

Tingting Chen, Ph.D.

Professor & Head of Department of Management, Lingnan University

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ACADEMIC POSITIONS

2026–Present: Professor, Department of Management, Lingnan University

2022–Present: Head, Department of Management, Lingnan University

2019–2026: Associate Professor, Department of Management, Lingnan University

2012–2019: Assistant Professor, Department of Management, Lingnan University

EDUCATION

2011: Ph.D. in Management, City University of Hong Kong

2007: M.A. in Economics (with Distinction), Sun Yat-sen University, China

2005: B.A. in Economics (with Distinction, Rank 1/91), Sun Yat-sen University, China

PUBLICATIONS

Key Peer-Reviewed Journal Articles (in chronological order)

1. Liang, Y., **Chen, T.**, Asante, E., Yan, M., Deng, J., & Lam, W. (2026). An identity threat appraisal framework explaining distinct reactions to active- and passive-aggressive abusive supervision. *Journal of Management*, 52(4), 1394–1434.
<https://doi.org/10.1177/01492063241312657>
2. **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*, 62(2), 775–811. <https://doi.org/10.1111/joms.13072>
3. Liao, Z., Wang, N., Zhu, J., **Chen, T.**, & Johnson, R. (2024). Disentangling the relational approach to organizational justice: Meta-analytic and field tests of distinct roles of social exchange and social identity. *Journal of Applied Psychology*, 109(11), 1716–1741.
<https://doi.org/10.1037/apl0001193>
4. Rodgers, M., Kim, T.-Y., **Chen, T.**, & David, E. (2024). Effects of leader group prototypicality on team performance through perceived leader identity threat: The moderating effects of perceived organizational support. *Journal of Management Studies*, 61(4), 1427–1456. <http://dx.doi.org/10.1111/joms.12927>
5. Li, F., **Chen, T.**, Bai, Y., Liden, R. C., Wong, M.-N., Qiao, Y. (2023). Serving while being energized (strained)? A dual-path model linking servant leadership to leader psychological strain and job performance. *Journal of Applied Psychology*, 108(4), 660–675. <http://dx.doi.org/10.1037/apl0001041>
 - The 17th Shanxi Province Philosophy and Social Science Outstanding Achievement Award, Second Prize

6. Kim, T.-Y., David, E. M., **Chen T.**, & Liang Y. (2023). Authenticity or self-enhancement? Effects of self-presentation and authentic leadership on trust and performance. *Journal of Management*, 49(3), 944–973. <https://doi.org/10.1177/01492063211063807>
7. David, E. M., Kim, T.-Y., Rodgers, M., & **Chen, T.** (2021). Helping while competing? The complex effects of competitive climates on the prosocial identity and performance relationship. *Journal of Management Studies*, 58(6), 1507–1531. <https://doi.org/10.1111/joms.12675>
8. Zhu, Y., **Chen, T.**, Wang, J., Wang, M., Johnson, R. E., & Jin, Y. (2021). How critical activities within COVID-19 intensive care units increase nurses' daily occupational calling. *Journal of Applied Psychology*, 106(1), 4–14. <https://doi.org/10.1037/apl0000853>
 – The 22nd Zhejiang Province Philosophy and Social Science Outstanding Achievement Award, Second Prize in Basic Theoretical Research
9. Li, F., **Chen, T.**, Chen, Y., Bai, Y., & Crant, J. M. (2020). Proactive yet reflective? Materializing proactive personality into creativity through reflective learning and activated positive affect. *Personnel Psychology*, 73(3), 459–489. <https://doi.org/10.1111/peps.12370>
10. **Chen, T.**, Li, F., Chen, X. -P., & Ou, Z. (2018). Innovate or die: How should knowledge-worker teams respond to technological turbulence? *Organizational Behavior and Human Decision Processes*, 149, 1–16. <https://doi.org/10.1016/j.obhdp.2018.08.008>
11. **Chen, T.**, Li, F., & Leung, K. (2016). When supervisor support encourages innovative behavior? Opposite moderating effects of general self-efficacy and internal locus of control. *Personnel Psychology*, 69(1), 123–158. <https://doi.org/10.1111/peps.12104>

