

Professor Randy Ki-kwan Chiu

Ph.D., M.A., B.A., SPHR, FHKIHRM, FHKIoD, FIIM, FITP, FAIBA, Reg. Psychol.

CURRICULUM VITAE

Achievements and Honours

Serving as a Professor and Director of the Centre for Human Resources Strategy and Development at Hong Kong Baptist University (HKBU), Randy Chiu has previously served as the Head of the Department of Management at HKBU for nine years and on more than 35 university committees over the years. Before his career in teaching and management consulting, he held a number of managerial positions in the private sector.

Prof. Chiu was awarded the *Outstanding Human Resource Educational Elite in Greater China Award* in 2004 and *Outstanding Contribution to HR Award* in 2010. He has been given *The ANBAR Citation of Excellence Award* in 2004 and *The Emerald Best Paper Award* in 2008. In 2012, Prof. Chiu was awarded the *Medal of Honour* by the Hong Kong SAR Government for his contributions in promoting equal opportunities in Hong Kong. Prof. Chiu also received the *Outstanding President's Award for Service* from HKBU in 2009.

Areas of Expertise and Excellences

As one of the first people being certified as a Senior Professional in Human Resources as well as a registered Industrial-Organizational Psychologist in Hong Kong, Prof. Chiu holds other six professional qualifications in management and counselling. Prof. Chiu serves his clients with expert knowledge in organizational survey and restructuring, executive and leadership development, talent management and engagement, HR audit and analytics, employee experience and wellness as well as trade union and labour dispute management. Well equipped with the state-of-the-art HR technology and updated HR trends, he is known to deliver timely and insightful assessments on organizational issues and management problems to his clients.

Contributions in HRM Education

Prof Chiu has taught a wide range of HRM and related courses at both undergraduate (20 different courses) and postgraduate (14 different courses) levels. He is the main architect of all four of HKBU's HRM degree programmes, namely BBA(Hons) in HRM, MSc in Strategic HRM, Master of HRM, and B Commerce (Hons) in HRM. Both the BBA (Hons) in HRM and the MSc in Strategic HRM programmes have been ranked as best among similar degree programmes in Hong Kong past 15 years. In addition, he has been an examiner for more than 20 doctoral and master's theses relating to HRM theory and practice. Since 1993, more than 3,500 individuals have taken his classes and today many of them hold responsible positions as HR professionals. He has published over 100 academic publications including scientific

journal articles, book chapters, and international conference papers.

Contributions to the HRM Profession

Prof. Chiu served as the president of the Hong Kong People Management Association (HKPMA) for four years and on the board of the Equal Opportunities Commission for six years. He was a council member of the Hong Kong Institute of Human Resource Management. He also serves as a subject matter expert in HRM for the Hong Kong Council of Academic Accreditation and Vocational Qualifications and an academic advisor for a number of local post-secondary educational institutions. He now also serves as a member of the Appeal Board of Hong Kong Academic Accreditation and Vocational Qualification Ordinances and is also a member of the Cross-industry Training Advisory Committee in HRM Sector of the Qualification Framework.

Prof Chiu is the Director of the Centre for HR Strategy and Development at HKBU. CHRSD was established by him and his colleagues to promote best HR practices. Under the leadership of Prof. Chiu, this centre provides a common platform for academics and managers to exchange and share state-of-the-art HR practices through public forums and conferences. He also initiated the joint project with the HKPMA to conduct the annual pay level surveys of Hong Kong and the PRC which have been carried out yearly since 1995.

Prof. Chiu actively promotes the value of sound HR practices and work-life balance in Hong Kong. Over the years, he has organized and hosted more than ten public forums and conferences examining issues on work-life balance, the minimum wage, the ageing workforce, talent retention, workplace discrimination, family-friendly employment policy, population policy, etc. Prof. Chiu has been invited to be a panel judge/adjudicator for various competitions and events promoting good human resource management and sound labour relations practices. He is a frequent speaker/guest on radio and TV news programmes and has given more than 100 talks/lectures/speeches in local communities.

