

Jared W.D. Nai

Singapore Management University
Lee Kong Chian School of Business
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ACADEMIC POSITION

Singapore Management University, Lee Kong Chian School of Business

Assistant Professor of Organisational Behavior & Human Resources, 2017 – 2025

Associate Professor of Organisational Behavior & Human Resources, 2026 – present

EDUCATION

National University of Singapore

Ph.D in Management and Organization, 2017

Thesis Title: Timing of Reward Allocations

Thesis Advisor: Jayanth Narayanan

Thesis Committee Members: Michael Frese, Daniel McAllister

Bachelor of Business Administration (Honors) in Management and Finance, 2010

RESEARCH INTERESTS

Cooperation, Prosocial Behavior, Diversity, Entrepreneurship, Organizational Design

PUBLICATIONS

(Underline denotes doctoral student at start of project)

Tierney, W., Cyrus-Lai, W., ... Nai, J., ... & Uhlmann, E. Who Respects an Angry Woman? A Systematic Crowdsourced Re-Examination of the Relationships between Gender, Emotion Expression, and Status Conferral. *Psychological Science*, *conditional accept*.

Nai, J., Lin, Y, Kotha, R., & Vissa, B. (2022). A foot in the door: Field-experiments on entrepreneurs' network activation strategies for investor referrals. *Strategic Management Journal*, 43(2), 323-339.

*Masters-Waage T. C., *Nai J., *Reb J., *Sim S., Narayanan J., & Tan N. (2021). Going far together by being here now: Mindfulness increases cooperation in negotiations. *Organizational Behavior and Human Decision Processes*, 167, 189-205.

**Equal contributions*

Nai, J., Kotha, R., Narayanan, J., & Puranam, P. (2020). Transparency and fairness in organizational decisions: An experimental investigation using the paired ultimatum game. *Strategy Science*, 5(1), 55-70.

Nai, J., Narayanan, J., Hernandez, I., & Savani, K. (2018). People in more diverse neighborhoods are more prosocial. *Journal of Personality and Social Psychology*, 114(4), 497-515.

***Media mentions: The Straits Times, Pacific Standard, Research Digest*

***Listed in Top 10 Insights from the "Science of a Meaningful Life" in 2018*

Yam, K. C., Christian, M., *Wu, W., *Liao, Z. Y., & *Nai, J. (2018). The mixed blessing of leader sense of humor: Examining costs and benefits. *Academy of Management Journal*, 61(1), 348-369.

*Equal contributions

MANUSCRIPTS UNDER REVIEW/REVISION

Nai, J., Mack, D., Kotha, R., & Narayanan, J. Experimental study of consensus-based resource allocation. *Under 3rd round revise and resubmit. Strategic Management Journal*.

Mack, D., Nai, J., & Kotha, R. Organizational decision quality and decision recipient support. *Under 2nd round revise and resubmit. Academy of Management Journal*.

Nai, J., Ho, G., Min Ye, Y., Mack, D., & Vadera, A. Source of misconduct information. *Under 2nd round revise and resubmit. Journal of Business Ethics*.

MEDIA CONTRIBUTIONS

(1 Apr, 2026) Commentary: The next thing AI is changing? Job interviews. *Channel News Asia*, <https://www.channelnewsasia.com/commentary/ai-tests-job-interviews-job-hunting-6024286>

(6 Jan, 2026) How are Singapore youth hashing out their career aspirations? *The Straits Times*, <https://www.straitstimes.com/multimedia/graphics/2026/01/singapore-youth-career-aspirations/index.html?shell>

(14 Feb, 2025) Ways for non-drinkers to bond with clients and colleagues without alcohol, *Channel News Asia*, <https://www.channelnewsasia.com/today/adulging/non-drinker-teetotaller-alcohol-workplace-drinking-culture-4935701>