Other Peer-Reviewed Journal Articles (in chronological order)

12. Zhou, L., Gao, X., Wang, L., Pan, S., **Chen, T.**, Zhu, Y., & Wang, J. (2026). How prosocial motivation is related to nurses' taking charge at work: A multiwave, multisource survey and two cross-sectional, cross-national surveys. *Journal of Nursing Management*, 2026, Article 8090132. <https://doi.org/10.1155/jonm/8090132>
13. Wang, J., Kim, T.-Y., **Chen, T.**, Liang, Y., & Lin, S. X. (2025). Task idiosyncratic deals and task interdependence: Effects on demand–ability fit and employee outcomes. *Journal of Occupational and Organizational Psychology*, 98(3), e70042. <https://doi.org/10.1111/joop.70042>
14. **Chen, T.**, Huang, X., Li, F., Wong, Y. Y., & Gröschke, D. (2025). A dual cognitive pathway model of leadership influence on creativity. *Journal of Occupational and Organizational Psychology*, 98(1), e70006. <https://doi.org/10.1111/joop.70006>
15. Qiao, Y., Fan, P., Li, F., & **Chen, T.** (2025). Learning and adaptation of transformational leaders: Linking transformational leadership to leader self-efficacy for emotional regulation and work engagement. *Journal of Occupational and Organizational*

- Psychology*, 98(1), e70016. <https://doi.org/10.1111/joop.70016>
16. Fei, X., Wang, J., Zhu, Y., & **Chen, T.** (2025). Examining creativity as a paradox: The interactive effects of novelty and utility on in-role performance. *Journal of Creative Behavior*, 59(2), e70021. <https://doi.org/10.1002/jocb.70021>
 17. Luo, W., Wang, J. L., **Chen, T.**, Zhu, Y., Wang, J., Zhou, L., & Zhuang, Y. (2025). How the approaches of managing conflict with patients affect nurse emotional exhaustion and life satisfaction: A time-lagged three-wave survey. *Journal of Advanced Nursing*, 81(6), 3025–3035. <https://doi.org/10.1111/jan.16455>
 18. Ozer, M., **Chen, T.**, & Tang, J. (2024). Detrimental effects of remaining silent about operational concerns at work: Implications for employee outcomes. *Organization Studies*, 45(11), 1611–1643. <https://doi.org/10.1177/0170840624127379>
 19. Zhu, Y., Wang, J., **Chen, T.**, Crant, J. M., Yang, X., Li, C., Wang, Y. (2024). Can high performers take charge? The effects of role breadth self-efficacy and hostile interpersonal environment. *Journal of Business Research*, 179, 114709. <https://doi.org/10.1016/j.jbusres.2024.114709>
 20. Asante E. A., Liang Y., **Chen T.**, Mensah H. K., & Wang N. (2023). When the past is strongly involved in the present: Examining the transference effects of past psychological contract violation on present deviance. *Human Relations*, 76(1), 87–117. <https://doi.org/10.1177/00187267211045047>
 21. Li, C.-J., Li, F., **Chen, T.**, & Crant, J. M. (2022). Proactive personality and promotability: Mediating roles of promotive and prohibitive voice and moderating roles of organizational politics and leader-member exchange. *Journal of Business Research*, 145, 253–267. <https://doi.org/10.1016/j.jbusres.2022.03.002>
 22. Wei, Z., Li, C., Li, F., & **Chen, T.** (2021). How proactive personality affects psychological strain and job performance: The moderating role of leader–member exchange. *Personality and Individual Differences*, 179, 110910. <https://doi.org/10.1016/j.paid.2021.110910>
 23. Bai, Y., Wang, J., **Chen, T.**, & Li, F. (2020). Learning from supervisor negative gossip: The reflective learning process and performance outcome of employee receivers. *Human Relations*, 73(12), 1689–1717. <https://doi.org/10.1177/0018726719866250>
 24. Wang, J., Cheng, G., H., -L., **Chen, T.**, & Leung, K. (2019). Cultural diversity and team creativity/innovation: A meta-analysis. *Journal of Organizational Behavior*, 40(6), 693–708. <https://doi.org/10.1002/job.2362>
 - Top Downloaded Paper 2018–2019
 - Outstanding Natural Science Paper (2019–2020), awarded by Ningbo Association for Science and Technology
 25. Zhu, Y., **Chen, T.**, Wang, M., Jin, Y., & Wang, Y. (2019). Rivals or allies: How performance-prove goal orientation influences knowledge hiding. *Journal of Organizational Behavior*, 40(7), 849–868. <https://doi.org/10.1002/job.2372>

