

YAPING GONG

Department of Management
School of Business and Management
The Hong Kong University of Science and Technology
Clear Water Bay, Kowloon, Hong Kong SAR

Academic and Administrative Experience

Chair Professor (since July 1, 2018) and Fung Term Professor (Since 2019), HKUST
Department Head (since September 2017), HKUST
Professor (since July 1, 2014), HKUST
Associate Professor (January 1, 2008 – June 30, 2014), HKUST
Assistant Professor (August 2002 – December 2007), HKUST

Journal Editor and Editorial Board

Current:

Associate Editor: *Academy of Management Perspectives* (since July 2018) (5-year IF: 8.93)
Guest Editor: *International Journal of Human Resource Management* (July 2018- Dec 2020)
Editorial board: *Academy of Management Journal* (since July 2014) (5-year IF: 11.89)
Editorial board: *Journal of Management* (since July 2017) (5-year IF: 12.91)
Editorial board: *Journal of International Business Studies* (since January 2020) (5-year IF 9.71)

Past:

Contributing editor: *Journal of Applied Psychology* (July 2011–July 2018) (5-year IF: 7.51)
Senior editor: *Management and Organization Review* (October 2013–December 2017) (5-year IF: 3.27)
Senior editor: *Asia Pacific Journal of Management* (5-year IF: 3.86)
Editorial board member: *Journal of Organizational Behavior* (5-year IF: 6.53)
Editorial board member: *Journal of Occupational and Organizational Psychology*
Editorial board member: *Management and Organization Review*
Editorial board member: *International Journal of Human Resource Management*

Ad Hoc Review for Journals (partial list):

Administrative Science Quarterly
Organizational Behavior and Human Decision Processes
Strategic Management Journal
Human Resource Management
Human Relations
Human Resource Management Journal
Academy of Management Discovery
Journal of World Business
Journal of Business Research
Journal of International Management
Journal of Managerial Psychology
Public Administration Review
European Management Journal
Management International Review
The Service Industries Journal
Enterprise Information Systems

Major Publications (*Equal contribution; †PhD student at the start of project)

30. †Zhang, R., †Li, A., & Gong, Y. In press. Too much of a good thing: Examining the curvilinear relationship between team-level proactive personality and team performance. *Personnel Psychology* (2018 impact factor: 6.93; 5-year impact factor: 7.92). Accepted on May 28, 2020.
29. Li, Y., Gong, Y., Burmeister, A., Wang, M., & †Alterman, V., Alonso, A., & Robinson, S. In press. Leveraging age diversity for organizational performance: An intellectual capital perspective. *Journal of Applied Psychology*. Accepted on Feb. 25 2020.
28. Gong, Y., Kim T.Y., & Liu, Z. In press. Diversity of social ties and creativity: Creative self-efficacy as mediator and tie strength as moderator. *Human Relations* (2018 impact factor: 3.37; 5-year impact factor: 4.36). Accepted in 2019.
- A respected journal in the OB area; FT list.

27. Lee, B, Kim T.Y., Gong, Y., Zheng, X.M., & *Liu, X 2020. in press. Employee well-being HR attribution and job change intentions: The moderating effect of task idiosyncratic deals. **Human Resource Management** (2018 impact factor: 2.93; 5-year impact factor: 4.34), 59: 327-338. Accepted in 2019.
- A respected journal in the HR area; FT list.
26. Gong, Y., Khavul, S., Markman, G., Mars, M.L., Phan, P.H., Toker, S., Wersema, M., & Wood, G. 2019. Editorial reflections on Academy of management Perspective's revised editorial mission. **Academy of Management Perspectives** (2018 impact factor 3.86; 5-year impact factor 8.93), 33(2): 131-133. Non-refereed.
25. Liu, D., Gong, Y., Zhou, J., & Huang, J. C. 2017. Human resource systems, employee creativity, and firm innovation: The moderating role of firm ownership. **Academy of Management Journal** (2018 impact factor: 7.19; 5-year impact factor: 11.89), 60(3): 1164-1188.
- 2019 IACMR-RRBM Award Finalist.
24. Gong, Y., Wang, M., Huang, J. C., & *Cheung, S. Y. 2017. Toward a goal orientation-based feedback-seeking typology: Implications for employee performance outcomes. **Journal of Management** (2018 impact factor: 9.06; 5-year impact factor: 12.91), 43(4): 1234-1260.
23. Baranik, L., Wang, M., Gong, Y., & Shi, J. 2017. Customer mistreatment, employee health and job Performance: Examining cognitive and social rumination as mediating mechanisms. **Journal of Management** (2018 impact factor: 9.06; 5-year impact factor: 12.91), 43(4): 1261-1282.
22. Gong, Y., *Wu, J., Song, J. W., & Zhang, Z. 2017. Dual tuning in creative processes: Joint contributions of intrinsic and extrinsic motivational orientations. **Journal of Applied Psychology** (2018 impact factor: 5.07; 5-year impact factor: 7.51), 102(5): 829-844.
21. *Cheung, S. Y., Gong, Y., Wang, M., *Zhou, L., & Shi, J. 2016. When and how does functional diversity influence team innovation? The mediating role of knowledge sharing and the moderation role of affect-based trust in a team. **Human Relations** ((2018 impact factor: 3.37; 5-year impact factor: 4.36), 69(7): 1507-1531.
- A respected journal in the OB area; FT list.
- Featured in South China Morning Post on March 25, 2020.
20. Way, S., Tracey, B., Fay, C., Wright, P., Snell, S., *Chang, S., & Gong, Y. 2015. Validation of a multi-dimensional HR flexibility measure. **Journal of Management** (2018 impact factor: 9.06; 5-year impact factor: 12.91), 41, 1098-1131.
19. Liu, W., Gong, Y., & Liu, J. 2014. When do business units benefit more from collective citizenship behavior of management teams? An upper echelons perspective. **Journal of Applied Psychology** (2018 impact factor: 5.07; 5-year impact factor: 7.51), 99: 523-534.
-Featured in South China Morning Post on Feb. 8, 2017
18. *Liang, J., & Gong, Y. 2013. Capitalizing on proactivity for informal mentoring received during early career: The moderating role of core self-evaluations. **Journal of Organizational Behavior** (2018 impact factor: 5.00; 5-year impact factor: 6.53), 34: 1182-1201.
17. Wang, M., Liu, S., Liao, H., Gong, Y., Kammerer-Mueller, J., & Shi, J. 2013. Can't get it out of my mind: Employee rumination after customer mistreatment and negative mood in the next morning. **Journal of Applied Psychology** (2018 impact factor: 5.07; 5-year impact factor: 7.51), 98(6): 989-1004.
-Featured in Education Post of South China Morning Post on Nov. 23, 2016
16. *Chang, S., Gong, Y., Way, S., & Jia, L. 2013. Flexibility-oriented HRM systems, absorptive capacity, and firm innovativeness and market responsiveness. **Journal of Management** (2018 impact factor: 9.06; 5-year impact factor: 12.91), 39: 1924-1951.
15. Gong, Y., Zhou, J., & *Chang, S. 2013. Core knowledge employee creativity and firm performance: The moderating role of riskiness orientation, firm size, and realized absorptive capacity. **Personnel Psychology** (2018 impact factor: 6.93; 5-year impact factor: 7.92), 66: 443-482.
- A top tier in the HR-oriented research schools.
14. Gong, Y., Kim T.Y., Lee, D.R., & Zhu, J. 2013. A multilevel model of team goal orientation, information exchange, and creativity. **Academy of Management Journal** (2018 impact factor: 7.19; 5-year impact factor: 11.89), 56(3): 827-851.
-2016 Emerald Citations of Excellence Award.
13. *Chang, Y.Y., *Gong, Y., & Peng, M.W. 2012. Expatriate knowledge transfer, subsidiary absorptive capacity, and subsidiary performance. **Academy of Management Journal** (2018 impact factor: 7.19; 5-year impact factor: 11.89), 55: 927-948. *Equal contribution and alphabetic order.

