

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 Experience (HKUST)

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

Journal Editor and Editorial Board

Current:

Editorial board: *Academy of Management Journal* (since July 2014)
Editorial board: *Journal of Management* (since July 2017)

Past:

Associate Editor: *Academy of Management Perspectives* (2019-2022)
Senior editor: *Management and Organization Review* (Oct 2013–Dec 2017)
Senior editor: *Asia Pacific Journal of Management* (2010-2012)
Contributing editor: *Journal of Applied Psychology* (July 2011–July 2018)
Guest Editor: *International Journal of Human Resource Management* (July 2018- Dec 2020)
Editorial board: *Journal of International Business Studies* (January 2020-Dec. 2022)
Editorial board: *Journal of Organizational Behavior*
Editorial board: *Journal of Occupational and Organizational Psychology*
Editorial board: *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
Journal of Management Studies
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
The Service Industries Journal

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

Australian Business Deans Council (ABDC): A* (best), A (highly regarded), B (well regarded), and C (recognized).
Association of Business Schools (ABS): 4* (a world elite journal), 4 (a top journal), 3 (a highly regarded journal), 2 (a well-regarded journal), and 1 (a recognized journal).

†Kim, M., Jeong, I., *Bae, J., & *Gong, Y. High-performance work system and organizational resilience process: The case of firms during a global crisis. *Journal of Applied Psychology*, 108(10): 1699–1716. ABDC A*; ABS 4*; FT Journal.

- Chen, T. T., *Kim T. Y., *Gong, Y., & Liang, Y. Y. *in press*. Competence drives interest or vice versa? Untangling the bidirectional relationships between creative self-efficacy and intrinsic motivation for creativity in shaping employee creativity. *Journal of Management Studies*. ABDC A*; ABS 4; FT journal.
- *†Magni, F., *Gong, Y., †Li, J., Pan, J., & Zhou, M 2024. The paradoxical relationship between sense of power and creativity: Countervailing pathways and a boundary condition. *Personnel Psychology*, 77: 441–474. ABDC A*; ABS 4.
- *†Zhang, R., *Gong, Y., & Zhou, M 2023. Crossing the domain: Unintended consequences of safety and service climates. *Journal of Applied Psychology*, 108(10): 1699–1716. ABDC A*; ABS 4*; FT Journal.
- *Ling, C., *He, W., *Gong, Y., Liu, W., & Cho, V. 2023. Does receiving knowledge catalyze creativity? A dyadic-level contingency model of knowledge type and psychological closeness on knowledge elaboration. *Journal of Organizational Behavior*, 44(9):1436–1463. ABDC A*; ABS 4.
- †Xin, L., Lee, B., Kim T. Y., Gong, Y., & Zheng X M 2023. Double-edged effects of creative personality on moral disengagement and unethical behaviors: Dual motivational mechanisms and a situational contingency. *Journal of Business Ethics*, 185: 449–466. ABDC A; ABS 3; FT Journal.
- *†Jeong, I., *Gong, Y., & Zhong, B.J. 2023. Does an employee-experienced crisis help or hinder creativity? An integration of threat-rigidity and implicit theories. *Journal of Management*, 49(4): 1394–1429. ABDC A*; ABS 4*; FT Journal.
- Li, Y., †Shao, Y., Wang, M., Fang, Y., Gong, Y., & Li, C. 2022. From inclusive climate to organizational innovation: Examining internal and external enablers for knowledge management capacity. *Journal of Applied Psychology*, 107(12): 2285–2305. ABDC A*; ABS 4*; FT Journal.
- †Mao, J., Chang, S., Gong, Y., & Xie, J. 2021. Team job-related anxiety and creativity: Investigating team-level and cross-level moderated curvilinear relationships. *Journal of Organizational Behavior*, 42(1): 34–47. ABDC A*; ABS 4.
- †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. ABDC A*; ABS 4.
- Li, Y., Gong, Y., Burmeister, A., Wang, M., & †Alterman, V., Alonso, A., & Robinson, S. 2021. Leveraging age diversity for organizational performance: An intellectual capital perspective. *Journal of Applied Psychology*, 106(1): 71–91. ABDC A*; ABS 4*; FT list.
- Gong, Y., Kim T. Y., & Liu, Z. 2020. Diversity of social ties and creativity: Creative self-efficacy as mediator and tie strength as moderator. *Human Relations*, 73(12): 1664-1688. ABDC A*; ABS 4; FT list.
- Lee, B., Kim T.Y., Gong, Y., Zheng, X.M., & †Liu, X. 2020. Employee well-being HR attribution and job change intentions: The moderating effect of task idiosyncratic deals. *Human Resource Management*, 59: 327-338. ABDC A*; ABS 4; FT list.
- 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*, 60(3): 1164-1188. ABDC A*; ABS 4*; FT list. - 2019 IACMR-RRBM Award Finalist.
- 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*, 43(4): 1234-1260. ABDC A*; ABS 4*; FT list.
- 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*, 43(4): 1261–1282. ABDC A*; ABS 4*; FT list.
- 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*, 102(5): 829-844. ABDC A*; ABS 4*; FT list.

