

Publications and Research (Google Scholar H-index: 42)

Journal Publications

1. Tang, Y., Lam, C. K., Ouyang, K., Huang, X., & Tse, H. M. (in press). Comparisons draw us close: The influence of leader-member exchange dyadic comparison on coworker exchange. *Personnel Psychology*.
2. Tang, Y., Huang, X., Xu, E., & Pu, X. (in press). When can display of authenticity at work facilitate coworker interactions? The moderating effect of perception of organizational politics. *Human Relations*.
3. Zheng, Y., Graham, L., Farh, J. L., & Huang, X. (2021). The impact of authoritarian leadership on ethical voice: A moderated mediation model of felt uncertainty and leader benevolence. *Journal of Business Ethics*, 170(1), 133-146.
4. Huang, X., Chen, L., Xu, E., Lu, F., & Tam, K. C. (2020). Shadow of the prince: Parent-incumbents' coercive control over child-successors in family organizations. *Administrative Science Quarterly*, 65(3), 710-750.
5. Xu, E., Huang, X., Jia, R., Xu, J., Liu, W., Graham, L., & Snape, E. (2020). The "evil pleasure": Abusive supervision and third-party observers' malicious reactions toward victims. *Organization Science*, 31(5), 1053-1312.
6. Xu, E., Ouyang, K., Huang, X., Wu, Liu, & Hu, S. (2020). Tactics of speaking up: The roles of issue importance, perceived managerial openness, and manager's positive mood. *Human Resource Management*, 59(3), 255-269.
7. Zheng, Y., Huang, X., Graham, L., Redman, T., & Hu, S. (2020). Deterrence effects: The role of authoritarian leadership in controlling employee work deviance. *Management and Organization Review*, 16(2), 377-404.
8. He, W., Hao, P., Huang, X., Long, L. R., Hiller, N., & Li, S. (2019). Different roles of shared and vertical leadership in promoting team creativity: Cultivating and synthesizing team members' individual creativity. *Personnel Psychology*, 73(1), 199-225.
9. Lu, Q., Huang, X., Bond, M. H., & Xu, E. (2019). Committing to work at the expense of other life pursuits: The consequence of individuals' relative centrality of work (RCW) across job types and nations differing in performance orientation. *Journal of Cross-Cultural Psychology*, 50(7), 848-869.
10. Deng, H., Leung, K., Lam, C. K., & Huang, X. (2019). Slacking off in comfort: A dual-pathway model for psychological safety climate. *Journal of Management*, 45(3), 1114-1144. <https://doi.org/10.1177/0149206317693083>
11. Huang, X. (2019). The price of science: MOR's organization behaviour editorial area. *Management and Organization Review*, 15(1), 207210.
12. *Huang, X., *Xu, E., Huang, L., & Liu, W. (2018). Nonlinear consequences of promotive and prohibitive voice for managers' responses: The roles of voice frequency and LMX. *Journal of*