12. Gong Y, *Cheung S Y, Wang M, & Huang J C 2012. Unfolding the proactive process for creativity: Integration of the employee proactivity, information exchange, and psychological safety perspectives. **Journal of Management** (2018 impact factor: 9.06; 5-year impact factor: 12.91), 38: 1611-1633.
- The 2017 JOM Impact Award Finalist.
11. *Chang S, Gong Y, & *Shum C 2011. Promoting innovation in hospitality companies through human resource management practices. **International Journal of Hospitality Management** (2018 impact factor: 4.47; 5-year impact factor: 5.47), 30: 812-818. A top tier in the hospitality area.
- Cited 265 times in Google Scholar, and 118 times Web of Science.
10. Hwang X, Lun J, Liu A, & Gong Y 2010. Does participative leadership enhance work performance by inducing empowerment or trust? The differential effects on managerial and non-managerial subordinates. **Journal of Organizational Behavior** (2018 impact factor: 5.00; 5-year impact factor: 6.53), 31: 122-143.
9. Gong Y, Law K S, *Chang S, & Xin K R 2009. Human resources management and firm performance: The differential role of managerial affective and continuance commitment. **Journal of Applied Psychology** (2018 impact factor: 5.07; 5-year impact factor: 7.51), 94: 263-275.
8. Gong Y, Huang J C & Farh J L 2009. Employee learning orientation, transformational leadership, and employee creativity: The mediating role of employee creative self-efficacy. **Academy of Management Journal** (2018 impact factor: 7.19; 5-year impact factor: 11.89), 52: 765-778.
- 2013 Emerald Citation of Excellence Award.
7. Gong Y, & *Chang S 2008. Institutional antecedents and performance consequences of employment security and career advancement practices: Evidence from the People's Republic of China. **Human Resource Management** (2018 impact factor: 2.93; 5-year impact factor: 4.34), 47: 33-48.
- A respected journal in the HR area; FT list.
6. Gong Y, Shenkar, O, Luo, Y, & Nyaw M K 2007. Do multiple parents help or hinder international joint venture performance? The mediating role of contract completeness and partner cooperation. **Strategic Management Journal** (2018 impact factor: 5.57; 5-year impact factor: 8.36), 28: 1021-1034.
5. Gong Y, & *Fan, J 2006. Longitudinal examination of the role of goal orientation in cross-cultural adjustment. **Journal of Applied Psychology** (2018 impact factor: 5.07; 5-year impact factor: 7.51), 91: 176-184.
4. Gong Y, Shenkar, O, Luo, Y, & Nyaw M K 2005. Human resources and international joint venture performance: A system perspective. **Journal of International Business Studies** (2018 impact factor: 7.72; 5-year impact factor: 9.71), 36: 505-518.
- Papers of Excellence in International HRM, Academy of Management, 2007.
3. Gong Y 2003. Subsidiary staffing in multinational enterprises: Agency, resources, and performance. **Academy of Management Journal** (2018 impact factor: 7.19; 5-year impact factor: 11.89), 46: 728-739.
2. Gong Y 2003. Toward a dynamic process model of staffing composition and subsidiary outcomes in multinational enterprises. **Journal of Management** (2018 impact factor: 9.06; 5-year impact factor: 12.91), 29: 259-280.
1. Gong Y, Shenkar, O, Luo, Y, & Nyaw M K 2001. Role conflict and ambiguity of CEOs in international joint ventures: A transaction cost perspective. **Journal of Applied Psychology** (2018 impact factor: 5.07; 5-year impact factor: 7.51), 86: 764-773.

Other Journal Publications

14. Takeuchi, R, Gong Y, Corine, B, & Jiang K 2018. Celebrating and advancing the scholarship of David P. Lepak (1971-2017). **International Journal of Human Resource Management** (2018 impact factor 3.15; 5-year impact factor 3.46), 29(7): 1374-1378. Non-refereed.
13. Kim H, & Gong Y 2017. Effects of work-family and family-work conflicts on flexible work arrangements demand: A gender role perspective. **International Journal of Human Resource Management** (2018 impact factor 3.15; 5-year impact factor 3.46), 28 (20): 2936-2956.
12. Morris, M M, *Chen, Z X, *Ducet, L, & *Gong Y 2017. A giant of cultural research: Seeing further from the shoulders of Kwok Leung. **Management and Organization Review** (2018 impact factor 1.46; 5-year impact factor 3.19), 13(4): 703-711. *Alphabetic order. Non-refereed.