(31 Jan, 2025) DEI practices are under fire in US: Where do Singapore and Apac companies stand? *The Business Times*, <https://www.businesstimes.com.sg/working-life/dei-practices-are-under-fire-us-where-do-singapore-and-apac-companies-stand>

(5 Nov, 2024) What can I do when co-workers underestimate my effort? *The Straits Times*, <https://www.straitstimes.com/business/askst-jobs-what-can-i-do-when-co-workers-underestimate-my-effort>

(8 Oct, 2024) Dyson did not break Singapore laws in layoffs but may have damaged its reputation, experts say, *Channel News Asia*, <https://www.channelnewsasia.com/singapore/dyson-lazada-layoffs-unions-manpower-ministry-tripartism-4662881>

(11 Aug, 2024) Knocking off on a Thursday? Not everyone is up for this 周四就下班? 不是谁都乐意, *Lianhe Zaobao*, <https://www.zaobao.com.sg/finance/singapore/story20240811-4433659>

(03 Jan, 2024) New year, new job? Experts share tips on how to optimise the job hunt in 2024, *The Straits Times*, <https://www.straitstimes.com/business/new-year-new-job-experts-share-tips-on-how-to-optimise-the-jobhunt-in-2024>

(24 Aug, 2023) askST Jobs: How does one ensure a smooth handover of tasks at work? *The Straits Times*. <https://www.straitstimes.com/askst/askst-jobs-how-does-one-ensure-a-smooth-handover-of-tasks-at-work>

(17 Jul, 2023) AI-generated headshots and job applications may be the future, but experts say limitations remain. *The Straits Times*. <https://www.straitstimes.com/business/ai-generated-headshots-and-job-applications-may-be-the-future-but-experts-say-limitations-remain>

(23 Oct, 2022) 打工族希望工作与生活平衡, 老板想挽留人才又忧生产力, 做四休三的爱与愁 - Employees want work-life balance, Bosses want to retain talent but worry about productivity, Conflicting emotions over a 4-day work week, *Lianhe Zaobao*. <https://www.zaobao.com.sg/news/singapore/story20221023-1325536>

(7 Aug, 2022) Time to take more flexible approach to sick leave. *The Straits Times*. <https://www.straitstimes.com/opinion/time-to-take-more-flexible-approach-to-sick-leave>

(27 Jun, 2022) S'pore employers' attitudes to job hoppers changing amid rising trend. *The Straits Times*. <https://www.straitstimes.com/singapore/jobs/spore-employers-attitudes-to-job-hoppers-changing-amid-rising-trend>

(31 Aug, 2021). Commentary: Can employers justify paying workers who return to the office more those who work from home? *Channel News Asia*. <https://www.channelnewsasia.com/commentary/return-office-pay-difference-work-home-remote-2144041>

(18 Apr, 2020). Will we remember 2020 as the year we last went into the office? *The Business Times*. <https://www.businesstimes.com.sg/brunch/will-we-remember-2020-as-the-year-we-last-went-into-the-office>

(21 Jun, 2019) Can sexy social media posts get you fired? *Channel News Asia*. <https://podcasts.apple.com/sg/podcast/21-jun-2019-can-sexy-social-media-posts-get-you-fired/id1338596451?i=1000442262050>

CONFERENCE PRESENTATIONS

Zhao, N., Pitesa, M., Nai, J. (2022). Echoes of upbringing among leaders versus followers: a psychological resource perspective. Academy of Management Annual Meeting, Seattle, Washington.

Zhao, N., Nai, J., Pitesa, M. (2020). Leader-member interactions as a source of the class ceiling in organizations. Israel Organizational Behavior Conference. Tel Aviv, Israel.

Nai, J., Lin, Y., Kotha, R., & Vissa, B. (2019). Reciprocity or monetary incentive? Entrepreneurs' network activation strategies and successful referrals to investors. Academy of Management Annual Meeting, Boston, Massachusetts.

Mack, D., & Nai, J. (2019). Vicarious Involvement and Strategy Implementation Outcomes. Academy of Management Annual Meeting, Boston, Massachusetts.