- Applied Psychology*, 103(10), 1101-1120. (*equal contributions)
<http://dx.doi.org/10.1037/apl0000326>
13. *Ouyang, K., *Xu, E., Huang, X., Liu, W., & Tang, Y. P. (2018). Reaching the limits of reciprocity in favor exchange: The effects of generous, stingy, and matched favor giving on social status. *Journal of Applied Psychology*, 103, 6, 614-630. (*equal contributions)
<http://dx.doi.org/10.1037/apl0000288>
 14. He, W., Zhou, R. Y., Long, L. R., & Huang, X. (2018). Self-sacrificial leadership and followers' affiliative and challenging citizenship behaviors: A relational self-concept based study in China. *Management and Organization Review*, 14, 1, 105-133.
<https://doi.org/10.1017/mor.2017.9>
 15. Zhou, Y., & Huang, X. (2018). High-prestige-occupation worker occupational stigma perception and employee well-being: Based on cognitive dissonance perspective. *Economic Management Journal (in Chinese)*, 4, 84-101.
 16. Lam, C. K., Walter, F., & Huang X. (2017). Supervisors' emotional exhaustion and abusive supervision: The moderating roles of perceived subordinate performance and supervisor self-monitoring. *Journal of Organizational Behavior*, 38, 8, 1151-1166.
<https://doi.org/10.1002/job.2193>
 17. Xu, E., Huang, X., & Robinson, S. L. (2017). When self-view is at stake: Responses to ostracism through the lens of self-verification theory. *Journal of Management*, 43, 7, 2281-2302. <https://doi.org/10.1177/0149206314567779>
 18. Tang, Y. P., Huang, X., & Wang, Y. L. (2017). Good marriage at home, creativity at work: Family-work enrichment effect on workplace creativity. *Journal of Organizational Behavior*, 38, 5, 749-766. <https://doi.org/10.1002/job.2175>
 19. Lam, C. K., Huang, X., Walter, F., & Chan, S. C. H. (2016). Coworkers' relationship quality and interpersonal emotions in team-member dyads in China: The moderating role of cooperative team goals. *Management and Organization Review*, 12, 4, 687-716.
<http://dx.doi.org/10.1017/mor.2016.19>
 20. Lu, Q., Huang, X., & Bond, M. H. (2016). Culture and the working life: Predicting the relative centrality of work across life domains for employed persons. *Journal of Cross-Cultural Psychology*, 47, 2, 277-293. <https://doi.org/10.1177/0022022115615235>
 21. Zhang, Y., Long, L. R., Wu, T. Y., & Huang, X. (2015). When is pay for performance related to employee creativity in the Chinese context? The role of guanxi HRM practice, trust in management, and intrinsic motivation. *Journal of Organizational Behavior*, 36, 5, 698-719.
<https://doi.org/10.1002/job.2012>
 22. Liu, W., Tangirala, S., Lam, W., Chen, Z., Jia, R. T., & Huang, X. (2015). How and when peers' positive mood influences employees' voice. *Journal of Applied Psychology*, 100, 3, 976-989. <http://dx.doi.org/10.1037/a0038066>

23. Lam, C. K., Huang, X., & Chan, S. C. H. (2015). The threshold effect of participative leadership and the role of leader information sharing. *Academy of Management Journal*, 58, 3, 836-855. <http://dx.doi.org/10.5465/amj.2013.0427>
24. Huang, X., Xu, E., Chiu, W., Lam, C. K., & Farh, J. L. L. (2015). When authoritarian leaders outperform transformational leaders: Firm performance in a harsh economic environment. *Academy of Management Discoveries*, 1, 2, 180-200. <http://dx.doi.org/10.5465/amd.2014.0132>
25. Walter, F., Lam, C. K., Van der Vegt, G. S., Huang, X., & Miao, Q. (2015). Abusive supervision and subordinate performance: Instrumentality considerations in the emergence and consequences of abusive supervision. *Journal of Applied Psychology*, 100, 4, 1056-1072. <http://dx.doi.org/10.1037/a0038513>
26. Chen, L., Hsieh, J. J., Van de Vliert, E., & Huang, X. (2015). Cross-national differences in individual knowledge-seeking patterns: A climato-economic contextualization. *European Journal of Information Systems*, 24, 3, 314-336. <http://dx.doi.org/10.1057/ejis.2014.26>
27. Huang, X., Hsieh, J. J., & He, W. (2014). Expertise dissimilarity and creativity: The contingent roles of tacit and explicit knowledge sharing. *Journal of Applied Psychology*, 99, 5, 816-830. <http://dx.doi.org/10.1037/a0036911>
28. Miao, Q., Newman, A., & Huang, X. (2014). The impact of participative leadership on job performance and organizational citizenship behavior: Distinguishing between the mediating effects of affective and cognitive trust. *The International Journal of Human Resource Management*, 25, 20, 2796-2810. <https://doi.org/10.1080/09585192.2014.934890>
29. Tjosvold, D., Chen, N. Y., Huang, X. & Xu, D. (2014). Developing cooperative teams to support individual performance and well-being in a call center in China. *Group Decision and Negotiation*, 23, 2, 325-348. <https://doi.org/10.1007/s10726-012-9314-6>
30. Tse, H. H. M., Lam, C. K., Lawrence, S. A., & Huang, X. (2013). When my supervisor dislikes you more than me: The effect of dissimilarity in leader-member exchange on coworkers' interpersonal emotion and perceived help. *Journal of Applied Psychology*, 98, 6, 974-988. <https://doi.org/10.1037/a0033862>
31. Tse, H. H. M., Huang, X., & Lam, W. (2013). Why does transformational leadership matter for employee turnover? A multi-foci social exchange perspective. *The Leadership Quarterly*, 24, 5, 763-776. <https://dx.doi.org/10.1016/j.leaqua.2013.07.005>
32. Chan, S. C. H., Huang, X., Snape, E., & Lam, C. K. (2013). The Janus face of paternalistic leaders: Authoritarianism, benevolence, subordinates' organization-based self-esteem, and performance. *Journal of Organizational Behavior*, 34, 1, 108-128. <https://doi.org/10.1002/job.1797>
33. Cho, V., & Huang, X. (2012). Professional commitment, organizational commitment, and the intention to leave for professional advancement: An empirical study on IT professionals. *Information Technology & People*, 25, 1, 31-54. <https://doi.org/10.1108/09593841211204335>