11. Liang, J., & Gong, Y. 2017. Human resource development investment in Chinese private firms: Strategic choice and institutional perspectives. *Management and Organization Review* (2018 impact factor 2.40; 5-year impact factor 3.27), 13(1): 57-83.
10. Cheung, S.Y., Gong, Y., & Huang, J. C. 2016. Emotional intelligence, job insecurity and psychological strain among real estate agents: A test of mediation and moderation models. *International Journal of Human Resource Management* (2018 impact factor 3.15; 5-year impact factor 3.46), 27(22): 2673-2694.
9. Kim H, Sutton, K., & Gong, Y. 2013. Group-based pay-for-performance plans and firm performance: The moderating role of team empowerment. *Asia Pacific Journal of Management* (2018 impact factor 2.74; 5-year impact factor 3.86), 30: 31-52.
8. Gong, Y., Farh, J. L., & Chattopadhyay, P. 2012. Shared dialect group identity, leader-member exchange and self-disclosure in vertical dyads: Do members react similarly? *Asian Journal of Social Psychology* (2018 impact factor 1.07; 5-year impact factor 1.29), 15: 26-36.
7. Yang, J. X., Gong, Y., & Huo, Y. Y. 2011. Proactive personality, social capital, helping, and turnover intentions. *Journal of Managerial Psychology* (2018 impact factor 1.43; 5-year impact factor 2.19), 26: 739-760.
6. Gong, Y., Chang, S., & Cheung, S. Y. 2010. High performance work system and collective OCB: A collective social exchange perspective. *Human Resource Management Journal* (2019 impact factor: 3.82; 5-year impact factor: 3.23), 20: 119-137.
5. Kim H, & Gong, Y. 2009. The roles of tacit knowledge and OCB in the relationship between group-based pay and firm performance. *Human Resource Management Journal* (2019 impact factor: 3.82; 5-year impact factor: 3.23), 19: 120-139.
4. Gong, Y., & Chang, S. 2007. The relationships of cross-cultural adjustment with dispositional learning orientation and goal setting: A longitudinal analysis. *Journal of Cross-Cultural Psychology* (2018 impact factor 1.42; 5-year impact factor 2.26), 38: 19-25.
3. Gong, Y. 2006. The impact of subsidiary top management team nationality diversity on subsidiary performance: Knowledge and legitimacy perspectives. *Management International Review* (2018 impact factor 2.69; 5-year impact factor 3.16), 46: 771-789.
2. Tarique, I., Schuler, R. S., & Gong, Y. 2006. A model of multinational enterprise subsidiary staffing composition. *International Journal of Human Resource Management* (2018 impact factor 3.15; 5-year impact factor 3.46), 17: 207-224.
 - Cited 199 times in Google Scholar, and 93 times in Web of Science.
 - Papers of Excellence in International HRM, Academy of Management, 2007.
1. Gong, Y. 2003. Goal orientations and cross-cultural adjustment. *International Journal of Intercultural Relations* (2018 impact factor 1.71; 5-year impact factor 2.19), 27: 297-305.

Book Chapters, Cases and Conference Best Paper Proceedings

6. Gong, Y., & Yang, W. 2012. Performance management at Shenhua Guohua electric power. In Hayton, J. C., Biron, M., Christiansen, L. C., & Kuvaas, B. (Eds.), *Global Human Resource Management Casebook*: 253-265. New York: Routledge. *peer reviewed and reprinted with permission from the Center for Business Case Studies at HKUST
5. Case #041001N. *Performance management at Shenhua Guohua Electric Power*. Center for Business Case Studies, Hong Kong University of Science and Technology.
4. Gong, Y., & Chang, S. 2008. How do high performance work systems affect collective organizational citizenship behavior? A collective social exchange perspective. *The 2008 Academy of Management Best Paper Proceedings*, Anaheim, California.
3. Gong, Y., & Farh, J. L. 2006. Asymmetric reactions to common dialect group identity in vertical dyads in Chinese organizations. *The 2006 Academy of Management Best Paper Proceedings*, Atlanta, Georgia, U.S.A.
2. Gong, Y., Law, K. S., & Xin, K. R. 2006. Commitment-focused HRM system: Adoption and performance implications in domestic private firms in China. In Tsui, A. S., Bian, Y., & Cheng, L. (Eds.), *The Management and Performance of China's Domestic Private Firms: Multi-Disciplinary Perspectives*. New York: M.E. Sharpe.

1. Gong Y. 2001. Does goal orientation matter in cross-cultural adjustment? *Proceedings of the 2001 Southern Management Association Meeting*, New Orleans, Louisiana.

Local Newspaper and Magazine Articles

7. 龔亞平. 創新團隊融洽 能力利弊互見. *Hong Kong Economic Journal*, June 17, 2019
6. Gong Yaping. Technology and future of work: More questions than answers. *South China Morning Post*, May 24, 2019.
5. 龔亞平. 團隊成員間高信任度激發創新團。 *Hong Kong Economic Journal*, May 6, 2019
4. 龔亞平. 中國私企人力資本投資動因。 *Hong Kong Economic Journal*, March 25, 2019.
3. 龔亞平. 發掘員工創意有制度可尋。 *Hong Kong Economic Journal*, February 18, 2019.
2. 龔亞平. 「維持一績效」激發員工創造力. *Hong Kong Economic Journal*, February 4, 2019.
1. 龔亞平. 彈性工作安排化解家庭衝突. *Hong Kong Economic Journal*, January 28, 2019.

Refereed Conference Presentations

56. Magni, F., Gong, Y., & Zhou, M. J. 2020. The double moderation of error management on the error-performance relationship in teams: The interplay of learning and conflict mechanisms. Paper accepted for presentation at the 2020 *International Association of Chinese Management Research Conference*, Xian, China. Conference postponed to 2021 due to the Covid-19 outbreak.
55. Magni, F., Gong, Y., & Li, J. 2020. The paradoxical relationship between sense of power and creativity. Paper accepted for presentation at the *2020 Academy of Management Conference*, Vancouver, Canada.
54. Zhang, R.X., Gong, Y., & Li, A. 2020. Fuse and fracture? A dual-pathway model of proactive personality and ostracism. Paper accepted for presentation at the *2020 Academy of Management Conference*, Vancouver, Canada.
53. Mao, K. X., & Gong, Y. 2020. Entrepreneur foreign study experience and firm innovation: Institutions and resources. Paper accepted for presentation at the *2020 Academy of Management Conference*, Vancouver, Canada.
52. Li, Y. X., Gong, Y., Burmeister, A., & Wang, M., & Alterman, V. 2019. Linking age diversity to organizational performance: An intellectual capital perspective. Paper accepted for presentation at the *2019 Academy of Management Conference*, Boston, USA.
51. Mo, S. J., Cheung, S., Gong, Y., & Wang, M. 2019. Creativity is allowing for failures: Leader failure tolerance and employee creativity. Paper accepted for presentation at the *2019 Academy of Management Conference*, Boston, USA.
50. Jeong, I., Gong, Y., Zhong, B. J. 2019. Curse or blessing? Understanding when employee experienced crisis hinder or help creativity. Paper presented at the *2019 Academy of Management Conference*, Boston, USA.
49. Gong, Y., Hon, A., Wong, J., & Chang, S. 2019. Team-directed empowering leadership and creativity. Paper presented at *the 2019 Asia Academy of Management Conference*, Bali, Indonesia.
48. *Gong, Y., *Li, J., & Chen, L. 2018. Humble and narcissistic leadership in team potency and creativity: A tale of two styles. Paper presented at *the 2018 Academy of Management Conference*, Chicago, USA. *Equal contribution.
47. Lee, B., Kim, T. Y., Gong, Y., Zheng, X. M., & Liu, X. 2018. Internal and external job change intention: Antecedents, consequences, and boundary conditions. Paper presented at *the 2018 Academy of Management Conference*, Chicago, USA.
46. *Chen, L., *Gong, Y., Song, S., & Wang, M. 2018. Linking creative environment, creativity, and innovation: The role of external contingencies. Paper presented at *the 2018 Academy of Management Conference*, Chicago, USA. *Equal contribution

