

Anand VAN ZELDEREN

Professeur assistant

Académie : Transformation

Centre de recherche : SKEMA Centre for Artificial Intelligence

Campus : Paris

Email : anand.vanzelderens@skema.edu

Intérêts de recherche

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

Domaines d'enseignement

Ethics, Human Resource Management, Organisational Behaviour, Research Methods

Formation

2022 PhD, Business Economics, KU Leuven, Belgique

Expérience Professionnelle

Positions académiques principales

Depuis 2025 Professeur assistant, SKEMA Business School, France

Autres affiliations académiques

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

Contrats de recherche, prix et distinctions

Prix et distinctions

2025 Best Reviewer Award in OB Academy of Management 2025

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

Publications

Articles académiques revus

VAN ZELDEREN, A., DRIES, N. et 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. et 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. et 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. et 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. et 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. et TRINH, B. (2023). VR Technology in Organizational Management: Natural Disaster or Perfect Storm. *The Industrial-Organizational Psychologist*, 61(3).

SANCHEZ, D.R., WEINER, E. et 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.

Actes d'une conférence

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