34. Wu, M., Huang, X., Li, C. W., & Liu, W. (2012). Perceived interactional justice and trust-in-supervisor as mediators for paternalistic leadership. *Management and Organization Review*, 8, 1, 97-121. <https://doi.org/10.1111/j.1740-8784.2011.00283.x>
35. Wu, M., Huang, X., & Chan, S. C. H. (2012). The influencing mechanisms of paternalistic leadership in Mainland China. *Asia Pacific Business Review*, 18, 4, 631-648. <https://doi.org/10.1080/13602381.2012.690940>
36. Lam, L. W. R., Huang, X., & Lau, D. (2012). Leadership research in Asia: Taking the road less traveled? *Asia Pacific Journal of Management*, 29, 2, 195-204. <https://doi.org/10.1007/s10490-012-9297-5>
37. Xu, E., Huang, X., Lam, C. K., & Miao, Q. (2012). Abusive supervision and work behaviors: The mediating role of LMX. *Journal of Organizational Behavior*, 33, 4, 531-543. <https://doi.org/10.1002/job.768>
38. Huang, X. (2012). Helplessness of empowerment: The joint effect of participative leadership and controllability attributional style on empowerment and performance. *Human Relations*, 65, 3, 313-334. <https://doi.org/10.1177/0018726711429876>
39. Chen, N. Y., Tjosvold, D., Huang X., & Xu, D. (2011). Newcomer socialization in China: Effects of team values and goal interdependence. *The International Journal of Human Resource Management*, 22, 16, 3317-3337. <https://doi.org/10.1080/09585192.2011.561244>
40. Chen, N. Y., Tjosvold, D., Huang X., & Xu, D. (2011). New manager socialization and conflict management in China: Effects of relationship and open conflict values. *Journal of Applied Social Psychology*, 41, 2, 332-356. <https://doi.org/10.1111/j.1559-1816.2010.00716.x>
41. Lam, C. K., Van der Vegt, G. S., Walter, F., & Huang, X. (2011). Harming high performers: A social comparison perspective on interpersonal harming in work teams. *Journal of Applied Psychology*, 96, 3, 588-601. <https://doi.org/10.1037/a0021882>
42. Huang, X., Chan, S. C. H., Lam, W. & Nan, X. S. (2010). The joint effect of leader-member exchange and emotional intelligence on burnout and work performance in call centers in China. *The International Journal of Human Resource Management*, 21, 7, 1124-1144. <https://doi.org/10.1080/09585191003783553>
43. Lam, C. K., Huang, X., & Chiu, W. C. K. (2010). Mind over body? The combined effect of objective body weight, perceived body weight, and gender on illness-related absenteeism. *Sex Roles*, 63, 3-4, 277-289. <https://doi.org/10.1007/s11199-010-9779-1>
44. Janssen, O., Lam, C. K., & Huang, X. (2010). Emotional exhaustion and job performance: The moderating roles of distributive justice and positive affect. *Journal of Organizational Behavior*, 31, 6, 787-809. <https://doi.org/10.1002/job.614>
45. Lam, C. K., Huang, X., & Janssen, O. (2010). Contextualizing emotional exhaustion and positive emotional display: The signaling effects of supervisors' emotional exhaustion and service climate. *Journal of Applied Psychology*, 95, 2, 368-376. <https://doi.org/10.1037/a0017869>

