Anand VAN ZELDEREN

Professeur assistant

Académie : Transformation

Centre de recherche : SKEMA Centre for Artificial Intelligence

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Intérêts de recherche

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

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

2026 Best Paper Award in OB Academy of Management 2026, Etats-Unis d'Amérique

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

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

2023 Best Reviewer Award in OB Academy of Management 2023, Etats-Unis d'Amérique

2022 Best Paper Award in CAR Academy of Management 2022, Etats-Unis d'Amérique

Publications

Articles académiques revus

VAN ZELDEREN, A., DRIES, N. et MARESCAUX, E. (2026). Talents Under Threat: The Anticipation of Being Ostracized by Non-Talents Drives Talent Turnover. *Group and Organization Management*, 51(1), pp. 138-177.

WU, S., THAPA, D., STENDAL, K. et VAN ZELDEREN, A. (2026). Rethinking presence in XR workspaces: An empirical investigation from an affordance-presence perspective. *International Journal of Information Management*, 88, pp. 103044.

VAN ZELDEREN, A., MASTERS-WAAGE, T., AFFINITO, S., BEKBERGENOVA, A., COWEN, K., JOLINK, A. et HUBBARD, T. (2026). Creating common virtual ground: Protocols to democratize open VR research. *Proceedings of the National Academy of Sciences*, 123(26), pp. e2524991123.

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., WU, S., KOSZO, G. et MENGES, J.I. (2025). When AI gets Personal: Employee emotional responses to anthropomorphic AI agents in a virtual workspace. *Computers in Human Behavior: Artificial Humans*, 5, pp. 100189.

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). 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

CUBER, I., ALAKMEH, T., HAUSFELD, M., VAN ZELDEREN, A., JENNY, M., MENGES, J. et FRITZ, T. (2026). Human-Like and Male? How AI Assistant Design Relates to Trust and Monetary Reward atWork in VR.

REMUND, M., VAN ZELDEREN, A. et MENGES, J.I. (2026). Cold Like a Machine: Erosion of Leaders' Empathy Through AI Automation. *Academy of Management Proceedings*, 2026(1).

VAN ZELDEREN, A. (2026). Simulating Virtual Organizational Actors for Research: Introducing Synthetic Field Studies. *Academy of Management Proceedings*, 2026(1).

JONASSEN, Z., BAHMANI, M., LAZAR, M., VUORI, N., VAN ZELDEREN, A. et JONASSEN, Z. (2026). Dark Sides of Emotions in Human-AI Collaborations. *Academy of Management Proceedings*, 2026(1).

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*.

JONASSEN, Z., WOOLLEY, A.W., CAPPELLARO, G., VAN ZELDEREN, A., BAHMANI, M. et LIFSHITZ-ASSAF, H. (2025). Capturing Emotions in an Era of AI: From Experiments to Ethnography. *Academy of Management Proceedings*, 2025(1).

VAN ZELDEREN, A., HUBBARD, T.D., EINOLA, K., ROGIERS, P., BRIKER, R., HYDE, S.J. et JONASSEN, Z. (2025). Humanizing AI: Should We Theorize About AI Assistants as Tools or Coworkers in Management Research? *Academy of Management Proceedings*, 2025(1).

VAN ZELDEREN, A., DRIES, N. et MARESCAUX, E. (2022). Talent Retention and Ostracism: Examining a Moderated Mediation Model. *Academy of Management Proceedings*, 2022(1).

Présentations dans des conférences

VAN ZELDEREN, A., MCGUIRE, J., REMUND, M., VAN QUAQUEBEKE, N. et MENGES, J. (2026). Leading AI-assisted performance: When winning comes at a psychological cost. Chania.

Autres activités de recherche

Autres activités académiques

2025	CARMA Webcast Lecture Series 2025-2026: Virtual Reality Tools for Organizational Research