26. Kim, T-, Y., Wang, J., **Chen, T.**, Zhu, Y., & Sun, R. (2019). Equal or equitable pay? Individual differences in pay fairness perceptions. *Human Resource Management*, 58(2), 169–186. <https://doi.org/10.1002/hrm.21944>
27. **Chen, T.**, Snell, R. S., & Wu, X. C. (2018). Comparing the effects of service-learning versus non-service-learning project experiences on service leadership emergence and meaning schema transformation. *Academy of Management Learning & Education*, 17(4), 474–495. <https://doi.org/10.5465/amle.2016.0309>
28. Li, H., Li, F., & **Chen, T.** (2018). A motivational-cognitive model of creativity and the role of autonomy. *Journal of Business Research*, 92, 179–188. <https://doi.org/10.1016/j.jbusres.2018.07.025>
29. Li, F., **Chen, T.**, & Lai, X. (2018). How does a reward for creativity program benefit or frustrate employee creative performance? The perspective of transactional model of stress and coping. *Group & Organization Management*, 43(1), 138–175. <https://doi.org/10.1177/1059601116688612>
30. Ou, Z., Wang, J., & **Chen, T.** (2018). Managing organizational entry in China: The roles of newcomer–supervisor exchange, incumbent support, and perceived insider status. *International Journal of Human Resource Management*, 29(3), 485–509. <https://doi.org/10.1080/09585192.2016.1216879>
31. Ou, Z., **Chen, T.**, Li, F., & Tang, P. (2018). Constructive controversy and creative process engagement: The roles of positive conflict value, cognitive flexibility, and psychological safety. *Journal of Applied Social Psychology*, 48(2), 101–113. <https://doi.org/10.1111/jasp.12494>
32. Li, H., Li, F., & **Chen, T.** (2018). Do performance approach-oriented individuals generate creative ideas? The roles of outcome instrumentality and task persistence. *Journal of Applied Social Psychology*, 48(3), 117–127. <https://doi.org/10.1111/jasp.12495>
33. **Chen, T.**, Li, F., & Leung, K. (2017). Whipping into shape: Construct definition, measurement, and validation of directive-achieving leadership in Chinese culture. *Asia Pacific Journal of Management*, 34(3), 537–563. <https://doi.org/10.1007/s10490-017-9511-6>
34. **Chen, T.**, Leung, K., Li, F., & Ou, Z. (2015). Interpersonal harmony and creativity in China. *Journal of Organizational Behavior*, 36(5), 648–672. <https://doi.org/10.1002/job.2001>
35. Leung, K., **Chen, T.**, & Chen, G. (2014). Learning goal orientation and creative performance: The differential mediating roles of challenge and enjoyment intrinsic motivations. *Asia Pacific Journal of Management*, 31(3), 811–834. <https://doi.org/10.1007/s10490-013-9367-3>
36. Wu, P., **Chen, T.**, & Leung, K. (2011). Toward performance-based compensation: A study of the gaps between organizational practices and employee preferences with regard to compensation criteria in the state-owned sector in China. *International Journal of*

Human Resource Management, 22(9), 1986–2010.

<https://doi.org/10.1080/09585192.2011.573974>

37. **Chen, T.**, Wu, P., & Leung, K. (2011). Individual Performance Appraisal and Appraisee Reactions to Workgroups: The Mediating Role of Goal Interdependence and the Moderating Role of Procedural Justice. *Personnel Review*, 40(1), 87–105.