46. Huang, X., Iun, J., Liu, A. L., & Gong, Y. P. (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*, *31*, 1, 122-143. <https://doi.org/10.1002/job.636>
47. Huang, X., Wright, R. P., Chiu, W. C. K. & Wang, C. (2008). Relational schemas as sources of evaluation and misevaluation of leader-member exchanges: Some initial evidence. *The Leadership Quarterly*, *19*, 3, 266-282. <https://doi.org/10.1016/j.leaqua.2008.03.003>
48. Yang, H., Van de Vliert, E., Shi, K., & Huang, X. (2008). Whose side are you on? Relational orientations and their impacts on side-taking among Dutch and Chinese employees. *Journal of Occupational and Organizational Psychology*, *81*, 4, 713-731. <https://doi.org/10.1348/096317907X247960>
49. Janssen, O., & Huang, X. (2008). Us and Me: Team identification and individual differentiation as complementary drivers of team members' citizenship and creative behaviors. *Journal of Management*, *34*, 1, 69-88. <https://doi.org/10.1177/0149206307309263>
50. Chen, N. Y., Huang, X., & Tjosvold, D. (2008). Similarity in gender and self-esteem for supportive peer relationships: The mediating role of cooperative goals. *Journal of Applied Social Psychology*, *38*, 5, 1147-1178. <https://doi.org/10.1111/j.1559-1816.2008.00343.x>
51. Chan, K. W., Huang, X., & Ng, P. M. (2008). Managers' conflict management styles and employee attitudinal outcomes: The mediating role of trust. *Asia Pacific Journal of Management*, *25*, 2, 277-295. <https://doi.org/10.1007/s10490-007-9037-4>
52. Lam, W., Huang, X., & Snape, E. (2007). Feedback-seeking behavior and leader-member exchange: Do supervisor-attributed motives matter? *Academy of Management Journal*, *50*, 2, 348-363. <https://www.jstor.org/stable/20159858>
53. Iun, J., & Huang, X. (2007). How to motivate your older employees to excel? The impact of commitment on older employees' performance in the hospitality industry. *International Journal of Hospitality Management*, *26*, 4, 793-806. <https://doi.org/10.1016/j.ijhm.2006.08.002>
54. Leung, K., Au, A., Huang, X., Kurman, J., Niit, T., & Niit, K. K. (2007). Social axioms and values: A cross-cultural examination. *European Journal of Personality*, *21*, 2, 91-111. <https://doi.org/10.1002/per.615>
55. Wu, M., Huang, X., Xu, J. P., Yang, H., & Shi, K. (2007). Comparative study of transactional, transformational, and paternalistic leadership behaviors and leadership mechanism. *Science Research Management (in Chinese)*, *28*, 3, 168-176.
56. Wu, M., Huang, X., Yan, H., & Xu, J. P. (2007). A comparative study on the relationship between leadership and leader effectiveness. *Soft Science (in Chinese)*, *21*, 5, 5-9.
57. Huang, X., & Iun, J. (2006). The impact of subordinate-supervisor similarity in growth-need strength on work outcomes: The mediating role of perceived similarity. *Journal of Organizational Behavior*, *27*, 8, 1121-1148. <https://doi.org/10.1002/job.415>

