

ALEJANDRO HERMIDA CARRILLO

LMU Munich School of Management

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EDUCATION

PhD Candidate (Dr. Oec. Publ.), LMU Munich School of Management Supervisor: Prof. Ingo Weller	2018 – present
Visiting Researcher, Stanford Graduate School of Business Sponsor: Prof. Amir Goldberg	2023
Master in Business Research, LMU Munich School of Management	2019 – 2022
MSc, Economic, Organisational, and Social Psychology, LMU Munich	2016 – 2018
BSc, Psychology, Universidad Nacional Autónoma de México	2011 – 2016
Exchange Student, Humboldt University of Berlin	2015

RESEARCH INTERESTS

Self and Identity
Organizational Behavior
Computational Social Science

PUBLICATIONS (*Shared first authorship)

Hermida Carrillo, A., Stachl, C., & Talaifar, S. (in press). A Workflow for Human-Centered Machine-Assisted Hypothesis Generation: Comment on Banker et al. (2023). *American Psychologist*.

*del Rio Chanona, M., ***Hermida Carrillo, A.**, Nedelkoska, L., Sepahpour-Fard, M., Topinková, R., & Sun, L. (in press). Mental Health Concerns Precede Quits: Shifts in the Work Discourse during the Covid-19 Pandemic and the Great Resignation. *EPJ Data Science*.

Bölingen, F., **Hermida Carrillo, A.**, & Weller, I. (2023). Opening the Doors for Spillovers: A Contingency View of the Effects of Work From Home on the Work-Home Interface. *Frontiers in Psychology*, 14, 1191657. <https://doi.org/10.3389/fpsyg.2023.1191657>.

MANUSCRIPTS UNDER REVIEW (Titles are ambiguated)

Hermida Carrillo, A., Halbinger, M., & Claussen, J. Peer Help and Innovation in Online Communities. Reject & Resubmit at *Research Policy*.

WORK IN PROGRESS (*Shared first authorship.)

Hermida Carrillo, A., Bölingen, F., Matthews, R., & Weller, I. Alone Together – A Systems Approach to Home Boundaries and Loneliness during Remote Work. Status: Manuscript preparation.

*Burkert, S. & ***Hermida Carrillo, A.** Mirror, Mirror, on the Board – CEO Similarity and Inter-Organizational Imitation. Status: Manuscript preparation. [[SSRN](#)]

*Koch, T., ***Hermida Carrillo, A.**, *Talaifar, S.,..., & Stachl, C. The Digital Authoritarian: Theory-informed Predictions of Authoritarianism from Everyday Behaviors Collected with Smartphones. [[pre-registration](#)] [[theory-informed features](#)] Status: Data analysis.

Hermida Carrillo, A. “I” Contains Multitudes – An Inquiry on the Plurality of Self-Construal. Status: Data analysis.

AWARDS, GRANTS, AND FELLOWSHIPS

DAAD Doctoral Research Grant (ca. EUR 10,400)	2022
SIOP Best International Paper Award	2022
SSRC/Summer Institutes in Computational Social Science Research Grant (USD 2,244)	2021
Summer Institute in Computational Social Science, London Partner Grant (USD 1,800)	2021
“Fundación UNAM” Travel Grant (MXN 100,000)	2015

INVITED PRESENTATIONS

<i>The Digital Authoritarian – Theory-Driven Predictions From Everyday Behaviors Collected with Smartphones</i> (with T. Koch, S. Talaiifar, and C. Stachl). Presentation, Media and Personality Lab, Stanford University (California).	2023
Presentation, Complexity Science Hub (Vienna).	2022
<i>How to Do Hybrid Right – Success Factors in Working from Home</i> (with F. Bölingen). Workshop for Bavarian Broadcasting (Munich).	2022
<i>Collecting Reddit Data for Research – A Hands-On Tutorial</i> (with M. Sepahpour-Fard). Workshop at the Complexity Science Hub (Vienna).	2022

OTHER PRESENTATIONS, POSTERS, AND DISCUSSIONS (*by co-author)

<i>Mirror, Mirror, on the Board – CEO similarity and inter-organizational imitation</i> (with S. Burkert). [Planned] Presentation, ORG seminar, LMU Munich School of Management (Munich).	2023
*[Planned] Presentation, Paper and Idea Development Workshop of the Academy of Management Journal (Barcelona).	2023
Presentation, Computational Culture Lab, Stanford University (California).	2023
Presentation, OB Idea Incubator at the Annual Meeting of the Academy of Management (Boston).	2023
<i>Alone Together – A Family Systems Approach to Home Boundaries and Loneliness During Remote Work</i> (with F. Bölingen & I. Weller) Presentation, Annual Meeting of the Academy of Management (Boston).	2023
Presentation, Annual Meeting of the European Association of Work and Organizational Psychology (Katowice).	2023
<i>The Digital Authoritarian – Theory-Driven Predictions From Everyday Behaviors Collected with Smartphones</i> (with T. Koch, S. Talaiifar, and C. Stachl) *Presentation, Biennial Meeting of the Association for Research in Personality (Evanston).	2023
Presentation, Computational Culture Lab, Stanford University (California).	2022
*Presentation, Annual Meeting of the Society for Personality and Social Psychology (San Francisco).	2022
<i>“I” Contains Multitudes – An Inquiry on the Plurality of Self-construal</i> Poster, International Conference on Computational Social Science (Copenhagen).	2023
<i>Mental health concerns prelude the Great Resignation – Evidence from Social Media</i> (with M. del Rio Chanona, L. Nedelkoska, M. Sepahpour-Fard, R. Topinková, and L. Sun) Poster, Psychology of Media & Technology Preconference at the Annual Meeting of the Society for Personality and Social Psychology (Atlanta).	2023

