

## Jared W.D. Nai

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 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

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

### RESEARCH INTERESTS

Prosocial Behavior, Diversity, Entrepreneurship, Organizational 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., Mack, D., & Narayanan, J. Experimental investigation of consensus-based organizations. *Under 2<sup>nd</sup> round revision. Strategic Management Journal.*

Mack, D., **Nai, J.**, & Kotha, R. Deliberation and support for unfavorable decisions. *Under 3<sup>rd</sup> round review. Strategic Management Journal.*

**Nai, J.**, Ho, G., Min Ye, Y., & Vadera, A. Source of information, whistleblowing, and managers' actions. *Under 1<sup>st</sup> round review. Journal of Applied Psychology.*

## MEDIA CONTRIBUTIONS

(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-teetotaler-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). 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

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 – Eva Katharina Peters (Thesis Committee Member)  
 2022 – 2024 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  
 Organization Science (*ad-hoc*), 2025 - 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, 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, 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)

27<sup>th</sup> Feb 2025

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**

LKCSB representative for MOE HR Sector Coordination Team 2024 - Present  
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 – Present  
Subject pool coordinator, 2017-2018