

YAPING GONG

Department of Management
School of Business and Management
The Hong Kong University of Science and Technology
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Academic and Administrative Experience (HKUST)

Department Head (since September 2017)
Professor (since July 1, 2014) and Chair Professor (since July 1, 2018)
Associate Professor (January 1, 2008 – June 30, 2014)
Assistant Professor (August 2002 – December 2007)

Journal Editor and Editorial Review Board

Current:
- Consulting editor, *Journal of Applied Psychology* (Jan. 2026 -)
- Editorial review board member, *Academy of Management Journal* (since July 2014) (5-year impact factor: 13.8)
- Editorial review board member, *Journal of Management* (since July 2017) (5-year impact factor: 15.7)
Past:
- Associate Editor, *Academy of Management Perspectives* (2019 – 2022)
- Contributing editor, *Journal of Applied Psychology* (Jan. 2011 – July 2018)
- Senior editor, *Management and Organization Review* (Oct 2013–Dec 2017)
- Senior editor, *Asia Pacific Journal of Management* (2010-2012)
- Guest editor for *International Journal of Human Resource Management* (July 2018 – Dec. 2020).
- Editorial review board member: *Journal of International Business Studies* (Jan. 2020 – Dec. 2022)
Journal of Organizational Behavior
Journal of Occupational and Organizational Psychology
International Journal of Human Resource Management

Ad Hoc Review for Journals (partial list):

Academy of Management Discovery (2024 impact factor 4.3)
Administrative Science Quarterly (2024 impact factor 6.5)
Human Resource Management (2024 impact factor 9)
Human Relations (2024 impact factor 5.4)
Human Resource Management Journal (2024 impact factor 6.2)
Journal of Management Studies (2024 impact factor 6.4)
Organizational Behavior and Human Decision Processes (2024 impact factor 3.8)
Personnel Psychology (2024 impact factor 6.4)
Strategic Management Journal (2024 impact factor 7.2)

- 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).

Publications (* Denotes equal contribution. † Denotes Ph.D. student at the start of the project.)

77. Magni, F., & Gong, Y. 2026. Applicant attraction in AI recruitment: The roles of warmth and competence. *Computer in Human Behavior Reports* (2024 impact factor: 5.8; 5-year impact factor: 6.4). ABDC A.

76. Zhang, M., Ling, C. D., Zhu, J. L., Gong, Y., & Xie, X. Y. 2026. A certainty perspective on ethical leadership: Meta-analytical and field studies of counteracting mechanisms and a boundary condition for employee creativity. *Journal of Management* (2024 impact factor 9.0; 5-year impact factor 15.7). TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT Journal.

75. †Song, B., Ma, J., Gong, Y., & Zhang, Z. 2026. Envable support: How and when advantageous voice endorsement fosters employee silence. *Journal of Business Ethics* (2024 impact factor 6.70). ABDC A; ABS 3.

74. Xiao, F., Diao, K., Li, C., Gong, Y., Li, B., Chen, J., Fu, X., & Xie, J. 2026. When AI is wrong: The limits of human oversight in AI-assisted diagnostic decision-making. *Behaviour and Information Technology* (2024 impact factor 3.1; 5-year impact factor 4.1). ABDC A.

73. *†Li, Z. Y., *Gong, Y., Zhang, Y., & Long, L. R. 2026. The good and bad of receiving help: The effects of receiving dependent and autonomous help on subsequent creativity. *Organizational Behavior and Human*

- Decision Processes** (2024 impact factor 3.8; 5-year impact factor: 6.1). TAMUGA Ranking Journal. ABDC A*; ABS 4. FT journal.
72. Chen, T., *Kim, T. Y., *Gong, Y., & Liang, Y. 2025. 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* (2024 impact factor 6.40; 5-year impact factor: 10.7), 62(2): 775-811. ABDC A*; ABS 4; FT journal.
71. *Jiang, J., *Gong, Y., Dong, Y. N., Han, Y., & Qin, Y. 2025. Unpacking leader critical thinking in employee silence frequency and voice quality. *Journal of Occupational and Organizational Psychology* (2023 impact factor: 4.9), 98(1): 1-28. ABDC A; ABS 4.
70. †Zhang, R., Gong, Y., †Li, A., & Zhou, M. J. 2025. Fuse, and fracture? The Janus face of proactive personality in ostracism. *Asia Pacific Journal of Management* (2024 impact factor 5.80), 42: 1775–1803. ABDC A; ABS 3.
69. †Jeong, I., & Gong, Y. 2025. Time to get your hands dirty: Bricolage or pro-organizational unethical response to entrepreneurial adversity. *Asia Pacific Journal of Management* (2024 impact factor 5.80), 42: 1373–1410. ABDC A; ABS 3.
68. *†Mao, K. X., & *Gong, Y. 2024. The contingent effect of private entrepreneur foreign-study experience on firm innovation in China. *Asia Pacific Journal of Management* (2024 impact factor 5.80), 41:2021–2057. ABDC A; ABS 3.
67. †Kim, M., Jeong, I., *Bae, J., & *Gong, Y. 2024. High-performance work system and organizational resilience process: The case of firms during a global crisis. *Journal of Applied Psychology* (2024 impact factor 9.40; 5-year impact factor 11.8), 109(12): 1994–2014. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT Journal.
66. Magni, F., Yang, H., & Gong, Y. 2024. Facets and consequences of uncertainty in human-AI interaction. In Griffin, M., & Grote, G. (eds.), *Oxford Handbook of Uncertainty Management in Work Organization*. New York: Oxford University Press.
65. *†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* (2024 impact factor 6.40), 77:441–474. TAMUGA Ranking Journal. ABDC A*; ABS 4.
64. *Leung, W. K., *Yao, K., *Gong, Y., & *Chang, S. 2023. Does firm diversity-enhancement program bundle matter? Firm performance dimensions, employee ownership program, and environmental technological opportunity. *International Journal of Human Resource Management* (2024 impact factor 5.9), 34(16): 3051-3078. ABDC A; ABS 3.
63. †Zhang, R., Gong, Y., & Zhou, M. 2023. Crossing the domain: Unintended consequences of safety and service climates. *Journal of Applied Psychology* (2024 impact factor 9.4; 5-year impact factor 11.8), 108(10): 1699–1716. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT Journal.
62. *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* (2024 impact factor 6.80; 5-year impact factor 10.1), 44(9): 1436–1463. ABDC A*; ABS 4.
61. †Liu, X., 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* (2024 impact factor 6.70), 185: 449–466. ABDC A; ABS 3.
60. Chen, T. T., *Kim, T. Y., *Gong, Y., & Liang, Y. 2023. Directional relationship between creative self-efficacy and intrinsic motivation in affecting creativity. The 2023 *Academy of Management Annual Meeting Proceedings*, volume 2023, no.1. Boston, USA.
-Awarded one of the best papers and published in 2023 Meeting Proceedings.
59. Zhong, B.J., Gong, Y., Shenkar, O., Luo, Y., Zhao, S.M., Xiao, Z. 2023. Managing the hearts of boundary spanners: CEO organizational identification and international joint venture performance. *Asia Pacific Journal of Management* (2024 impact factor 5.80), 40: 87-119. ABDC A; ABS 3.
58. *†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* (2024 impact factor 9.0; 5-year impact factor 15.7), 49(4): 1394–1429. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT Journal.
57. 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 (2024 impact factor 9.4; 5-year impact factor 11.8), 107(12): 2285–2305. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT Journal.

