

# ADRIANTO

adria109@umn.edu

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

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

- Highest Distinction
- Funded by the Scholarship Program for Strengthening the Reforming Institutions (SPIRIT)

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

- PUBLICATIONS** |
- Adrianto, Avner Ben-Ner, and Ainhua Urtasun. (2023). How Things are Made Matters: The Effects of Technology on the Organization of Work. *Academy of Management Proceedings*, 2023
  - 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** |
- *Sharing is Caring: Employee Stock Ownership Plans and Employee Satisfaction in U.S. Manufacturing* with Avner Ben-Ner, Jason Sockin, and Ainhua Urtasun
  - *The Effects of Robots on the Workplaces*, with Avner Ben-Ner and Ainhua Urtasun
  - *Are Employee-Owned Firms Luddites? Effects of Ownership on Adoption of Robots and Employment after Adoption* with Avner Ben-Ner and Ainhua Urtasun
  - *How things are made matters: The effects of technology on the organization of work*, with Avner Ben-Ner and Ainhua Urtasun
  - *You have been muted: Communication, trust, and knowledge sharing in virtual work environments*, with Christopher Winchester

- PRESENTATIONS** |
- 2024 Kelso Workshop, New Brunswick, NJ, 2024:
    - *Are Employee-Owned Firms Luddites? Effects of Ownership on Adoption of Robots and Employment after Adoption*

- Respondent for “*The Effect of Employee Ownership on Comonitoring and Effort in Teams*” by Erik Olsen
- Work and Organizations Workshop Series, Minneapolis, MN, 2023:
  - *The Effects of Robots on the Workplaces*
- Academy of Management Annual Meeting, Boston, MA, 2023:
  - *How things are made matters: The effects of technology on the organization of work*
- Industry Studies Association (ISA) Conference, Columbus, OH, 2023:
  - *Are Workers Better Off Owning the Firm?*
  - *How things are made matters: The effects of technology on the organization of work*
  - *How robotics affects employment and skills of low and high-skill workers? Evidence from U.S. manufacturing plants 2010-2022*
- Industry Studies Association (ISA) Conference, Philadelphia, PA, 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, 2022:
  - *How things are made matters: The multifaceted effects of contemporary technologies on complexity, interdependence, and the organization of work*
- Distances in Organizations Virtual Conference, 2022:
  - *You have been muted: Communication, trust, and knowledge sharing in virtual work environments*
- Workload Analysis Training (multiple events), Jakarta, 2010-2011

## 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 (MGMT 6004), Spring 2022
- Management of Teams (MGMT 6084), Fall 2021-Spring 2022
- HRIR in Practice: Strategy, Execution, and Ethics (HRIR 6801), 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

**ECONOMICS AND ACCOUNTING INSTRUCTOR, JAKARTA**  
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**  
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**  
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**  
JANUARY 2009 – AUGUST 2014

- Conducting job evaluation and analysis
- Analyzing organizational restructuring initiatives

**AWARDS**

- 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 & 2023
- 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

**VOLUNTEERING  
EXPERIENCE****TRAINING OF BASIC COMPUTER APPLICATIONS, JAKARTA  
2007**

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

**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