

ONG Wei Jee

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ACADEMIC EMPLOYMENT**The Hong Kong University of Science and Technology, Department of Management**

Assistant Professor 2025 – Present

National University of Singapore Business School, Department of Management & Organisation

Assistant Professor 2021 – 2025

EDUCATION

University of Washington, Michael G. Foster School of Business 2021

Ph.D., Organizational Behavior and Human Resource Management

MS, Business Administration

National University of Singapore

B.Eng., Industrial & Systems Engineering, Honours (Highest Distinction) 2017

RESEARCH INTERESTS

Autonomy, leadership, ethics.

PUBLICATIONS

Ong, W. J. & Lim, G. Who Avoids Punishment? How Discretion And Psychopathy Shape Leaders' Responses To Misconduct. Forthcoming, *Academy of Management Journal*.

Ong, W. J. & Reynolds, S. J. When Does Rule-Breaking Hurt Performance? Evidence from Judo, Soccer, and Organizational Settings. *Academy of Management Discoveries* (2025).

Johnson, M. D., Awtrey, E., & **Ong, W. J.** Verdicts, Elections, and Counterterrorism: When Groups Take Unofficial Votes. *Academy of Management Discoveries* (2023).

Ong, W. J. & Johnson, M. D. Towards a configural theory of job demands and resources. *Academy of Management Journal* (2023).

Ong, W. J. Gender-contingent effects of leadership on loneliness. *Journal of Applied Psychology* (2022).

- Featured in the *South China Morning Post*

Ong, W. J., Yam, K. C., Barnes, C. M. Moral evaluations of humor apply beyond just those telling the joke. *Social Cognition* (2022).

Guarana, C. L., Barnes, C. M., & **Ong, W. J.** The effects of blue light suppression on sleep and work outcomes. *Journal of Applied Psychology* (2021).

MANUSCRIPTS UNDER REVIEW

Khan, U. A., Barnes, C. M., Moy, J., & **Ong, W. J.** Food insecurity. 2nd revise-and-resubmit, *Journal of Applied Psychology*.

Li, L., **Ong, W. J.**, & Gao, X. Proactivity. 2nd revise-and-resubmit, *Journal of Business Research*.

Heng, Y. T., Chawla, N., **Ong, W. J.**, Oliver, A., & Patel, C. Female bodily experiences. 1st revise-and-resubmit, *Academy of Management Journal*.

Lim, G., Yan, L., & **Ong, W. J.** Leader social class and effectiveness. 1st revise-and-resubmit, *Personnel Psychology*.

Ong, W. J. & Lim, G. Leader autonomy and charisma. 1st revise-and-resubmit, *Social Psychological and Personality Science*.

Ong, W. J. Remote work. Under first review, *Journal of Management*.

Yan, L., Lim, G., & **Ong, W. J.** Leader privilege. Under first review, *Organization Science*.

Ong, W. J., Shi, B., & Bian, R. Work autonomy. Under first review, *Academy of Management Journal*.

Ong, W. J. & Guo, L. Job design and depletion. Under first review, *Administrative Science Quarterly*.

CONFERENCE PRESENTATIONS

Jiang, W., He, T., & **Ong, W. J.** Interpersonal Dynamics Between Job- vs. Calling-Oriented Leader and Followers: Implications for Team Performance. 2025. IACM.

Heng, Y. T., Chawla, N., **Ong, W. J.**, Oliver, A., & Patel, C. Embracing Silver Linings: Menopausal Bodily Changes and Women's Generative Behaviors at Work. 2025. Positive Organizational Scholarship Research Conference.

Guo, L., Cui, M., & **Ong, W. J.** Team Communication Transforms the Dual Interpersonal Consequences of Leader Workplace Loneliness. 2025. AOM paper presentation.

Yan, L., Lim, G. J. H., & **Ong, W. J.** The role of class privilege and humility in leadership. 2024. AOM paper presentation.

Heng, Y. T., Chawla, N., **Ong, W. J.**, Oliver, A., Patel, C. Embracing Silver Linings: Understanding When Menopause Facilitates Women's Generative Behaviors at Work. 2024. IACM.

Heng, Y. T., Chawla, N., **Ong, W. J.**, Oliver, A., Patel, C. Embracing Silver Linings: Understanding When Menopause Facilitates Women's Generative Behaviors at Work. 2024. SMS Special Conference.

Eng, A., He, T., & **Ong, W. J.** Joint Effects of Accuracy and Equity on Fairness: Judgments of Algorithmic and Human Decisions. 2023. AOM paper presentation.

Li, L., **Ong, W. J.**, & Gao, X. Careful or Reckless? A Configural Approach to Understanding Proactivity Process and Its Mechanism. 2023. AOM paper presentation.

Ong, W. J. Competing Perspectives on Leaders' Self-Regulation of Leniency in Light of Their Own Past Misconduct. 2023. AOM symposium paper.

Ong, W. J. More or less lenient? Disentangling competing perspectives on leaders' self-regulation of past misconduct. 2023. EURAM paper presentation.

Ong, W. J. How Leaders' Past Misconduct Affects Leniency towards Subordinates. 2022. AOM symposium paper.

Ong, W. J., Yam, K. C., & Barnes, C. M. Moral evaluations of humor apply beyond just those telling the joke. 2021. AOM symposium paper.

Ong, W. J. & Johnson, M. D. Configural Effects of Job Demands and Resources on Exhaustion. 2020. AOM paper presentation.

Guarana, C. L. O., Barnes, C. M., & **Ong, W. J.** Chronobiology & Sleep @ Work. 2020. AOM symposium paper.

Ong, W. J. & Reynolds, S. J. How Loneliness at Work Leads to Unethical Behavior Via Distress. 2019. AOM symposium paper.

Ong, W. J. & Schabram, K. F. Alone in a Crowded Office: Antecedents and Consequences of Loneliness in the Workplace. 2019. AOM symposium co-chair.

TEACHING

National University of Singapore

MNO2705: Leadership and Decision Making under Uncertainty (4.6/5.0) 2021-2025

BMS5411: Judgment and Decision Making Under Uncertainty (4.5/5.0) 2021-2022

University of Washington

MGMT 300: Leadership and Organizational Behavior (4.6/5.0) 2019-2021

AWARDS

MOE AcRF Tier 1 Grant (S\$57,900) 2024

NUS Inauguration Grant (S\$200,000) 2021

NUS Start-up Grant (S\$90,000) 2021

Dean's Achievement Award 2020

Terry Mitchell Endowed PhD Fellowship 2018-2020

Evert McCabe Endowed Fellowship in Private Enterprise (US\$5,000) 2017-2018

SERVICE

Ad-hoc reviewer. *Business Ethics Quarterly*, *Organizational Behavior and Human Decision Processes*, *Organization Science*, *Journal of Applied Psychology*, *Journal of Management Studies*

Reviewer. *Carolyn Dexter Award 2022*

Reviewer. *Academy of Management Annual Meetings (OB, MOC divisions)*

Brownbag coordinator (NUS)

REFERENCES

Dr. Christopher Barnes, Professor of Management

University of Washington (chris24b@uw.edu)

Dr. Tianyu He, Assistant Professor of Management and Organisation

National University of Singapore (t.he@nus.edu.sg)

Dr. Filip Lievens, Lee Kong Chian Professor of Human Resources

Singapore Management University (filiplievens@smu.edu.sg)