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Department of Management  
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## **EDUCATION**

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**The Hong Kong University of Science and Technology**, Hong Kong, China

Doctor of Philosophy, Sept 2013 ~ June 2018

Organizational Behavior and Human Resource Management

**Harbin Institute of Technology, Shenzhen Graduate School**, Shenzhen, China

Master of Philosophy, Sept 2008 ~ Dec 2010. Honored Graduate.

Organizational Behavior

**Harbin Institute of Technology**, Harbin, China

Bachelor, Sept 2004 ~ July 2008

Construction Management

## **ACADEMIC EXPERIENCE**

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**The Hong Kong University of Science and Technology**, Hong Kong, China

Research Assistant Professor, July 2021 ~ present

Dept. Management

**Rennes School of Business**, Rennes, France

Assistant Professor, Sept 2019 ~ July 2021

Dept. Management & Organization

**The Hong Kong University of Science and Technology**, Hong Kong, China

Post doctorate, Sept 2018 ~ June 2019

Dept. Management

**University of Florida**, Florida, U.S

Exchange study, Aug 2017 ~ May 2018

Dept. Management

**The Hong Kong University of Science and Technology**, Hong Kong, China

Research Assistant, Oct 2012 ~ Aug 2013

Dept. Management

**The Hong Kong University of Science and Technology**, Hong Kong, China

Research Assistant, May 2012 ~ June 2012

Dept. Management

**The Hong Kong Polytechnic University**, Hong Kong, China

Research Assistant, Sept 2011 ~ Mar 2012

Dept. Management & Marketing

### **PAPER ACCEPTED**

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**Zhang, R.**, Li, A., & Gong, Y. (2021). Too much of a good thing: Examining the curvilinear relationship between team-level proactive personality and team performance. *Personnel Psychology*, 74(2), 295-321.

Chan, K. W., Gong, T., **Zhang, R.**, & Zhou, M. (2017). Do employee citizenship behaviors lead to customer citizenship behaviors? The roles of dual identification and service climate. *Journal of Service Research*, 20(3), 259-274.

### **MANUSCRIPTS UNDER REVIEW OR REVISION**

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**Zhang, R.**, Gong, Y., Li, A., & Zhou, M. Fuse and fracture? The two faces of proactive personality in ostracism. Under 1<sup>st</sup> round **Revise and Resubmit** on *Human Relations*.

**Zhang, R.**, Gong, Y., & Zhou, M. A tale of two climates: The cross-domain effects of service and safety climates. Under Review on *Journal of Applied Psychology*.

Takeuchi, R., Shao, R., **Zhang, R.** Meta-analytic examination of the ability-motivation-opportunity framework in strategic human resource management: The moderating effects of individualism/collectivism. Under review on *Organizational Behavior and Human Decision Processes*.

Takeuchi, R., **Zhang, R.**, Jun, S., Chao, M., & Zhou, M. Nonlinear relationship between abusive supervision and employee creativity: Moderating effects of intra-team competition/supportive climates via cross-level theorizing. Under review on *Journal of Management*.

### **MANUSCRIPTS IN PROGRESS**

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**Zhang, R.**, Takeuchi, R. Unraveling the diminishing returns: Dispersion of promotive team voice as a moderator in the relationship between promotive team mean voice and team innovation. *Manuscript refinement*.

Takeuchi, R., & **Zhang, R.** The curvilinear effects of promotive and prohibitive team voice on team creativity: Team conflicts as mechanisms. *Manuscript refinement.*

**Zhang, R.**, Li, W., & Li, A. Too many cooks spoil the broth: The influence of team proactive personality composition on team voice. *Manuscript refinement.*

**Zhang, R.**, & Li, A. How does psychological ownership climate influences team territorial behaviors: Examining the moderating effect of abusive climate. *Manuscript refinement.*

**Zhang, R.** Ego-threatened? How follower's proactive personality influences supervisor's performance evaluation. *Manuscript refinement.*

**Zhang, R.** Can lending a hand to the boss get appreciation? Effects of take related and relationship related helping up. *Data collection and idea refinement.*

Song, Y., **Zhang, R.**, Gong, Y., & Zhou, M. Service employees' reactions to customer mistreatment: A cognitive dissonance approach. *Data analysis.*

## **CONFERENCE PRESENTATIONS**

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**Zhang, R.**, Gong, Y., & Zhou, M. (August, 2021). A tale of two climates: The cross-domain effects of service and safety climates. Presented at the 81th Annual meeting of the Academy of Management, Virtual.

**Zhang, R.**, Gong, Y., & Li, A. (August, 2020). Fuse and Fracture? A Dual-Pathway Model of Proactive Personality and Ostracism. Presented at the 80th Annual meeting of the Academy of Management, Vancouver, Canada.