56. Magni, F., & Gong, Y. 2022. Warmth matters, not competence: AI recruiting and applicants' organization attraction. *The 2022 Academy of Management Annual Meeting Proceedings*, volume 2022, no.1. Seattle, Washington.

-Awarded one of the best papers and hence published in 2022 Meeting Proceedings.

55. Takeuchi, R., Gong, Y., Boon, C., & Jiang, K. 2022. Strategic human resource management and organizational effectiveness (ISBN 9781032383293). New York: Routledge.

54 *Chang, S., *Leung, W.K., *Yao, K., & *Gong, Y. 2022. Firm employee relations system and financial performance: Unfolding the dual-causal relationship and the associated temporal and resource boundary conditions. *International Journal of Human Resource Management* (2024 impact factor 5.90), 33(18): 3591-3628. ABDC A; ABS 3.

- The second runner up of Michael Poole Award for the best paper. IJHRM has over 3,000 submissions, 60% were entered into the review process, and 102 papers (5.6%) were accepted in 2021.

53. †Magni, F., Gong, Y., & Chao, M. 2021. A longitudinal examination of the reciprocal relationship between goal orientation and performance: The mediating role of self-efficacy. *Personality and Individual Differences* (2024 impact factor 2.60), 179 (2): 110960. ABDC A; ABS 3.

52. †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* (2024 impact factor 6.80; 5-year impact factor 10.1), 42(1):34–47. ABDC A*; ABS 4.

51. †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* (2024 impact factor 6.40), 74 (2): 295–321. TAMUGA Ranking Journal. ABDC A*; ABS 4.

50. 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* (2024 impact factor 9.4; 5-year impact factor 11.8), 106(1): 71–91. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT list.

49. *Chen, L., *Gong, Y., †Song, Y., & Wang, M. 2021. From creative environment to administrative innovation: Creation and implementation in top management teams. *Journal of Creative Behavior* (2025 Impact factor 4.1), 55(3): 604-621.

48. *†Ma, Z. X., *Gong, Y., Long, L. R., & Zhang, Y. 2021. Team-level high-performance work systems, self-efficacy and creativity: Differential moderating roles of person–job fit and goal difficulty. *International Journal of Human Resource Management* (2024 impact factor 5.9), 32: 478-511. ABDC A; ABS 3.

47. Takeuchi, R., Gong, Y., Boon, C., Jiang, K. 2021. Celebrating and advancing the scholarship of David P. Lepak (1971–2017): Special issue Introduction. *International Journal of Human Resource Management* (2024 impact factor: 5.9), 32: 225-240. ABDC A; ABS 3.

46. 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* (2024 impact factor 5.40; 5-year impact factor 7.30), 73(12): 1664-1688. ABDC A*; ABS 4.

45. 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* (2024 impact factor 9.0), 59: 327-338. ABDC A*; ABS 4; FT list.

44. Gong, Y. et al. 2019. Editorial reflections on Academy of management Perspective's revised editorial mission. *Academy of Management Perspectives* (2024 impact factor 5.7; 5-year impact factor 8.3), 33(2): 131-133. ABDC A; ABS 4.

43. Takeuchi, R., Gong, Y., Corine, B., & Jiang, K. 2018. Celebrating and advancing the scholarship of David P. Lepak (1971-2017): SCP. *International Journal of Human Resource Management* (2024 impact factor 5.9), 29(7): 1374-1378. ABDC A; ABS 3.

42. 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* (2024 impact factor 10.5; 5-year impact factor 13.8), 60(3): 1164-1188. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT list.
- 2019 IACMR-RRBM Award Finalist.

