

CURRICULUM VITAE

April 2024

**JIING-LIH (LARRY) FARH, Ph.D.**

樊景立博士

Honorary Professor; ABN AMRO Chair in Management  
China Europe International Business School  
Professor Emeritus of Management  
Hong Kong University of Science and Technology

**RESEARCH INTERESTS**

- \* Leadership in Chinese contexts
- \* Cultural values and business ethics
- \* Organizational citizenship behavior
- \* Team motivational processes

**RESEARCH CITATIONS**

- Google scholar citations: 30,455 H-index: 64 ([Jiing-Lih Farh](#))
- Web of Science: 9,919; H-index: 38 ([Jiing lih Farh | Publons](#))

**TEACHING INTERESTS**

- \* Leadership in organization
- \* Organizational behavior
- \* Behavioral research methods

**EDUCATION**

- Ph.D. Indiana University, Bloomington, USA, 1983  
Major: Organizational Behavior & Personnel
- MBA Chengchi University, Taiwan, 1978
- BS Taiwan University, 1974  
Major: Psychology

## ACADEMIC EXPERIENCE

China Europe International Business School, Honorary Professor, 2020 - present; ABN AMRO Chair Professor in Management, 2016 - present; Distinguished Professor of Management, 2016 - 2019.

The Hong Kong University of Science & Technology, School of Business & Management Department of Management, Professor Emeritus, 2016 - present; Chair Professor, 2005 – 2016; Professor, 1997 – 2005; Department Head, 2000 – 2003; Deputy Department Head, 1993 – 2000; Senior Lecturer, 1993-1997.

Hang Lung Center for Organizational Research, Director, 2012 - 2016; Co-Director, 1998-2002.

Louisiana State University, Associate Professor of Management (with tenure), 1988 – 1993;

Assistant Professor of Management, 1984 – 1988.

## PUBLICATIONS

### *Refereed Journal Publications (English)*

1. Huai, M, Lian, H., Farh, J. L. & Wang, H. J. Leaders' impulsive versus strategic abuse, goal realization, and subsequent supportive behavior: A self-regulation perspective. Journal of Management, 2024, 50(2), 793-825.
2. Duan, J., Wang, X. H., Janssen, O., & Farh, J. L. Transformational leadership and voice: When does felt obligation to the leader matter? Journal of Business and Psychology, 2022, 37:543-555.
3. Lian, H., Huai, M, Farh, J.L., Huang, J.C., Lee, C., & M.M. Chao. Leader unethical pro-organizational behavior and employee unethical conduct: Social learning of moral disengagement as a behavioral principle. Journal of Management, 2022, 48(2), 350-379.
4. David, E. M., Kim, T.Y., Farh, J.L., Lin, X., & Zhou, F. Is 'be yourself' always the best advice?: The moderating effect of team ethical climate and the mediating effects of vigor and demand-ability fit. Human Relations, 2021, 74(3): 437-462.
5. Zheng, Y., Graham, L., Farh, J. L., & Huang, X. The Impact of authoritarian leadership on ethical voice: A moderated mediation model of felt uncertainty and leader benevolence. Journal of Business Ethics, 2021, 170: 133-146.
6. Takeuchi, R., Wang, A.C., & Farh, J. L. Asian conceptualizations of leadership: Progresses and challenges, Annual Review of Organizational Psychology and Organizational Behavior, 2020, 7:233-256.
7. Li, C., Liang, J. & Farh, J. L. Speaking up when water is murky: an uncertainty-based model linking perceived organizational politics to voice. Journal of Management, 2020, 46(1), 443-469.

