLUNTEER ACTIVITIES**

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- 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.