- Quitting during “The Great Resignation” – Sentiment and Reasons* (with M. del Rio Chanona, L. Nedelkoska, M. Sepahpour-Fard, R. Topinková, and L. Sun)
 *Poster, International Conference on Computational Social Science (Chicago). 2022
- Couples’ Segmentation Preference Fit and Work-to-Home Conflict – The Moderating Role of Mandatory Work from Home* (with F. Bölingen)
 Presentation, Paper and Idea Development Workshop of the Academy of Management Journal (Amsterdam) 2022
 Poster, Annual Society for Industrial and Organizational Psychology Conference (Seattle). 2022
- †*Opening the Door for Spillovers – How Mandatory Work From Home Influences Job and Relationship Satisfaction* (with F. Bölingen and I. Weller)
 Poster, Annual Society for Industrial and Organizational Psychology Conference (Seattle). 2022
 †**Best International Paper Award**
- Peer Help and Innovation in Online Communities* (with J. Claussen and M. Halbinger)
 Presentation, Digital Economy Workshop (Munich). 2021
 *Presentation, Open Innovation in Science Research Conference (Geneva). 2020
- Ownership and Retaliation in Self-Managing Organizations.* (with M. Tonellato)
 Presentation, European Conference of Social Networks (Zürich). 2019
- Is Time on Our Side? On the Benefits of Committing to Charities.* (By M. Chuginova)
 Discussion, Colloquium of Technology, Innovation, Management and Economics (Munich). 2019

TEACHING EXPERIENCE (at the LMU Munich School of Management)

Lead Instructor and Co-developer

- Introduction to People Analytics (MSc Seminar) Summer 2023
 Introduction to People Analytics (BSc Seminar) Winter 2021
 Social Networks in Organizations (MSc Seminar) Summer 2019

Teaching Assistant

- Basic Topics in Leadership & Human Resources (MSc Tutorial) Winter 2018 – 2024
 Basic Topics in Human Resource Management (BSc Tutorial) Summer 2022 – 2023

Theses

- Supervision, BSc (N = 27) and MSc (N = 10) Theses 2018 – present

AFFILIATIONS AND PROFESSIONAL SERVICE

Member

- Academy of Management (AOM)
 Society for Industrial and Organizational Psychology (SIOP)
 Society for Personality and Social Psychology (SPSP)

Ad-hoc Reviewer

- American Psychologist*
Academy of Management Journal
Schmalenbach Business Review

PROFESSIONAL EXPERIENCE

Research and Teaching Assistant, Human Capital Management Institute, LMU Munich	2018 – present
Student Research Assistant, Social Psychology Chair, LMU Munich	2018
Student Research Assistant, German Family Panel (pairfam), LMU Munich	2017 – 2018
Student Research Assistant, Organizational Psychology Chair, LMU Munich	2016 – 2018
Student Research Assistant, Interpersonal Relationships Lab, UNAM	2016 – 2018
Organizational Development Consultant, Project Binding, University of Barcelona	2015 – 2016
Trainee, AXA Insurance, Mexico City	2013 – 2015

ADDITIONAL TRAINING (Selected)

Advanced Methods for Text as Data, Essex Summer School in Data Analysis Supervisor: Douglas Rice	2022
Summer Institute in Computational Social Science, London partner Topics: Text as Data, Network Analysis, Virtual Lab Experiments Main Supervisor: Joshua Becker	2021
Experimental Methods, LMU Munich School of Management Supervisors: Johannes Jaspersen & Marco Kleine	2020
Data Crawling, LMU Munich School of Management Supervisor: Christian Peukert	2020
Maximum-Likelihood-Estimation, Essex Summer School in Data Analysis Supervisor: Jonathan Kropko	2019
Social Network Analysis, USI Lugano Summer School in Social Science Methods Supervisors: Alessandro Lomi & Viviana Amati	2019
Automated Text Analysis, LMU Munich School of Management Supervisor: Harm Schütt	2019

OTHER INFORMATION

Software	R Python Stata LaTeX
Languages	Native: Spanish Fluent: English, German Advanced: French Basic: Swedish
Citizenship	Mexican German