58. Huang, X., Shi, K., Zhang, Z. J., & Cheung, Y. L. (2006). The impact of participative leadership behavior on psychological empowerment and organizational commitment in Chinese state-owned enterprises: The moderating role of organizational tenure. *Asia Pacific Journal of Management*, 23, 3, 345-367. <https://doi.org/10.1007/s10490-006-9006-3>
59. Huang, X., & Van de Vliert, E. (2006). Job formalization and cultural individualism as barriers to trust in management. *International Journal of Cross-Cultural Management*, 6, 2, 221-242. <https://doi.org/10.1177/14705958060666331>
60. Chen, X. F., Huang, X., & Shi, K. (2006). The effect of organization tenure on co-workers cooperative behavior and job burnout. *Human Ergonomics (in Chinese)*, 12, 4, 14-17.
61. Chiu, W. C. K., Huang, X., & Lu, H. L. (2005). When Marx borrows from Smith: The ESOP in China. *Journal of Contemporary China*, 14, 45, 761-772. <https://doi.org/10.1080/10670560500206850>
62. Huang, X., Van de Vliert, E., & Van der Vegt, G. (2005). Breaking the silence culture: Stimulation of participation and employee opinion withholding cross-nationally. *Management and Organization Review*, 1, 3, 459-482. <https://doi.org/10.1111/j.1740-8784.2005.00023.x>
63. Van der Vegt, G. S., Van de Vliert, E., & Huang, X. (2005). Location-level links between diversity and innovative climate depend on national power distance. *Academy of Management Journal*, 48, 6, 1171-1182. <https://doi.org/10.5465/amj.2005.19573116>
64. Huang, X., & Van de Vliert, E. (2004). Job level and national culture as joint roots of job satisfaction. *Applied Psychology: An International Review*, 53, 3, 329-348. <https://doi.org/10.1111/j.1464-0597.2004.00174.x>
65. Van de Vliert, E., Huang, X., & Levine, R. V. (2004). National wealth and thermal climate as predictors of motives for volunteer work. *Journal of Cross-Cultural Psychology*, 35, 1, 62-73. <https://doi.org/10.1177/0022022103260379>
66. Van de Vliert, E., Shi, K., Sanders, K., Wang, Y. L., & Huang, X. (2004). Chinese and Dutch interpretations of supervisory feedback. *Journal of Cross-Cultural Psychology*, 35, 4, 417-435. <https://doi.org/10.1177/0022022104266107>
67. Van de Vliert, E., Huang, X., & Parker, P. M. (2004). Do colder and hotter climates make richer societies more, but poorer societies less, happy and altruistic? *Journal of Environmental Psychology*, 24, 1, 17-30. [https://doi.org/10.1016/S0272-4944\(03\)00021-5](https://doi.org/10.1016/S0272-4944(03)00021-5)
68. Fetchenhauer, D., & Huang, X. (2004). Justice sensitivity and distributive decisions in experimental games. *Personality and Individual Differences*, 36, 5, 1015-1029. [https://doi.org/10.1016/S0191-8869\(03\)00197-1](https://doi.org/10.1016/S0191-8869(03)00197-1)
69. Bond, M. H., et al. (more than 70 authors including Huang, X.) (2004). Culture-level dimensions of social axioms and their correlates across 41 cultures. *Journal of Cross-Cultural Psychology*, 35, 5, 548-570. <https://doi.org/10.1177/0022022104268388>

70. Huang, X., & Van de Vliert, E. (2004). A multilevel approach to investigating cross-national differences in negotiation processes. *International Negotiation*, 9, 3, 471-484.
<https://doi.org/10.1163/1571806053498724>
71. Huang, X. & Van de Vliert, E. (2003). Where intrinsic job satisfaction fails to work: National moderators of intrinsic motivation. *Journal of Organizational Behavior*, 24, 2, 159-179.
<https://doi.org/10.1002/job.186>
72. Daanen, H. A. M., Van de Vliert, E., & Huang, X. (2003). Driving performance in cold, warm, and thermoneutral environments. *Applied Ergonomics*, 34, 6, 597-602.
[https://doi.org/10.1016/S0003-6870\(03\)00055-3](https://doi.org/10.1016/S0003-6870(03)00055-3)
73. Huang, X., & Van de Vliert, E. (2003). Comparing work behaviors across cultures: A cross-level approach using multilevel modeling. *International Journal of Cross-Cultural Management*, 3, 2, 167-182.
74. Wang, Y. L., Shi, K., & Huang, X. (2003). A confirmatory study on the structure of individualism and collectivism in China. *Psychological Science* (in Chinese), 26, 996-999.
75. Van de Vliert, E., Shi, K., Sanders, K., Wang, Y. L., & Huang, X. (2003). Interpretation and effects of supervisory feedback, in China and the Netherlands (in Dutch). *Gedrag & Organisatie*, 16, 125-139.
76. Huang, X., & Van de Vliert, E. (2002). Intrinsic job rewards at country-level and individual-level codetermine job satisfaction. *Journal of International Business Studies*, 33, 2, 385-394.