41. 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* (2024 impact factor 9.0; 5-year impact factor 15.7), 43(4): 1234-1260. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT list.
40. 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* (2024 impact factor 9.0; 5-year impact factor 15.7), 43(4): 1261–1282. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT list.
39. 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* (2024 impact factor 9.4; 5-year impact factor 11.8), 102(5): 829-844. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT list.
38. Kim, H., & Gong, Y. 2017. Effects of work-family and family-work conflicts on flexible work arrangements demand: A gender role perspective. *International Journal of Human Resource Management* (2024 impact factor 5.9), 28 (20): 2936-2956. ABDC A; ABS 3.
37. Morris, M. M., *Chen, Z. X., *Doucet, L., & *Gong, Y. 2017. A giant of cultural research: Seeing further from the shoulders of Kwok Leung. *Management and Organization Review* (2024 impact factor 3.0), 13(4): 703-711. ABDC A; ABS 3
36. †Liang, J., & Gong, Y. 2017. Human resource development investment in Chinese private firms: Strategic choice and institutional perspectives. *Management and Organization Review* (2024 impact factor 3.0), 13(1): 57-83. ABDC A; ABS 3.
35. †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* (2024 impact factor 5.40; 5-year impact factor 7.30), 69(7): 1507–1531. ABDC A*; ABS 4.
34. †Cheung, S. Y., Gong, Y., & Huang, J. C. 2016. Emotional intelligence, job insecurity and psychological strain among real estate agents: A test of mediation and moderation models. *International Journal of Human Resource Management* (2024 impact factor 5.9), 27(22): 2673-2694. ABDC A; ABS 3.
33. Way, S., Tracey, B., Fay, C. H., Wright, P., Snell, S., †Chang, S., & Gong, Y. 2015. Validation of a multi-dimensional HR flexibility measure. *Journal of Management* (2024 impact factor 9.0; 5-year impact factor 15.7), 41: 1098-1131. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT list.
32. 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* (2024 impact factor 9.4; 5-year impact factor 11.8), 99(3): 523-534. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT list.
31. 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* (2024 impact factor 9.4; 5-year impact factor 11.8), 98(6): 989-1004. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT list.
30. †Chang, S., Gong, Y., Way, S., & Jia, L. 2013. Flexibility-oriented HRM systems, absorptive capacity, and firm innovativeness and market responsiveness. *Journal of Management* (2024 impact factor 9.0; 5-year impact factor 15.7), 39: 1924-1951. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT list.
29. Kim, H., Sutton, K., & Gong, Y. 2013. Group-based pay-for-performance plans and firm performance: The moderating role of team empowerment. *Asia Pacific Journal of Management* (2024 impact factor 5.8), 30: 31-52. ABDC A; ABS 3.
28. 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* (2024 impact factor 6.4), 66: 443-482. TAMUGA Ranking Journal. ABDC A*; ABS 4.
27. 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* (2024 impact factor 10.5; 5-year impact factor 13.8), 56(3): 827-851. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT list.
-2016 Emerald Citations of Excellence Award.
26. †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* (2024 impact factor 6.80; 5-year impact factor 10.1), 34: 1182–1201. ABDC A*; ABS 4.

25. *Chang, Y. Y., *Gong, Y., & Peng, M. W. 2012. Expatriate knowledge transfer, subsidiary absorptive capacity, and subsidiary performance. *Academy of Management Journal* (2024 impact factor 10.5; 5-year impact factor 13.8), 55: 927-948. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT list.
24. Gong, Y., †Cheung, S. Y., Wang, M., & Huang, J. C. 2012. Unfolding the proactive process for creativity: Integration of employee proactivity, information exchange, and psychological safety perspectives. *Journal of Management* (2024 impact factor 9.0; 5-year impact factor 15.7), 38: 1611-1633. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT list.
- The 2017 JOM Impact Award Finalist.
23. Gong, Y., Farh, J. L., & Chattopadhyay, P. 2012. Shared dialect group identity, leader-member exchange and self-disclosure in vertical dyads: Do members react similarly? *Asian Journal of Social Psychology* (2024 impact factor 1.6), 15: 26-36.
22. Gong, Y., & Yang, W. 2012. Performance management at Shenhua Guohua electric power. In Hayton, J. C., Biron, M., Christiansen, L. C., & Kuvaas, B. (Eds.), *Global Human Resource Management Casebook*: 253-265. New York: Routledge. *Peer reviewed and reprinted with permission from the Center for Business Case Studies at HKUST
21. †Chang, S., Gong, Y., & †Shum, C. 2011. Promoting innovation in hospitality companies through human resource management practices. *International Journal of Hospitality Management* (2024 impact factor 8.3), 30: 812-818. A top tier in tourism and hospitality. ABDC A*.
20. Yang, J. X., Gong, Y., & †Huo, Y. Y. 2011. Proactive personality, social capital, helping, and turnover intentions. *Journal of Managerial Psychology* (2024 impact factor 2.7), 26: 739-760. ABDC C and ABS 3.
19. Huang, X., Iun, 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* (2024 impact factor 6.80; 5-year: 10.1), 31: 122-143. ABDC A*; ABS 4.
18. Gong, Y., †Chang, S., & †Cheung, S. Y. 2010. High performance work system and collective OCB: A collective social exchange perspective. *Human Resource Management Journal* (2024 impact factor 6.2), 20: 119-137. ABS 4; ABDC A.
17. Gong, Y., & Yang, W. 2010. Case #041001N. *Performance management at Shenhua Guohua Electric Power*. Center for Business Case Studies, Hong Kong University of Science and Technology.
16. Kim, H., & Gong, Y. 2009. The roles of tacit knowledge and OCB in the relationship between group-based pay and firm performance. *Human Resource Management Journal* (2024 impact factor 6.2), 19: 120-139. ABDC A; ABS 4.
15. 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* (2024 impact factor 9.4; 5-year impact factor 11.8), 94(1): 263-275. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT list.
14. 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* (2024 impact factor 10.5; 5-year impact factor 13.8), 52: 765-778. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT list.
- 2013 Emerald Citation of Excellence Award.
13. 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* (2024 impact factor 9.0), 47: 33-48. ABDC A*; ABS 4; FT list.
12. Gong, Y., & Chang, S. 2008. How do high performance work systems affect collective organizational citizenship behavior? A collective social exchange perspective. *The 2008 Academy of Management Best Paper Proceedings*, Anaheim, California.
-Awarded one of the best papers and hence published in the best paper proceedings.
11. Gong, Y., & Chang, S. 2007. The relationships of cross-cultural adjustment with dispositional learning orientation and goal setting: A longitudinal analysis. *Journal of Cross-Cultural Psychology* (2024 impact factor 2.80), 38: 19-25. ABDC A.
10. 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** (2024 impact factor 7.20), 28: 1021-1034. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT list.
9. Tarique, I., Schuler, R. S., & Gong, Y. 2006. A model of multinational enterprise subsidiary staffing composition. *International Journal of Human Resource Management* (2024 impact factor 5.9), 17: 207-224. ABDC A and ABS 3.
- Papers of Excellence in International HRM, Academy of Management, 2007.
8. Gong, Y., & Fan, J. 2006. Longitudinal examination of the role of goal orientation in cross-cultural adjustment. *Journal of Applied Psychology* (2024 impact factor 9.4; 5-year impact factor 11.8), 91(1): 176-184. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT list.
7. Gong, Y., & Farh, J. L. 2006. Asymmetric reactions to common dialect group identity in vertical dyads in Chinese organizations. *The 2006 Academy of Management Best Paper Proceedings*, Atlanta, Georgia, U.S.A.
-Awarded one of the best papers and hence published in the best paper proceedings.
6. Gong, Y., Law, K. S., & Xin, K. R. 2006. Commitment-focused HRM system: Adoption and performance implications in domestic private firms in China. In Tsui, A. S., Bian, Y., & Cheng, L. (Eds.), *The Management and Performance of China's Domestic Private Firms: Multi-Disciplinary Perspectives*. New York: M.E. Sharpe.
5. 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* (2024 impact factor 9.0; 5-year impact factor 13.1), 36: 505-518. ABDC A*; ABS 4*; FT list.
- Papers of Excellence in International HRM, Academy of Management, 2007.
4. Gong, Y. 2003. Subsidiary staffing in multinational enterprises: Agency, resources, and performance. *Academy of Management Journal* (2024 impact factor 10.5; 5-year impact factor 13.8), 46: 728-739. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT list.
3. Gong, Y. 2003. Toward a dynamic process model of staffing composition and subsidiary outcomes in multinational enterprises. *Journal of Management* (2024 impact factor 9.0; 5-year impact factor 15.7), 29: 259-280. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT list.
2. Gong, Y. 2003. Goal orientations and cross-cultural adjustment. *International Journal of Intercultural Relations* (2024 impact factor 2.8), 27: 297-305. ABDC C and ABS 1.
1. 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* (2024 impact factor 9.4; 5-year impact factor 11.8), 86(4): 764-773. TAMUGA Ranking Journal. ABDC A*; ABS 4*; FT list.

