Dissertation

Title: Two Essays on Strategic Human Resources Management.


Committee: John Kammeyer-Mueller (Co-Advisor), Alan Benson (Co-Advisor), Aaron Sojourner (Chair), Michelle Duffy, Elton Mykerezi.

Research Interests

Employee Selection, Employee Turnover, Incentives Design, Machine Learning Applications in HRM

Education

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<thead>
<tr>
<th>Degree/Field</th>
<th>Institution</th>
<th>Year</th>
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<tr>
<td>Ph.D. in Business Administration-HR/OB</td>
<td>University of Minnesota</td>
<td>2018</td>
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<tr>
<td>M.A. in Human Resources &amp; Industrial Relations</td>
<td>University of Minnesota</td>
<td>2014</td>
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<td>M.B.A.</td>
<td>University of Tehran</td>
<td>2008</td>
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<tr>
<td>B.S. in Electrical Engineering</td>
<td>K.N.Toosi University of Technology</td>
<td>2005</td>
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Publications


Abstract. Shared bonus pools, in which a worker’s bonus depends both on a worker’s share of the pool (which serves as the incentive) and on the size of the pool (which is largely outside of the worker’s control), are a common method for distributing bonus pay. Using data on the variation in the size of the bonus pool generated by a US manufacturing plant’s gainsharing plan, which varies incentives for quality and worker engagement, we evaluate the conditions under which such bonuses have incentive effects. Overall, results are cautionary: The evidence suggests gainsharing’s benefits operate outside of the incentive channel, and incentives may backfire if they are too small or too diluted by group performance metrics. We illustrate how random variation in the size of bonus pools offers researchers...
a powerful, readily available, and underused tool for studying how workers respond to the availability and strength of incentives.

**WORKING PAPERS**


**SELECTED RESEARCH IN PROGRESS**

Dynamics of Team Affective Tone, Demographic Composition of Teams, and Work Outcomes *Target: Academy of Management Journal* *(Status: Theory Development)*


**REFEREED CONFERENCE PRESENTATIONS**

**Sajjadi, S.,** Sojourner, A. Predicting Value of a Hire Using Pre-hire Data, The 39nd Annual Conference of the Association for Public Policy Analysis & Management (APPAM), Chicago, IL - November 2017

**Sajjadi, S.,** & Sojourner, A. Using Machine Learning to Translate Pre-Hire Work History into the Predictors of Future Work Outcomes. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Orlando, FL - April 2017

Benson, A., & **Sajjadi, S.** The Incentive Effects of Shared Bonus Pools: Evidence from Gainsharing. The 68th Labor and Employment Relations Association (LERA) meeting in Minneapolis, MN - May 2016 *(Winner of the 2016 Best Paper Competition)*

**TEACHING EXPERIENCE**

**Contemporary Management** - Instructor, University of Minnesota- Fall 2016  
2 Sections (108 students) **Instructor Evaluation:** 5.9/6

**Data & Metrics in HRIR** - Lab Instructor, University of Minnesota, Fall 2013 & Spring 2014  
3 Sections (77 students) **Instructor Evaluation:** 5.95/6

**Staffing, Training, & Development** - Teaching Assistant - Fall 2017

**Human Resource Management & Industrial Relations** - Teaching Assistant - Spring 2018

**Contemporary Management** - Teaching Assistant - Fall 2015

**Personnel Economics** - Teaching Assistant - Fall 2015, Spring 2016, Fall 2017, & Spring 2018

**Management of Groups** - Teaching Assistant - Summer 2014 & Spring 2016

**Business Principles for the HR Professional** - Teaching Assistant - Fall 2014 & Spring 2015

**HONORS AND AWARDS**

Excellence in Teaching Award, Carlson School of Management, University of Minnesota - Fall 2017

Best Conference Paper, The 68th Labor and Employment Relations Association (LERA) Meeting in Minneapolis, MN - May 2016

Department of Work & Organizations and Center for Human Resources and Labor Studies Small Research Grant - Spring 2016 ($3,600)

Travel Fellowship, Carlson School of Management, University of Minnesota, Fall 2015, Spring 2016 & Spring 2017 (Total of $1,500)

Summer Research Fellowship, Carlson School of Management, University of Minnesota, Summers 2015, 2016, & 2017 (Total of $15,000)

**COMPUTER SKILLS**

Stata, Python, R, Mplus, MATLAB, Visual Basic, \LaTeX

**PROFESSIONAL AFFILIATIONS**

Academy of Management (AOM)

Labor and Employment Relations Association (LERA)

Society of Industrial and Organizational Psychology (SIOP)
ACADEMIC SERVICE

Reviewer, Administrative Science Quarterly (ASQ)

Reviewer, Society of Industrial and Organizational Psychology (SIOP)