



Sept 2025

NINA SIROLA

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Faculty 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

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

Journal Articles

1. 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 2024
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

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)

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)

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* (pp. 147–162). Madrid, Spain: FIDE.
3. 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

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| 2017– | Singapore Management University, Lee Kong Chian School of Business <ul style="list-style-type: none"> • Management of People at Work (Bachelor of Science) • Power and Politics in Organizations (Bachelor of Science) • Proseminar (PhD) |
| 2017–2018 | Indian School of Business <ul style="list-style-type: none"> • Management of Organizations (MBA) |
| 2015–2016 | University of Maryland, Robert H. Smith School of Business <ul style="list-style-type: none"> • Business Policies (Bachelor of Science) |
| 2009–2014 | University of Zagreb, Study Centre for Public Administration and Public Finances <ul style="list-style-type: none"> • Commercial Law (Bachelor of Science) • Company Law (Bachelor of Science) |
| 2010 | Croatian Chamber of Commerce <ul style="list-style-type: none"> • The Fundamentals of Business Law (executive education) |

Selected Conferences

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| 2020 | Economic booms prompt sexual harassment at work. Academy of Management |
| 2018 | Economic downturns erode cooperativeness. Symposium on “ <i>Economic Well-being and Organizations</i> .” 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. **29th Association for Psychological Science** Annual Convention, Boston
- 2017 Economic downturns undermine workplace helping by promoting a zero-sum construal of success. **29th 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)

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

Institutional Service (University of Zagreb)

- 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)
- 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

- 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
- 2023– Organizational Behavior and Human Decision Processes, Editorial Board Member
- 2023– Social and Personality Psychology Compass, Ad-Hoc Reviewer
- 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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| 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 |
| 2020 | Singapore Ministry of Education Academic Research Fund Tier 1 award for the project " <i>Understanding organizational resilience during disease and economic crisis: Implications for vulnerable groups and effective crisis management</i> " (20-C207-SMU-009) |
| 2019 | Singapore Ministry of Education Academic Research Fund Tier 1 award for the project " <i>Economic downturns and the psychology of discrimination within organizations: The case of race and age discrimination</i> " (19-C207-SMU-013) |
| 2018 | Singapore Ministry of Education Academic Research Fund Tier 1 award for the project " <i>Sexual harassment increases during economic booms</i> " (18-C207-SMU-009) |
| 2018 | Singapore Ministry of Education Academic Research Fund Tier 1 award for the project " <i>Economic corruption limits employee interest in autonomous work styles</i> " (18-C207-SMU-010) |