<https://doi.org/10.1108/00483481111095537>

HONORS AND AWARDS

- 2026: The 17th Shanxi Province Philosophy and Social Science Outstanding Achievement Award, Second Prize
- 2025: [Human Relations Reviewer of the Year Award](#)
- 2021: [Research Excellence Award, Lingnan University](#)
- 2021: The 22nd Zhejiang Province Philosophy and Social Science Outstanding Achievement Award, Second Prize in Basic Theoretical Research
- 2021: Outstanding Natural Science Paper (2019–2020), awarded by Ningbo Association for Science and Technology
- 2020: Research & Knowledge Transfer Fund Award, Lingnan University
- 2019: *Journal of Organizational Behavior* Top Downloaded Paper (2018–2019)
- 2013: [Early Career Award 2013–14, University Grants Committee, Hong Kong](#)
- 2013: Education for Service Faculty Award, Lingnan University, Hong Kong (HKD 60,000)
- 2011: Li Ning Dissertation Award, International Association for Chinese Management Research (IACMR)

EXTERNAL COMPETITIVE RESEARCH GRANTS

Role: Principal Investigator

- Servant Leadership During Leadership Transition: Unveiling Servant Leadership Development and Its Effects on Exchange Relationships and Leader Outcomes. *General Research Fund (GRF)* (LU13500119/Jan 2020–Dec 2022/Total: HKD 471,007).
- The Directive-Achieving Dimension of Authoritarian Leadership and Employee Learning-Related Processes and Outcomes: A Cross-Cultural Examination. (obtained the full mark of 5.0) *Early Career Scheme (ECS)* (LU399913/Jan 2014–Dec 2016/Total: HKD 528,000).

Role: Co-Investigator

- Ma, L. (PI), Creativity Paradoxes under Generative AI Utilization: Dimensions, Mechanisms, Dynamics, and Approaches. *National Natural Science Foundation of China* (#72472009/Jan 2025–Dec 2028/Total: RMB 400,000).
- Li, F. (PI). Core Dimensions, Antecedents, Consequences, and Dynamic Development of Relationship Quality Based on a Boundary-Spanning Work Role Context. *National Natural Science Foundation of China* (#71872143/Jan 2019–Dec 2022/Total: RMB 480,000).

- Chen, Y. (PI). Don't Smash a Pot Just Because It is said to be Cracked - Conflict Management and Face Protection may Buffer the Negative Impacts of Reactance. *General Research Fund (GRF)* (LU13500114/Jan 2015–Dec 2016/Total: HKD 493,789).
- Li, F. (PI). Effects of Reward for Creativity on Employee Creativity and Group Creativity: Moderating, Mediating, and Moderated Mediation Analyses. *National Natural Science Foundation of China for Young Scholar* (#71302145/Jan 2015–Dec 2016/Total: RMB 290,000).

INTERNAL GRANTS (Role: Principal Investigator)

Research Grants

- Age Differences in the Impact of Customer Mistreatment on Work Meaningfulness and Outcomes: Exploring the Roles of Prosocial Motivation and Decentering. *Lingnan Direct Grant* (#DR25B2/Jan 2025–Dec 2026/Total: HKD 80,000)
- Helping and Enabling (Disabling)? Comparing the Short-Term and Long-Term Effects of Leader Dependent and Autonomous Helping. *Lingnan Direct Grant* (#DR23B3/Mar 2023–Feb 2025/Total: HKD 100,000)
- Servant Leadership During Leadership Transition: Unveiling the Dynamic Relationships between Servant Leadership and Team Relational Processes and Leader Outcomes. *Lingnan Direct Grant* (#DR19A3/Jan 2019–Jun 2021/Total: HKD 84,705)
- Great Ideas are Made, not Born: Team Iteration Engagement as a Critical Epistemic Process for Team Innovation. *Lingnan Direct Grant* (#DR17A7/Mar 2017–Aug 2019/Total: HKD 120,000)
- Mainstreaming Telework and its Gendered Impact: A Blessing or a Curse for Gender Equality? *Lingnan Faculty Research Grant* (#DB24A9/Mar 2024–Feb 2026/Total: HKD 50,000).
- Expertise, Work Augmentation, and Generative AI. *Lingnan Faculty Research Grant* (#DB24A2/Dec 2023–Nov 2025/Total: HKD 50,000).
- Exploring Job Seekers' Behavioral Adaptation to AI Interviews in Recruitment Processes. *Lingnan Faculty Research Grant* (#DB23B3/May 2023–Apr 2025/Total: HKD 50,000).
- Interest Drives Competence or Vice Versa? Untangling the Directional Relationship between Creative Self-Efficacy and Intrinsic Motivation in Influencing Employee Creativity. *Lingnan Faculty Research Grant* (#DB23A7/Dec 2022–Nov 2024/Total: HKD 50,000).
- Daily Creativity and Employee Wellbeing. *Lingnan Faculty Research Grant* (#DB22A1/Dec 2021–Nov 2023/Total: HKD 50,000).
- To Self-Verify or Self-Enhance? Effects of Self-Presentation and Authentic Leadership on Trust and Performance. *Lingnan Faculty Research Grant* (#DB21B2/May 2021–May