Articles in Newspaper, Social media, Newspaper, and Magazine

26. 龔亞平. 領導人支持員工建言反助長沉默. 《香港經濟日報》, July 2026.
25. 龔亞平. 幫助方式錯誤 損受助人創造力. 《香港經濟日報》, June 6, 2026.
24. 龔亞平. 激發創造力 能力比興趣更有效. 《香港經濟日報》, Feb. 15, 2025.
23. 龔亞平. 應對逆境冒險行為 兩種方式效果迥異. 《信報財經新聞》, Jan. 25, 2025.
22. 龔亞平. 加強信任與創新氣候 企業有效化危為機. 香港經濟日報, Jan. 11, 2025.
21. 龔亞平. 新興市場搶人才 深化改革促創新. 香港經濟日報, September 21, 2023.
20. 龔亞平. 傳遞隱性知識 激發員工創造力. 香港經濟日報, September 14, 2023.
19. 龔亞平. 開放心態+換位思考, 助增強創造力. 香港經濟日報, June 15, 2023
18. 龔亞平. 平衡質量與安全 追求優質服務. 香港經濟日報, May 25, 2023
17. 龔亞平. 利用 AI 招聘 有助吸人才? 香港經濟日報, December 15, 2022
16. 龔亞平. 企業主動人格員工 數目過多並不益善 (下). 香港經濟日報, August 18, 2022
15. 龔亞平. 企業主動人格員工 數目過多並不益善 (上). 香港經濟日報, August 11, 2022

14. 龔亞平. 企業踐多元性管理, 員工持股計劃關鍵. 香港經濟日報, July 21, 2022
13. 龔亞平. 創造性人格利創新, 雙刃劍屬性須警惕. 香港經濟日報, July 7, 2022
12. 龔亞平. 走出危机困局, 取决员工创造力. 香港科技大学商学院内地 办事处教授专栏 12, June 09, 2022
11. 龔亞平. 職工年齡趨多樣性, 善用有利企業績效. 香港經濟日報, May 19, 2022
10. 龔亞平. 激發員工創造力, 走出危機困局. 香港經濟日報, May 05, 2022
9. Gong, Y. 2021. 科技变革下的组织, 工作与人力资源, BMC Annual Whitepaper
8. Gong, Y. The upside of Covid-19 crisis. South China Morning Post, August 31, 2020
7. 龔亞平. 創新團隊融洽 能力利弊互見. 香港經濟日報, June 17, 2019
6. Gong Yaping. Technology and the future of work: More questions than answers. South China Morning Post, May 24, 2019
5. 龔亞平. 團隊知識分享激發創新. 香港經濟日報, May 6, 2019
4. 龔亞平. 中國私企人力資本投資動因. 香港經濟日報, March 25, 2019
3. 龔亞平. 發掘員工創意有制度可尋. 香港經濟日報, February 18, 2019
2. 龔亞平. 「維持—績效」激發員工創造力. 香港經濟日報, February 4, 2019
1. 龔亞平. 彈性工作安排化解家庭衝突. 香港經濟日報, January 28, 2019