8. Zhang, L.L. & Farh, J.L. Separating truth from error: A closer look at the effect of grouped versus intermixed questionnaire format. Asia Pacific Journal of Management, 2019, 36(3), 881-901.
9. Chen, G., Smith, T. A., Kirkman, B. L., Zhang, P., Lemoine, J. G., & Farh, J. L. Multiple team membership and empowerment spillover effects: Can empowerment processes cross team boundaries? Journal of Applied Psychology, 2019, 104(3), 321-340.
10. Hackett, R.D., Wang, A.C., Chen, Z.J., Cheng, B.S., & Farh, J.L. Transformational leadership and organizational citizenship behavior: A moderated mediation model of leader-member-exchange and subordinates' gender. Applied Psychology: An International Review, 2018, 67(4), 617-644.
11. Feldman, G., Farh, J. L., & Wong, K.F.E. Agency beliefs over time and across cultures: Free will beliefs predict higher job satisfaction. Personality and Social Psychology Bulletin, 2018, 44(3), 304-317.
12. Chao, M. M., Takeuchi, R., & Farh, J. L. Enhancing Cultural Intelligence: The roles of implicit culture beliefs and adjustment. Personnel Psychology, 2017, 70: 257-292.
13. Feldman, G., Chao, M. M., Farh, J. L. & Bardi, A. The motivation and inhibition of breaking the rules: Personal values structures predict unethicality. Journal of Research in Personality, 2015, 59: 69-80.
14. Huang, X., Chiu, W., Xu, E., Lam, C. & Farh, J. L. When authoritarian leaders outperform transformational leaders: Firm performance in harsh economic environments. Academy of Management Discoveries, 2015, 1:180-200.
15. Zhu, W.C., He, H.W., Law, K.S. & Farh, J.L. Editorial: Taking an indigenous approach to study organizational behavior in China. Journal of Organizational Behavior, 2015, 36:613-620.
16. Chen, X.P., Eberly, M.B., Chiang, T.J., Farh, J.L., & Cheng, B.S. Affective trust in Chinese leaders: Linking paternalistic leadership to employee performance. Journal of Management, 2014, 40(3), 796-819.  
**Winner of the Journal of Management 2019 Scholarly Impact Award**  
**Republished in Chinese Management Insights, 2014**
17. Chen, G., Farh, J. L., Campbell\_Bush, E. M., Wu, Z. M., & Wu, X. Teams as innovative systems: Multilevel motivational antecedents of innovation in R&D teams. Journal of Applied Psychology, 2013, 98(6), 1018-1027.
18. Zhang, Y., Farh, J. L., & Wang, H. Organizational antecedents of perceived organizational support in China: A grounded investigation. International Journal of Human Resource Management, 2012, 23(2), 422-446.

19. Gong, Y., Farh, J. L., & Chattopadhyay, P. Shared dialect group identity, leader–member exchange and self-disclosure in vertical dyads: Do members react similarly? Asian Journal of Social Psychology, 2012, 15(1), 26-36.
20. Liang, J., Farh, C.I.C., & Farh, J.L. Psychological antecedents of promotive and prohibitive voice: A two-wave examination. Academy of Management Journal, 2012, 55(1), 71-92.  
**Winner of 2015 Emerald Citations of Excellence Award by Emerald Group Publishing.**  
**Republished in Chinese Management Insights, 2013**
21. Lee, C., Farh, J. L., & Chen, Z. J. Promoting group potency: The importance of group identification. Journal of Organizational Behavior, 2011, 32(8), 1147-1162.
22. Chen, G., Sharma, P.N., Edinger, S.K., Shapiro, D.L., & Farh, J.L. Motivating and demotivating forces in teams: Cross-level influences of empowering leadership and relationship conflict. Journal of Applied Psychology, 2011, 96(3), 541-557.
23. Farh, J. L., Lee, C., & Farh, C. I. C. Task conflict and team creativity: A question of how much and when. Journal of Applied Psychology, 2010, 95, 1173-1180.  
**Republished in South China Morning Post, March 7, 2014**
24. Gong, Y., Huang, J. C. & Farh, J. L. Employee learning orientation, transformational leadership, and employee creativity: The mediating role of employee creative self-efficacy. Academy of Management Journal, 2009, 52, 765-778.  
**Winner of 2013 Emerald Citations of Excellence Award**
25. Kirkman, B. L., Chen, G., Farh, J. L., Chen, Z. X., & Lowe, K. B. Individual power distance orientation and follower reactions to transformational leaders: A cross-level, cross-cultural examination. Academy of Management Journal, 2009, 52, 744-764.
26. Farh, J. L., Hackett, R. D., & Liang, J. “Individual-level cultural values as moderators of perceived organizational support-employee outcomes relationships: Comparing the effects of power distance and traditionalism”, Academy of Management Journal, 2007, 50, 715-729.
27. Pillutla, M., Farh, J. L., Lee, C., & Lin, Z. A. “An investigation of traditionalism as a moderator of reward allocation”, Group and Organizational Management, 2007, 32: 233-253.
28. Farh, J. L., Cannella, A. A. Jr., & Lee, C. “Approaches to scale development in Chinese management research”, Management and Organization Review, 2006, 2(3): 1-18.
29. Farh, J. L., Zhong, C. B., & Organ, D. W. “Organizational citizenship behavior in the People’s Republic of China.” Organization Science, 2004, 15 (2): 241-253.  
**A Chinese version of this article was reprinted in Chinese Social Psychological Review, 2006, 3, 102-124.**