- †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*, 69(7): 1507–1531. ABDC A*; ABS 4; FT list.
- Way, S., Tracey, B., Fay, C. H., Wright, P., Shell, S., †Chang, S., & Gong, Y. 2015. Validation of a multi-dimensional HR flexibility measure. *Journal of Management*, 41: 1098-1131. ABDC A*; ABS 4*; FT list.
- 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*, 99(3): 523-534. ABDC A*; ABS 4*; FT list.
- Wang, M., Liu, S., Liao, H., Gong, Y., Kammeyer-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*, 98(6): 989-1004. ABDC A*; ABS 4*; FT list.
- †Chang, S., Gong, Y., Way, S., & Jia, L. 2013. Flexibility-oriented HRM systems, absorptive capacity, and firm innovativeness and market responsiveness. *Journal of Management*, 39: 1924-1951. ABDC A*; ABS 4*; FT list.
- 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*, 66: 443-482. ABDC A*; ABS 4.
- 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*, 56(3): 827-851. ABDC A*; ABS 4*; FT list.
-2016 Emerald Citations of Excellence Award.
- †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*, 34: 1182–1201. ABDC A*; ABS 4.
- *Chang, Y. Y., *Gong, Y., & Peng, M. W. 2012. Expatriate knowledge transfer, subsidiary absorptive capacity, and subsidiary performance. *Academy of Management Journal*, 55: 927-948. ABDC A*; ABS 4*; FT list.
- 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*, 38: 1611-1633. ABDC A*; ABS 4*; FT list.
- The 2017 JOM Impact Award Finalist.
- †Chang, S., Gong, Y., & †Shum, C. 2011. Promoting innovation in hospitality companies through human resource management practices. *International Journal of Hospitality Management*, 30: 812-818. A top tier in hospitality. ABDC A*.
- Huang, 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*, 31: 122-143. ABDC A*; ABS 4.
- 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*, 94(1): 263-275. ABDC A*; ABS 4*; FT list.
- 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*, 52: 765-778. ABDC A*; ABS 4*; FT list.
- 2013 Emerald Citation of Excellence Award.
- 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*, 47: 33-48. ABDC A*; ABS 4; FT list.

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*, 28: 1021-1034. ABDC A*; ABS 4*; FT list.

Gong, Y., & Fan, J. 2006. Longitudinal examination of the role of goal orientation in cross-cultural adjustment. *Journal of Applied Psychology*, 91(1): 176-184. ABDC A*; ABS 4*; FT list.

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*, 36: 505-518. ABDC A*; ABS 4*; FT list.

Gong, Y. 2003. Subsidiary staffing in multinational enterprises: Agency, resources, and performance. *Academy of Management Journal*, 46: 728-739. ABDC A*; ABS 4*; FT list.

Gong, Y. 2003. Toward a dynamic process model of staffing composition and subsidiary outcomes in multinational enterprises. *Journal of Management*, 29: 259-280. ABDC A*; ABS 4*; FT list.

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*, 86(4): 764-773. ABDC A*; ABS 4*; FT list.

