

ADRIANTO

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RESEARCH FOCUS | Consequences of emerging technologies and shared capitalism on the organization of work and employee well-being

EDUCATION | **UNIVERSITY OF MINNESOTA**, MINNEAPOLIS, MN
PH.D. CANDIDATE, BUSINESS ADMINISTRATION

CARNEGIE MELLON UNIVERSITY, PITTSBURGH, PA
MASTER OF SCIENCE IN PUBLIC POLICY AND MANAGEMENT
(*HIGHEST DISTINCTION*), 2014

UNIVERSITAS INDONESIA, DEPOK, INDONESIA
BACHELOR OF ECONOMICS (*SARJANA EKONOMI*), 2007

- PUBLICATIONS** |
- Adrianto, Avner Ben-Ner, and Ainhoa Urtasun. (2024, forthcoming). The Effects of Robots on the Workplace. *Academy of Management Proceedings* (best paper)
 - Adrianto, Avner Ben-Ner, and Ainhoa Urtasun. (2023). How Things are Made Matters: The Effects of Technology on the Organization of Work. *Academy of Management Proceedings*
 - Adrianto & Buddi Wibowo. (2019). Uji Empirik Strategi Struktur Modal Pecking Order pada Perusahaan-Perusahaan Non Keuangan LQ45 Bursa Efek Indonesia, *Inovasi: Jurnal ekonomi, keuangan dan manajemen*, 15(1), 12-25.
 - Adrianto & Buddi Wibowo. (2007). Pengujian Teori Pecking Order Pada Perusahaan-Perusahaan Non Keuangan LQ45 Periode 2001-2005 (Testing the pecking order theory on non-financial LQ45 firms, 2001-2005). *Manajemen Usahawan Indonesia*, 36(12), 43-53.

- WORK IN PROGRESS** |
- Adrianto, Avner Ben-Ner, Jason Sockin, and Ainhoa Urtasun. (in review). *Sharing is Caring: Employee Stock Ownership Plans and Employee Satisfaction in U.S. Manufacturing*
 - Adrianto, Avner Ben-Ner and Ainhoa Urtasun. *Are Employee-Owned Firms Luddites? Effects of Ownership on Adoption of Robots and Employment after Adoption*
 - Adrianto and Dadang Ridwan. *The effects of employee ownership on employee well-being: A meta-analysis.*

PRESENTATIONS |

- Adrianto, Avner Ben-Ner and Ainhoa Urtasun. (2024, forthcoming). *The Effects of Robots on the Workplace*. The 84th Annual Meeting of the Academy of Management, Chicago, IL
- Adrianto, Avner Ben-Ner, Jason Sockin, and Ainhoa Urtasun. (2024, forthcoming). *Sharing is Caring: Employee Stock Ownership Plans and Employee Satisfaction in U.S. Manufacturing*. The 84th Annual Meeting of the Academy of Management, Chicago, IL
- Adrianto, Avner Ben-Ner, Jason Sockin, and Ainhoa Urtasun. (2024, forthcoming). *Sharing is Caring: Employee Stock Ownership Plans and Employee Satisfaction in U.S. Manufacturing*. The Industry Studies Association Annual Conference, Sacramento, CA
- Adrianto, Avner Ben-Ner and Ainhoa Urtasun. (2024, forthcoming). *Are Employee-Owned Firms Luddites? Effects of Ownership on Adoption of Robots and Employment after Adoption*. The Industry Studies Association Annual Conference, Sacramento, CA
- Adrianto, Avner Ben-Ner, and Ainhoa Urtasun. (2024). *Are Employee-Owned Firms Luddites? Effects of Ownership on Adoption of Robots and Employment after Adoption*. Kelso Workshop, New Brunswick, NJ
- Respondent for “*The Effect of Employee Ownership on Comonitoring and Effort in Teams*” by Erik Olsen (2024). Kelso Workshop, New Brunswick, NJ
- Adrianto, Avner Ben-Ner, and Ainhoa Urtasun. (2023). *The Effects of Robots on the Workplaces*. Work and Organizations Workshop Series, Minneapolis, MN
- Adrianto, Avner Ben-Ner, and Ainhoa Urtasun. (2023). *How things are made matters: The effects of technology on the organization of work*. 83rd Academy of Management Annual Meeting, Boston, MA
- Adrianto, Avner Ben-Ner, Jason Sockin, and Ainhoa Urtasun. (2023). *Are Workers Better Off Owning the Firm?* Industry Studies Association (ISA) Annual Conference, Columbus, OH
- Adrianto, Avner Ben-Ner, and Ainhoa Urtasun. (2023). *How things are made matters: The effects of technology on the organization of work*. Industry Studies Association (ISA) Annual Conference, Columbus, OH
- Adrianto, Avner Ben-Ner, and Ainhoa Urtasun. (2023). *How robotics affects employment and skills of low and high-skill workers? Evidence from U.S. manufacturing plants 2010-2022*. Industry Studies Association (ISA) Annual Conference, Columbus, OH
- Adrianto, Avner Ben-Ner, and Ainhoa Urtasun. (2022). *How things are made matters: The multifaceted effects of contemporary technologies on complexity, interdependence, and the organization*