30. Lee, C. & Farh, J. L. "Joint effects of group efficacy and gender diversity on group cohesion and performance." Applied Psychology: An International Review, 2004, 53 (1): 136-154.
31. Cheng, B. S., Chou, L. F., Wu, T. Y., Huang, M. P., & Farh, J. L. "Paternalistic leadership and subordinate responses: Establishing a leadership model in Chinese organizations", Asian Journal of Social Psychology, 2004, 7: 89-117.
32. Chen, Z. X., Tsui, A. S. & Farh, J. L. "Loyalty to supervisor versus organizational commitment: Relationships to employee Performance in China." Journal of Occupational and Organizational Psychology, 2002, 75, 339-356.
33. Adkins, C. L., Werbel, J. D. & Farh, J.L. "A field study of job insecurity during a financial crisis." Group and Organization Management, 2001, 26: 463-483.
34. Burton, B. K., Farh, J. L., & Hegarty, W. H. "A cross-cultural comparison of corporate social responsibility orientation: Hong Kong vs. United States Students." Teaching Business Ethics, 2000, 4: 151-167.
35. Chen, Z. X. & Farh, J. L. "Human resources management practices in China: Town and village enterprises versus Sino-foreign joint ventures." Journal of Transnational Management Development, 1999, 4, 45-65.
36. Lee, C. & Farh, J. L. "Gender effects in organizational justice perception." Journal of Organizational Behavior, 1999, 20, 133-143.
37. Farh, J. L., Leong, F. & Law, K. "On the cross-cultural validity of Holland's model of vocational choices in Hong Kong." Journal of Vocational Behavior, 1998, 52, 425-440.
38. Farh, J. L., Tsui, A. S., Xin, K. & Cheng, B. S. "The influence of relational demography and Guanxi: The Chinese case." Organization Science, 1998, 9, 471-488.  
**A Chinese version was reprinted in Chinese Social Psychological Review, 2006, 3, 125-156.**
39. Farh, J. L., Earley, P. C., & Lin, S. C. "Impetus for action: A cultural analysis of justice and organizational citizenship behavior in Chinese society." Administrative Science Quarterly, 1997, 42, 421-444.
40. Tsui, A. S. & Farh, J. L. "Where Guanxi matters: Relational demography and Guanxi in the Chinese context." Work and Occupations, 1997, 24, 56-79.
41. Farh, J. L., Leung, K., & Tse, D. "Managing human resources in Hong Kong: 1997 and beyond." Columbia Journal of World Business, 1995, 30, 52-59.
42. Mesch, D.J., Farh, J. L., & Podsakoff, P. M. "Effects of feedback sign on group goal setting, strategies, and performance." Group and Organization Management, 1994, 19, 309-333.
43. Chen, M. J., Farh, J. L., & MacMillan, I. C. "An exploration of the 'Expertness' of outside informants." Academy of Management Journal, 1993, 36, 1614-1632.

