

ADRIANTO

Carlson School of Management, University of Minnesota
321 19th Ave S, Minneapolis, MN 55455 • adria109@umn.edu •
Office: (612) 626-9686 • Cell: (612) 986-9965 • carlsonschool.umn.edu/faculty/adrianto

RESEARCH INTERESTS

Adoption of new technologies, employee ownership, organization of work, employee well-being

EDUCATION

UNIVERSITY OF MINNESOTA, Minneapolis, MN Ph.D. Candidate - Business Administration (ABD) Area: Work and Organizations	2020 – 2025 (expected)
CARNEGIE MELLON UNIVERSITY, Pittsburgh, PA Master of Science in Public Policy and Management (Highest Distinction)	2012 – 2014
UNIVERSITAS INDONESIA, Depok, Indonesia Bachelor of Economics	2002 – 2007

DISSERTATION

Essays on the Effects of Automation Technology and Employee Ownership on the Organization of Work and Employee Well-Being
Committee: Alan Benson (Chair), Avner Ben-Ner (Advisor), Moshe Barach, Aaron Sojourner

PUBLICATIONS

Adrianto and 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. (Indonesian)
[https://www.academia.edu/120961701/Uji_Empirik_Strategi_Struktur_Modal_Pecking_Order_Pada_Perusahaan-Perusahaan_Non_Keuangan_LQ45_Bursa_Efek_Indonesia]

CONFERENCE PROCEEDINGS

Adrianto, Avner Ben-Ner, and Ainhua Urtasun. (2024, forthcoming). The Effects of Robots on the Workplace. *Academy of Management Proceedings* (Best Paper)

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*.
[<https://journals.aom.org/doi/abs/10.5465/AMPROC.2023.14745abstract>]

WORK UNDER REVIEW

Adrianto, Avner Ben-Ner, and Ainhua Urtasun. *Robots and Work*. (ILR Review)

Adrianto, Avner Ben-Ner, Jason Sockin, and Ainhua Urtasun. *Sharing is Caring: Employee Stock Ownership Plans and Employee Satisfaction in U.S. Manufacturing*. (Management Science)

WORK IN PROGRESS

Adrianto, Avner Ben-Ner and Ainhoa Urtasun. *How things are made matters: The effects of technology on the organization of work* (working paper)

Adrianto, Avner Ben-Ner and Ainhoa Urtasun. *Does Employee Ownership Hamper or Facilitate the Adoption of New Technologies?* (preliminary results)

Adrianto. *Does automation make the workplace safer?* (data collection)

Adrianto and Dadang R Sunandar. *The effects of employee ownership on employee well-being: A meta-analysis* (data collection)

Adrianto and Avner Ben-Ner. *Artificial intelligence and the complementarity and substitution of skills: Evidence from job postings* (ideation)

ACADEMIC PRESENTATIONS

2024

Robots and Work

INFORMS Annual Meeting, Seattle, WA (scheduled) • The 84th Annual Meeting of the Academy of Management, Chicago, IL (scheduled)

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 (scheduled) • The Industry Studies Association Annual Conference, Sacramento, CA

Are Employee-Owned Firms Luddites? Effects of Ownership on Adoption of Robots and Employment after Adoption

The Industry Studies Association Annual Conference, Sacramento, CA • Kelso Workshop, New Brunswick, NJ

2023

The Effects of Robots on the Workplaces

Work and Organizations Workshop Series, Minneapolis, MN

How things are made matters: The effects of technology on the organization of work

The 84th Academy of Management Annual Meeting, Boston, MA • Industry Studies Association (ISA) Annual Conference, Columbus, OH

Are Workers Better Off Owning the Firm?

Industry Studies Association (ISA) Annual Conference, Columbus, OH

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

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 • Work in the Age of Intelligent Machines (WAIM) Conference, Washington, DC

You have been muted: Communication, trust, and knowledge sharing in virtual work environments
Distances in Organizations Virtual Conference (online)

TEACHING EXPERIENCE

UNIVERSITY OF MINNESOTA, Minneapolis, MN

Graduate Teaching Assistant Fall 2024 – Spring 2025 (scheduled)
Business Principles for the HRIR Professional; Organizational Theory Foundation of High-Impact HRIR; Change in the Workplace

Instructor Fall 2022
Business Principles for the HRIR Professional (HRIR 6001)
Full-time & part-time Master of Human Resources & Industrial Relations students (2 sessions)

Graduate Teaching Assistant Fall 2021 – Spring 2022
Negotiation Strategies; Management of Teams; HRIR in Practice: Strategy, Execution, and Ethics; Leading Others

