

Aaron Aujla

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EDUCATION

London School of Economics

London, UK

PhD Candidate in Management (Employment Relations and Human Resources)

2023 – Present

- Defended PhD Proposal in June 2024
- Expected dissertation submission date: September 2026

MRes in Management (Employment Relations and Human Resources)

2021 – 2023

- Distinction: averaged 76 across taught courses

University of Oxford

Oxford, UK

BA Economics and Management

2018 – 2021

- Graduated with First Class Honours, top 5 in cohort, 2nd in cohort for Management

PAPERS UNDER REVIEW

Aujla, A. S., **Hitting the Pitch Running: Migration, Human Capital, and Job Performance in New Organizations** – under review – *AMJ*

- Finalist: AOM OMT Division Best Student Paper Award

Manzi, F., Aujla, A. S., Bates, L., Ruisch, B., Waxman, J., Litman, L., Rosen, Z., **A Gender Gap Despite Gender Blindness: How Pay Expectations Invisibly Shape the Compensation Decisions of Women and Men** – under review – *Org. Science*

*Aujla, A. S., *Portocarrero, F. F., Booth, J. E., Dong, Y., **Employee Volunteering: A Systematic and Meta-Analytic Review** – under review – *JOM*

Portocarrero, F. F., Gonzalez, K., Aujla, A. S., **Corporate versus Personal Volunteering: Comparative Effects on Employees and Organizations** – under review – *JOM*

WORKING PAPERS AND IN-PROGRESS

Decomposing the Effects of Surface- and Deep-Level Diversity on Team Performance (with Xiaoran Hu [LSE]) – studies ongoing – target: *JIBS*

Do MBA Degrees Improve Performance Outcomes in Diverse Teams? – data analysis – target: *JAP*

The Effects of Advertized Pay Ranges on Negotiations and Pay for Women and Men – (with: Francesca Manzi [LSE], Zohn Rosen and Lisa Bates [Columbia]) – data analysis – target: *JAP*

Sublimation Through Corporate Volunteering: Transformation of Intrusive Thoughts into Positive Outcomes (with: Jonathan Booth, Jeffrey Thomas, Chunyun Li [LSE], Yucheng Zhang [Southampton]) – in preparation – target: *JAP*

The Competing Expectations of Stakeholders Involved in the Delivery of Corporate Volunteering Programs (with: Jonathan Booth [LSE], John Wiley Lynch [UIC]) – data collection ongoing – target: *AMJ*

Flexible Work Practices and Firm Performance (with: Raj Choudhury [LSE], Marco Minervini [IE]) – theory development – target: *Org. Science*

Flex Index: A New Open-Access Dataset for Management Researchers (with: Raj Choudhury [LSE], Marco Minervini [IE]) – data processing – target: *SMJ*

The Use of Algorithmic Nudges to Mitigate Nepotistic Bias in Hiring: A Cross-Cultural Experimental Study (with: Jonathan Booth [LSE], Jone Pearce, Patrycja Arundel [UCI]) – studies ongoing – target: *JAP*

CONFERENCE PRESENTATIONS

Not All Nationality Diversity is Created Equal: Decomposing the Effects of Surface- and Deep-Level Top Management Team National Diversity on Firm Performance

- 2025 Academy of Management Annual Meeting (symposium) – Copenhagen, Denmark
- 2023 London OB Research Day – London School of Economics, London

Hitting the Pitch Running: Migration, Human Capital, and Job Performance in New Organizations

- 2026 Migration & Organizations Conference – Wharton School, Philadelphia, PA
- 2026 Madrid Work and Organizations Workshop – IESE Business School, Madrid, Spain
- 2026 London Strategy, Entrepreneurship, and Innovation (SEI) Day, University College London
- 2025 LBS Trans-Atlantic Doctoral Conference – London Business School, London
- 2024 London OB Research Day – Imperial College Business School, London

The Competing Expectations of Stakeholders Involved in the Delivery of Corporate Volunteering Programs

- 2025 Academy of Management Annual Meeting (symposium) – Copenhagen, Denmark

Corporate versus Personal Volunteering: Comparative Effects on Employees and Organizations

- 2025 Academy of Management Annual Meeting (symposium) – Copenhagen, Denmark
- 2025 Madrid Work and Organizations Workshop – Madrid, Spain

Symposia Organized:

Academy of Management Annual Meeting 2026 – Philadelphia, PA

- **When Employees Give Back: Exploring the Antecedents, Outcomes, Mechanisms and Processes of Employee Volunteering** – with Kiera Dempsey-Brench (Trinity College, Dublin)

Academy of Management Annual Meeting 2025 – Copenhagen, Denmark

- **Strategic Leadership in the Face of Sociopolitical and Sociocultural Challenges** – with Yuting Yang (Iowa State), Canquan (Charles) Li (PolyU – Hong Kong)
- **Perspectives on Corporate Volunteering Programs: Why They Matter and New Directions** – with Florencio Portocarrero, Jonathan Booth (both LSE)

TEACHING EXPERIENCE

London School of Economics

London, UK

MG205: Econometrics (Theory and Applications)

2022 – 2025

- Winner in LSE Class Teacher Awards, 2024-25 for inspiring teaching in Econometrics
- Teaching Fellow and Class Teacher – WT 2025, student satisfaction: 5.0
- Teaching Fellow and Class Teacher – AT 2024, student satisfaction: 4.9
- Winner in LSE Class Teacher Awards, 2023-24 for inspiring teaching in Econometrics
- Teaching Fellow and Class Teacher – WT 2024, student satisfaction: 4.9
- Teaching Fellow and Class Teacher – AT 2023, student satisfaction: 4.9
- Winner in LSE Class Teacher Awards, 2022-23 for outstanding teaching in Econometrics
- Class Teacher – WT 2023, student satisfaction: 4.8
- Class Teacher – AT 2022, student satisfaction: 4.8

MG107SC: Management Analytics in the Age of Big Data (Summer School)

2022 – 2023

- Class Teacher – Summer 2023, student satisfaction: 4.7
- Class Teacher – Summer 2022, student satisfaction: 4.5

HONOURS AND AWARDS

Finalist: AOM OMT Division Best Student Paper Award	2026
Doctoral Training Partnership PhD Studentship, Economic and Social Research Council	2021 – 2025
PGCertHE (Postgraduate Certificate in Higher Education), LSE – awarded Advance HE Fellowship	2024
LSE Department of Management Research Infrastructure Fund – £4,500	2022
Gibb's Prize for Meritorious Performance in Management, University of Oxford	2021
College Scholar, St. Catherine's College, University of Oxford	2019

SERVICE AND OTHER GROUP MEMBERSHIP

Professional Associations

- Academy of Management (AOM) 2023 – Present

Reviewing

- AOM Annual Meeting – OB Division 2026
- OB Division 'Best Reviewer' Award 2025
- AOM Annual Meeting – OB Division 2025

Citizenship

- Co-organizer for London OB Research Day – doctoral conference and networking event 2023
- Organizer of LSE Department of Management PhD Work-in-Progress seminars 2022 – 2023
- LSE Department of Management PhD Academic Representative 2022 – 2025