44. Dobbins, G. H., Farh, J. L., & Werbel, J. D. "The influence of self-monitoring on inflation of GPAs for research and selection purposes." Journal of Applied Social Psychology, 1993, 23, 321 - 334.
  45. Lin, T. R., Dobbins, G. H., & Farh, J. L. "A field study of race and age similarity effects on interview ratings using conventional and situational interviews." Journal of Applied Psychology, 1992, 77, 363-371.
  46. Farh, J. L., Cannella, A. B., & Bedeian, A. G. "Peer ratings: impact of purpose on rating quality and user acceptance." Group and Organization Studies, 1991, 16, 367-386.
  47. Farh, J. L., Dobbins, G. H., & Cheng, B. S. "Cultural relativity in action: A comparison of self-ratings made by Chinese and US workers." Personnel Psychology, 1991, 44, 129-147.
  48. Farh, J. L., Griffeth, R. W., & Balkin, D. "Effects of pay plan choice on satisfaction, goal setting, and performance." Journal of Organizational Behavior, 1991, 12, 55-62.
  49. Farh, J. L., Podsakoff, P. M., & Organ, D. W. "Accounting for organizational citizenship behavior: Leader fairness and task scope versus satisfaction." Journal of Management, 1990, 16, 705-721.
- Ranked among the top 30 most frequently cited Journal of Management articles, 1975 - 2004 (Volumes 1-30). Source: Van Fleet, et al. 2006. The Journal of Management's First Thirty Years, Journal of Management, 32: 477-506.**
50. Podsakoff, P. M., & Farh, J. L. "Effects of feedback sign and credibility on goal setting and task performance." Organizational Behavior and Human Decision Processes, 1989, 44, 45-67.
  51. Farh, J. L., & Dobbins, G. H. "Effects of self-esteem on leniency bias in self-reports of performance - A structural equation model analysis." Personnel Psychology, 1989, 42, 835-850.
  52. Farh, J. L., & Dobbins, G. H. "Effects of comparative performance information on the accuracy of self-ratings and agreement between self- and supervisor ratings." Journal of Applied Psychology, 1989, 74, 606-610.
  53. Farh, J. L., Werbel, J. D., & Bedeian, A. "An empirical investigation of self-appraisal based performance evaluation." Personnel Psychology, 1988, 41, 141-156.
  54. Scott, W. E. Jr., Farh, J. L., & Podsakoff, P. M. "Effect of 'extrinsic' and 'intrinsic' reinforcement contingencies on task behavior." Organizational Behavior and Human Decision Processes, 1988, 41, 405-425.
  55. Farh, J. L., & Bedeian, A. G. "Understanding goal setting: An in-class experiment." Organization Behavior Teaching Review, 1987-1988, 12, 75-79.
  56. Farh, J. L., Podsakoff, P. M., & Cheng, B. S. "Culture-free leadership effectiveness versus moderators of leadership behavior: An extension and test of Kerr and Jermier's substitutes for leadership model in Taiwan." Journal of International Business Studies, 1987, 18, 43-60.
  57. Birnbaum, P. H., Farh, J. L., & Wong, G.Y.Y. "The job characteristics model in Hong Kong." Journal of Applied Psychology, 1986, 71, 598-605.
  58. Farh, J. L., & Werbel, J. D. "Effects of the purpose of the appraisal and expectation of validation on self-appraisal leniency." Journal of Applied Psychology, 1986, 71, 527-529.

59. Farh, J. L., Hoffman, R. C., & Hegarty, W. H. "Measuring environmental scanning at the subunit level: A multitrait-multimethod analysis." Decision Sciences, 1984, 15, 197-220.
60. Farh, J. L., & Scott, W. E. Jr. "The experimental effects of 'autonomy' on performance and self-reports of satisfaction." Organizational Behavior and Human Performance, 1983, 31, 203-222.

***Refereed Journal Publications (Chinese)***

61. Liang, J., Liu, F., & Farh, J. L. Survey methods in Chinese management research (2006-2015): A critical review and some recommendations. Quarterly Journal of Management, 2017, 2(2): 4-63. (in Chinese)
62. Farh, J.L. & Huai, M. Y. New directions in paternalistic leadership: Advancing measurement tools and dialogue with Western leadership literature. Indigenous Psychological Research in Chinese Societies, 2014, no. 42, 109 - 123. (In Chinese)
63. Cheng, B.S., Lin, T.T., Cheng, H.Y., Chou, L.F., Jen, C.K., & Farh, J.L. Paternalistic leadership and employee effectiveness: A multiple-level-of-analysis perspective. Chinese Journal of Psychology, 2010, 52:1-23. (In Chinese)
64. Zhang, Y., Wang, H., & Farh, J. L. The moderating effect of perceived organizational support on the relationship between human resource management practices and employee performance. Journal of Management Science (Chinese), 2008, 11(2): 120-131.
65. Cheng, B. S., Chou, L. F., Huang, M. P., Farh, J. L., & Peng, S. Q. "A triad model of paternalistic leadership: Evidence from business organizations in Mainland China", Indigenous Psychological Research in Chinese Societies, 2003, no.20, 209 - 250. (In Chinese)
66. Cheng, B.S., Farh, J.L., Chang, H.F., & Hsu, W.L. "Guanxi, personal loyalty, competence, and managerial behavior in the Chinese context", Chinese Journal of Psychology, 2002, 44: 151-166.
67. Cheng, B. S. & Farh, J. L. "Social orientation in Chinese societies: A comparison of employees from Taiwan and Chinese Mainland." Chinese Journal of Psychology, 2001, 43: 207-221. (In Chinese)
68. Cheng, B.S., Chou, L.F., & Farh, J.L. "A triad model of paternalistic leadership: Constructs and measurement." Indigenous Psychological Research in Chinese Societies, 2000, no.14, 3-64. (In Chinese)
69. Farh, J.L. & Cheng, B.S. "Paternalistic leadership: Some further consideration." Indigenous Psychological Research in Chinese Societies, 2000, no.13, 219-227. (In Chinese)
70. Farh, J.L. & Cheng, B.S. "Paternalistic leadership in Chinese organizations: A cultural analysis." Indigenous Psychological Research in Chinese Societies, 2000, no.13, 127-180. (In Chinese)