45. *Zhang, R. X., & *Gong, Y., 2017. Task conflict and team creativity: Differential moderating roles of service and safety climates. Paper presented at **the 2017 Academy of Management Conference**, Atlanta, Georgia, USA. * Equal contribution
44. Liu, D., Gong, Y., & Zhou, J. 2016. Human resource systems, employee creativity, and firm innovation in China: Does firm ownership matter? Paper presented at **the 2016 International Association of Chinese Management Research Conference**, Hang Zhou, China.
43. Zhong, B. J., & Gong, Y. 2016. IJVs' CEOs as boundary spanners and inter-organization cooperation. Paper presented at the **2016 Academy of Management Conference**, Anaheim, California, USA.
42. Jeong, I., & Gong, Y., Ju, S. Y. 2016. Relationships among incremental belief, cognitive flexibility, innovative behavior, and job performance: The moderating role of empowering leadership. Paper presented at the **2016 Academy of Management Conference**, Anaheim, California, USA.
41. Kim, T. Y., Gong, Y., Lee, H., & Liu, Z. 2015. Cognitive diversity and creativity: A multilevel investigation. Paper presented at the **2015 Academy of Management Conference**, Vancouver, Canada.
40. Zhong, B., Gong, Y., & Shenkar, O. 2014. Too much of a good thing: The role of organizational identification on organizational performance. Paper presented at the **2014 Academy of Management Conference**, Philadelphia.
39. *Wu, J., *Gong, Y., Song, J. W., & Zhen, Z. 2014. When and how does intrinsic motivation enhance creativity? The mediating role of creativity goals and the moderating role of extrinsic motivation. Paper presented at the **2014 IACMR Conference**, Beijing. *equal contribution.
38. Zhen, Z., Gong, Y., Song, J. W., & Wu, J. 2014. Differentiated leadership and individual and team creativity: A multilevel investigation. Poster presentation at the **2014 Society for Industrial and Organizational Psychology Conference**, Hawaii.
37. Zhong, B., Gong, Y., & Shenkar, O. 2013. TMT identification and international joint venture performance: Testing a mediated curvilinear relationship. Paper presented at the **2013 Academy of Management Conference**, Orlando, Florida.
36. *Liu, D., Gong, Y., Zhou, J., & Huang, J. C. 2013. Human resources management and employee creativity: A cross-level examination of underlying mechanisms. Paper presented at the **2013 Academy of Management Conference**, Orlando, Florida.
*Finalist, the 2013 Carolyn Dexter Award, an All-Academy award.
35. Cheung, S. Y., & Gong, Y. 2012. Cognitive and affective crossfire: Joint effects of functional diversity and affect-based trust on knowledge sharing and innovation in teams. Paper presented at the **2012 Asia Academy of Management Conference**, Seoul, South Korea.
34. Zhong, B., Gong, Y., Shenkar, O., & Luo, Y. 2012. TMT identification, knowledge creation, and international joint venture performance: Does national diversity matter? Paper presented at the **2012 Academy of International Business Conference**, Washington DC.
33. Cheung, S. Y., & Gong, Y. 2012. Effects of goal orientation on incremental and radical creativity: A learning perspective. Paper presented at the **2012 Academy of Management Conference**, Boston, Massachusetts.
32. Jiang, L., & Gong, Y. 2012. The adoption and utilization of high-commitment HRM practices for product innovation in Chinese private firms. Paper presented at the **2012 International Association for Chinese Management Research Conference**, Hong Kong, China.
31. Wang, M., Liu, S., Liao, H., Gong, Y., & Shi, J. 2012. Can't get it out of my mind: Within- and between-person relationships between employee rumination after customer mistreatment and negative mood. Paper presented at the **21st Annual Frontiers in Service Conference**, Maryland, U.S.A.
30. Gong, Y., Kim, T. Y., Zhu, J., & Lee, D. R. 2011. Multilevel influences of team goal orientation on creativity. Paper presented at the **2011 Academy of Management Conference**, San Antonio, TX.
29. Zhu, J., Gong, Y., Kim, T. Y., & Lee, D. R. 2011. A multilevel study of creativity in work teams: Role of functional diversity, team psychological safety, and intrinsic motivation. Paper presented at the **2011 Academy of Management Conference**, San Antonio, TX.

