

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 - 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, Subra Tangirala

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

RESEARCH INTERESTS

Prosocial Behavior, Diversity, Entrepreneurship, Organization Design

PUBLICATIONS

(Underline denotes doctoral student at start of project)

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.

MANUSCRIPTS UNDER REVIEW/REVISION

Nai, J., Kotha, R., Narayanan, J., & Puranam, P. Experimental investigation of consensus-based organizations. *Revise and resubmit. Strategic Management Journal.*

Mack, D., Nai, J., & Kotha, R. Deliberation and support for unfavorable decisions. *Reject & resubmit. Strategic Management Journal.*

MEDIA CONTRIBUTIONS

(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). 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

2018 - 2023 Dean's Teaching Honor List, Singapore Management University

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 – Eva Katharina Peters (Thesis Committee Member)

2022 – Nilotpal Jha (Thesis Committee Member)

EXECUTIVE STUDENT SUPERVISION

2023 – 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

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, 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, 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)

TEACHING INTERESTS

Human Capital Management
 Negotiation

PROFESSIONAL SERVICES**Singapore Management University**

OBHR Academic Advisor, 2020 - Present
 OBHR Undergraduate Curriculum Committee, 2019 – Present
 OBHR Student Committee Club Advisor, 2018 – 2020
 Human Capital Management Course Coordinator, 2017 – Present
 First Cut Inter-Tertiary Seminar Series Coordinator, 2017 – 2021
 Subject Pool Coordinator, 2017-2018