Refereed Conference Presentations (* Denotes equal contribution)

75. Qu, B. D., & Gong, Y. 2026. The Impact of Algorithmic versus Human Decision-making on Perceptions of Distributive Justice. Paper accepted for presentation at the **2026 Academy of Management Conference**, Philadelphia, USA
74. Wang, M. X., Gong, Y., & Zhong, Y. 2026. Does Leader Creativity Light the Way for or Cast a Shadow on Team Creativity? The Contingent Role of Leader Humility. Paper accepted for presentation for symposium, “Advancing Creativity Theory through a Tension-Centered Lens” for the **2026 Academy of Management Conference**, Philadelphia, USA
73. Magni, F., & Gong, Y. 2025. AI in Recruitment: A Qualitative Analysis of Applicant Perceptions of Warmth and Competence. Paper included for the symposium, “HRM and AI: An HR-Centered Approach to Employers, Employees, and the Use of AI at Work”, at the **2025 Academy of Management Conference**.
72. Song, B., Ma, J., & Gong, Y. 2025. Promotion- and Prevention-Oriented Job Crafting Following Managerial Voice Endorsement: How and When. Poster at the **2025 Academy of Management Conference**. Copenhagen, Denmark.
71. *Zhao, Y. M., & *Gong, Y. 2025. Different Goal Orientations for Different Creativity: An Exploration-Exploitation Perspective. Paper presented at the **2025 Academy of Management Conference**. Copenhagen, Denmark.
70. Gong, Y., Zhang, R. X., & Zhang, M. J. 2025. Multiple climates and unintended impacts on team innovation. Paper presented at the **2025 Academy of Management Conference**. Copenhagen, Denmark.
69. Song, B., Ma, J., & Gong, Y. 2025. Silencing Effect of Managerial Voice Endorsement Social Comparison: How and For Whom? Paper presented at the 2025 **International Association of Chinese Management Research Conference**, Xi'an, China.
68. Gong, Y., & Magni, F. 2025. Presentation at the Symposium on AI in HR and OB research. The 2025 **International Association of Chinese Management Research Conference**, Xi'an, China.

67. Wang, J., Gong, Y., Li, J., & Zhang, Z. 2024. Does monitoring stifle creativity? When and how electronic monitoring influences employee radical and incremental creativity. Paper presented at the **2024 Academy of Management Conference**. Chicago, United States.
66. Federico, M., Yang, H., & Gong, Y. 2024. Facets and consequences of uncertainty in human-AI interaction. Symposium paper presented at the **2024 Academy of Management Conference**. Chicago, United States.
65. Gong, Y., Khan, M. A., & Tam, K. Y. 2024. Fintech employee competency model development and validation. Paper presented at the **2024 Asia Academy of Management Conference**. Miri, Malaysia.
64. Zou, Y. Q., Lin, C. D., & Gong, Y. 2024. Creative under watch? A dual-pathway model of the joint influence of electronic performance monitoring and leadership styles on employee creativity. Paper presented the **2024 Asia Academy of Management Conference**. Miri, Malaysia.
63. *Li, J., *Gong, Y., & Pan, J. Z. 2024. A dynamic goal orientation perspective on team innovative performance [poster]. Presented at the **2024 Society for Industrial and Organizational Psychology Conference**, Chicago, IL, United States.
62. Kahn, M. A., & Gong, Y. 2024. The blessing or curse of remote work: examining its effect on turnover intention through work schedule flexibility and team-member exchange. Paper presented at the **2024 Irish Academy of Management Conference**, MTU, Bishopstown, Cork.
61. *Gong, Y., & *Li, J. 2023. Symposium on “Team Creativity and Innovation Research: Introducing Diverse Perspectives and Novel Insights”. Paper presented at the **2023 Academy of Management Conference**, Boston, USA.
60. 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.
59. 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.
58. 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.
57. 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.
56. 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.
55. 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**.
54. 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.
53. 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.
52. 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.
51. 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.
50. Mo, S. J., Cheung, S., Gong, Y., & Wang, M. 2019. Creativity is allowing for failures: Leader failure tolerance and employee creativity. Paper presented at the **2019 Academy of Management Conference**, Boston, USA.

49. 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.
48. 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.
47. *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.
46. 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.
45. *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. *Equal contribution
44. *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.
43. 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.
42. 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.
41. 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.
40. 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.
39. 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.
38. *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.
37. Zhen, Z., Gong, Y., Song, J. W., & Wu, J. 2014. Differentiated leadership and individual and team creativity: A multilevel investigation. Poster presented at the **2014 Society for Industrial and Organizational Psychology Conference**, Hawaii.
36. 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.
35. *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.
34. 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.
33. 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.
32. 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.

31. 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.
30. 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.
29. 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.
28. 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.
27. 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.
26. *Chang, Y. Y., *Gong, Y., & Peng, M. W. 2011. It takes two to tango: Joint effects of expatriates' competencies to transfer and subsidiary absorptive capacity on subsidiary performance. Paper presented at the **2011 Academy of International Business-UKI Conference**, Edinburgh, U.K. *Equal contribution.
25. 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.
24. 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.
23. 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.
22. 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.
21. 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.
20. 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.
19. 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.
18. 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.
17. 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.
16. 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.
15. 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.
14. 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.

13. 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.
12. Chang, S., & Gong, Y. 2006. Cultural values' direct and moderating impact on goal orientation and performance: A longitudinal study. Paper presented for at the **2006 Academy of Management Conference**, Georgia, Atlanta.
11. 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.
10. 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.
9. 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**.
8. 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.
7. 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.
6. Gong, Y. 2004. Top management team composition, workforce composition, and subsidiary Performance. Paper presented at the **2004 Academy of Management Conference**, New Orleans, Louisiana.
5. 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.
4. Gong, Y., Fan, J., & Zoogah, D. 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.
3. 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.
2. Gong, Y. 2001. Does goal orientation matter in cross-cultural adjustment? Paper presented at the **2001 Southern Management Association Conference**, New Orleans, Louisiana.
1. 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.

