

ONG Wei Jee

Department of Management, The Hong Kong University of Science and Technology
HKUST Business School, LSK 6039
weijee@ust.hk

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

Li, L., **Ong, W. J.**, Gao, X., Zheng, X., & Guo, C. (Accepted). Not All Proactivity Is Equal: A Configural Approach to Understanding the Impact of Proactivity on Performance and Interpersonal Conflict. *Journal of Business Research*.

Moy, J. H., Khan, U. A., **Ong, W. J.**, Barnes, C. M. (In press). The Effects of Food Insecurity on Work Outcomes. *Journal of Applied Psychology*.

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

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

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

Ong, W. J. & Johnson, M. D. Towards a Configural Theory of Job Demands and Resources. (2023). *Academy of Management Journal*.

Ong, W. J. Gender-Contingent Effects of Leadership on Loneliness. (2022). *Journal of Applied Psychology*.

- 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. (2022). *Social Cognition*.

Guarana, C. L., Barnes, C. M., & **Ong, W. J.** The Effects of Blue Light Suppression on Sleep and Work Outcomes. (2021). *Journal of Applied Psychology*.

MANUSCRIPTS UNDER REVIEW

Heng, Y. T., Chawla, N., **Ong, W. J.**, Oliver, A., & Patel, C. Female bodily experiences. 2nd revise-and-resubmit, *Academy of Management Journal*.

Ong, W. J. & Lim, G. J. H. Leader autonomy and charisma. 2nd revise-and-resubmit, *Social Psychological and Personality Science*.

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

Ong, W. J. Remote work. 1st revise-and-resubmit, *Human Resource Management*.

Ong, W. J., Shi, B. & Bian, R. Wellbeing at work. 1st revise-and-resubmit, *Journal of Applied Psychology*.

Guo, L., **Ong, W. J.**, & Cui, M. Leader loneliness. Under first review, *Personnel Psychology*.

Yan, L., Lim, G. J. H., & **Ong, W. J.** Leader privilege. Under first review, *Journal of Personality and Social Psychology*.

Lim, G. J. H. & **Ong, W. J.** Leader self-promotion. Under first review, *Organization Science*.

Shi, B., **Ong, W. J.**, & Barnes, C. M. Work-family conflict. Under first review, *Journal of Applied Psychology*.

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

The Hong Kong University of Science and Technology

MGMT3120: Managerial Leadership	2026
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National University of Singapore

MNO2705: Leadership and Decision Making under Uncertainty (4.6/5.0)	2021-2025
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BMS5411: Judgment and Decision Making Under Uncertainty (4.5/5.0)	2021-2022
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University of Washington

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

MOE AcRF Tier 1 Grant (S\$57,900)	2024
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NUS Inauguration Grant (S\$200,000)	2021
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NUS Start-up Grant (S\$90,000)	2021
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Dean's Achievement Award	2020
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Terry Mitchell Endowed PhD Fellowship	2018-2020
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Evert McCabe Endowed Fellowship in Private Enterprise (US\$5,000)	2017-2018
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SERVICE

Ad-hoc reviewer. *Business Ethics Quarterly*, *Organizational Behavior and Human Decision Processes*, *Organization Science*, *Journal of Applied Psychology*, *Journal of Management*, *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. Yu Tse Heng, Assistant Professor of Commerce

University of Virginia (yutse@virginia.edu)

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

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