**Zhang, R.**, & Li, A. (August, 2018). The double-edged sword effect of proactive personality on team performance: Team cohesion and potency as mechanisms. *Most Innovative Student Paper Award.* Presented at the 78th Annual meeting of the Academy of Management, Chicago, Illinois, USA.

**Zhang, R.**, & Takeuchi, R. (August, 2018). The curvilinear effects of promotive and prohibitive team voice on team creativity: Team conflicts as mechanisms. Presented at the 78th Annual meeting of the Academy of Management, Chicago, Illinois, USA.

Takeuchi, R., & **Zhang, R.** (August, 2018). Unraveling the diminishing returns: Dispersion of promotive team voice as a moderator in the relationship between promotive team mean voice and team innovation. Presented at the 78th Annual meeting of the Academy of Management, Chicago, Illinois, USA.

**Zhang, R.**, & Gong, Y. (August, 2017). Task Conflict and Team Creativity: Differential Moderating Roles of Service and Safety Climates. Presented at the 77th Annual meeting of the Academy of Management, Atlanta, Georgia, USA.

**Zhang, R.**, & Li, W. (August, 2017). Too Many Cooks Spoil the Broth: The Effect of Team Proactive Personality Composition on Team Voice. Presented at the 77th Annual meeting of the Academy of Management, Atlanta, Georgia, USA.

Takeuchi, R., Li, A., & **Zhang, R.** (August, 2016). When and under what conditions does high team voice hamper team innovation under the context of horizontal collectivism? Paper presented (in the OB division) at the 76th Annual meeting of the Academy of Management, Anaheim, California.

Li, A., & **Zhang, R.** (July, 7-9, 2016). Relational pluralism, absorptive capacity, and commercialization of different types of firm product innovation. Paper presented at the 32nd EGOS (European Group for Organizational Studies) Colloquium, Naples, Italy.

Takeuchi, R., & **Zhang, R.** (June, 15-19, 2016). Performance promotion and injury initiating effects of abusive supervision on employee creativity: Mitigating/exacerbating effects of team competition/supportive climates via cross-level theorizing. Paper presented at 7th biennial meeting of IACMR (International Association for Chinese Management Research), Hangzhou, China. -- **OB Division Best Paper Award.**

Wan, G., Xu, Z., **Zhang, R.**, & Shi, W. (February, 2016). Human resource management and employee incentives to make firm-specific human capital investments: A learning perspective. Paper presented at the 2016 2nd HR Division International Conference (HRIC), Sydney, Australia.

Gong, T., Chan, K. W., **Zhang, R.**, & Zhou, M. (July, 9-12, 2015). Does good citizen create good citizen? The roles of dual identification mechanisms and contrasting moderating effects of service climate. Paper presented in the 2015 Frontiers in Service Conference held in San Francisco.

**Zhang, R.**, & Zhou, M. (August, 2014). How do coexistent leadership behaviors influence customer service: A social exchange perspective. Paper presented (in the OB division) at the 73rd annual meeting of the Academy of Management, Philadelphia, PA.

## **RESEARCH INTERESTS**

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<b>Interests</b>	<b>Topics</b>
1. Proactivity	Double-edged sword effect of proactivity (e.g., proactive personality, helping) on workplace outcomes
2. Creativity	Workplace climates and team creativity
3. Psychological ownership	Service employees' psychological ownership over customers
4. Customer service	Frontline employees' OCB
5. Abusive supervision	The nonlinear effect of abusive supervision (injury initiating & performance promotion)
6. Human Resource Management (HRM)	Specific HR and generic HR and their differential effects; The reciprocal relationship between HR and performance.

## **DISSERTATION**

The double-edged sword effects of proactive personality on work performance and social outcomes: An examination based on multiple theoretical perspectives and multilevel analyses.

Essay 1: Ego-threatened? How follower's proactive personality influences supervisor's performance evaluation.

Essay 2: Too many cooks spoil the broth: The influence of team proactive personality composition on team voice.

Essay 3: Fuse or fracture? How does the top polarized proactive personality influence social relationship with peers.

## **TEACHING EXPERIENCE**

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**Lecturer**, Rennes School of Business  
OB513E, Organization Theory and Design (Next Organization) (Spring, 2021)

**Lecturer**, Rennes School of Business  
OB505E, Global Organizational Behavior (Spring, 2021)

**Lecturer**, Rennes School of Business  
OB410E, Managing International Complexity (Fall, 2020)

**Lecturer**, Rennes School of Business  
OB403E, Managing Cultural Diversity (Fall, 2019)

**Instructor**, the Hong Kong University of Science and Technology  
MGMT 1110: Introduction to Management (Summer, 2018)  
MGMT 1110: Introduction to Management (Summer, 2016)

**Group Project Advisor**, the Hong Kong University of Science and Technology  
MGMT 1110: Introduction to Management (Spring, 2016)