Refereed Conference Presentations (*equal contribution)

Federico, M., Yang, H., & Gong, Y. 2024. Facets and consequences of uncertainty in human-AI interaction. Symposium paper accepted for presentation at the **2024 Academy of Management Conference**.

Gong, Y., Khan, M. A., & Tam, K. Y. 2024. Fintech employee competency model development and validation. Paper accepted for presentation at the **2024 Asia Academy of Management Conference**.

*Li, J., *Gong, Y., & Pan, J. Z. 2024. A dynamic goal orientation perspective on team innovative performance [poster]. Paper presented at the **2024 Society for Industrial and Organizational Psychology Conference**, Chicago, IL, United States.

*Gong, Y., & *Li, J. 2023. Symposium on “Team Creativity and Innovation Research: Introducing Diverse Perspectives and Novel Insights”. The 2023 **Academy of Management Conference**, Boston, USA.

Chen, T. T., *Kim, T. Y., *Gong, Y., & Liang, Y. 2023. Directional relationship between creative self-efficacy and intrinsic motivation in affecting creativity. Paper presented at the 2023 **Academy of Management Conference**, Boston, USA.

*Selected as one of the best papers in the 2023 conference.

Magni, F., & Gong, Y. 2022. Warmth matters, not competence: AI recruiting and applicant attraction. Paper presented at the **2022 Academy of Management Conference**, Seattle, Washington.

* Selected as one of the best papers in the 2022 conference.

Li, J., & Gong, Y. 2022. Leader Negative feedback and employee creativity: A latent growth modelling of challenge and threat appraisal. Paper presented at the **2022 Academy of Management Conference**, Seattle, Washington.

Jeong, I., Gong, Y. 2022. How do entrepreneurs respond to a crisis? Approach-avoidance and broaden-and-build perspective. Paper presented at the **2022 Academy of Management Conference**, Seattle, Washington.

Magni, F., & Gong, Y. 2021. Being assessed by a computer: How using artificial intelligence as a recruiter impacts applicants’ perceptions of the organization. Paper presented at the **2021 European Group for Organization Studies Conference**. July 8-10, 2021. Amsterdam, Netherlands.

Zhang, R. X., Gong, Y., & Zhou, M. 2021. A tale of two climates: The cross-domain effects of service and safety climates. Paper presented at the **2021 Academy of Management Conference**.

Magni, F., Gong, Y., & Li, J. 2020. The paradoxical relationship between sense of power and creativity. Paper presented at the **2020 Academy of Management Conference**, Vancouver, Canada.

- Zhang, R. X., Gong, Y., & Li, A. 2020. Fuse and fracture? A dual-pathway model of proactive personality and ostracism. Paper presented at the **2020 Academy of Management Conference**, Vancouver, Canada.
- Mao, K. X., & Gong, Y. 2020. Entrepreneur foreign study experience and firm innovation: Institutions and resources. Paper presented at the **2020 Academy of Management Conference**, Vancouver, Canada.
- Li, Y. X., Gong, Y., Burmeister, A., & Wang, M., & Alterman, V. 2019. Linking age diversity to organizational performance: An intellectual capital perspective. Paper presented at the **2019 Academy of Management Conference**, Boston, USA.
- Mo, S. J., Cheung, S., Gong, Y., & Wang, M. 2019. Creativity allows for failures: Leader failure tolerance and employee creativity. Paper presented at the **2019 Academy of Management Conference**, Boston, USA.
- Jeong, I., Gong, Y., Zhong, B. J. 2019. Curse or blessing? Understanding when an employee experienced crisis hinders or helps creativity. Paper presented at the **2019 Academy of Management Conference**, Boston, USA.
- 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.
- *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.
- 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.
- *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.
- *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, U.S.A. * Equal contribution.
- 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.
- 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, U.S.A.
- 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.
- 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.
- 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.
- *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.
- 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.
- 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.

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.*

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

-selected as one of the best papers.

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.

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.

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.

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.

-selected as one of the best papers.

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.

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.

Chang, S., & Gong, Y. 2006. Cultural values' direct and moderating impact on goal orientation and performance: A longitudinal study. Paper presented at the **2006 Academy of Management Conference**, Georgia, Atlanta.