Services to Social Services and Local Education

Prof. Chiu has served on the board of the Equal Opportunities Commission for six years and that of various NGOs and schools in Hong Kong. He has also served as consultant or committee member of other NGOs. In addition, he has also served as the vice-president of the Rotary Club of Hong Kong South, promoting social harmony. Prof. Chiu was a council member of Hong Kong Employment Development Service (formerly Employment Development Service of HKCSS) for 20 years; 9 of which serving as its Vice-chairman. Prof. Chiu at present serves as the School Supervisor of a primary school and a kindergarten school, as well as a school manager of a secondary school in Hong Kong.

CAREER HISTORY

Academic Sector

1. **Hong Kong Baptist University** Since 2005
Professor
Director, Centre for Human Resources Strategy and Development Since 2009
Director, Bachelor of Commerce (Hons) in HRM 2010-2015
2. **Hong Kong Baptist University** 2001- 2006
Head, Department of Management
Programme Director of MSc. in Strategic Human Resources Management
3. **Hong Kong Baptist University** 1997-2001
Head and Associate Professor
Department of Management
BBA (Human Resource Management Major) Coordinator
4. **Hong Kong Baptist University** 1995-1997
Assistant Professor of Management
BBA (Human Resource Management Major) Coordinator
5. **Hong Kong Baptist College** 1993-1995
Lecturer of Management
BBA (Human Resource Management Major) Coordinator
6. **Andrews University** 1991-1992
Instructor of Management
Human Resource Management
7. **City Polytechnic of Hong Kong** 1988-1991
Lecturer of Human Resource Management

Private Sector

8. **Bangkok Bank Limited** 1987-1988
Area Personnel Manager
9. **Outboard Marine Corporation** 1985-1987
Assistant Personnel Manager
10. **Tsuen Wan Adventist Hospital** 1981-1985
Counselor and Head of Personnel Affairs

EDUCATION AND QUALIFICATIONS

Educational Achievement

1.	Pacific Union College	B.A. Education	1980
2.	Andrews University	M.A. Education/Counseling	1981
3.	Andrews University	Ph.D. Educational Psychology	1993
4.	Hong Kong University	Certificate in Personnel Management	1985
5.	Chinese University of HK	Dip Management in Executive Development	1988
6.	University of Colorado	Certificate in International HRM	1998
7.	National Cancer Institute	Certificate in Human Participant Protections Education for Research Teams	2008

Professional Qualifications and Designations

1.	SPHR	Certified Senior Professional in Human Resources
2.	Reg. Psychol.	Registered Educational & I-O psychologist
3.	FHKIoD	Fellow of Hong Kong Institute of Directors
3.	FIIM	Fellow of International Institute of Management
4.	FITP	Fellow of Institute of Training Professionals
5.	FIHRM	Fellow of HK Institute of Human Resources Management
6.	FAIBA	Fellow of Associates of Institute of Business Administrants
7.	AFHKPS	Associate Fellow of Hong Kong Psychological Society
8.	AFHKPCA	Associate Fellow of HK Professional Counsellors Association

Professional Memberships

1. Academy of Management
2. American Psychological Association
3. Society for Industrial and Organisational Psychology
4. American Counseling Association
5. National Employment Counseling Association
6. National Career Development Association
7. Asia Academy of Management
8. Society for Human Resource Management
9. Hong Kong People Management Association
10. Hong Kong Psychological Society
Division of Educational Psychology
Division of Industrial-Organizational Psychology