CARNEGIE MELLON UNIVERSITY, Pittsburgh, PA

Graduate Teaching Assistant Fall 2013 – Spring 2014
Applied Economic Analysis; Strategic Presentation Skills; Financial Analysis

MINISTRY OF FINANCE, Jakarta, Indonesia

Workload Analysis Trainer 2010 – 2020
Teaching several training programs on workload analysis for employees of the Ministry of Finance

BIMBINGAN TES ALUMNI, Jakarta, Indonesia

Economics And Accounting Instructor 2006 – 2007
Instructor for Economics and Accounting subjects at high schools in Jakarta

WORK EXPERIENCE

MINISTRY OF FINANCE, Jakarta, Indonesia

Head of Organization II B Subdivision 2015 – 2020

- Led a 4-member team
- Developed organizational health measurement methodology
- Conducted job evaluation and analysis
- Analyzed organizational restructuring initiatives

Acting Head of Organization II C Subdivision 2014 – 2015

- Led a 3-member team
- Developed organizational health measurement methodology
- Conducted job evaluation and analysis

- Analyzed organizational restructuring initiatives

Analyst of Organization

2009 – 2014

- Conducted job evaluation and analysis
- Analyzed organizational restructuring initiatives

ACADEMIC SERVICE

Reviewer for a manuscript in Organization Science	2024
Respondent for “ <i>The Effect of Employee Ownership on Comonitoring and Effort in Teams</i> ” by Erik Olsen in Kelso Workshop, New Brunswick, NJ	2024
Reviewer for six papers in the 84 th Annual Meeting of the Academy of Management	2024
Indonesia Focus 2013 Conference organizer, Pittsburgh, PA	2013
Instructor of basic computer applications in a free training for job seekers, Jakarta, Indonesia	2007

FELLOWSHIPS AND SCHOLARSHIPS

Summer Fellowship, Carlson School of Management	2024
The Employee Ownership Foundation/Louis O. Kelso Fellowship, Rutgers University	2023 – 2024
PhD Student Conference Travel Fellowship, Carlson School of Management	2024
PhD Student Conference Travel Fellowship, Carlson School of Management	2023
PhD Student Conference Travel Fellowship, Carlson School of Management	2022
Travel grant for the WAIM Conference, the Work in the Age of Intelligent Machine Research Coordination Network	2022
Full scholarship from the Financial Education and Training Agency (FETA)	2020 – 2024
Scholarship for a Doctoral degree, the Ministry of Finance	
Full scholarship from the Scholarship Program for Strengthening the Reforming Institutions (SPIRIT) for a Master’s degree, the Ministry of Finance	2012 – 2014

AWARDS AND RECOGNITION

Best paper in the 84 th Annual Meeting of the Academy of Management for “The Effects of Robots on the Workplace”	2024
PhD Student Teaching Award, Carlson School of Management	2023
Outstanding Employee, the Ministry of Finance	2019
Best Participant in the Organization Development training, Oranye Development	2017
Highest Distinction, Carnegie Mellon University	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 Association
 INFORMS

PHD-LEVEL COURSES

Core Seminar: Work and Organizations Research Methods • Core Seminar: Fundamentals of HR • Core Seminar: Organizational Behavior • Core Seminar: Economic Analysis • PhD Seminar: Research Design • PhD Seminar: Theory Building • Special Topic in Work and Organizations: An Introduction to Behavioral and Experimental Economics • Special Topic in Work and Organizations: A Social Network Approach to Investigating Topics in HR & OB • Advanced Multivariate Regression Analysis • Psychological Measurement • Econometric Analysis I • Econometric Analysis II

TRAINING AND CERTIFICATIONS

Fundamentals of Disability Accommodations and Inclusive Course Design	2023
Eight Innovative Uses for Multiple Choice Questions	2022
Finalizing Your Learning-Centered, Accessible Syllabus	2022
Plan for Success: Crafting a Strong First Impression	2022
Presentations That Stick	2022
Vocal Strategies to Improve Clarity in Teaching	2022
Which Teaching Practices are (and aren't) Supported by Pedagogical Literature?	2022
Social / Behavioral or Humanist Research Investigators and Key Personnel	2021
Digital Enterprise Architecture Awareness	2018
People Management Program	2017
Organization Development	2017
HR Data Scientist for Financial Services Institution	2016

COMPUTER SKILLS

Use regularly: R (RStudio), SQL, LaTeX (Overleaf), Microsoft Office

Have experience: Python, SPSS, EViews, STATA, UCINET, Octave, RapidMiner