28. Zhong, B., Gong, Y., Shenkar, O., Luo, Y., Xiao, Z., & Zhao, S. 2011. CEO organizational identification, inter-party cooperation and international joint venture performance. Paper presented at the **2011 Academy of Management Conference**, San Antonio, TX.
27. *Chang, Y. Y., *Gong, Y., & Peng, M. W. 2011. It takes two to tango: Joint effects of expatriates' competencies to transfer and subsidiary absorptive capacity on subsidiary performance. Paper presented at the **2011 Academy of International Business–UKI Conference**, Edinburgh, U.K. *Equal contribution.
26. Baranik, L. E., Wang, M., Gong, Y., & Shi, J. 2011. Customer-related social stressors, rumination, and social sharing: A longitudinal investigation. Paper presented at the **2011 Society for Industrial Organizational Psychology Conference**, Chicago, IL.
25. Chang, S., & Gong, Y. 2010. High performance work systems and employee creativity: A cross-level examination of alternative mediating mechanisms. Paper presented at the **2010 Asia Academy of Management Conference**, Macau.
24. Gong, Y., Wang, M., & Huang, J. C. 2010. Goal orientation-based information seeking: A conceptual and empirical foundation. Paper presented at the **2010 Academy of Management Conference**, Montreal, Canada.
23. Cheung, S. Y., & Gong, Y. 2010. The radical-incremental distinction in creativity: Integration of goal orientation and learning perspectives. Paper presented at the **2010 Academy of Management Conference**, Montreal, Canada.
22. Gong, Y., Cheung, S. Y., & Huang, J. C. 2009. Proactive personality, social capital, and employee creativity. Paper presented at the **2009 Academy of Management Conference**, Chicago, Illinois.
21. Chang, S., & Gong, Y. 2009. Flexibility-focused HRM systems, innovativeness, and responsiveness: The role of absorptive capacity. Paper presented at the **2009 Academy of Management Conference**, Chicago, Illinois.
20. Gong, Y., & Chang, S. 2008. How do high performance work systems affect collective organizational citizenship behavior? A collective social exchange perspective. Paper presented at the **2008 Academy of Management Conference**, Anaheim, California.
19. Yang, J. X., & Gong, Y. 2008. When proactive personality begets social capital: A longitudinal investigation. Paper presented at the **2008 Society for Industrial and Organizational Psychology Conference**, San Francisco, California.
18. Gong, Y., Huang, J. C., Farh, J. L., & Cheung, S. Y. 2007. Learning mind and stimulating leader: How do they affect creative performance? A three-wave field longitudinal investigation. Paper presented at the **2007 Academy of Management Conference**, Philadelphia.
17. Kim, H., & Gong, Y. 2007. How does group-based pay system affect organizational performance? A social identity perspective. Paper presented at the **2007 Academy of Management Conference**, Philadelphia.
16. Gong, Y., & Farh, J. L. 2006. Asymmetric reactions to common dialect group identity in vertical dyads in Chinese organizations. Paper presented at the **2006 Academy of Management Conference**, Georgia, Atlanta.
15. Gong, Y., Law, K. S., Chang, S., & Xin, K. R. 2006. HRM and firm performance: Role of commitment, citizenship behaviors and job satisfaction. Paper presented at the **2006 Academy of Management Conference**, Georgia, Atlanta.
14. Takeuchi, R., Wang, M., & Gong, Y. 2006. Goal orientation and emotional stability effects on expatriates: The role of psychological workplace strain and self-efficacy. Paper presented at the **2006 Academy of Management Conference**, Georgia, Atlanta.
13. Chang, S., & Gong, Y. 2006. Cultural values' direct and moderating impact on goal orientation and performance: A longitudinal study. Paper presented for presentation at the **2006 Academy of Management Conference**, Georgia, Atlanta.
12. Takeuchi, R., Wang, M., & Gong, Y. 2006. Mediating effects of self-efficacy and psychological workplace strain for expatriates. Paper presented at the **2006 Society for Industrial and Organizational Psychology Conference**, Dallas, Texas.

11. Gong, Y., & Chang, S. 2005. Putting “goals” in the picture: A longitudinal examination of goal setting and dispositional learning goal orientation in cross-cultural adjustment. Paper presented at the **2005 Academy of Management Conference**, Hawaii.
10. Gong, Y., Wong, K. F. E., Farh, J. L., & Chang, S. 2005. Linking goal orientation and goal setting: Overriding, moderation, and mediation approaches. Paper presented at the **2005 Academy of Management Conference, Hawaii**.
9. Gong, Y., Shenkar, O., Luo, Y., & Nyaw, M. K. 2005. Parent multiplicity and international joint venture performance: Agency and resource perspectives. Paper presented at the **2005 Academy of Management Conference**, Hawaii.
8. Gong, Y., & Fan, J. 2004. A longitudinal examination of the role of goal orientation in cross-cultural adjustment. Paper presented at the **2004 Academy of Management Conference**, New Orleans, Louisiana.
7. Gong, Y. 2004. Top management team composition, workforce composition, and subsidiary Performance. Paper presented at the **2004 Academy of Management Conference**, New Orleans, Louisiana.
6. Gong, Y., & Shenkar, O. 2003. Putting more on the people side: Does cultural heterogeneity matter in international joint venture performance? Paper presented at the Symposium on “Human Resources Management and International Joint Venture Performance” at **the 2003 Academy of Management Conference**, Seattle, Washington.
5. Gong, Y., Fan, J., & Zoogah, D. 2003. Relationships among goal orientation, self-efficacy, and cross-cultural performance: A longitudinal study of mediational processes. Paper presented at the **2003 Society for Industrial and Organizational Psychology Conference**, Orlando, Florida.
4. Gong, Y. 2002. Human resources and international joint venture performance: An organizational identification explanation. Paper presented at the **2002 Academy of Management Conference**, Denver, Colorado.
3. Gong, Y. 2001. Does goal orientation matter in cross-cultural adjustment? Paper presented at the **2001 Southern Management Association Conference**, New Orleans, Louisiana.
2. Gong, Y. 2001. Subsidiary staffing modes in multinational firms: Antecedents and subsidiary level impacts. Paper presented at the **15th Annual Edward F. Hays Graduate Research Forum**, Columbus, Ohio.
1. Gong, Y., Shenkar, O., Luo, Y., & Nyaw, M. K. 2000. Role conflict and ambiguity of CEOs in international joint ventures: A transaction cost perspective. Paper presented at the **2000 Academy of Management Conference**, Toronto, Canada.

Teaching and Education

Teaching Case Development

Case # 041001N (with teaching note): Performance management at Shenhua Guohua Electric Power, Center for Business Case Studies, Hong Kong University of Science and Technology.

MBA, MSC and Ph.D.

Fall 2019: Human resource management (MGMT3110)

Fall 2019: MBA course on managing creativity and innovation (MGMT5883)

Spring 2017, Fall 2018: new MBA course on managing creativity and innovation (MGMT6500Z)

Fall 2018: Human resource management (MGMT3110); Spring 2019: organizational behavior (MGMT2110), PhD seminar on creativity and longitudinal research, and an independent study.

Spring 2014: new MSc. course on building effective teams (MIMT5370)

Spring 2013: new PhD seminar on creativity in organizations (MGMT651D)

Nov. 20, 2012: Unleashing the Power of Teams, visiting MBA students from South Korea

Fall 2012: Building Effective Teams (MGMT6500F) (MBA elective)

Spring 2008: new MBA course on Managing Teams in Organizations (MGTO651L) (MBA elective)

Fall 2005: Ph.D. seminar in OB and HRM (MGTO 712) (Ph.D. required)

Spring 2005, fall 2004: Research Program and Skill Development (MGTO 650O, 650L) (Ph.D.)