AWARDS AND HONORS

1. ***Citation of Excellence Award*** 1999
Awarded for Highest Quality Rating by ANBAR Electronic Intelligence the publication: White, J., Luk, V., Druker, J., & Chiu, R.(1998). Paying their way: A comparison of managerial reward systems in the Hong Kong and London banking industries. *Asian Pacific Journal of Human Resources*. 36(1), 54-71.
2. ***Outstanding Human Resource Educational Elite in China Award*** 2004
Received at the Third Annual Human Resources Management Competition Conference jointly organized by the Asia Pacific Human Resource Research Association, Hong Kong Institute of Human Resource Management, Chinese Human Resource Management Association, and Smart Fortune.
3. ***Best Paper Award*** 2008
Awarded by Emerald for the publication: Selmer, J., Chiu, R., & Shenkar, O. (2007). Cultural distance asymmetry in expatriate adjustment. *Cross Cultural Management*. 14(2), 150-160.
4. ***President's Award for Outstanding Performance*** 2009
In recognition of Outstanding Performance in Service, the award was received on 56th Founders' Day Ceremony of Hong Kong Baptist University
5. ***Outstanding Contribution to HR Award*** 2010
Awarded by HR Awards Hong Kong in recognition of outstanding contribution to the HR profession in Hong Kong.
6. ***Medal of Honour*** 2012
In recognition of contributions in promoting equal opportunities in Hong Kong, awarded by the Hong Kong Special Administrative Region Government.
7. ***Honorary Judge*** *Hong Kong Federation of Business Students Business Administration Paper Competition* 1997-2006
8. ***Honorary Judge*** *Hong Kong Management Association Personnel Management Club HRM Scholarship* Since 2003
9. ***Honorary Judge*** *JobDB Hong Kong Employer of the Year Award* 2005
9. ***Honorary Judge*** *Key Media Pte. HR Awards Hong Kong* 2006-2010
10. ***Honorary Judge*** *Labour Department Outstanding Disabled Employees Award* 2006
11. ***Honorary Judge*** *Labour Department Enlightened Employers Award* 2006
12. ***Adjudicator*** *Equal Opportunities Poster Design Competition Constitutional and Mainland Affairs Bureau* 2009
13. ***Adjudicator*** *Equal Opportunities Funding Scheme* Since 2009

14.	<i>Honorary Judge</i>	<i>Constitutional and Mainland Affairs Bureau Hong Kong Institute of Human Resource Management HR Excellence Awards</i>	2012
15.	<i>Honorary Judge</i>	<i>Home Affairs Bureau, SAR Family Friendly Employers Awards</i>	2013
16.	<i>Honorary Judge</i>	<i>Outstanding Civil Service Team Award Civil Service Bureau, SAR</i>	2015
17.	<i>Adjudicator</i>	<i>Legacy Academy Legacy Award</i>	2016
18.	<i>Honorary Judge</i>	<i>Talent Development Excellence Award The Hong Kong Institute of Bankers</i>	2019
19.	<i>Honorary Judge</i>	<i>Human Resources Awards CTgoodjobs.com</i>	2019

Membership in International Honor Societies

1.	Psi Chi	The International Honor Society in Psychology
2.	Phi Delta Kappa	The International Honor Society in Education
3.	Beta Gamma Sigma	The International Honor Society for Business

CAREER ACHEIVEMENTS IN ACADEMIC SECTOR:

ADMINISTRATION

University Level

Academic Affairs

1. University Honor Scholar Since 1996
2. University Senate Member 1997-2014
2018-2020
3. University Council Member 2009-2014
4. Undergraduate Admission Committee Member 1998-2000
5. Academic & Professional Standards Committee Member 2000-2002
6. Advisory Member of College of International Education 2000-2006
7. Web Based Teaching & Learning Taskforce Member 2001-2005
8. Zero-based Budgets Review for Non-teaching Offices 2001-2002
Working Group Member
9. Task Force on HKBU Public Image Member 2002-2003
10. Teaching and Learning Processes & Quality Review Exercise
Task Force Member 2002-2003
11. Academic Affairs Committee for Continuing Education Member 2008-2010
12. Academic Regulations & Review Committee Member 1998-2004
Chairman 2004-2011
13. School of Business Dean Search Committee Member 2008
14. Quality Assurance Committee Member Since 2018
15. QA Sub-Committee on Self-financed Program L4, Member 2011-2016
16. QA Sub-Committee on Self-financed Program L1-3, Chairman Since 2018
17. Action Group on Lee Wai Lee Site 2013-2014
18. Exhibition and Conference Facilities Management Committee Since 2014
19. Knowledge Transfer Committee 2017-2019
20. VP for Administration & Secretary Search Committee Member 2019