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.

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.

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.

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.

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.

Gong, Y. 2004. Top management team composition, workforce composition, and subsidiary Performance. Paper presented at the **2004 Academy of Management Conference**, New Orleans, Louisiana.

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.

Gong, Y., & Fan, J. 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.

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.

Gong, Y. 2001. Does goal orientation matter in cross-cultural adjustment? Paper presented at the **2001 Southern Management Association Conference**, New Orleans, Louisiana.

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.

UG, MBA/MS, DBA, and Ph.D.

- DBAP 5710 OBHR – elective
- DBAP 5010 Introduction to applied business research – required.
- Ph.D. seminar in OB and HRM (MGTO 712) (required)
- PhD seminar on creativity and innovation (MGMT651D) (required).
- MBA course on managing creativity and innovation (MGMT5883) (elective)
- MBA course on building effective teams (MGMT6500F)
- MSc. course on building effective teams (MIMT5370)
- UG course on human resource management (MGMT3110) (required)
- UG course organizational behavior (MGMT2110) (required)
- UG course on group and teamwork (MGTO236) (elective)

Professional Services for Major Conferences and Associations

- Panelist for the PDW titled "Thinking of a Position in the Pacific-Asia Region? ‘Dos and Don’ts’ of International Business Schools, the **2024 Academy of Management Meeting**.
- Panelist for the PDW titled “Career Development and Career Choices”, Mid-Stage HR doctoral consortium, the **2024 Academy of Management Meeting**.
- August 2024. Panelist” for the PDW titled “OB Division Junior Faculty Workshop”, the **2024 Academy of Management Meeting**.
- Member of the Selection committee (2024), the Thomas Mahoney Mentoring Award, the HR division, the **Academy of Management**.
- Facilitator and discussant, OB Research Round Tables Forum. The **2023 Academy of Management Meeting**, Boston, U.S.A.
- April 26, 2023. Goal orientation and creativity: A review, reflection, and future research directions. Speaker, **Society for Industrial and Organizational Psychology** Greater China Program.
- July 28, 2021. Employee-experienced crisis and creativity. Speaker, **IACMR Research Webinar** series. 300+ Faculty and students from mainland china, HK and Macao SAR, US, etc.

Mentor for *AMP paper development workshop* (33 participants from universities across the world). June 8 & June 10, 2021.

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 Ralph Alexander Dissertation Award committee (2015), 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

August 4, 2012. Speaker, "Meet the Editors" PDW session, the *2012 Academy of Management Conference*.

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 *International Association for Chinese Management Research Conference* (2004, 2006, 2008 and 2010)

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

Member, MSC in family office and family business and Bilingual DBA program committees (2024)

Speaker for Bizz Insight series (2024, 2018, 2010)

Domain Expert Committee (DEC) for the area of Technological Development and Political Change, IPE thrust, the society hub at the HKUST(GZ) (Jan 2024 -)

Member, Search and Substantiation committee (SSC), IPE thrust of the Societal Hub at HKUST (GZ) (2020- present)

Chair Professor Nomination Committee in Business, Social Science and Humanities for HKUST (GZ) (8 July 2022 to 30 June 2024)

Chair professor committee, School of Business and Management, HKUST (CWB) (2022 – present)

Affiliate faculty of HKUST (GZ) (2021-2024)

English DBA Coordinator (since March 2022) and committee (since July 2022)

Jan 2022-Dec 2023. Senate Committee on Student Affairs.

April 23, 2021. SBM interdisciplinary talk series - AI and future of work (with Federico Magni, PhD Mentee): AI recruiter and applicant reactions: A matter of warmth and competence?

Domain Expert Committee (DEC) for the area of innovation and entrepreneurship, IPE thrust, the Society Hub at HKUST (GZ) (2020- Jan. 31, 2024)

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

Chair, accounting department head search committee (2020).