71. Chen, C. S. & Farh, J. L. "Quality of work life in Taiwan: An exploratory study." Management Review, 2000, 19, 31-79. (In Chinese)
72. Farh, J. L. & Cheng, B. S. "Modesty bias in self-ratings in Taiwan: Impact of item wording, modesty value, and self-esteem." Chinese Journal of Psychology, 1997, 39, 103-118. (In Chinese)
73. Farh, J.L. "Comments on 'Hierarchical structure and Chinese organizational behavior'" Indigenous Psychological Research in Chinese Societies, 1995, No. 3, 229-237. (In Chinese).
74. Lin, S., Farh, J. L., Wu, J., & Seetoo, D. "The effects of distributive and procedural justice on organizational commitment and citizenship behavior: the case of Taiwan" Management Review, 1994, 13, 87-108. (In Chinese)

### **Books**

75. Chen, X. P., Tsui, A. S., & Farh, J. L. Empirical Methods in Organization and Management Research, Beijing: Peking University Press, 2<sup>nd</sup> Edition, 2012
76. Chen, X. P., Tsui, A. S., & Farh, J. L. Empirical Methods in Organization and Management Research, Beijing: Peking University Press, 2008
77. Cheng, B. S., Farh, J. L., & Chou, L. F. Paternalistic Leadership: Model and Evidence. Taipei: Hwa Tai Publishing. (in Chinese), 2006.

### **Book Chapters**

78. Liang, J. & Farh, J. L. Theoretical construct and its measurement. In Chen, X. P., Tsui, A. S., & Farh, J. L.(Eds.) Empirical Methods in Organization and Management Research, Beijing: Peking University Press, 2012, 323-355.
79. Farh, J. L., Liang, J. & Chen, Z. J. The design and evaluation of empirical research. In Chen, X. P., Tsui, A. S., & Farh, J. L.(Eds.) Empirical Methods in Organization and Management Research, Beijing: Peking University Press, 2012, 121-146.
80. Chen, C.C., & Farh, J. L. Developments in understanding Chinese leadership: Paternalism and its elaborations, moderations, and alternatives. In M. Bond (Ed.), Oxford Handbook of Chinese Psychology. Oxford University Press, 2010, Chapter 35, 599-622.
81. Liang, J. & Farh, J. L. Theoretical construct and its measurement. In Chen, X. P., Tsui, A. S., & Farh, J. L.(Eds.) Empirical Methods in Organization and Management Research, Beijing: Peking University Press, 2008, 229-254.
82. Farh, J. L., Liang, J. & Chen, Z. J. The design and evaluation of empirical research. In Chen, X. P., Tsui, A. S., & Farh, J. L.(Eds.) Empirical Methods in Organization and Management Research, Beijing: Peking University Press, 2008, 107-127.