Executive Development Programs (EDP)

July 30, 2019: executive development program, China Construction Bank.

July 17, 2019: executive development program, SBM Executive Education Office.

July 14, 2019: executive development program, China Construction Bank.

July 3, 2019: executive development program, China Construction Bank.

July 17, 2018: executive development program, SBM Executive Education Office.

July 20, 2017: executive development program, SBM Executive Education Office.

July 12, 2017: executive development program for Shenzhen municipal bureau of justice.

August 15, 2013: executive training program for the Shenzhen municipal bureau of taxation.

August 7, 2013: executive training program for the Shenzhen municipal bureau of justice.

Oct. 11, 2011: executive development program for the public finance sector executives from Hainan province, organized by Office of Public Affairs at HKUST.

Aug. 4, 2011: executive development program for middle- and high- level managers and engineers from the Pearl River Water Commission, Guangdong, China.

Jan. 17, 2011: executive development program for middle- and high- level managers and engineers from the Pearl River Water Commission, Guangdong, China.

Sept. 24, 2010: executive development program for public sector executives from Hainan province, organized by Office of University Development and Public Affairs at HKUST.

July 24, 2010: executive development program jointly organized by SBM executive education office and IER Education and Training Center (in Shenzhen).

Nov. 25, 2009: executive development program jointly organized by Federation of Hong Kong Chiu Chow Community Organization and Office of University Development and Public Affairs at HKUST.

Nov. 23, 2009: executive development program for Ningbo government, jointly organized by SBM executive education office and Hong Kong Institute of Public Administration.

Oct. 7, 2009: executive development program jointly organized by Federation of Hong Kong Chiu Chow Community Organization and Office of University Development and Public Affairs at HKUST.

Sept. 21, 2009: executive development program for public sector executives from Hainan province, organized by Office of University Development and Public Affairs at HKUST.

July 20, 2009: executive development program for Hainan Province Finance Bureau, organized by Office of University Development and Public Affairs, HKUST.

Sept. 26, 2008: executive development program for public sector executives from Hainan Province, Mainland China, organized by the Hainan Center at HKUST.

Sept. 15-19, 2008: executive development program for middle and senior managers from Shenzhen Telecom, organized by SBM executive education office, HKUST

June 16-27, 2008: executive development for public sector officials from Mainland China, jointly organized by Peihua Foundation and SBM executive education office, HKUST

Fall 2007: executive development program for public sector officials from Hainan Province, organized by the Hainan Center at HKUST

Summer 2007: executive development program for middle- and high- level managers and engineers from the Pearl River Water Commission, Guangdong, China.

Spring 2005: executive development program for public sector officials from Hainan Province, organized by the Hainan Center at HKUST

Undergraduate Teaching and Education

MGMT4010A (1-credit), independent study on talent attraction and retention (spring 2018)

MGMT 4010B (2-credit), independent study on HRM and firm innovations in emerging economies (summer 2014)

Faculty advisors for SBM undergraduate students (2013 – present)

MGTO330H (1 credit), independent study on human resource management in China

Faculty advisor for Undergraduate Research Opportunity Program (UROP)

Faculty advisor for the HKUST international case competition team, Columbus, Ohio, USA, 2004

Human Resource Management (MGMT 3110) (undergraduate required)

Group and Teamwork in Organizations (MGTO 236) (undergraduate elective)

Organizational Behavior (MGTO 121) (undergraduate required)

Strategic Management (BA 799) (undergraduate required)

Teaching Workshop and Certificates

1. April 13-15, 2017, Teaching workshop on teaching innovation, by Jay Rao at Babson College.
2. March 25, 2013, MBA leadership development teaching workshop organized by the MBA office and Hay Group.
3. Jan. 21-23, 2010, AAPBS (Association of Asia Pacific Business Schools) Case Teaching Workshop conducted by Professors Michiel R. Leenders and Louise A. Mauffette-Leenders from the Richard Ivey School of Business, organized by the Center for Business Case Studies at HKUST.
4. Fall, 2009, Drama Workshop, Norton Associates
5. Harvard Business School Case Teaching and Writing Workshop
 - Part I. July 27 – August 7, 2008, Program on Case Method and Participant-Centered Learning (PCMPCL) VI, Harvard Business School, Boston, MA
 - Part II. January 18-21, 2009, Case Writing and Course Development Seminar, Nanyang Technological University, Singapore
6. HKUST Teaching Workshop
 - Sept. 28-29, 2007, Harvey Brightman Teaching Workshop, School of Business and Management, HKUST
 - Dec. 8-9, 2009, Harvey Brightman Teaching Workshop for the OBE (outcome-based education) pilot program, HKUST

Professional Services for Major Conferences and Associations

Member, the 2020 Senior Consultation Editorial Board for special issue on Covid-19 and management scholarship, *Frontier of Business Research in China*

Judge, the 2020 Human Capital Management Scholarship Competition, Hong Kong Management Association.

Member, Selection Committee for Responsible Research in Management Award (2019-2020), International Association for Chinese Management Research (IACMR)

Department Chair's Panel, the **2019 Asia Academy of Management Conference**, Bali, Indonesia.

Session chair and discussant, the **2019 Asia Academy of Management Conference**, Bali, Indonesia.

Session chair and discussion, the **2018 International Association for Chinese Management Research Conference**, Wuhan, China.

Track (Division) Chair, Global Leadership and Cross-Cultural Management, the 2018 **Academy of International Business Conference**, Minneapolis, Minnesota, U.S.A.

The research committee for the **International Association for Chinese Management Research (2015-2016)** * The second term.

The 2015 Ralph Alexander Dissertation Award committee, the HR Division, **Academy of Management**

Local arrangement committee and organizer, the **Inaugural MOR Research Frontiers Conference (2014)**

The 2014 **MOR Inaugural Research Frontiers Conference** panel co-organizer and convener (with Kwok Leung): Beyond Individuals: A Chinese Contextual Perspective on Creativity (Dec. 4-7, 2014).