2022/Total: HKD 50,000).

- Employee Silence at Work. *Lingnan Faculty Research Grant* (#DB20B3/Jul 2020–Jul 2022/Total: HKD 82,400).
- Leadership Identity Threat: Antecedents, Outcomes and Moderators. *Lingnan Faculty Research Grant* (#DB17A1/Mar 2017–Feb 2019/Total: HKD 50,000).
- Emotional Labour at Team Level: Antecedents and Consequences. *Lingnan Faculty Research Grant* (#DB16A6/Jul 2016–Jun 2018/Total: HKD 50,000).
- The Curvilinear Relationships of Task Difficulty and Technological Competition with Team Innovative Performance: The Moderating Role of Team Resilience. *Lingnan Faculty Research Grant* (#DB14A3/Apr 2014–Mar 2016/Total: HKD 50,000).
- A Dual-Path Model of Supervisory Support and Employee Creativity: An Extension of Social Exchange Theory. *Lingnan Faculty Research Grant* (#DB13A8/Apr 2013–Oct 2014/Total: HKD 26,783).

Knowledge Transfer Grants

- Enhancing organisational competitive advantage on human capital through leadership. *Lingnan Innovation and Impact Fund – Knowledge Transfer Programme* (#KT21A6/Jun 2021–May 2023/Total: HKD 80,000).

REFEREED BEST PAPERS PROCEEDINGS

1. **Chen, T.**, Kim, T.-Y., Gong, Y., & Liang, Y. Directional relationship between creative self-efficacy & intrinsic motivation in affecting creativity. *The 2023 Annual Meeting of the Academy of Management*, Boston, MA, USA, 4–8 August 2023. **(the Best Paper Proceedings)**
2. Li, F., **Chen, T.**, & Chen, Y. F. Proactive yet reflective? Materializing proactive personality into creative performance. *The 2017 Annual Meeting of the Academy of Management*, Atlanta, Georgia, USA, 4–8 August 2017. **(The Best Paper Proceedings)**
3. **Chen, T.**, Li, F., & Zhao, Y. Reaping the benefits of innovation through supervisor support from a motivational perspective. *The 2014 Annual Meeting of the Academy of Management*, Philadelphia, PA, USA, 1–5 August 2014. **(The Best Paper Proceedings)**
4. Leung, K., **Chen, T.**, & Chen, G. Learning goal orientation and creative performance: The mediating roles of intrinsic motivations. *The 2012 Annual Meeting of the Academy of Management*, Boston, USA, 3–7 August 2012. **(the Best Paper Proceedings)**

REFEREED CONFERENCE PRESENTATIONS

1. Asante, E. A., **Chen, T.**, Wang, N., & Chen, X.-P. Identity (a)symmetry in dual roles: How hybrid entrepreneurs allocate effort and perform across venture and wage work.

31st International Congress of Applied Psychology (ICAP 2026), Florence, Italy, 21–25 July, 2026.

