

Curriculum Vitae

# Bachazile Sikhondze

Adams Hall 4D, 307 W Brooks St, Norman, OK 73019

Mobile: (405)-885-6497

bachazile@ou.edu

---

## Education

**University of Oklahoma**, Norman, Oklahoma

- Aug 2020 - May 2025 - **PhD in Management Information Systems**
  - Doctoral Dissertation: The Tired Helpers: How Media Synchronicity and Technology-Mediated Interpersonal Helping Impact Technostress in Remote Knowledge Work
- Aug 2018 - May 2019 - **Master of Science in Management Information Technology** (Accelerated Program)
- Aug 2014 - May 2018 - **Bachelor of Business Administration in Management Information Systems**
  - **Bachelor of Business Administration in Management and Supply Chain Management** (Second Major)

**Red Cross Nordic United World College**, Flekke, Norway

Aug 2012 - May 2014 International Baccalaureate Diploma

## Research Streams

I have two major research streams:

1. **Technostress in Remote Work**, where I explore how the use of information and communication technologies (ICTs) impacts remote workers' well-being, focusing on the stress caused by extra-role behaviors like Organizational Citizenship Behaviors (OCB). My research examines how factors such as media synchronicity, social presence, and work context influence technostress.
2. **Effects of Artificial Intelligence on Human Dignity and Content Valuation**, where I investigate how AI impacts individuals in gig work and digital content creation, focusing on its effects on autonomy, dignity, and value perception. My work aims to promote the responsible use of AI that respects human dignity.

## Activities, Awards and Recognition

1. **ICIS 2024 Doctoral Consortium Acceptance:** Selected as one of 40 PhD students worldwide to participate in the prestigious ICIS Doctoral Consortium, representing the University of Oklahoma | December 2024

2. **MISQ Author Development Workshop Acceptance:** Selected to participate in a workshop with 65 papers and 23 editors, providing valuable feedback and development opportunities for advancing research | June 2023
3. **\$10,000 Peace Project Grant Recipient** for small business startup | May 2015
4. **United World College Merit Scholarship Recipient:** Awarded 200,000.00 Kroner for International Baccalaureate Diploma in Norway | 2012 - 2014
5. **Davis Merit Scholarship Recipient** for Undergraduate Studies at the University of Oklahoma | May 2014 – 2019
6. Member of the Association for Information Systems (AIS) | August 2020 - Present
7. Member of the Management Information Student Association | August 2016 - 2019
8. Price College of Business Dean's Honor Roll | Spring 2015

## **Publications**

### **Published Research**

1. **Bachazile Sikhondze**, Hua Jonathan Ye, Weiyu Wang, Xinhui Zhan, Radhika Santhanam. (2025) Are You Willing to Pay for AI-Generated Content? Valuation Bias, Mechanisms, and Mitigators. *Journal of Management Information Systems*.

### **Peer Reviewed Conference Papers and Proceedings**

1. **Sikhondze B.**, Sun H., (2024). Algorithmic Control as Dignity Affronts Among Digital Content Creators. *Forthcoming*. Proceedings of the Forty-Fifth International Conference on Information Systems (ICIS), Bangkok, Thailand.
2. **Sikhondze, B. L.**, Durcikova, A., & Santhanam, R. (2024). The impact of organizational citizenship behaviors on technostress in a post-COVID-19 remote work context: The role of media synchronicity. Proceedings of the 50th Hawaii International Conference on System Sciences (HICSS), Honolulu, Hawaii.
3. **Sikhondze, B. L.**, & Miranda, S. M. (2023). A sense of place: An affordance perspective on social media attachment and social media addiction. Proceedings of the Forty-Fourth International Conference on Information Systems (ICIS), Hyderabad, India.
4. Miranda, S., **Sikhondze, B.**, Jensen, M., Mery, M., Patel, D., & Connelly, S. (2021). Robust action in cross-platform communication by ideological groups. Proceedings of the Twenty-Seventh Americas Conference on Information Systems (AMCIS), Montreal.
5. Matthews, M., Whang, S., Nitiema, P., **Sikhondze, B.**, & Wang, D. (2021). Leaders in extreme contexts: An exploratory analysis of U.S. leaders' tweets. Proceedings of the Twenty-Seventh Americas Conference on Information Systems (AMCIS), Montreal.

### **Work in Progress**

1. **Dissertation Study 1:** The Janus Face of Digital Helping: The Impact of Technology-Mediated Interpersonal Helping on Employee Well-being and Productivity
  - Manuscript in final stages of preparation. Target submission: **MIS Quarterly**, November 2024
2. **Dissertation Study 2:** The Role of Social Presence in Shaping Technostress Outcomes
  - Manuscript in final stages of preparation. Target submission: **MIS Quarterly**, February 2025
3. **Dissertation Study 3:** Identifying New Dimensions of Technostress in the Era of Remote Work
  - Instrument development is nearing completion. Data collection planned for October 2024. Target submission: **MIS Quarterly** in May 2025.

