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## NINA SIROLA

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Faculty webpage • Open Science Framework webpage

### Academic Positions

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

### Education

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- 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; LLM, LLB

### Research Focus

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Crisis management, organizational and individual adaptivity, change management, job insecurity.

### Journal Articles

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1. Sirola, N. (2024). Job insecurity and well-being: Integrating life history and transactional stress theories. *Academy of Management Journal*.
2. Sirola, N. (2023). Going beyond the call of duty under conditions of economic threat: Integrating life history and social dilemma perspectives. *Organizational Behavior and Human Decision Processes*.
3. Kniffin, K. et al. (2021). COVID-19 and the workplace: Implications, issues, and insights for future research and action. *American Psychologist*.
4. Sirola, N. (2020). Individuals' responses to economic cycles: Organizational relevance and a multilevel theoretical integration. *Academy of Management Annals*.
5. Sirola, N. (2019). Economic cycles as a source of social influences on individuals. *Social and Personality Psychology Compass*.

6. Sirola, N., Pitesa, M. (2018). The macroeconomic environment and the psychology of work evaluation. *Organizational Behavior and Human Decision Processes*.
7. 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**

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1. Sirola, N. (2018). We're less likely to collaborate in bad economic times. *Harvard Business Review*.
2. Sirola, N. (2018). Macroeconomic changes bias how we evaluate other's work. *INSEAD Knowledge*.
3. Sirola, N. (2017). Economic downturns undermine workplace helping. *INSEAD Knowledge*.

### **Journal Articles (Business Law)**

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1. Sirola, N. (2015). Consultancy agreement between supervisory board members and the company whose activities they supervise. *Collected Papers of Split Law Faculty*, 52(3), 819–841.
2. Sirola, N. (2015). Conflict of interests of board of directors' members. *Zagreb Law Faculty Annual Collected Papers*, 2015.
3. Sirola, N. (2014). De facto directors' and supervisory board members' liability. *Zagreb Law Faculty Annual Collected Papers*, 2014.
4. Sirola, N. (2012). Shareholder liability in private limited company for prohibited intervention in corporate assets. *Collected Papers of Zagreb Law Faculty*, 61(5), 1687–1728.
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*, 43(6), 1553–1568.
6. Sirola, N., Petrovic, S. (2010). State and company. *Collected papers of Zagreb Law Faculty*, 60(3–4), 657–691.
7. Sirola, N. (2010). On nullity of guarantee to a spouse. *Law in Economy: Journal for Economic and Legal Theory and Practice*, 49(2), 650–658.
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*, 49(2), 659–668.

## **Books and Book Sections (Business Law)**

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1. Sirola, N. (2014). Public limited company and limited liability company board of directors members' liability in economic crisis. <https://www.bib.irb.hr/744289>.
2. Petrović, 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*. Madrid, Spain: FIDE.
3. Sirola, N., Ceronja, P. (2009). The legal framework of real estate intermediation. In *Textbook for real estate agents*. Zagreb, Croatia: Croatian Chamber of Commerce.

## **Teaching**

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- 2017– **Singapore Management University, Lee Kong Chian School of Business**
- Management of People at Work (Bachelor of Science)  
*2020 SMU Dean's Teaching Honor List*
  - Power and Politics in Organizations (Bachelor of Science)  
*2022 SMU Dean's Teaching Honor List*
  - Proseminar (PhD)
- 2017–2018 **Indian School of Business**
- Management of Organizations (MBA)
- 2015–2016 **University of Maryland, Robert H. Smith School of Business**
- Business Policies (Bachelor of Science)
- 2009–2014 **University of Zagreb, Study Centre for Public Administration and Public Finances**
- Commercial Law (Bachelor of Science)
  - Company Law (Bachelor of Science)
- 2010 **Croatian Chamber of Commerce**
- The Fundamentals of Business Law (executive education)

## **Papers Presented at Conferences**

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- 2020 Economic booms prompt sexual harassment at work. **Academy of Management**
- 2018 Economic downturns erode cooperativeness. Symposium on “*Economic Well-being and Organizations*.” **Academy of Management**, Chicago
- 2018 Corruption in the economic environment determines the importance of job autonomy to workers. **Academy of Management**, Chicago
- 2018 Adverse macroeconomic environments undermine integrative value generation. **Academy of Management**, Chicago

- 2017 Macroeconomic environment and workplace altruism. **Academy of Management**, Atlanta
- 2017 Economic booms exacerbate fundamental attribution error in work evaluations. **29<sup>th</sup> Association for Psychological Science** Annual Convention, Boston
- 2017 Economic downturns undermine workplace helping by promoting a zero-sum construal of success. **29<sup>th</sup> Association for Psychological Science** Annual Convention, Boston
- 2017 Economic booms exacerbate fundamental attribution error in work evaluations. **Society for Personality and Social Psychology's** Annual Convention, San Antonio
- 2017 Economic downturns undermine workplace helping by promoting a zero-sum construal of success. **Society for Personality and Social Psychology's** Annual Convention, San Antonio
- 2016 Economic booms exacerbate fundamental attribution error in work evaluations. **Academy of Management**, Anaheim
- 2016 Economic downturns shape preferences for pay inequality. **Academy of Management**, Anaheim

#### **Institutional Service (Singapore Management University)**

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- 2020– Subject Pool System Coordinator  
2018–2020 Research and Teaching Assistants Pool Coordinator

#### **Institutional Service (University of Zagreb)**

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- 2014 Arbitrator, Moot Court Croatia  
2007–2013 Harmonization of Croatian Company Law with European Company Law  
([http://zprojekti.mzos.hr/public/c-prikaz\\_det.asp?psid=5-05&ID=2213](http://zprojekti.mzos.hr/public/c-prikaz_det.asp?psid=5-05&ID=2213))  
2010–2011 Team coach, Willem C. Vis International Commercial Arbitration Moot Court  
2010 Student recruitment, DBA and Master programs in Commercial and Company Law  
2008 Course design, Commercial law; Company law (undergraduate)

#### **Professional Service**

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- 2023– Organizational Behavior and Human Decision Processes, Editorial Board Member  
2021– Journal of Experimental Psychology: Applied, Ad-Hoc Reviewer  
2020– Organization Science, Ad-Hoc Reviewer  
2016–2022 Organizational Behavior and Human Decision Processes, Ad-Hoc Reviewer

#### **Professional Experience**

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- 2008–2009 Municipal Civil and County Courts, Zagreb, Croatia

2007–2008 Commercial Court, Zagreb, Croatia

**Awards and Honors**

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- 2022 SMU Dean’s Teaching Honor List
- 2020 SMU Dean’s Teaching Honor List
- 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)