2. Wang, L., **Chen, T.**, Xie, J., Zhang, Q., & Liang, Y. When the grapevine drains the vine: How workplace gossip prevalence ripples into exhaustion and withdrawal—and how detachment helps recover. *31st International Congress of Applied Psychology (ICAP 2026)*, Florence, Italy, 21–25 July, 2026.
3. Kim, T.- Y., David, E., **Chen, T.**, & Liang, Y. Follower-leader (in)congruence on self-presentation styles: Effects on employee Outcomes. *The 2025 Annual Meeting of the Academy of Management*, Copenhagen, Demark, 25–29 July 2025.
4. Wang, J., **Chen, T.**, Kim, T.- Y., & Liang, Y. Task idiosyncratic deals and task interdependence: Effects on demand-ability fit and employee outcomes. *The 2025 International Association for Chinese Management Research Conference*, Xi'an, China, 11–16 June 2025.
5. Wong, M.-N., **Chen, T.**, Fan, P., Qiao, Y. & Wang, H. The bot that judges you: How applicants “game the system” in AI-driven HR selection, Symposium of OB Research in the Age of AI. *The 2025 International Association for Chinese Management Research Conference*, Xi'an, China, 11–16 June 2025.
6. Fei, X., Wang, J., Zhu, Y., & **Chen, T.** Examining creativity as a paradox: The interactive effects of novelty and utility on in-role performance. *The 2024 Asia Academy of Management Conference*, Miri, Sarawak, Malaysia, 25–29 June 2024.
7. Qiao, Y., Li, F., Bai, J., **Chen, T.**, & Yan, Z. Emotional development of transformational leaders: Emotional regulation efficacy and engagement. *The 2022 Annual Meeting of the Academy of Management*, Seattle, Washington, USA, 5–9 August 2022.
8. Fan, P., Bai, Y., & **Chen, T.** How positive feedback seeking benefits promotability: Roles of RBSE and flexible role orientation. *The 2022 Annual Meeting of the Academy of Management*, Seattle, Washington, USA, 5–9 August 2022.
9. Kim, T.- Y., David, E., **Chen, T.**, & Liang, Y. To self-verify or self-enhance? Effects of self-presentation and authentic leadership on felt trust. *The 2021 Annual Meeting of the Academy of Management*, Virtual Meeting, 29 Jul–4 August 2021.
10. Rodgers, M., **Chen, T.**, & David, E. Effects of leader group prototypicality on effectiveness & performance via leader identity threat. *The 2021 Annual Meeting of the Academy of Management*, Virtual Meeting, 29 July–4 August 2021.
11. Zhu, Y., Wang, J., **Chen, T.**, Wang, Y., & Jin, Y. How task performance translates into change-oriented behaviors: The role of role breadth self-efficacy and negative interpersonal environment. *The 2021 International Association for Chinese Management Research Conference*, Xi'an, China, 16–21 June 2021.
12. Li, F., **Chen, T.**, Bai, Y., & Liden, R. C. Serving while (not) being strained: Joint effects of servant leadership and leader–leader exchange on leader psychological strain and

leader job performance. *The 2020 Academy of International Business Southeast Asia Regional Conference*, Hong Kong, 3–5 December 2020.

