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NINA SIROLA

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Faculty webpage • Google Scholar

Academic Positions

- 2018– Assistant Professor, Singapore Management University, Lee Kong Chian School of Business, Organisational Behaviour & Human Resources
- 2016–2018 Postdoctoral Research Fellow, INSEAD, Organisational Behaviour Area
- 2015–2016 Lecturer, University of Maryland, Robert H. Smith School of Business, Management & Organization Department

Education

- 2008–2014 University of Zagreb; Ph.D. in Business Law
- 2011–2012 The Dickson Poon School of Law, King's College London; Visiting Researcher
- 2002–2007 Faculty of Law, University of Zagreb; LL.B., LL.M.

Research Focus

Economic threat, job insecurity, crisis management, organizational and individual adaptivity, inequality in the workplace

Journal Articles

1. Sirola, N. (2026). Counteracting threat bias: A longitudinal field experiment testing two interventions that expand managerial attention to opportunities under economic threat. *Journal of Applied Psychology*
2. Sirola, N. (2024). Job insecurity and well-being: Integrating life history and transactional stress theories. *Academy of Management Journal*
Academy of Management Journal Best Article Finalist 2025
3. Sirola, N. (2023). Going beyond the call of duty under conditions of economic threat: Integrating life history and temporal dilemma perspectives. *Organizational Behavior and Human Decision Processes*
4. Kniffin, K., et al. (2021). COVID-19 and the workplace: Implications, issues, and insights for future research and action. *American Psychologist*

5. Sirola, N. (2020). Individuals' responses to economic cycles: Organizational relevance and a multilevel theoretical integration. *Academy of Management Annals*
6. Sirola, N. (2019). Economic cycles as a source of social influence on individuals. *Social and Personality Psychology Compass*
7. Sirola, N., Pitesa, M. (2018). The macroeconomic environment and the psychology of work evaluation. *Organizational Behavior and Human Decision Processes*
8. Sirola, N., Pitesa, M. (2017). Economic downturns undermine workplace helping by promoting a zero-sum construal of success. *Academy of Management Journal*

Practitioner-Oriented Articles

1. Sirola, N. (2025). Workers from poor backgrounds feel job insecurity most. *AOM Insights*
2. Sirola, N. (2018). We're less likely to collaborate in bad economic times. *Harvard Business Review*
3. Sirola, N. (2018). Macroeconomic changes bias how we evaluate others' work. *INSEAD Knowledge*
4. Sirola, N. (2017). Economic downturns undermine workplace helping. *INSEAD Knowledge*

Business Law Publications

1. Sirola, N. (2015). Consultancy agreement between supervisory board members and the company whose activities they supervise. *Collected Papers of Split Law Faculty*
2. Sirola, N. (2015). Conflict of interests of board of directors' members. *Zagreb Law Faculty Annual Collected Papers*
3. Sirola, N. (2014). De facto directors' and supervisory board members' liability. *Zagreb Law Faculty Annual Collected Papers*
4. Sirola, N. (2012). Shareholder liability in private limited company for prohibited intervention in corporate assets. *Collected Papers of Zagreb Law Faculty*
5. Sirola, N. (2011). The shareholders' liability to the GmbHG arising from the causation of insolvency (Existenzvernichtungshaftung). *Law in Economy: Journal for Economic and Legal Theory and Practice*
6. Sirola, N., Petrovic, S. (2010). State and company. *Collected Papers of Zagreb Law Faculty*
7. Sirola, N. (2010). On nullity of guarantee to a spouse. *Law in Economy: Journal for Economic and Legal Theory and Practice*

8. Sirola, N. (2010). On nullity of guarantee undertaken by the guarantor under the creditor's duress. *Law in Economy: Journal for Economic and Legal Theory and Practice*
9. Petrovic, S., Sirola, N. (2010). Public capital and private capital in the internal market: Securing a level playing field for public and private enterprises. In *FIDE XXIV* (pp. 147–162). Madrid, Spain: FIDE
10. Sirola, N., Ceronja, P. (2009). The legal framework of real estate intermediation. In *Textbook for real estate agents* (pp. 21–128). Zagreb, Croatia: Croatian Chamber of Commerce

Teaching

	Singapore Management University, Lee Kong Chian School of Business
2021–	Power and Politics in Organizations (BSc)
2020–	Proseminar (PhD)
2017–	Management of People at Work (BSc)
2017–2018	Indian School of Business
	Management of Organizations (MBA)
2015–2016	University of Maryland, Robert H. Smith School of Business
	Business Policies (BSc)
2009–2014	University of Zagreb, Study Centre for Public Administration and Public Finances
	Commercial Law (BSc), Company Law (BSc)
2010	Croatian Chamber of Commerce
	The Fundamentals of Business Law (executive education)