of work. Industry Studies Association (ISA) Conference, Philadelphia, PA

- Adrianto, Avner Ben-Ner, and Ainhoa Urtasun. (2022). *How things are made matters: The multifaceted effects of contemporary technologies on complexity, interdependence, and the organization of work*. Work in the Age of Intelligent Machines (WAIM) Conference, Washington, DC
- Adrianto and Christopher Winchester. (2022). *You have been muted: Communication, trust, and knowledge sharing in virtual work environments*. Distances in Organizations Virtual Conference (online)

**TEACHING
EXPERIENCE**

INSTRUCTOR, UNIVERSITY OF MINNESOTA, MINNEAPOLIS, MN, FALL 2022

- Business Principles for the HRIR Professional (HRIR 6001), Full-time & Part-time Students, Fall 2022

GRADUATE TEACHING ASSISTANT, UNIVERSITY OF MINNESOTA, MINNEAPOLIS, MN, FALL 2021 – SPRING 2022

- Negotiation Strategies, Spring 2022
- Management of Teams, Fall 2021-Spring 2022
- HRIR in Practice: Strategy, Execution, and Ethics, Fall 2021
- Leading Others (MBA 6110), Fall 2021

GRADUATE TEACHING ASSISTANT, CARNEGIE MELLON UNIVERSITY, PITTSBURGH, PA, AUGUST 2013 – MAY 2014

- Courses: Applied Economic Analysis, Strategic Presentation Skills, Financial Analysis

TRAINING OF BASIC COMPUTER APPLICATIONS, JAKARTA, INDONESIA, 2007

Teaching a 3-month basic computer skill training program to the unemployed for reskilling purposes.

ECONOMICS AND ACCOUNTING INSTRUCTOR, JAKARTA, INDONESIA, 2006-2007

- Short-term instructor for Economics and Accounting at high schools in the Jakarta area.

**WORK
EXPERIENCE**

HEAD OF ORGANIZATION II B SUBDIVISION, THE MINISTRY OF FINANCE OF INDONESIA, JAKARTA, INDONESIA, SEPTEMBER 2015 – SEPTEMBER 2020

- Leading a 4-member team
- Developing organizational health measurement methodology

- Conducting job evaluation and analysis
- Analyzing organizational restructuring initiatives

ACTING HEAD OF ORGANIZATION II C SUBDIVISION, THE MINISTRY OF FINANCE OF INDONESIA, JAKARTA, INDONESIA, AUGUST 2014 – SEPTEMBER 2015

- Leading a 3-member team
- Developing organizational health measurement methodology
- Conducting job evaluation and analysis
- Analyzing organizational restructuring initiatives

ANALYST OF ORGANIZATION, THE MINISTRY OF FINANCE OF INDONESIA, JAKARTA, INDONESIA, JANUARY 2009 – AUGUST 2014

- Conducting job evaluation and analysis
- Analyzing organizational restructuring initiatives

AWARDS AND RECOGNITION

- Best paper in the 84th Annual Meeting of the Academy of Management: “*The Effects of Robots on the Workplace*,” 2024
- PhD Student Teaching Award, Carlson School of Management, 2023
- The Employee Ownership Foundation/Louis O. Kelso Fellowship, Rutgers University, 2023
- PhD Student Conference Travel Fellowship, Carlson School of Management, 2022-2024
- Financial Education and Training Agency (FETA) Scholarship for doctoral degree, the Ministry of Finance, 2020-2024
- Outstanding employee, the Ministry of Finance, 2019
- Highest Distinction, Carnegie Mellon University, 2014
- The Scholarship Program for Strengthening the Reforming Institutions (SPIRIT), the Ministry of Finance, 2012-2014
- Top 20 New Employees in the Talent Scouting Program, the Ministry of Finance, 2010

PROFESSIONAL AFFILIATIONS

- Academy of Management (HR and STR Divisions)
- Industry Studies Organization

SERVICE

PEER REVIEWER, THE 84TH ANNUAL MEETING OF THE ACADEMY OF MANAGEMENT, CHICAGO, IL, 2024
Reviewing academic papers for Strategic Management and Human Resources divisions.

**PHD-LEVEL
COURSES**

- Psychological Measurement
- Core Seminar: Work and Organizations Research Methods
- Core Sem: Fundamentals of HR
- PhD Seminar: Research Design
- PhD Seminar: Theory Building
- Special Topic in Work and Organizations
- Core Seminar: Organizational Behavior
- Core Seminar: Economic Analysis
- Advanced Multivariate Regression Analysis
- Econometric Analysis I & II

CERTIFICATIONS

- Digital Enterprise Architecture Awareness
- People Management Program
- Organizational Development
- HR Data Scientist for Financial Services Institution