

Anand VAN ZELDEREN

Assistant Professor

Academy: Transformation

Research center: SKEMA Centre for Artificial Intelligence

Campus: Paris

Email: anand.vanzelderens@skema.edu

Research interests

Artificial Intelligence, Virtual Reality, Morality, Ownership, Emotions, Simulations

Teaching interests

Ethics, Human Resource Management, Organisational Behaviour, Research Methods

Education

2022 PHD, Business Economics, KU Leuven, Belgium

Experience

Full-time academic positions

Since 2025 Assistant Professor, SKEMA Business School, France

Other academic affiliations and appointments

2022 - 2025 Post Doctoral Researcher, University of Zurich, Switzerland

Research grants, Awards and Honors

Awards and Honors

2025 Best Reviewer Award in OB Academy of Management 2025

2025 Best Paper Award in OB Academy of Management 2025, Denmark

Publications

Peer-reviewed journal articles

VAN ZELDEREN, A., DRIES, N. and MARESCAUX, E. (2025). The Paradox of Inclusion in Elite Workforce Differentiation Practices: Harnessing the Genius Effect. *Journal of Management Studies*, 62(4), pp. 1410-1449.

VAN ZELDEREN, A., MASTERS-WAAGE, T.C., DRIES, N., MENGES, J.I. and SANCHEZ, D.R. (2025). Simulating Virtual Organizations for Research: A Comparative Empirical Evaluation of Text-Based, Video, and Virtual Reality Video Vignettes. *Organizational Research Methods*, 28(3), pp. 457-486.

VAN ZELDEREN, A., DRIES, N. and MENGES, J. (2024). The curse of employee privilege: harnessing virtual reality technology to inhibit workplace envy. *Frontiers in Virtual Reality*, 5.

VAN ZELDEREN, A., DRIES, N. and MARESCAUX, E. (2023). Talents Under Threat: The Anticipation of Being Ostracized by Non-Talents Drives Talent Turnover. *Group and Organization Management*.

VAN ZELDEREN, A., DRIES, N. and MARESCAUX, E. (2023). The war for talent: Hoe je de top 2 procent van je werknemers kan bevoordelen en toch iedereen tevreden houdt. *Tijdschrift voor HRM*, 26(2), pp. 1-20.

SANCHEZ, D.R., VAN ZELDEREN, A., KAWASAKI, K. and TRINH, B. (2023). VR Technology in Organizational Management: Natural Disaster or Perfect Storm. *The Industrial-Organizational Psychologist*, 61(3).

SANCHEZ, D.R., WEINER, E. and VAN ZELDEREN, A. (2022). Virtual reality assessments (VRAs): Exploring the reliability and validity of evaluations in VR. *International Journal of Selection and Assessment*, 30(1), pp. 103-125.

Conference proceedings

VAN ZELDEREN, A., MAGNI, F. and MENGES, J. (2025). Crediting AI to enhance job satisfaction: AI assistants as distinct organizational performers. *Academy of Management Proceedings*.