83. Farh, J. L., Liang, J., Chou, L. F. & Cheng, B. S. Paternalistic leadership in Chinese Organizations: Research progress and future research direction. In Chen, C. C. & Y. T. Lee (Eds). Leadership and Management in China: Philosophies, Theories & Practices. London: Cambridge University Press, 2008, 171-205.
84. Farh, J. L., Hackett, R. D., & Chen, Z. J. Organizational citizenship behavior in the global world. In Smith, P. B. & Mark F. Peterson (Eds.) Handbook of Cross-cultural Management, Sage, 2008, 165-184.
85. Farh, J. L., Cheng, B. S., Chou, L. F. & Chu, X. P. Authority and benevolence: employees' responses to paternalistic leadership in China. In Tsui, A. S., Y. Bian, & L. Cheng (Eds). China's Domestic Private Firms: Multidisciplinary Perspectives on Management and Performance. New York: Sharpe, 2006, 230-260.
86. Hsu, W. L., Huang, M. P., Cheng, B. S. & Farh, J. L. Moral leadership. In B. S. Cheng & D. Y. Jiang (Eds.). Organizational Behavior in Chinese: Issues, Methods, and Publication. Taipei, Taiwan: Hwa Tai, 2006, 122-144. (in Chinese)
87. Zhong, C. B., Wang, H., Tsui, A. S., Farh, J. L., & Cheng, B. S. Strategic versus diffusion perspectives of organizational culture: Implications for employee commitment and extra role behavior in the Chinese context. In W. H. Mobley & E. Weldon (Eds.). Advances in Global Leadership, Vol. 4. Elsevier Ltd., 2006, 49-81.
88. Hackett, R. D., Farh, J. L., Song, L. J., & Lapierre, L. M. LMX and organizational citizenship behavior: examining the links within and across Western and Chinese samples. In G. B. Graen (Ed.). Dealing with Diversity. Information Age Publishing, 2003, 219-264.
89. Farh, J. L., Zhong, C. B. & Organ, D. W. An inductive analysis of the construct domain of organizational citizenship behavior in the PRC. In A. S. Tsui & C. M. Lau (Eds.). The Management of Enterprise in the People's Republic of China, Kluwer Academic Press, 2002, 445-470.
90. Chen, X. P., & Farh, J. L. Transformational and transactional leader behaviors in Chinese organizations: Differential effects in People's Republic of China and Taiwan. In W. H. Mobley & M. McCall (Eds.). Advances in Global Leadership, Vol. II. Stamford, Connecticut: JAI Press, Inc., 2001, 101-126.
91. Chen, Z. X. & Farh, J. L. Human resources management practices in China: Township and village enterprises versus Sino-foreign joint ventures. In Becker, K. (Ed.). Culture and International Business, Haworth Press, 2000, 45-65.
92. Tsui, A. S., Farh, J. L., & Xin, K. Guanxi in the Chinese context. . In J. T. Li, A. S. Tsui, & E. Weldon (Eds.), Management and Organizations in the Chinese Context. London: MacMillan, 2000, 225-244.
93. Farh, J. L. & Cheng, B. S. A cultural analysis of paternalistic leadership in Chinese organizations. In J. T. Li, A. S. Tsui, & E. Weldon (Eds.), Management and Organizations in the Chinese Context. London: MacMillan, 2000, 84-127.

94. Farh, J. L. Exploring business ethics in Chinese societies: A comparison of Mainland China, Hong Kong, and Taiwan. In B. S. Cheng, K. K. Huang, & C. C. Kuo (Eds.) A Sinyi Cultural Foundation Series: The Management in Taiwan and China, volume 2, 1998, 1-36. (in Chinese)
95. Farh, J. L. Human resource management practices in Taiwan. In L. F. Moore & P. D. Jenning (Eds.), Human Resource Management on the Pacific Rim: Institutions, Practices, and Attitudes. New York: de Gruyter, 1995, 263-294.

***Papers Published in the Proceedings***

96. Lian, H., Huai, M., Farh, J. L., Huang, J. C., Lee, C., & Chao, M. M. Leader unethical pro-organizational behavior and employee unethical conduct: A moral disengagement perspective. Best Paper Proceedings of the Annual National Meeting of Academy of Management, Anaheim, CA, USA, August, 2016.
97. Farh, C. P. & Farh, J. L. "Can computer-based simulation games enhance job performance? A field experiment at IBM." Best Paper Proceedings of the Annual National Meeting of Academy of Management, Orlando, Florida, USA, August, 2013.
98. Gong, Y. P. & Farh, J. L. "Asymmetric reactions to common dialect group identity in vertical dyads in Chinese organizations." Best Paper Proceedings of the Annual National Meeting of Academy of Management, OB, Atlanta, 2006.
99. Farh, J. L., Zhong, C. B. & Organ, D. W. "Organizational citizenship behavior in the People's Republic of China." Best Paper Proceedings of the Annual National Meeting of Academy of Management, OB: D1-D6, Toronto, 2000.
100. Adkins, C., Werbel, J. D., & Farh, J. L. "Job insecurity in academe: A field study during a time of budget cuts." Proceedings of Annual Meetings of Southern Management Association, Atlanta, 1999.
101. Wang, O., Farh, J. L., & Luo, J. L. "Human resource management practices and performance in Chinese enterprises." Best Paper Proceedings of the Annual National Meeting of Academy of Management, Chicago, 1999.
102. Burton, B.K., Farh, J-L., and Hegarty, W.H. A cross-cultural comparison of corporate social responsibility orientation: Hong Kong vs. United States students. Proceedings of the Annual Meeting of the International Association for Business and Society, 1998: 243-248.
103. Chen, Z., Farh, J. L., & Tsui, A. S. "Loyalty to supervisor, organizational commitment, and employee performance: The Chinese case." Best Paper Proceedings of the Annual National Meeting of Academy of Management, San Diego, California, 1998.
104. Chen, Z. & Farh, J. L. "Township and village enterprises versus sino-foreign joint ventures in China: Their differences in human resources management practices." Proceedings of the Eighth International Conference on Comparative Management, Kaoshiung, Taiwan, 1997, pp 209-220.