## **Grants**

Served as a Research Assistant in the National Counterterrorism Innovation, Technology, and Education Grant (NCITE) center for excellence, funded by the Department of Homeland Security (DHS)

## **Grant Related Research**

1. Mery, M., Patel, D., **Sikhondze, B.**, Lopez, A., Miranda, S., Connelly, S., & Jensen, M. (2022). Emotional appeals in social identity and issues rhetoric from violent and non-violent ideological groups. Poster presented at the Association for Psychological Science (APS) annual conference, Chicago, IL.
2. Lopez, A., Mery, M., **Sikhondze, B.**, Patel, D., Miranda, S., Connelly, S., & Jensen, M. (2022). Online violent and non-violent ideological group rhetoric: A comparison of cognitive processes. Poster presented at the Association for Psychological Science (APS) annual conference, Chicago, IL.
3. Mery, M., Patel, D., **Sikhondze, B.**, Connelly, S., Jensen, M., & Miranda, S. (2021). Moral disengagement and online crime descriptions of animal activists. Poster presented at the Association for Psychological Science (APS) virtual conference.
4. Patel, D., Mery, M., **Sikhondze, B.**, Miranda, S., Connelly, S., & Jensen, M. (2021). Social identity and issues in ideological group leader rhetoric. Poster presented at the Association for Psychological Science (APS) virtual conference.

## **Teaching Experience**

**Independent Instructor - MIS 3213: Business Data Analysis (Core Undergraduate Course) |**  
Summer 2023 | Fall 2024

- Taught data analysis, Python programming, and business intelligence to undergraduate students.
- Developed and led projects with industry partners, focusing on real-world data analysis.

**Teaching Assistant - MIT 5732: Managing Business Intelligence (Graduate course) | Spring 2019**

- Assisted in teaching data visualization and business analytics to graduate students.

**Teaching Philosophy**

My teaching philosophy centers on equipping students with essential skills for solving complex business problems through independent practice, project-based learning, and the thoughtful use of AI. I encourage students to engage in trial and error, using AI tools to support their learning rather than replace their efforts. Projects are designed to connect theoretical concepts with real-world applications, enhancing engagement and practical understanding. I also bridge the gap between classroom learning and industry practices by sharing my own experiences, demonstrating the relevance of the skills they are acquiring. This approach aims to prepare students for successful careers in business analytics by fostering resilience, critical problem-solving, and effective use of technological tools.

**Teaching Interests**

- Business Data Analysis, Managing Business Intelligence, Analytics, Database Management

**Work Experience**

**MasterCard Inc. Financial Planning and Analysis Intern | June 2018 - August 2018**

- Analyzed workforce planning data to support strategic decision-making
- Documented user services processes for cost allocation to employees
- Created report templates and updated monthly close-pacing reports

**Paycom Software Analyst | August 2019 – July 2020**

- Developed PHP scripts and SQL queries to update client data in the central database
- Troubleshoot and resolved daily data entry issues
- Designed and implemented a Disaster Recovery Plan for the application support team

**University of Oklahoma Graduate Research and Teaching Assistant | January 2020 - Present**

- Managed large volumes of social media data collection and administration for DHS grant research
- Built and structured a MySQL database for unstructured social media data
- Trained undergraduates in data management and best practices
- Taught undergraduate students Business Data Analysis

**Service**

## **Academic Service (Reviewing)**

- AIS Transactions on Human-Computer Interactions | 2023
- International Conference on Information Systems (ICIS) | 2021; 2023: 2024
- Americas Conference on Information Systems (AMCIS) | 2021
- Hawaii International Conference on System Sciences (HICSS) | 2023

## **General Service**

**Empowering Women Through Agriculture Project for Peace Project Leader** | May 2015  
- August 2015

- Secured a \$10,000 grant from United World Colleges Projects for Peace
- Developed a sustainable small business (pig farm) for unemployed women in my hometown in Swaziland to foster financial independence
- Managed daily operations, overseeing project planning and resource allocation, including water, infrastructure, and food supplies

**Volunteered at the Laski School for the Blind** - Warsaw, Poland | March 2013

## **Computer Proficiency**

- Data/Database Management: MySQL, SQL Server, NodeXL, LIWC, R, Python, MS Excel
- Data Visualization: Tableau, Microsoft Power BI, LucidChart, MS Excel
- Statistics: SPSS, SAS, Stata, SmartPLS
- Cloud Computing: Amazon AWS, Microsoft Azure