

## JINGJING MA

Department of Management, School of Business and Management

The Hong Kong University of Science and Technology

Clear Water Bay, Hong Kong

Office: (852)23587727      Email: maj@ust.hk

### ACADEMIC EMPLOYMENT

---

#### **The Hong Kong University of Science and Technology**

Assistant Professor, Department of Management

Aug 2019-Present

### EDUCATION

---

#### **Michigan State University**, East Lansing, MI

Ph.D. in Industrial and Organizational Psychology

May 2019

#### **Peking University**, Beijing, China

M.S. in Applied Psychology

July 2014

B.S. in Psychology

July 2011

### RESEARCH INTERESTS

---

Leadership; Interpersonal processes; Proactive behaviors; Work stress

### SELECTED REFEREED JOURNAL PUBLICATIONS

---

Nye, C., **Ma, J.**, & Serena, W. (2022). Cognitive ability and job performance: Meta-analytic evidence for the validity of narrow cognitive abilities. *Journal of Business and Psychology*, 37, 1119-1139. [2022 Recipient of Editor Commendation]

Schaubroeck, J., Peng, A. C., Hannah, S. T., **Ma, J.**, & Cianci, A. (2021). Struggling to meet the bar: Occupational progress failure and informal leadership behavior. *Academy of Management Journal*, 64, 1740-1762.

Lin, W., **Ma, J.**, Zhang, Q., Li, J. C., & Jiang, F. (2018). How is benevolent leadership linked to employee creativity? The mediating role of leader-member exchange and the moderating role of power distance orientation. *Journal of Business Ethics*, 152, 1099-1115.

Lin, S.-H., **Ma, J.**, Johnson, R. E. (2016). When ethical leader behavior breaks bad: How ethical leader behavior can turn abusive via ego depletion and moral licensing. *Journal of Applied Psychology*, 101, 815-830.

Lin, W., **Ma, J.**, Wang, L., & Wang, M. (2015). A double-edged sword: The moderating role of conscientiousness in the relationships between work stressors, psychological strain, and job performance. *Journal of Organizational Behavior*, 36, 94-111.

## **MANUSCRIPTS UNDERVIEW & WORKING MANUSCRIPTS**

---

*All titles have been shortened for blind review. Underlined names denote graduate students when project started.*

Song, B., **Ma, J.**, Wang, B., & Qian, J. Consequences of being overqualified. (1<sup>st</sup> round RnR, Journal of Organizational Behavior)

Song, B., **Ma, J.**, & Gong, Y. The effect of voice endorsement. (Under review, Journal of Applied Psychology)

**Ma, J.**, Shang, Z., Chang, C.-H., & Johnson, R. E. Gossip in the workplace. (Writing)

Chong, S., & **Ma, J.** Flexible work arrangement and work performance. (Writing)

Lin, W., **Ma, J.**, Koopmann, J., Feng, B., & Zhan, X. LMX and deviance. (Writing)

**Ma, J.**, Zhu, S., & Chang, C.-H. Leader values and follower outcomes. (Data analyses)

Song, B., **Ma, J.**, & Lin, S.-H. Voice and interpersonal processes. (Data analyses)

**Ma, J.**, Lam, C. F., & Song, B. Team voice endorsement. (Data collection)

**Ma, J.**, & Lin, S.-H. Leader response to voice. (Data collection)

## **BOOK CHAPTERS**

---

**Ma, J.**, Schaubroeck, J., & LeBlanc, C. (2019). Interpersonal trust in organizations. In *Oxford Research Encyclopedia of Business and Management*. Oxford University Press.

Wang, L., **Ma, J.**, & Li, C. J. (2014). Human resource strategy in China. In P. A. Bamberger, M. Biron., & I. Meshoulam (Eds.), *Human Resource Strategy: Formulation, Implementation, and Impact* (2<sup>nd</sup> ed., pp. 238-245). New York: Routledge.

## **CONFERENCE PRESENTATIONS (recent ten years)**

---

**Ma, J.**, & Song, B. (August 2023). *Linking leader pro-organizational unethical behavior with employee ethical behavior*. Paper presented at the 83<sup>rd</sup> Annual Meeting of the Academy of Management.

Song, B., & **Ma, J.** (August 2023). *Unpacking interpersonal dynamics between overqualified employees and coworkers: The role of status*. Paper presented at the 83<sup>rd</sup> Annual Meeting of the Academy of Management.

Song, B., **Ma, J.**, Wang, B., & Qian, J. (August 2022). *Why and when overqualified employees do (not) help coworkers? A resource-based perspective*. Paper presented at the 82<sup>nd</sup> Annual Meeting of the Academy of Management.

Lin, W., **Ma, J.**, Feng, B., & Zhan, X. (August 2020). *How and when leader-member exchange leads to followers' deviant behaviors: A power perspective*. Paper presented at the 80<sup>th</sup> Annual Meeting of the Academy of Management.

Nye, C. D., Wee, S., & **Ma, J.** (April 2019). Reexamining the relationship between narrow cognitive abilities and job performance. In Kell, H. J. & Wee, S. (Co-chairs), *Very much more than g: Further evidence for the importance of specific abilities*. Symposium presented at the 34<sup>th</sup> Annual

- Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Ma, J.**, Schaubroeck, J., Peng, A. C., Li, Y., & Zeng, W. (August 2018). Whose norms promote unethical behavior? The role of ethical leadership. In Liang, L. H. & Ferris, D. L. (Co-chairs), *New developments in counterproductive workplace behavior (CWB) research*. Symposium presented at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL.
- Ma, J.** (April 2018). *Unpacking differentiated leader-member exchange (LMX) in teams: A multi-level model*. Poster presented at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Ma, J.**, Zhang, Q., & Lin, W. (April 2017). *Curvilinear relationship between proactive personality and job performance*. Poster presented at the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Ma, J.**, Johnson, R. E., Lin, S.-H., & Chang, C.-H. (April 2016). *Commute stressor and effective leader behaviors: An ego depletion perspective*. Poster presented at the 31<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Lin, S.-H., **Ma, J.**, Johnson, R. E. (August 2015). When ethical leadership turns abusive: Role of ego depletion and moral licensing. In Lian, H. & Liang, L. H. (Co-chairs), *New development in self-control theory and its applications in organizational research*. Symposium presented at the 75<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver, BC.
- Ma, J.**, & Wang, L. (April 2015). *Linking core self-evaluation and innovation: Communication and psychological safety matter*. Poster presented at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Yu, K., Lin, W., Wang, L., **Ma, J.**, & Wei, W. (April 2015). *The role of identity in abusive supervision – job performance relationship*. Poster presented at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Lin, W., Zhang, Q., Wang, L., Yu, K., **Ma, J.**, Wei, W. (May 2014). *Leader coaching and employee performance: A multilevel moderated mediation model*. Poster presented at the 29<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

## **TEACHING EXPERIENCES**

---

### **Hong Kong University of Science and Technology**

Managerial Leadership (Undergraduate course)

Spring 2020- Fall 2023

- Average rating by students: 4.5/5

### **Michigan State University**

Data Analysis in Psychological Research (Undergraduate course)

Summer 2016

- Average rating by students: 4.8/5

## **PROFESSIONAL SERVICE**

---

Ad-hoc reviewer, Journal of Applied Psychology, Journal of Business Ethics  
Reviewer, Academy of Management Annual Meeting [Recipient of Outstanding Reviewer Reward  
in 2016 & 2017]  
Reviewer, Society for Industrial and Organizational Psychology Annual Conference