Tan, N., Yam, K. C., & Nai, J. (2017). Workplace gossip prevalence on job performance: The mediating role of performance pressure. Academy of Management Annual Meeting, Atlanta, Georgia.

Nai, J., Narayanan, J., Reb, J. & Tan, N. (2016) The Influence of Mindfulness on Cooperative Intentions and Behavior. Academy of Management Annual Meeting, Anaheim, California.

Yam, K. C., Liao, Z., Nai, J., & Wei, W. (2016). No laughing matter: When and how leader humor increases follower deviance. Academy of Management Annual Meeting, Anaheim, California.

Nai, J., Savani, K., Hernandez, I., Tan, J. & Narayanan, J. (2016) Neighborhood Diversity Increases Prosocial Behavior. Society for Personality and Social Psychology, San Diego, California.

Nai, J., Narayanan, J., Sim, S., Reb, J. & Tan, N. Mindfulness and Cooperative Outcomes. (2016) Society for Personality and Social Psychology, San Diego, California.

Nai, J., Tai, K., & Narayanan, J. (2015) Warmth-based Exclusion Feels More Painful Than Competence-based Exclusion. Academy of Management Annual Meeting, Vancouver, British Columbia.

Nai, J., Kotha, R., Narayanan, J. & Puranam, P. (2015) Managing Fairness Concerns in Resource Allocation Decisions: The Case for Transparency. Society of Personality and Social Psychology, Long Beach, California.

Kotha, R., Nai, J., Narayanan, J., Tan, J., & Puranam, P. (2014) Decentralization, optimality and equity in organizational resource allocation: An experimental study. Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Tai, K., Zou, X., & Nai, J. (2014) Socially excluding others and social self-esteem. Society of Personality and Social Psychology, Austin, Texas.

Narayanan, J., Kotha, R., Nai, J., & Puranam, P. (2013). The presence of others increases self-demands in resource bargaining. Workshop on Experimental Organization Science, Frankfurt, Germany.

Tai, K., Narayanan, J., Xiuping, L., Nai, J. & Totlani, H. (2012). Smelling vanilla increases feelings of connectedness. Society of Personality and Social Psychology, San Diego, California.

AWARDS AND GRANTS

- 2026 Pillar Lead, Resilient Workforces Institute, Singapore Management University
- 2025 Fellow, Resilient Workforces Institute, Singapore Management University
- 2025 Dean's Teaching Honor List, Singapore Management University
- 2019 – 2023 Dean's Teaching Honor List, Singapore Management University
- 2024 PI, *Authority-based resource allocation and ex-post cooperation*, Ministry of Education Academic Research Fund Tier 1 Grant (\$34,880)
- 2021 PI, *Paradoxical Impact of Mandatory Telecommuting from Home on Employee Behaviors*. Ministry of Education Academic Research Fund Tier 1 Grant (\$39,650)
- 2020 Nominated for Most Promising Teacher Award, Singapore Management University
- 2020 PI, *Impact of Appraisal Outcome Variability on Turnover in Frontline Jobs in Asia*. ASEAN Business Research Initiative 2020 Grant (\$14,800)
- 2020 Co-PI, *Understanding and Improving Job Search Skills among Mid-Career Workers from Families of Lower-Socioeconomic Status*. Social and Family Research Fund Grant, Ministry of Social and Family Development (\$80,240)
- 2019 PI, *Increasing Socioeconomic Mobility and Inclusion with Diversity Interventions*. Ministry of Education Academic Research Fund Tier 1 Grant (\$30,000)
- 2018 Co-PI, *Understanding and promoting work skill learning among lower-income employees*. Workforce Development Applied Research Fund Grant, Institute of Adult Learning Singapore (\$180,000)
- 2017 PI, *The Consequences of Seeking Advice at the Workplace for Leaders and Employees*. Ministry of Education Academic Research Fund Tier 1 Grant (\$25,896.80)