The Leadership Steering Committee and Program Committee, the first **HR Division International Conference (2014)**, the Academy of Management

Invited faculty speaker, junior faculty consortium, the HR division, the **2013 Academy of Management Conference**, Orlando, Florida

The research committee for the **International Association for Chinese Management Research (2013-2014)**

*Evaluate proposals and select winners for two awards: Emerald Research Award (once a year) and the Li Ning Dissertation Proposal Grants (once a year)

The English Program Committee, the **2018 International Association for Chinese Management Research Conference**, Wuhan, China

The English Program Committee, the **2014 International Association for Chinese Management Research Conference**, Beijing, China

Session Chair and Discussant (English Program), the **2012 International Association for Chinese Management Research Conference**, Hong Kong SAR, China

Session Facilitator (China Forum), the **2012 International Association for Chinese Management Research Conference**, Hong Kong SAR, China

The English Program Committee, the **2012 International Association for Chinese Management Research Conference**, Hong Kong SAR, China

Dec. 11-12, 2010: Invited Discussant for **Asia Pacific Journal of Management Special Issue Conference**

Chair, the Best Student Convention Paper Award committee, the HR division, the **2011 Academy of Management Meeting**, Texas, U. S. A.

The English Program Committee, the **2010 International Association for Chinese Management Research Conference**, Shanghai, China

The Best Student Convention Paper Award Committee, the HR division, the **2010 Academy of Management Meeting**, Montreal, Canada

Panel member, the HR Division Doctoral Student Consortium, the **2008 Academy of Management Meeting**, Anaheim, CA

The HR Ambassador representing China, the HR division, *the Academy of Management* (2008 - 2011)

Session discussant, the *2008 International Association for Chinese Management Research Conference*, Guangzhou, China

Session Chair, the *2008 International Association for Chinese Management Research Conference*, Guangzhou, China

Co-Chair for the Doctoral Consortium at *the International Association for Chinese Management Research 2006 Conference*, Nanjing, China

Reviewer for the *2004, 2006, 2008 and 2010 International Association for Chinese Management Research Conference*, Beijing, Nanjing, Guangzhou, Shanghai, China

Keynote speaker, Commitment HRM system in firms operating in China, the 2004 Korean Association for Personnel Administration Conference, South Korea

University, School and Department Services

University Standing List of Hearing Committee Members (1 July 2020 to 30 June 2023)

Moderator, BizInsight@HKUST lunch seminar series (April 7, 2020).

Chair, accounting department head search committee (2020).

Member, search and substantiation committee, Innovation, Policy, and Entrepreneurship thrust area of the Societal Hub at the Guangzhou Campus of HKUST (2020- present)

School DBA Program Taskforce (Sept. 2018 – July 2020)

University Chair Professor and Named Professor Committee (since Sept. 2018)

School impact case writer for the 2020 Research Assessment Exercise (RAE) (2017-2019)

Facilitator/moderator for BizInsight@HKUST Lunch Seminar Series (April 2018, 2020)

University senate committee (since 2017)

University cluster hiring committee for Design Thinking and Entrepreneurship (June 2017-2018)

One-million-dollar entrepreneurship case competition judge, organized by Beijing office of SBM (2017).

SBM China Strategy Steering Committee (since Jan. 2017)

JUPAS (Joint University Programs Admissions System) interview of (20) applicants (May 7, 2017)

JUPAS (Joint University Programs Admissions System) interview of (20) applicants (May 1, 2016)

School Search Committee for Management Department Head (2015-2016)

School Research Committee (2015-2017)

Department Faculty Search and Appointment Committee Co-Chair (2014-2015) and Chair (2015-2017)

HKUST Senate Committee on Student Affairs (2013 – 2016)

School Faculty Advisor for SBM undergraduate students (2013 – 2016)

Department IA/TA committee Chair (July 2012 – 2015)

Department representative for the Research Assessment Exercise (2012 – 2014), University Grants Council, Hong Kong

Associate Director, Hang Lung Center for Organizational Research (2010- 2016)

Departmental Substantiation and Promotion Committee (2008 - 2017)

Department Academic/Merit Review Committee (July 2008 – 2017)

Department Faculty Search and Appointments Committee (July 2011 – 2012)

OBE (outcome-based education) pioneer for piloting outcome-based education (2009)

Department Ph.D. Committee Co-Chair (July 2006 – June 2010)

Department Ph.D. Committee member (2003 – 2006)

Department Junior Faculty Recruiting Committee Member (June 2006 - 2008)

Department GRF grant proposal coordinator (July 2007 – 2008; July 2011-2012)

Department course coordinator for MGTO 231 (now MGMT 3110)

Library Liaison for the MGTO department (2009- 2012)

Ph.D. student supervisor

- Georgina Zhu (2019-2020)
- Magni Federico (2016–present)
- Kassie Jie Li (2016–present)
- Inseong Lewis Jeong (2014–2019) (first placement: Lingnan University)
- Chang Song (2002–2007) (First placement: Chinese University of Hong Kong)
- Sally Cheung (2005-2010) (First placement: Hong Kong Baptist U.)

Ph.D. thesis committee member

- Jiping Li (2016–2018)
- Ruixue Zhang (2017-2019)
- Nadia Yin Yu (2016) (placement: Assistant professor at NEOMA Business School in France)
- Lisa Ya Lin (2010-2015) (Placement: Hong Kong Baptist University)
- Bi-Juan Zhong, Ohio State University (2011–2013) (placement: City University of New York)
- May Wang (2008- 2010) (placement: Tsing Hua University)
- Zhijun Chen (2010–2011) (first placement: Shanghai University of Finance and Economics)
- Liang Jian (2006) (placement: Shanghai Jiaotong University)
- Lynda Song (2005) (placement: Renmin University of China)

MPhil thesis committee member

- Xing Yuan (2017)
- Kassie Jie Li (2017)
- John Jamison (2017)
- Leyuan Xie (2016)
- Ruixue Zhang (2015)
- Jiping Li (2014)
- Yao Chen (2010)
- Elf Y. Xi (2005)

Faculty advisor for SBM case competition team (2004)

Department Research Seminar Coordinator (2003 – 2004)

Research Grants, Awards and Honors

The 2019 Responsible Research in Management Award Finalist

The 2017 Journal of Management Scholarly Impact Award Finalist

The 2016 Academy of Management Journal Best Reviewer Award

The 2016 Emerald Citations of Excellence Award

The 2016 IACMR Conference Best Reviewers Award

Dean's Recognition of Excellent Teaching Performance (for Fall 2015/16), received in May 2016

Wiley list of top 100 most cited scholars in management during 2009-2014 (ranked 62nd)

Exceptional Service on the editorial board of the Journal of Applied Psychology (2014)

Best Senior Editors Award, Management and Organization Review (2015)

Best Reviewer Award, Management and Organization Review (2014)

The 2013 Emerald Citations of Excellence Award

Finalist for the All-academy Carolyn Dexter Award, the Academy of Management (2013)

Academy of Management Best Paper Proceedings, 2008

Papers of Excellent in International Human Resource Management, Academy of Management, 2007

Academy of Management Best Paper Proceedings, 2006

Competitive General Research Fund (project 16501220) (Jan 1 2021 to Dec. 30 2022). Principle Investigator. Funding amount, HK\$551,394, Research Grants Council, Hong Kong SAR.

