

Sahiba Chopra

CONTACT

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EDUCATION

University of California, Berkeley, Haas School of Business

Expected 2027

PhD Candidate in Management Science

University of California, Berkeley

Master of Science in Business Administration

University of San Francisco

Master of Science in Applied Economics

University of Maryland, College Park

Bachelor of Arts in Economics and Mandarin Chinese (double major)

Huayu Enrichment Scholarship, Ministry of Education, Taiwan; Economics Department Service Award

JOB MARKET PAPER

Not Worth the Effort: Generative AI and Effort Opacity in Collaborative Work

Generative AI can improve individual output, but collaborative work also depends on reviewers reciprocating effort. I argue that AI creates *effort opacity*: it weakens the connection between work and the human effort reviewers infer from it, leading reviewers to invest less review effort. Using a custom AI classifier on code from leading GitHub projects with over 1 million stars and 2 million downstream dependencies, I find that AI-assisted work receives 25% less detailed feedback and a 20% higher rejection rate even after accounting for code quality. In a preregistered experiment with software developers, I show that making human effort legible eliminates this reciprocity penalty. The effect operates through effort perceptions rather than perceived quality, ideological AI aversion, or competence. Thus, AI can increase individual productivity while weakening the effort signals that attract the complementary review needed to develop and integrate work.

PAPER UNDER REVIEW

Which Ideas Attract Workers? Gender and Labor Supply in Startups

Solène Delecourt (UC Berkeley Haas), Katelyn Cranney (Stanford), **Sahiba Chopra**, and Rembrandt Koning (Harvard Business School)

Revise and resubmit, *Management Science*

- Best Conference Paper Award nominee, Strategic Management Society Annual Conference (2023)
- Research Methods Paper Prize nominee, Strategic Management Society Annual Conference (2023)

RELATED PUBLICATION

The Fabricated Front: Generative AI and the Opacity of Workplace Performance

Tom van Nuenen (UC Berkeley D-Lab), Pratik S. Sachdeva (UC Berkeley D-Lab), and **Sahiba Chopra**

Forthcoming, *The Paris Journal on AI & Digital Ethics*.

Extends effort opacity from collaborative review to workplace-performance evaluation.

PRE-DOCTORAL PUBLICATION

Chopra, S., & Wydick, B. (2024). The health costs of political identity: Evidence from the U.S. during the COVID-19 pandemic. *Politics, Groups, and Identities*, 12(5), 1093–1117.

WORK IN PROGRESS	Whose Transparency Is It Anyway?	
	Genevieve Smith (BAIR, UC Berkeley), Sahiba Chopra , Natalia Luka (BAIR, UC Berkeley), and Min Kyung Lee (UT Austin)	
	Preparing for submission.	
	The Technical Debt Tradeoff: Generative AI, Shipping Speed, and the Future Cost of Work	
	Sahiba Chopra and Dhruv Agarwal (Middleware HQ)	
	Data and analysis underway.	
	From AI Tools to AI Systems: How Organizations Redesign Work Around Generative AI	
	Sahiba Chopra , Calista Cooper (Vendasta), Kim Coutts (Vendasta), and Mathijs de Vaan (UC Berkeley)	
	Fieldwork underway.	
GRANTS	Institute for Business Innovation Research Grant, UC Berkeley (\$2,600)	2026
	Institute for Business Innovation Research Grant, UC Berkeley (\$5,000)	2025
	Institute for Business Innovation Research Grant, UC Berkeley (\$5,000)	2024
	Department Grant for Dissertation Work, UC Berkeley (\$3,000)	2024
	Center for Equity, Gender & Leadership Research Grant, UC Berkeley (\$5,000)	2021
HONORS	Data Science and AI Fellow, UC Berkeley D-Lab (competitively selected)	
	Huayu Enrichment Scholarship, Ministry of Education, Taiwan	
	Economics Department Service Award, University of Maryland	
PRESENTATIONS (* = upcoming)	2026: University of San Francisco, Department of Economics*; Strategic Management Society Annual Conference*; Academy of Management Annual Meeting; Wharton AI and the Future of Work Conference (poster); Bay Area Behavioral and Experimental Economics Conference; AI Plus Management Doctoral Consortium; Bay Area Management PhD Conference; University of California Open Summit; All Tech Is Human × Mastercard AI Governance Workshop	
	2025: Academy of Management Annual Meeting; Duke Strategy Conference	
	2020 (pre-doctoral): NABE TEC Conference	
TEACHING	UC Berkeley Haas School of Business	2023–2025
	<i>Graduate Student Instructor, Leading People (MBA and Executive MBA)</i>	<i>Berkeley, CA</i>
	- Served across four MBA and Executive MBA offerings enrolling approximately 600 students; calibrated grading standards, assessed assignments and exams, provided individualized feedback, and helped students apply course concepts to workplace problems. - Managed course communications and learning infrastructure; monitored participation; developed decision-making surveys that remain in use; repeatedly invited to return as GSI.	
	UC Berkeley D-Lab	2024–2025
	<i>Data Science and AI Fellow (competitively selected)</i>	<i>Berkeley, CA</i>
	Led twelve workshops in Python, R data visualization, and Git for approximately 120 learners ranging from undergraduates to faculty; provided continued one-to-one support to approximately ten participants.	
	Packt Publishing	2019
	<i>Instructor</i>	<i>Online</i>
	Developed and taught online courses on machine-learning methods, including <i>Hands-On Feature Engineering in Python</i> and <i>Scikit-Learn Recipes</i> .	

MENTORING AND SERVICE	Academy of Management Annual Meeting: Co-organizer, “Beyond Productivity: Designing Research on AI Adoption, Evaluation, and Training” PDW (2026); ad hoc reviewer (2026); organizer, panel symposium on generative AI and organizations (2025). UC Berkeley Haas: Organizer, PhD Community Social Programming (2024–2025); organizer, PhD Admissions Visit Weekend (2023). Founder and Mentor, Women Who Code Mumbai. Mentored women learning to code and navigating careers in technology (2017–2018).	
INDUSTRY EXPERIENCE	Happy Loans 2018–2019 <i>Lead Data Scientist</i> <i>Mumbai, India</i> Built credit-risk models supporting US\$2 million in lending, reducing the default rate by 2 percentage points while increasing the approval rate by 10 percentage points. SugarBox 2017–2018 <i>Data Scientist</i> <i>Mumbai, India</i> Built infrastructure for 20 TB of daily usage data and a recommendation system for 20,000 users that increased time spent in the mobile app by 80%. Mahindra Susten 2015–2017 <i>Data Scientist</i> <i>Mumbai, India</i> Developed renewable-energy forecasting and fault-detection models that generated US\$1 million in savings and led to a US\$500,000 analytics-services contract.	
METHODS	Field and online experiments; causal inference; machine learning; computational text analysis; Python; R; Stata; Git	
LANGUAGES	English (native); Hindi (native); Punjabi (intermediate); Mandarin Chinese (basic); Spanish (beginner)	
REFERENCES	Mathijs de Vaan Associate Professor, UC Berkeley Haas mdevaan@haas.berkeley.edu Solène Delecourt Assistant Professor, UC Berkeley Haas solened@berkeley.edu	Abhishek Nagaraj Associate Professor, UC Berkeley Haas nagaraj@berkeley.edu Don Moore Professor and Lorraine Tyson Mitchell Chair in Leadership and Communication, UC Berkeley Haas dm@berkeley.edu