DOCTORAL STUDENT SUPERVISION

- 2023 – 2025 Eva Katharina Peters (Thesis Committee Member)
- 2022 – 2024 Nilotpal Jha (Thesis Committee Member)

EXECUTIVE STUDENT SUPERVISION

- 2025 – present Douglas Yeung Shing Tack, PhD GM (Thesis Committee Member)
- 2025 – present Darren Lee Sing Yong, PhD GM (Thesis Committee Member)
- 2023 – 2025 Susan Chong Yuen Mei, DBA (Thesis Committee Member)
- 2020 – 2021 Rahul Banerjee, DBA (Thesis Committee Member)

REVIEWER

Academy of Management Journal (*ad-hoc*), 2018 – Present
Organizational Behavior and Human Decision Processes (*ad-hoc*), 2021 – Present
Journal of Management (*ad-hoc*), 2023 – Present
Journal of Management Studies (*ad-hoc*), 2023 – Present
Organization Science (*ad-hoc*), 2025 – Present
Strategic Organization (*ad-hoc*), 2025 – Present
Strategic Management Journal (*ad-hoc*), 2026 – Present

TEACHING EXPERIENCE

Singapore Management University

Negotiation Skills and Decision Making, Executives of Great Eastern, 2022 (Rating: 4.74/5.0)
Business Negotiation & Conflict Management, Undergraduate, 2025 Aug (Rating: 6.69/7.0)
Business Negotiation & Conflict Management, Undergraduate, 2025 Jan (Rating: 6.77/7.0)
Business Negotiation & Conflict Management, Undergraduate, 2024 (Rating: 6.41/7.0)
Business Negotiation & Conflict Management, Undergraduate, 2023 (Rating: 6.80/7.0)
Business Negotiation & Conflict Management, Undergraduate, 2022 (Rating: 6.92/7.0)
Business Negotiation & Conflict Management, Undergraduate, 2021 (Rating: 6.78/7.0)
Business Negotiation & Conflict Management, Undergraduate, 2020 (Rating: 6.75/7.0)
Business Negotiation & Conflict Management, Undergraduate, 2019 (Rating: 6.76/7.0)
Human Capital Management, Undergraduate, 2025 (Rating: 6.51/7.0)
Human Capital Management, Undergraduate, 2023 (Rating: 6.79/7.0)
Human Capital Management, Undergraduate, 2022 (Rating: 6.71/7.0)
Human Capital Management, Undergraduate, 2021 (Rating: 6.62/7.0)
Human Capital Management, Undergraduate, 2020 (Rating: 6.72/7.0)
Human Capital Management, Undergraduate, 2019 (Rating: 6.53/7.0)
Human Capital Management, Undergraduate, 2018 (Rating: 6.24/7.0)
Human Capital Management, Undergraduate, 2017 (Rating: 6.11/7.0)

National University of Singapore

Management & Organization, Undergraduate, 2014 (Rating: 4.5/5.0)
New Managers Program, Executive Education Coaching, 2013 (Rating: 4.5/5.0)

PROFESSIONAL SERVICES

Singapore Management University

Faculty Senate Member, 2026 – Present
UG Scholarship Interview Member, 2026 – Present
Resilient Workforces Institute Pillar Lead, 2026 – Present
Business Families Institute Research Committee Member, 2026 – Present
Resilient Workforces Institute Fellow, 2025 – 2026
AI-powered Researcher Query System Working Group, 2025 – Present
LKCSB representative for MOE HR Sector Coordination Team 2024 – Present
OBHR academic advisor, 2020 – Present
OBHR undergraduate curriculum committee, 2019 – 2025

OBHR student committee club advisor, 2018 – 2020
Human capital management course coordinator, 2017 – Present
First Cut inter-tertiary seminar series coordinator, 2017 – Present
Subject pool coordinator, 2017 – 2018