13. Bai, Y., Wang, J., **Chen, T.**, & Li, F. Learning from supervisor negative gossip: The reflective learning process. *The 2019 Annual Meeting of the Academy of Management*, Boston, MA, USA, 9–13 August 2019.
14. Li, C., Li, F. **Chen, T.**, and Crant, M. A dual-stage moderated model linking proactive personality to career success in adverse situation. *The 2019 Annual Meeting of the Academy of Management*, Boston, MA, USA, 9–13 August 2019.
15. Chen, Y. F., **Chen, T.**, Wang, H., Wang, J., & Tjosvold, D. Interactive effects of authoritarian leadership and leader conflict management approaches. *The 2018 Annual Meeting of the Academy of Management*, Chicago, Illinois, USA, 10–14 August 2018.
16. David, E., Kim, T.-Y., Rodgers, M., & **Chen, T.** When helping others helps me: Competitive climate and expected reciprocity motives as moderators. *The 2018 Annual Meeting of the Academy of Management*, Chicago, Illinois, USA, 10–14 August 2018.
17. Rodgers, M., **Chen, T.**, & David, E. The effects of leader identity threat and perceived organizational support on leader behaviors. *The 2018 Annual Meeting of the Academy of Management*, Chicago, Illinois, USA, 10–14 August 2018.
18. Kim, T.-Y., Wang, J., **Chen, T.**, Zhu, Y., & Rui, S. Cognitive appraisal and pay fairness perception: The Moderating effects of preference for consistency and the merit principle. *The 2018 International Association for Chinese Management Research Conference*, Wuhan, China, 13–17 June 2018.
19. Ou, Z., **Chen, T.**, Li, F., & Tang, P. Constructive controversy and creative process engagement. *The 2017 Annual Meeting of the Academy of Management*, Atlanta, Georgia, USA, 4–8 August 2017.
20. **Chen, T.**, Li, F., Chen, X. P., & Ou, Z. Innovate or die: How do new product development teams adapt to environmental technological turbulence? *The 2016 Annual Meeting of the Academy of Management*, Anaheim, CA, USA, 5–9 August 2016.
21. Wang, J., & **Chen, T.** How to communicate critique to subordinates? Effects of negative gossip and negative feedback from supervisors. *The 2016 International Association for Chinese Management Research Conference*, Hangzhou, China, 15–19 June 2016.
22. **Chen, T.**, Li, F., & Ou, Z. Integrating indigenous and Western leadership styles in China: Directive-achieving leadership and transformational leadership. *The 29th Australian and New Zealand Academy of Management Conference*, Queenstown, New Zealand, 2–4 December 2015.
23. Wang, J., & **Chen, T.** How to make Chinese newcomers feel included? *The 2014 International Association for Chinese Management Research Conference*, Beijing, China, 18–22 June 2014.

24. **Chen, T., & Leung, K.** Structuring versus autocraticness: A comprehensive model of authoritarian leadership. A. -C. Wang (Symposium coordinator), Indigenous or universal? New progress in research on Chinese leadership. *The 2012 International Association for Chinese Management Research Conference*, Hong Kong, 20–24 June 2012.
25. **Chen, T.** Team diversity, shared mental models, and team performance: The moderating role of team perspective-taking. *The 2010 International Association for Chinese Management Research Conference*, Shanghai, China, 16–20 June 2010.
26. **Chen, T., Wu, P., & Leung, K.** Effects of performance appraisal on attitudinal reactions to workgroups: The mediating role of goal interdependence. *The 2009 Australian and New Zealand Academy of Management Conference*, Melbourne, Australia, 1–4 December 2009.

TEACHING AND ADVISING

(including the average teaching evaluation scores for each course on a six-point scale since AY2019–2020)

Doctoral Level

- DBS709 Frontiers in Business Research (Programme Core; Co-teaching; Scores: **5.70** / 6)

Master's Level

- MGT505 Performance Management (Programme Core; Scores: **5.80** / 6)

Undergraduate Level

- BUS4301 Strategic Management (BBA Capstone; Scores: **5.50** / 6)
- HRM3201 Performance and Compensation Management (Major Core; Scores: **5.42** / 6)
- HRM3352 Leadership and Teamwork (Major Elective; not taught since 2019)

PhD Student Advising and Placement

- [Eric Asante](#), 2016–2021 (chief-supervisor); **Placement:** Associate Professor, Nottingham University Business School China
- Xiaoxia Lin, 2022–Present (chief-supervisor)
- Lin Wang, 2022–Present (chief-supervisor)
- Xiangyu Gao, 2023–Present (co-supervisor)
- Jiayin Deng, 2024–Present (co-supervisor)
- Linan Chang, 2024–Present (co-supervisor)

Doctoral External Examiner

- City University of Hong Kong
- Hong Kong Baptist University
- Hong Kong Polytechnic University
- Southern Cross University, Australia
- University of Macau
- University of Nottingham Ningbo China
- Xi'an Jiaotong University, China

SERVICE ACTIVITIES INTERNAL TO THE UNIVERSITY

Departmental Leadership

- Head, Department of Management, Lingnan University (2022–Present)