Invited Talk and Keynote Speech

Dec. 27, 2025. Keynote speaker, Strategic Human Capital, Innovation, and Sustainability Forum, Tsinghua University.

Oct. 18, 2025. Keynote speaker, “AI and OB/HR research: challenges, opportunities, and paradigm shift”. The 2025 China Human Resource Forum (Oct. 18-19), Jiangsu, China.

July 5, 2025. Keynote speaker, “AI in OB/HRM Research: Old, New, and Paradigm Shift”. Society for Industrial and Organizational Psychology Frontier Conference (5-6 July 2025), Wuhan, China.

March 29, 2024. Research seminar (online), Beijing Jiaotong University.

December 22, 2023. Research seminar, University of electronic science and technology, Chengdu.

December 20, 2023. Research seminar, Harbin Institute of Technology, Shenzhen Graduate School.

September 19, 2023. Research seminar, Chongqing University August 5, 2023.

June 20-22, 2023. Keynote speaker, the 2023 Organization, Strategy and Society (OSS) Conference, Peking university.

June 24 – 25, 2023. Keynote speaker, the fourth international workshop on corporate social responsibility. Northwestern Polytechnic University, Xian, China.

May 29, 2023. Research seminar (online), University of Electronic Science and Technology of China.

June 2, 2022. Research seminar (online), Zhejiang University.

April 9 & 11, 2022. Keynote speaker, research symposium at Tongji University.

Nov. 8, 2019. Speaker for research symposium, “Proactivity: Past, Present, and Future”, Lingnan University.

May 14, 2019. Research seminar at Guangzhou University.

April 2, 2019. Research seminar Huazhong University of Science and Technology.

March 1, 2019. Speaker, the 8th symposium of Center for Leadership & Innovation, Hong Kong Polytechnic University.

Nov. 28, 2018. Speaker for symposium (on leadership and proactive behaviors) at CEIBS, Shanghai.

Dec. 2018. Research seminar, University of Texas at Dallas.

December 2015. Research seminar Huazhong University of Science and Technology and Wuhan University

October 2015. Research seminar Nanyang Technological University

June 23, 2014. Research seminar at School of Management, Zhejiang University

June 18, 2014. Research seminar at School of Public Administration, Renmin University of China

May 23, 2014. Research seminar South China University of Technology

June 18-20, 2013. Keynote speaker, the Annual Research Symposium: Emerging Concepts and Theories, Shanghai University of Finance and Economics.

May 14, 2013. Research seminar at University of Hong Kong

August 4, 2012. Speaker, Alumni Reunion of Chinese Management Scholars’ Workshop, the 2012 Academy of Management Conference

June 26, 2012. Research seminar at CEIBS, Shanghai

May 14, 2011. Research seminar at The Ohio State University

October 27, 2010. Research seminar at University of Hong Kong

August 18, 2010. Research seminar at Cheung Kong Graduate School of Business

June 3, 2010. HKUST Business Insights Presentation Series, Hong Kong Club, Hong Kong.

2008. research seminar at Chinese University of Hong Kong

2006. Research seminar at Hong Kong Institute of Business Studies, Lingnan University

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/MSC, 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)

Executive Development Programs (EDP)

February 1, 2026. Executive development program: Insights in Global Business, Innovation and Leadership for USTC.

July 3, 14 & 30, 2019: executive development program, China Construction Bank Hong Kong Training Center.

July 17, 2019: executive development program, SBM Executive Education Office.

July 17, 2018: executive development program, SBM Executive Education Office.

July 20, 2017: executive development program, SBM Executive Education Office.

July 12, 2017: executive development program for Shenzhen municipal bureau of justice.

August 15, 2013: executive training program for the Shenzhen municipal bureau of taxation.

August 7, 2013: executive training program for the Shenzhen municipal bureau of justice.

Oct. 11, 2011: executive development program for the public finance sector executives from Hainan province, organized by Office of Public Affairs at HKUST.

Aug. 4, 2011: executive development program for middle- and high- level managers and engineers from the Pearl River Water Commission, Guangdong, China. Organized by Office of Public Affairs at HKUST.

Jan. 17, 2011: executive development program for middle- and high- level managers and engineers from the Pearl River Water Commission, Guangdong, China. Organized by Office of Public Affairs at HKUST.

Sept. 24, 2010: executive development program for public sector executives from Hainan province, organized by Office of University Development and Public Affairs at HKUST.

July 24, 2010: executive development program jointly organized by SBM executive education office and IER Education and Training Center (in Shenzhen).

Nov. 25, 2009: executive development program jointly organized by Federation of Hong Kong Chiu Chow Community Organization and Office of University Development and Public Affairs at HKUST.

Nov. 23, 2009: executive development program for Ningbo government, jointly organized by SBM executive education office and Hong Kong Institute of Public Administration.

Oct. 7, 2009: executive development program jointly organized by Federation of Hong Kong Chiu Chow Community Organization and Office of University Development and Public Affairs at HKUST.

Sept. 21, 2009: executive development program for public sector executives from Hainan province, organized by Office of University Development and Public Affairs at HKUST.

July 20, 2009: executive development program for Hainan Province Finance Bureau, organized by Office of University Development and Public Affairs, HKUST.

Sept. 26, 2008: executive development program for public sector executives from Hainan Province, Mainland China, organized by the Hainan Center at HKUST.

Sept. 15-19, 2008: executive development program for middle and senior managers from Shenzhen Telecom, organized by SBM executive education office, HKUST.

June 16-27, 2008: executive development for public sector officials from Mainland China, jointly organized by Peihua Foundation and SBM executive education office, HKUST.