Book Chapters

77. Huang, X., & Bond, M. (2012). There is nothing more American than research on Chinese organizational behavior: Into a more culturally sensitive future. In X. Huang & M. Bond (Eds.), *Handbook of Chinese organizational behavior: Integrating theory, research and practice* (pp. 513-524). Cheltenham: Edward-Elgar.
78. Xu, E., & Huang, X. (2012). Ostracism, Chinese style. In X. Huang & M. Bond (Eds.), *Handbook of Chinese organizational behavior: Integrating theory, research and practice* (pp. 258-271). Cheltenham: Edward-Elgar.
79. Huang, X. (2012). The romance of motivational leadership: How do Chinese leaders motivate employees? In X. Huang & M. Bond (Eds.), *Handbook of Chinese organizational behavior: Integrating theory, research and practice* (pp. 184-208). Cheltenham: Edward-Elgar.
80. Lam, C., & Huang, X. (2012). Managing social comparison processes among Chinese employees. In X. Huang & M. Bond (Eds.), *Handbook of Chinese organizational behavior: Integrating theory, research and practice* (pp. 118-139). Cheltenham: Edward-Elgar.
81. Huang, X., & Bond, M. (2012). Why we need this edited book now! In X. Huang & M. Bond (Eds.), *Handbook of Chinese organizational behavior: Integrating theory, research and practice* (pp. 3-10). Cheltenham: Edward-Elgar.

82. Huang, X., & Van de Vliert, E. (2009). Job level and national culture as joint roots of job satisfaction. In P. B. Smith, & D. L. Best (Eds.), *Applied psychology* (pp. 34-49). (*Cross-cultural psychology: Vol. 4*). London: Sage.
83. Van de Vliert, E., Huang, X., & Levine, R. V. (2009). National wealth and thermal climate as predictors of motives for volunteer work. In P. B. Smith, & D. L. Best (Eds.), *Personality and social psychology* (pp. 149-161). (*Cross-cultural psychology: Vol. 3*). London: Sage.
84. Huang, X. (2008). Motivation and job satisfaction across nations: How much do we really know? In P. B. Smith, Peterson, M. F. & D. C. Thomas (Eds.). *Handbook of cross-cultural management research* (pp.77-94). London: Sage.

Edited Book

85. Huang, X., & Bond, M. (2012). *Handbook of Chinese organizational behavior: Integrating theory, research and practice*. Cheltenham: Edward-Elgar.

Competitive Research Grants

RGC Grants:

1. "The helplessness of empowerment: Organizationally induced helplessness moderates the effects of empowerment practices on the work behavior of employees", General Research Fund-Research Grants Council (RGC) of Hong Kong, Amount: \$37,500 (2004-2008), Huang, X., Chiu, W., Robert, W., & Tjosvold, D.
2. "Interpersonal harming in work teams: Social comparison, envy, and goal interdependence", General Research Fund - Research Grants Council (RGC) of Hong Kong, Amount: \$495,542 (2011-2014), Lam, C., Huang, X., & Walter, F.
3. "Back stabbing and supervisory retaliation: The consequences of employees' skip-level voice", General Research Fund-Research Grants Council (RGC) of Hong Kong, Amount: \$173,338 (2014-2016), Huang, X., Liu, W., & Xu, E.
4. "Consequences of supervisor emotional exhaustion: Abusive supervision, subordinate deviance, and self-monitoring", Early Career Scheme - Research Grants Council (RGC) of Hong Kong, Amount: \$447,120 (2014-2016), Lam, C., Huang, X., Janssen, O., & Walter, F.
5. "Stone heart versus soft heart: Observers' reactions toward victims of abusive supervision", General Research Fund-Research Grants Council (RGC) of Hong Kong, Amount: \$550,000 (2015-2018), Xu, E., Huang, X., & Liu, W.
6. "An exchange-based theory of knowledge sharing: Knowledge inclusiveness, integrative understanding, and individual creativity", General Research Fund-Research Grants Council (RGC) of Hong Kong, Amount: \$417,731 (2017-2020), Huang, X., Gong, Y., & Xu, E.
7. "Worrying the Day Away: A Model of How Daily Workplace Anxiety Enhances Employee Productivity", General Research Fund-Research Grants Council (RGC) of Hong Kong, Amount: \$431,993 (1 January, 2019- 31 December, 2020), Bonnie Cheung and Huang, X.