105. Dobbins, G. H., Farh, J. L., & Werbel, J. D. "The influence of self-monitoring on inflation of GPAs for research and selection purposes." Proceedings of Annual Meetings of Southern Management Association, 1992.
106. Farh, J. L., Dobbins, G. H., & Cheng, B. S. "'Modesty' in self-ratings of performance made by workers in the Republic of China." Proceedings of Third International Conference on Comparative Management, Kaoshiung, Taiwan, 1990.
107. Farh, J. L., Werbel, J. D., & Bedeian, A. "An empirical investigation of self-appraisal based performance evaluation." Proceedings of the Annual National Meeting of Academy of Management, New Orleans, Louisiana, 1987, pp. 259-263.
108. Podsakoff, P. M., & Farh, J. L. "Effects of feedback sign and credibility on goal setting and task performance: A preliminary test of some control theory propositions." Proceedings of the Annual National Meeting of Academy of Management, Chicago, Illinois, 1986, pp. 198-202.
109. Farh, J. L., & Werbel, J. D. "Leniency in self-appraisals: The impact of situational and personality variables." Proceedings of Annual Meeting of Southern Management Association, Atlanta, Georgia, 1986, pp. 201-203.
110. Farh, J. L., & Werbel, J. D. "Effects of the purpose of the appraisal and expectation of validation on the quality of self-appraisals." Proceedings of the Annual National Meeting of Academy of Management, San Diego, California, 1985, pp. 260-264.
111. Birnbaum, P. H., Farh, J. L., & Wong, G. Y. Y. "A re-examination of the relationship between supervisors' ratings of job characteristics, job incumbents' task perceptions, and work satisfaction: Evidence from Hong-Kong." Proceedings of the Annual Meeting of the American Institute of Decision Sciences, Toronto, Canada, 1984.

***Paper Presentations (since 2015)***

1. Zheng, M., Farh, J.L., Schuh, S., & Xin, K. R. Family paths towards abusive or benevolent supervision: Parental influence to leader behaviors. Paper presented at the annual meeting of the Academy of Management, Chicago; August 2024.
2. Zheng, M., Farh, J.L., Schuh, S., & Xin, K. R. It runs in the family: A goal orientation perspective on parental influence to leadership. Paper presented at the annual meeting of the Academy of Management (Zoom sessions); August 2020.
3. Huai, M., Lian, H., Farh, J.L. & Wang, H. Impulsive and Strategic Abuse: An Actor-Centric Model with a Self- Regulation Perspective. Paper presented at the annual meeting of the Academy of Management, Boston; August 2019.
4. Chi, N. W., Farh, J. L., & Chen, Y. J. Speaking up when the leader is angry: Understanding when and how leader negative emotional expression facilitates employee upward voice. Paper presented at the annual meeting of the Academy of Management, Chicago; August 2018.

5. David, E., Kim, T. Y., & Farh, J.L. 'Be Yourself' always the best advice?: The roles of employee vigor and team ethical climate. Paper presented at the annual meeting of the Academy of Management, Chicago, August 2018
6. Farh, J. L., Liang, J. & Fang Y. On moral leadership in Chinese contexts. Eighth International Association for Chinese Management Research Biennial Conference, Wuhan, China; June 2018.
7. Si, W., Farh, J. L., Qu, Q., Fu, P. P., & Kang, F. Paternalistic leadership in China: A latent profile analysis of its antecedents and outcomes. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA; August 2017
8. Lian, H., Huai, M., Farh, J. L., Huang, J. C., Lee, C., & Chao, M. M. Leader unethical pro-organizational behavior and employee unethical conduct: A moral disengagement perspective. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA; August 2016.
9. Huai, M., Zhang, L., Farh, J. L., & Wu, X. Who voice more matters for team performance: A status perspective on voice distribution. Paper will be presented at the annual meeting of the Academy of Management, Anaheim, CA; August 2016.
10. Smith, T. A., Chen, G., Kirkman, B. L., Zhang, P., & Farh, J. L. Empowerment spillover: When empowering leaders in one team generate proactivity in another team. Paper will be presented at the annual meeting of the Academy of Management, Anaheim, CA; August 2016.
11. Si, W., Fu, P. P., Qu, Q., Farh, J. L., & Kang, F. Paternalistic leadership and its effectiveness on followers: A person-centered approach. Seventh International Association for Chinese Management Research Biennial Conference, Hangzhou, China; June 2016.
12. Lian, H., Huai, M., & Farh, J.L. Why supervisors mistreat deviant subordinates? Using power to affirm threatened status. Paper to be presented at the annual meeting of the Academy of Management, Vancouver, BC, Canada; August 2015.

