



ASIA School  
of Business

in collaboration with  
MIT Sloan Management

**Announcement:**  
**Two Full-time Research Assistant/Visiting Ph.D. Positions**

**Project abstract:** Before a solution can be identified and implemented, enough consensus must be reached around the problem to be addressed. As team diversity increases, knowledge of factors influencing team members' willingness to inquire about their own assumptions and embrace others' beliefs, ideas, and points of view – which we refer to as individual cognitive learning – is of growing importance. This project explores the effects of team cultural diversity on team dynamics and individual cognitive learning in MBA-level action learning projects through a longitudinal, mixed-method design. Specifically, we evaluate the mediating role of intra-group task conflict on the relationship between team cultural diversity and individual cognitive learning. Furthermore, we identify goal orientation as a moderator of the learning effects of task conflict. Overall, the project goal is to shed light on the team dynamics and learning outcomes involved in action learning and to elucidate the conditions that may either facilitate or hamper consensual problem formulation.

**Job description:** The research project is carried out at Asia School of Business (Kuala Lumpur, Malaysia) under the supervision of Ambra Mazzelli, Melati Nungsari, and Sylvia Ng has a duration of 5 months, commencing Nov 1<sup>st</sup>, 2018. The Research Assistants will be provided a stipend to cover living expenses and a budget for research expenses. They will be invited to participate in research seminars, workshops, and ASB community's activities. When living outside Kuala Lumpur, the Research Assistants will have residence in one of our campus facilities for the entire duration of the appointment. Graduate students will also receive support to strengthen his/her research skills before applying to a graduate school PhD program in organizational behavior, or a related behavioral science field. Visiting PhD students will receive guidance and feedback on their current research projects and will have the opportunity to present their research.

**Job responsibilities:** We currently seek support with qualitative data collection (via semi-structured interviews) and qualitative data analysis. However, candidates with both qualitative and quantitative skills will be given priority. The Research Assistant will collaborate with faculty (Professors Ambra Mazzelli, Melati Nungsari, and Sylvia Ng) on day-to-day research being conducted, which includes:

- Collect qualitative data through (a) semi-structured in-depth interviews; (b) documentation (MBA students' presentations and reflection papers); and (c) extensive observations of team interactions in 22 MBA teams involved in Action Learning projects at Asia School of Business.
- Analyzing and developing a coding system using NVivo or ATLAS.ti and engage other actors involved in Action Learning activities, but not directly involved with the study to discuss emerging patterns in the data and to ask critical questions.

- Create variables and scales from survey data and perform descriptive and inferential statistical analysis
- Assisting with literature reviews and attending research meetings

**Desired qualifications and job requirements:**

- Holding a Master's degree in business/management or psychology
- If enrolled in a PhD program, research focus on organizational behavior or a related behavioral science field
- English fluency (spoken and written) and excellent communication skills
- Attention to detail
- Interest in research
- Experience with qualitative research methods
- Data analysis skills: ATLAS.ti/NVivo

**To apply:** To apply for this position, please send an combined PDF document including (1) a motivation letter, (2) your CV, (3) a summary description of your methodological skills, (4) your unofficial University transcript to Ambra Mazzelli at [ambra.mazzelli@asb.edu.my](mailto:ambra.mazzelli@asb.edu.my) with email subject "Research Assistant Position Application". Additionally, you may strengthen your application by having one or more letters of reference sent directly by their providers to the above email address. The deadline for receipt of applications is 12.00 noon (Malaysian time) on Sunday 30<sup>th</sup> September 2018. Skype interviews will be conducted in the first week of October 2018. All qualified candidates are encouraged to apply for this position; however, Malaysian citizens and residents and Singaporean citizens will be given priority. Asia School of Business is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff.

**About Asia School of Business:** Asia School of Business (ASB) - a partnership between the Central Bank of Malaysia and MIT Sloan School of Management - was founded in 2015 in Kuala Lumpur and has been recognized as having the most innovative MBA program in the world today by Poets & Quants. At ASB, we offer a multicultural and intellectually stimulating environment for scholars across different disciplines thanks to our commitment to people, ideas, and talent. We promote high-impact and actionable academic research and embrace scholarship from multiple disciplinary perspectives. As a school, our goal is to develop transformative and principled leaders who will contribute to a better future and advance the emerging world.

### **About the research team:**

**Ambra Mazzelli** is an Assistant Professor of Management and Organizations at Asia School of Business and an International Faculty Fellow at MIT Sloan School of Management. She received her PhD from Lancaster University Management School. Her research examines the dynamics of organizational responses to unmet goals and their implications for organizational change and has been published in leading journals including *Academy of Management Review* and *Entrepreneurship Theory & Practice*.

**Melati Nungsari** is an Assistant Professor of Economics at Asia School of Business and a Research Affiliate at MIT Sloan School of Management. She received her Ph.D. in Economics from The University of North Carolina at Chapel Hill, where she was also a Chancellor's Fellow. She is an applied microeconomist specializing in industrial organization, market design, labor economics, and public economics, and has published research in the *Journal of the Scholarship of Teaching and Learning*. She has also written for *The Edge* and *The Chronicle of Higher Education*.

**Sylvia Ng** is a Postdoctoral Fellow at the Asia School of Business and an International Faculty Fellow and Research Affiliate at MIT Sloan. She holds a Ph.D. in marketing from the University of Adelaide. Her research focuses on customer experience management in services, specifically the interactions between actors in the service ecosystem pertaining to value cocreation, customer engagement and resource integration. She has published in the *Journal of Service Research* and was previously an Assistant Vice President at OCBC Bank Singapore.