Fall 2007: executive development program for public sector officials from Hainan Province, organized by the Hainan Center at HKUST.

Summer 2007: executive development program for middle- and high- level managers and engineers from the Pearl River Water Commission, Guangdong, China. School of Engineering, HKUST.

Spring 2005: executive development program for public sector officials from Hainan Province, organized by the Hainan Center at HKUST

Professional Services for Major Conferences and Associations

May 29-31, 2026. Discussant. 2026 *Forum of Work and Organization Management in the Digital Era & Journal of Applied Psychology Paper Development Workshop*, Hangzhou, China.

2026. Faculty Panelist for the PDW titled “Career Development and Career Choices”, Mid-Stage HR doctoral consortium, the *2026 Academy of Management Meeting*, Philadelphia, U.S.

2025. Panel Member, responsible research in business and management: Best practices for senior researchers and Deans. The second Asia Pacific RRBM Summit, Bangkok, Thailand, Oct 29, 2025.

2025. Keynote speaker, “OB/HRM Research in the Era of Generative AI: New Paradigms and New Methods”. *Society for Industrial and Organizational Psychology Frontier Conference* (5-6 July 2025), Wuhan, China.

2025. Faculty Panelist for the PDW titled “Career Development and Career Choices”, Mid-Stage HR doctoral consortium, *the 2025 Academy of Management Meeting*. Copenhagen, Denmark.

2025. Session chair and discussant for the paper session, “Proactivity, leadership endorsement, and workplace dynamics”. The *2025 International Association for Chinese Management Research Conference*, June 11-15, Xi’an, China.

2024. Panel Member, the implications of the responsible research agenda for journal editors. The first Asia Pacific RRBM Summit, Beijing, China, Oct. 8-9, 2024.

2024. Inaugural member, Alliance of Theory and Practice Innovation in China.

2024. Faculty panelist for the PDW titled “OB Division Junior Faculty Workshop”, the *2024 Academy of Management Meeting*, Boston, U.S.

2024. Faculty Panelist for the PDW titled “Career Development and Career Choices”, Mid-Stage HR doctoral consortium, the *2024 Academy of Management Meeting*, Boston, U.S.

2024. Faculty 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*, Boston, U.S.

2024. The Selection committee member, the Mahoney Mentoring Award (2024), the HR division, the *Academy of Management*.

2023. Facilitator and discussant, OB Research Round Tables Forum. The *2023 Academy of Management Conference*, 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's research webinar series. 300+ Faculty and students from mainland china, HK and Macao SAR, US, etc.

Mentor for AMP paper development workshop (online). June 8 & June 10, 2021.

March 13, 2029. Organized and hosted Academy of Management Perspectives (AMP) Paper Development Workshop.

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 2015 Ralph Alexander Dissertation Award committee, 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)*, Beijing, Nanjing, Guangzhou, Shanghai, China

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 – HKUST (HK)

University research committee (since 2026 -)

Judging panel for the HRO project, “Consultancy Services for Development of Competency and Career Framework for Non-academic Staff and Talent and Succession Planning Framework Across the University” (interviewing, reviewing, and selecting bidders for the project) (2025)

Feb. 18, 2025. Talk entitled “AI in Recruitment and Selection: Opportunities and Challenges” for MBA Corporate advisory board, school of business and management, HKUST.

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

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

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

English DBA Program Coordinator for Management (March 2022 – Feb. 2026) and DBA committee (since July 2022)

HKUST Senate Committee on Student Affairs (2013 – 2016; Jan 2022-Dec 2023).

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?

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

Chair, accounting department head search committee (2020).

School DBA Program Taskforce (Sept. 2018-2021)

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

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).

SBM China Strategy Steering Committee (since Jan. 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)

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)

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; Currently Assistant Professor at NTU Singapore)
- Kassie Jie Li (2016–2022) (First placement: Assistant Professor at Wilfred Laurier, Canada)
- Inseong Lewis Jeong (2014–2019) (First placement: Lingnan University; currently Assistant Professor at University of Melbourne)
- Sally Cheung (2005-2010) (First placement: Assistant Professor at Hong Kong Baptist U; currently Associate Professor at Hang Seng University)
- Chang Song (2002–2007) (First placement: Assistant Professor at CUHK; currently Associate professor and Head at 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: Tsinghua 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

- Keqing Diao (2024) (HKUST-GZ); 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)

University, Hub, and Thrust Services – HKUST (GZ)

Affiliate faculty of HKUST (GZ) (2021-2023)

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

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

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 2026)

Co-supervisor for Keqing Diao (HKUST-GZ) (2024 -2025)

Awards, Honors and Research Grants

Journal of Management Best Reviewers Award (2025)

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 Award 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 Strategic Fund for Futuristic Business Research, The Triad of the Future: AI, Humans, and Organizations (PI: Yi Yang). **Co-Principal Investigator**. Funding amount: HK\$2,500,000. School of Business and Management.

Competitive General Research Fund (project 16500925: Procedural Justice in Algorithmic Decision-Making: Conceptual Extension and Empirical Evidence) (July 1, 2025 –January 1, 2028). **Principal investigator**. Funding amount HK\$688,566, Research Grants Council, Hong Kong SAR.

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). **Principal 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-May 2024). **Co-principal investigator**. Funding amount HK\$4,589,473, Strategic Public Policy Research Funding Scheme (SPPRFS), Chief Executive's Policy Unit, HKSAR Government. I was fully responsible for one major part of the project (i.e., fintech professionals' competency model and measurements development).

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**. Funding amount 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.

Center for International Business Education and Research, OSU, Joint Venture Research Grant (2001-2002). Co-investigator. Funding amount US\$ 9,000.

Community Services, Public Engagement, and Knowledge Transfer

Feb. 18, 2025. Delivered a talk, "AI in Recruitment and Selection: Opportunities and Challenges", to Corporate advisory board members of the MBA program, HKUST. Central, HK Club.