8. “Why do managers view Millennial employees as more entitled? Power, managers’ entitlement, and destructive leadership behavior toward Millennial employees. General Research Fund-Research Grants Council (RGC) of Hong Kong, Amount: \$364,150 (2020-2023), Huang, X.

Services

External

1. Deputy Editor, Management and Organization Review, January 2019 - now
2. Senior Editor, Asia Pacific Journal of Management, April 2010-2018
3. Member of editorial board of Academy of Management Journal, 2016-now
4. Member of editorial board of Management and Organization Review, 2015-now
5. Member of editorial board of Human Relations, 2012-now
6. Member of editorial board of Australian Management Journal, 2012-now
7. Co-Chair of the Research Committee, International Association of Chinese Management Research (IACMR), 2013-now
8. Representative-at-large (Asia Pacific), International Association of Chinese Management Research (IACMR), 2013-now
9. Local Preparation Committee Coordinator, IAMCR Bi-Annual Conference 2012
10. Member of the University Staffing Committee, Hong Kong Polytechnic University, April 2013- 2015

Internal

1. Director MBA/MScBM, School of Business, Hong Kong Baptist University, August 2018-now
2. Chairperson of Research Committee, School of Business, Hong Kong Baptist University, September 2018-now
3. Member of University Research Committee, Hong Kong Baptist University, September 2017-now
4. RPg Programme Director, School of Business, Hong Kong Baptist University, January 2016-August 2018
5. Convener of Task Force of Research Excellence and Impact, School of Business, Hong Kong Baptist University, November 2015-March 2016
6. Member of University Staffing Committee, Hong Kong Polytechnic University, April 2013-2017
7. Member of Departmental Staffing Committee, Hong Kong Polytechnic University, August 2008-2017
8. Member of Departmental Research Committee, Hong Kong Polytechnic University, August 2006-2017

9. Director of the Doctor of Administration Program and the Doctor of Management Program, Hong Kong Polytechnic University, 2010-2013
10. Deputy Director of the Doctor of Administration Program and the Doctor of Management Program, Hong Kong Polytechnic University, August 2006-2010

Teaching

1. Chief supervisor of PhD students, 2003-now
2. Chief supervisor of Doctor of Business Administration (DBA) students, 2003-now
3. Course for research students: Organizational Research, 2003-2005
4. China-DBA course: Current Issues in Organizational Behavior, 2003-2012
5. China-DBA (DMgt) course: Research Method and Design, 2005-2013
6. Hong Kong-RPg course: Philosophy of Management Research, 2018-now
7. Hong Kong-RPg course: Frontiers of Leadership Research, 2017-now
8. Hong Kong-DBA course: Current Issues in Organizational Behavior, 2003-2007
9. Hong Kong-DBA course: Frontier of Leadership Research, 2010-201
10. Hong Kong-DBA course: Research Method and Design, 2005-2013
11. Executive MBA course: Organizational Behavior, 2004, 2010
12. China MBA: Management, Organizational Behavior, Leadership, 2009-2015
13. China MBA: Leadership and Organizational Development, 2015-now
14. Master of Strategic HRM course: Leadership and Innovation, 2018-now
15. Master of Science course: Managing Organizations and People, 2002-2010
16. Master of Science course: Human Resource Management, 2002-2005
17. Bachelor course: Human Resource Management, 2002-2006
18. Bachelor course: Organizational Behavior, 2006-2008
19. Bachelor course: Management and Organization, 2010
20. Sex, Lies, and Marketing, 2013-2014