Competitive General Research Fund (GRF) (project 16501418) (Jan. 1, 2019 – February 28, 2021). Principle Investigator. Funding amount HK\$413, 910, Research Grants Council, Hong Kong SAR.

Competitive General Research Fund (GRF) (project 16514016) (Jan. 1 2017 – June 30, 2019): Principle Investigator. Funding amount HK\$458,000, Research Grants Council, Hong Kong SAR.

Competitive General Research Fund (GRF) (project 12503017) (Jan. 1 2018 – Feb. 29 2020). Co-investigator. Funding amount HK\$417,731. Research Grants Council, Hong Kong SAR.

Competitive research grant (Project 71672027) (Jan. 2017-Dec 2020). Co-investigator. National Natural Science Foundation Project (中国国家自然科学基金项目).

Competitive General Research Fund (GRF) (project 242012) (2012-2014). Co-investigator. Funding amount, HK\$369,915, RGC, Hong Kong SAR.

RGC Research Grant from School-based Initiatives (SBI12BM09) (2012-2013). Principle Investigator, HK\$ 50,000.

Competitive General Research Fund (GRF) (project 640709) (2009-2011). Principle investigator (sole recipient). Funding amount HK\$ 283,015, RGC, Hong Kong SAR.

Competitive Earmarked Research Grant (CERG) (HKUST6485/06H) (2006-2008). Principle investigator, HK\$ 688,600, RGC, Hong Kong SAR.

Competitive Earmarked Research Grant (CERG) (HKUST6249/03H) (2003-2005). Principle investigator. Funding amount HK\$ 660,000, RGC, Hong Kong SAR.

Competitive Research Grant (HIA98/99.BM01-K). Principle investigator, funding amount HK\$ 150,000, Hung Lung Center for Organizational Research, HKUST.

Direct Allocation Grant (2002-2004). Principle Investigator. Funding amount HK\$ 78,000, HKUST.

Center for International Business Education and Research, OSU, Joint Venture Research Grant (2001-2002). Co-investigator. Funding amount US\$ 9,000.

Community Services, Public Engagement, and Knowledge Transfer

June 3, 2020. HKUST 2020 Business Talk-2, organized by SBM mainland office (organizer and host Yuan Ye). Recorded on June 3. 在商言商-2020 香港科大商学院云思享系列-2.

March 25, 2020. How team diversity affects innovation.
<https://www.scmp.com/presented/business/topics/defining-family-office-landscape/article/3076045/how-team-diversity>

August 27, 2019. Interviewed by a reporter for Ming Pao feature on HR in new era.

July 12, 2019. Comment on Pocari Sweat incident, reported in South China Morning Post.
<https://www.scmp.com/news/hong-kong/politics/article/3018251/mainland-china-offices-pocari-sweat-and-pizza-hut-distance>)

May 24, 2019. Technology and future of work: More questions than answers. South China Morning Post.
<https://www.scmp.com/presented/business/topics/hkust-biz-school-magazine/article/3011341/technology-and-future-work-more>)

2019. Technology and future of work: More questions than answers. Reprinted in Italian Chamber of Commerce Magazine issue on “How Technology is Changing the Way We Live”.

May 24, 2019. “Try Not to Dwell on It”. Research on customer mistreatment, employee health, and job performance featured in South China Morning Post.
<https://www.scmp.com/presented/business/topics/hkust-biz-school-magazine/article/3011522/try-not-dwell-it>)

May & August 2018. Interview (by Janina Conboye) and report in FT on August 7, 2018
<https://www.ft.com/content/77ce9644-5473-11e8-b24e-cad6aa67e23e>)

June 19, 2018. Different takes on diversity issues. South China Morning Post.
<https://www.scmp.com/presented/business/topics/different-takes-diversity-issues/article/2150904/different-takes-diversity>)

May 28, 2018. “Bring innovation into the workplace”. Business Insight Talk reported in South China Morning Post.
<https://www.scmp.com/presented/business/topics/bringing-innovation-workplace/article/2147841/bringing-innovation>)

March 2018. Keynote speaker, SCMP Classified Post HR conference
<https://www.cpjobs.com/hk/article/today's-classified-post-hr-conference-will-offer-fresh-insights-on-how-companies-can>)

Feb. 8, 2017. Research article (on collective citizenship behaviors in TMT) featured in South China Morning Post.

Nov. 23, 2016. Research article (on employee rumination) featured in South China Morning Post.

Oct. 28, 2015. Research article (on goal orientation and creativity) featured in South China Morning Post.

Since 2017. Honorary Advisor for the Hong Kong Young Elite Leadership & Entrepreneurship Program

Oct 28 2016. Keynote speaker for Aon Hewitt Annual Rewards Conference, Hong Kong

2015. External examiner for HRM curriculum at Beijing Normal University

June 3, 2010 & March 14, 2018. HKUST Business Insights Series, Hong Kong Club, Central
 *This is a series to share research insights with alumni and practitioners in the community.

October 20, 2013, keynote speech, Shenzhen Senior HR Professional Club

June 5, 2013. External examiner for MPhil thesis defense at the Lingnan University

2010-2011. External committee member for the MPhil theses, the Shenzhen Graduate School, Harbin Institute of Technology

External examiner for thesis examination, Doctoral of Management program, Department of Management and Marketing, Hong Kong Polytechnic University (2004-2006; 2009-2010; 2014-2016)

Reviewer for Research Grants Council, Hong Kong SAR, China

Reviewer for the Business and Management Division, the National Natural Science Foundation of China, the People's Republic of China (2006)

2003. Speaker at China Human Resource Development Network

1996. Junior consultant for developing Huawei Personnel Policy (“Huawei Basic Law”), Huawei Technology Limited, Shenzhen.

1995. Junior consultant for labor market survey and forecasting, Shenzhen Labor Bureau.

Professional Affiliations

Academy of Management
Society for Industrial and Organizational Psychology
Academy of International Business
American Psychological Association
International Association for Chinese Management Research
Beta Gamma Sigma