### **PROFESSIONAL SERVICE (Highlights)**

President of International Association for Chinese Management Research (IACMR), 2014-2016

Vice-President of International Association for Chinese Management Research (IACMR), 2009-2014

Program Chair of 2012 IACMR Hong Kong Conference

Head of SBM Outcome-based Education Task Force, 2007-2009 (designed and executed the SBM OBE project to help the school address OBE initiative mandated by the Hong Kong Government and the University, AACSB re-accreditation, and the UGC Quality assurance audit)

Co-founder of Department of Management of Organization at Hong Kong University of Science and Technology

Serve as Department Head, 2000-2003

Serve as Deputy Head, since its inception in 1993, until 2000

Founding Director and Director of Research Methods Workshop for Chinese Management Research, 1999, 2000, 2001, 2002, 2005, 2015, and 2017

Co-founder of the journal project Chinese Management Quarterly in 2000, later evolved as the journal of Management of Organization Review in 2005, served as Senior Editor (2006 – 2013), Consulting Editor (2003 – 2005), Advisory Board (2014-present)

Panel Member for Hong Kong Research Grant Council Competitive Earmarked Research Grants, 2006 – 2007

Associate Editor in Chief of Journal of International Business Studies, 2002-2005; Consulting Editor 2006—2008

Vice-President, Asia Academy of Management, 2003-2004

## **HONORS, AWARDS, AND KEYNOTE SPEECHES**

2022-2023 Highly Cited Researchers in psychology identified by Research.com.

2021-2023 Highly Cited Chinese Researchers in business management compiled by Elsevier (爱思唯尔 2021 “中国高被引学者榜单” )

2017, 2018, 2020 Highly Cited Researchers in business and economics worldwide compiled by Clarivate Analytics (科睿唯安 2017, 2018, 2020 年度“高被引科学家”)

Journal of Management 2019 Scholarly Impact Award

2019 CEIBS Medal for Research Excellence (2019 中欧杰出研究奖)

Keynote Speaker, Indigenous Research Conference on Leadership and Organizational Change, Shanghai, June 2019

2018 CEIBS Research Excellence Award (2018 年度优秀研究奖)

Presidential Address, IACMR Biennial Conference, Hang Zhou, June 2016

Keynote Speaker, Asian Academy of Management Biennial Conference, Hong Kong, June 2015

Chair of Keynote Panel on Contributions of Indigenous Research to Chinese Management, The 6th Biennial Conference of IACMR, June 2014

Keynote Speaker, Taiwan Academy of Management Annual Meeting and Conference, September 21, 2012

Keynote Speaker, ISSWOV, June 23, 2008, Singapore.

Keynote Speaker, China Forum, IACMR, June 20, 2008, Guangzhou.

Distinguished Research Mentor, National Science Council, ROC, July 2007.

Keynote Speaker, The China Human Resource Management Forum, Organized by China Net, Nanjing, June 16, 2006.

Keynote Speaker, The 10<sup>th</sup> Conference on Interdisciplinary and Multifunctional Business Management, Soochow University, Taipei, Taiwan, May 27, 2006.

Distinguished Visiting Professor, Singapore Management University, Singapore, March 2006.

Hooker Distinguished Visiting Professorship, McMaster University, Ontario, Canada, Spring 2004.

Distinguished Research Mentor, National Science Council, ROC, July 2003.

Member of Advisory Board, Hong Kong Institute of Business Studies, Lingnan University, 2002-present.

Keynote Speaker at International Conference on Human Resource and Business Strategy, June 17, 2001, Hangzhou, China.

Academic Advisor, Department of Management, Hong Kong Polytechnic University, 1999-2001.

Outstanding Paper Award in Human Resource Area, Management Review, 2000.

Keynote Speaker, Pre-conference: How to write a dissertation on business management, Nanjing University, December 9, 1999.

Keynote Speaker, the Industrial/Commercial Psychology Division, the Chinese Psychological Association, 1994.

Special Guest Lecturer, Beijing Petroleum Management Institute, 1992.

Invited Expert, the ROC National Development Seminar, 1992.

Best paper of Personnel/Human Resources Management division, National Meeting of Academy of Management, 1987.

Outstanding Young Man of America, 1986