February 21, 2023. Employee Creativity and Unethical Behavior in the Workplace. <https://bm.hkust.edu.hk/en-us/bizinsight/overview>

January 27, 2023. How an Inclusive Organizational Climate Promotes Knowledge Management and Innovation. <https://bm.hkust.edu.hk/en-us/bizinsight/overview>

January 2023. Expert comment on application for residence in Hong Kong under the Quality Migrant Admission Scheme (Business Support and Human Resources Field), Immigration Department, Hong Kong SAR Government.

September 21, 2023. [新市場搶人才 深化改革促創新 - 香港經濟日報 - 報章 - 評論 - D230921 \(hket.com\)](https://www.hket.com)

- September 14, 2023. [傳遞隱性知識 激發員工創造力 - 香港經濟日報 - 報章 - 評論 - D230914 \(hket.com\)](#)
- June 15, 2023. [開放心態+換位思考 助增創造力 - 香港經濟日報 - 報章 - 評論 - D230615 \(hket.com\)](#)
- May 25, 2023. [平衡質量與安全 追求優質服務 - 香港經濟日報 - 報章 - 評論 - D230525 \(hket.com\)](#)
- December 15, 2022. [利用 AI 招聘 有助吸人才？ - 香港經濟日報 - 報章 - 評論 - D221215 \(hket.com\)](#)
- August 11, 2022. [主動人格員工 非「多多益善」 - 香港經濟日報 - 報章 - 評論·世情 - D220811 \(hket.com\)](#)
- July 21, 2022. [員工持股計劃 企業多元管理關鍵 - 香港經濟日報 - 報章 - 評論·世情 - D220721 \(hket.com\)](#)
- July 7, 2022. [善用創造性人格 培養員工親社會動機 - 香港經濟日報 - 報章 - 評論·世情 - D220707 \(hket.com\)](#)
- May 19, 2022. [善用職場年齡多樣性 增企業績效 - 香港經濟日報 - 報章 - 評論·世情 - D220519 \(hket.com\)](#)
- May 05, 2022. [激發員工創造力 走出危機困局 - 香港經濟日報 - 報章 - 評論·世情 - D220505 \(hket.com\)](#)
- March 2, 2021. Faculty participant representing SBM HKUST, BMC CEO Lab.
- August 31, 2020. [What Employees Seek from Feedback | South China Morning Post \(scmp.com\)](#)
- August 31, 2020. [The Upside of the COVID-19 Crisis | South China Morning Post \(scmp.com\)](#)
- June 3, 2020. HKUST 2020 Business Talk-2, organized by SBM mainland office. Recorded on June 3. 在商言商-2020 香港科大商学院云思享系列-2.
- March 25, 2020. [How Team Diversity Affects Innovation | South China Morning Post \(scmp.com\)](#)
- August 27, 2019. Interviewed by a reporter for Ming Pao feature on HR in new era.
- July 12, 2019. Comment on Pocari Sweat incident. [South China Morning Post](#)
- June 17, 2019. [創新團隊融洽 能力利弊互見 - 龔亞平 - 信報網站 hkej.com](#)
2019. Technology and future of work: More questions than answers. Reprinted in Italian Chamber of Commerce Magazine issue on “How Technology is Changing the Way We Live”.
- May 24, 2019. [The Technology and Future of Work: More Questions than Answers | South China Morning Post \(scmp.com\)](#)
- May 24, 2019. [Try Not to Dwell on It | South China Morning Post \(scmp.com\)](#)
- May 6, 2019. [團隊知識分享激發創新 - 龔亞平 - 信報網站 hkej.com](#)
- March 25, 2019. [中國私企人力資本投資動因 - 龔亞平 - 信報網站 hkej.com](#)
- February 18, 2019. [發掘員工創意有制度可尋 - 龔亞平 - 信報網站 hkej.com](#)
- February 4, 2019. [「維持—績效」激發員工創造力 - 龔亞平 - 信報網站 hkej.com](#)
- January 28, 2019. [彈性工作安排化解家庭衝突 - 龔亞平 - 信報網站 hkej.com](#)
- May & August 2018. Interview (by Janina Conboye at FT) and report in FT. [Subscribe to read | Financial Times \(ft.com\)](#)
- May 28, 2018. [Bringing innovation into the workplace | South China Morning Post \(scmp.com\)](#)
- March 2018. Keynote speaker, SCMP Classified Post HR Conference.
- Nov. 23, 2016. Research article (on employee rumination) featured in South China Morning Post.
- Oct. 28, 2015. Research article (on goal orientation and creativity) featured in South China Morning Post.
- Since 2017. Honorary Advisor for the Hong Kong Young Elite Leadership & Entrepreneurship Program.

Oct 28, 2016. Keynote speaker, Aon Hewitt Annual Rewards Conference, Hong Kong.

2015. External examiner for HRM curriculum at Beijing Normal University.

June 5, 2013. External examiner for MPhil thesis defense at Lingnan University.

October 20, 2013. Keynote speech, Shenzhen Senior HR Professional Club.

2010-2011. External committee member for the MPhil theses, the Shenzhen Graduate School, Harbin Institute of Technology.

June 3, 2010 & March 14, 2018. HKUST Business Insights Presentation Series, Hong Kong Club, Central
 *This is a series to share research insights with alumni and practitioners in the community.

External examiner for thesis examination, Doctoral of Management program, Department of Management and Marketing, Hong Kong Polytechnic University (2004-2006; 2009–2010; 2014-2016).

2003. Keynote Speaker Panel, China Human Resource Development Network.

Reviewer for Research Grants Council, Hong Kong SAR, China.

Reviewer for the Business and Management Division, the National Natural Science Foundation of China, the People's Republic of China (2006).

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