Advising

2025	Rhoda Yap Jin Lyn, Singapore Management University, PhD in General Management (<i>Committee Member</i>). Ongoing
2020	Ruo Mo, IESE Business School, University of Navarra, Visiting Doctoral Student. Now Assistant Professor at <i>Montpellier Business School</i>
2019	Pooja Mishra, Singapore Management University (<i>Committee Member</i>). Now Assistant Professor at the <i>Indian School of Business</i>

Institutional Service (Singapore Management University)

2025–	Fellow, SMU Resilient Workforces Institute, Transforming Organisations Pillar
2020–	Subject Pool System Coordinator
2018–2020	Research and Teaching Assistants Pool Coordinator

Professional Service

Editorial Board Member

2023– Organizational Behavior and Human Decision Processes

Ad Hoc Reviewer

Organization Science
 Organizational Behavior and Human Decision Processes
 Journal of Management
 Journal of Experimental Psychology: Applied
 Social and Personality Psychology Compass
 British Journal of Social Psychology
 Frontiers in Psychology

Academy of Management (AOM)

2025 AOM Carolyn Dexter Award for Best International Paper, *Chair*
 2025 AOM Best Dissertation-Based Paper Award, *Committee Member*
 2024 AOM Carolyn Dexter Award for Best International Paper, *Committee Member*

Institutional Service (University of Zagreb)

2014 Moot Court Croatia, *Arbitrator*
 2007–2013 Harmonization of Croatian Company Law with European Company Law, *Research Project Member*
 2010–2011 Willem C. Vis International Commercial Arbitration Moot Court, *Team Coach*
 2010 DBA and Master programs in Commercial and Company Law, *Student Recruitment*
 2008 Commercial law, Company law (undergraduate), *Course Designer*

Awards and Honors

Research

2026 SMU Resilient Workforces Institute award for the project “*Job insecurity and employee motivation*” (2026-ResWORK-007)
 2020 Singapore Ministry of Education Academic Research Fund Tier 1 award for the project “*Understanding organizational resilience during disease and economic crisis: Implications for vulnerable groups and effective crisis management*” (20-C207-SMU-009)
 2019 Singapore Ministry of Education Academic Research Fund Tier 1 award for the project “*Economic downturns and the psychology of discrimination within organizations: The case of race and age discrimination*” (19-C207-SMU-013)
 2018 Singapore Ministry of Education Academic Research Fund Tier 1 award for the project “*Sexual harassment increases during economic booms*” (18-C207-SMU-009)
 2018 Singapore Ministry of Education Academic Research Fund Tier 1 award for the project “*Economic corruption limits employee interest in autonomous work styles*” (18-C207-SMU-010)

Teaching

2024	SMU Dean's Teaching Honor List
2023	SMU Dean's Teaching Honor List
2021	SMU Dean's Teaching Honor List
2019	SMU Dean's Teaching Honor List

Selected Conferences

2020	Economic booms prompt sexual harassment at work. <i>Academy of Management, Virtual</i>
2018	Economic downturns erode cooperativeness. Symposium on "Economic Well-being and Organizations." <i>Academy of Management, Chicago</i>
2018	Corruption in the economic environment determines the importance of job autonomy to workers. <i>Academy of Management, Chicago</i>
2018	Adverse macroeconomic environments undermine integrative value generation. <i>Academy of Management, Chicago</i>
2017	Macroeconomic environment and workplace altruism. <i>Academy of Management, Atlanta</i>
2017	Economic booms exacerbate fundamental attribution error in work evaluations. <i>Association for Psychological Science Annual Convention, Boston</i>
2017	Economic downturns undermine workplace helping by promoting a zero-sum construal of success. <i>Association for Psychological Science Annual Convention, Boston</i>
2017	Economic booms exacerbate fundamental attribution error in work evaluations. <i>Society for Personality and Social Psychology Annual Convention, San Antonio</i>
2017	Economic downturns undermine workplace helping by promoting a zero-sum construal of success. <i>Society for Personality and Social Psychology Annual Convention, San Antonio</i>
2016	Economic booms exacerbate fundamental attribution error in work evaluations. <i>Academy of Management, Anaheim</i>
2016	Economic downturns shape preferences for pay inequality. <i>Academy of Management, Anaheim</i>

Professional Experience

2008–2009	Municipal Civil and County Courts, Zagreb, Croatia
2007–2008	Commercial Court, Zagreb, Croatia