School English DBA Program Taskforce (Sept. 2018-2021)

University Chair Professor and Named Professor Committee (Sept. 2018-Oct. 2020)

Impact case writer, the 2025 Research Assessment Exercise (RAE) (2020-2025)

Impact case writer, the 2020 Research Assessment Exercise (RAE) (2016-2020)

Moderator for BizInsight@HKUST Lunch Seminar Series (April 2018, & April 2020)

University senate committee (since 2017)

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

Judge, One-million-dollar entrepreneurship case competition, organized by Beijing office of SBM (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; 2021-2023)

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

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

Department representative for the Research Assessment Exercise (RAE) (2012 – 2016)

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

- Emma Budin Qu (2023 –)
- Baihe Song (2023 -) (co-supervisor; primary supervisor Jingjing Ma)
- Magni Federico (2016–2021) (first placement: ETH Zurich, Switzerland; will move to NTU, Singapore)
- Kassie Jie Li (2016–2022) (First placement: Wilfred Laurier, Canada)
- Inseong Lewis Jeong (2014–2019) (First placement: Lingnan University; now University of Melbourne)
- Sally Cheung (2005-2010) (First placement: Hong Kong Baptist University)
- Chang Song (2002–2007) (First placement: Chinese University of Hong Kong; now Hong Kong Baptist University)

Ph.D. thesis committee member

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

MPhil thesis committee member

- Keping Diao (HKUST-GZ) (2024 -), Beihe Song (2022), 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

Academy of Management Conference Best Papers Award (2023, 2022, 2008, & 2006)

Academy of Management Journal Best Reviewers Award (2023 & 2016)

The second runner up, the 2022 Michael Poole Award for the best paper at International Journal of Human Resource Management.

Dean’s Recognition of Excellent Teaching (Spring 2023, spring 2022, Spring 2021; Fall 2016)

The 2019 Responsible Research in Management Award Finalist

The 2017 Journal of Management Scholarly Impact Finalist

The Emerald Citations of Excellence Award (2016, 2013)

The 2016 IACMR Conference Best Reviewers Award

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)

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

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

Competitive General Research Fund (project 16502523: Beyond Support for Innovation Climate: Multiple Climates and Unintended Impacts on Team Innovation) (Jan. 1, 2024 – June 30, 2026). Principle investigator. Funding amount HK\$442,257, Research Grants Council, Hong Kong SAR.

Competitive research fund (SPPR21BM01: The development of Fintech, Insurtech, and Regtech manpower to sustain Hong Kong as a leading global financial center) (May 2021-2024). Co-investigator. Funding amount HK\$4,589,473. Policy Innovation and Coordination Office, HKSAR Government.

Competitive General Research Fund (project 16501220: Leader's negative feedback and employee creativity) (Jan 1, 2021, to Dec. 30, 2022). Principal Investigator. Funding amount HK\$551,394, Research Grants Council, Hong Kong SAR.

Competitive General Research Fund (GRF) (project 16501418: sense of power and creativity) (Jan. 1, 2019 – February 28, 2021). Principal Investigator. Funding amount HK\$413, 910, Research Grants Council, Hong Kong SAR.

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

Competitive General Research Fund (GRF) (project 12503017: An exchange-based theory of knowledge sharing: Knowledge inclusiveness, integrative understanding, and individual creativity) (Jan. 1, 2018 – Feb. 29, 2020). Co-investigator. Funding amount HK\$417,731. Research Grants Council, Hong Kong SAR.

Competitive research grant (Project 71672027: Status differences among key teams and impact on team effectiveness – the third-party dependence perspective (核心成员间地位差异对团队产出的影响: 第三方依赖视角) (Jan. 2017-Dec 2020). Co-investigator. Funding amount RMB 480,000 (HK\$ 542,000). National Natural Science Foundation Project (中国国家自然科学基金面上项目).

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

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

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

Competitive Earmarked Research Grant (CERG) (HKUST6485/06H: HR systems and performance in international joint ventures) (2006-2008). Principal investigator, HK\$ 688,600, RGC, Hong Kong SAR.

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

Competitive Research Grant (HIA98/99.BM01-K: HRM systems and firm performance). Principal investigator, funding amount HK\$ 150,000, Hung Lung Center for Organizational Research, HKUST.

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

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