Key University and Faculty Level Service

- Research Assessment Exercises (RAEs) 2020 and 2026: Leading Two High-Quality Impact Cases
- Senate: 2015–2016; 2023–Present
- Postgraduate Studies Committee (PSC): 2024
- Faculty governance and committees
 - Research and Postgraduate Studies Committee (RPSC) in Business: 2019–2024, 2026–Present
 - Faculty Assessment Panel (FAP), Faculty of Business: 2019–2022
- Service-learning and student development
 - Faculty delegate, Service-Learning Programme Committee: 2014–2021
 - Workshop on Team Leadership for student office-bearers: 2017–2018
 - Alumni Career Advising Night (co-organizer): 2017–2018
 - Lingnan University Reaching Out Project: 2017–2018
 - Coach, Student Open Competitions: 2017–2019
 - Coach, Lingnan High-Flyers Programme: 2020–2021
- Equal opportunities and social impact
 - Equal Opportunities Committee and Taskforce: 2014–2016
 - Founding member, Inter-University Social Enterprise Taskforce (British Council/Education for Good): 2014
- Entrepreneurial education
 - Director/Acting Director, Entrepreneurial Education: 2020–2021

SERVICE ACTIVITIES IN ACADEMIC AND PROFESSIONAL ORGANIZATIONS

Chaired Professional Committees

- Committee Chair, *SIOF (Society for Industrial and Organizational Psychology)* [*Great China Region Project*](#) (2024–2026)

Editorship, Editorial Board, and Ad Hoc Reviewer

- Senior Editor, *Asia Pacific Journal of Management* (2024–Present)
- Editorial Board Member, *Journal of Applied Psychology* (2026–Present)
- Editorial Board Member, *Journal of Management Studies* (2024–Present)
- Editorial Board Member, *Personnel Psychology* (2024–Present)
- Editorial Board Member, *Human Relations* (2020–Present)
- Editorial Board Member, *Work, Aging and Retirement* (2020–Present)
- Ad Hoc Reviewer, including *Academic of Management Journal*, *Journal of Applied Psychology*, *Personnel Psychology*, *Journal of Management*, *Journal of Management Studies*, *Human Relations*, and *Journal of Organizational Behavior*.

Grant Review Panel

Reviewer, *U.S. National Science Foundation*

Reviewer, *Public Policy Research Funding Scheme, The Government of the HKSAR*

Services to External Educational Programs

- Chair, Programme Advisory Committee, Master of Business Administration, Hang Seng University (Since 2026)
- External Examiner, Hang Seng University (Undergraduate) (2022–Present)
- External Examiner, Hong Kong Metropolitan University (Undergraduate) (2022–2025)
- External Examiner, Macao Polytechnic University (DBA and MBA) (2024–Present)
- Subject Leader, Hong Kong Management Association (HKMA)/Lingnan University Joint Advanced Diploma in Management Studies (ADMS) and Advanced Diploma in Business Management (ADBM) (2015–Present)

FIELD RESEARCH AND KNOWLEDGE TRANSFER EXPERIENCE

The following is a selective list of the organizations in which I conducted my empirical field studies and knowledge transfer.

- China Mengniu Dairy (2319.HK, food manufacturing/dairy)
- Chow Tai Seng Jewellery (002867.SZ, jewellery retail)
- Daan Gene (002030.SZ, biotechnology/diagnostics)
- Eternal Asia Supply Chain (002183.SZ, supply chain/logistics services)
- GRG Banking Equipment (002152.SZ, financial self-service equipment/fintech hardware)
- Hangzhou International School
- Howkingtech (2440.HK, 5G communications equipment)
- Kingfa Science & Technology (600143.SH, advanced materials/plastics)
- Kingworld Medicines Group (01110.HK, pharmaceutical distribution/OTC)
- Pagoda (2411.HK, fresh-food retail/fruit specialty)
- Pingao Information Technology (688227.SH, cloud computing and IT services)
- Starjoy Wellness and Travel (3662.HK, property services)
- TCL Technology (000100.SZ, consumer electronics/semiconductors)
- Zhejiang University School of Medicine, Sir Run Run Shaw Hospital