Student Affairs

1. Student Affairs Committee Chairman 2010-2011
2. Residence Life Committee Chairman 2010-2011
3. Students Residence Management Board Member 2010-2011
4. Students Appeal Panel Chairman 2004-2011
5. Advisory Committee on Graduate Employment Member 1994-2010
Since 2018

Staff Affairs

1. Personnel Committee Member 1998-1999
2009-2014
2. Various Recruitment and Performance Review Panels Member Since 1998
*Schools of Business, Communication, & Continuing Education,
Academic Registry, Finance Office, and University Relations*
3. Administrative Staff Performance Review Panel Member 1998-2003

4.	Staff Affairs Committee Member	2002-2004
5.	Task Force on Medical & Dental Benefits Review Chairman	2002-2003
6.	Steering Committee on Review of the Pay and Reward Structure Working Group for Non-teaching Staff Member	2003-2004
7.	Steering Committee on Review of the Pay and Reward Structure Working Group for Teaching Staff Member	2003-2004
8.	Non-teaching Staff Salary Review Conversion Panel Chairman	2005
9.	Committee on Conflict Resolution Member	Since 2005
10.	Equal Opportunities Advisor	Since 2007
11.	Non-teaching Staff Performance Award Committee Member	2013

Accreditation and Re-accreditation of Academic Programmes

1.	Accreditation Panel Member:	MSocSci in S&LM	2000
2.	Programme Planning Team Chair:	MSc in SHRM	2000
3.	Programme Planning Team Chair:	PgD in HRM	2004
4.	Programme Planning Team Member	DBA	2004
5.	Programme Planning Team Member	Dip in WP Comm	2005
6.	Accreditation Panel Member:	BSocSci in Psychology	2006
7.	Programme Planning Team Chair	BComm in HRM	2009
8.	Programme Planning Team Member	MHRM	2009

School Level

1.	School Library Committee Member	1994-1997
2.	MBA Course Management Committee Member	1996-2005
3.	MBA Course Board Member	1996-1999
4.	MBA Admission Coordinator	1996-1999
5.	BBA Project Committee Member	1994-2003
6.	BBA Course Management Committee Member	1994-2006
7.	BBA Course Board Member	1994-1999
8.	Business School Executive Committee Member	1997-2006
9.	Panel for Review of Appointment of Academic Staff Member	1997-2005
10.	Panel for Review of Promotion of Academic Staff Member	1997-2005
11.	School Web Project Task Force Chairman	2002-2004
12.	Centre for Human Resources Strategy & Development, Director	Since 2010
13.	Undergraduate Studies Committee member	2010-2012
14.	Accreditation and Assessment Committee Member	2010-2012
15.	Research & Graduate Studies Committee	2011-2013

Departmental Level

1.	HRM Major Coordinator	1994-2001
2.	Head of Department	1997-2006
3.	MSc in SHRM Degree Programme Director	2001-2006
4.	MSc in SHRM Programme Management Committee Member	Since 2001

5. MHRM Programme Management Committee Member Since 2005
6. Bachelor of Commerce (Hons) in HRM Degree Prog Director 2010-2015
7. BCom (Hons) in HRM Programme Management Committee Chair 2010-2015

TEACHING AND RESEARCH

Teaching

Academic Programs

1. Doctor of Philosophy
2. Doctor of Business Administration
3. Doctor of Education
4. Master of Philosophy
5. Master of Business Administration
6. Master of Public Administration
7. Master of Education
8. Master of Science in Strategic Human Resources Management
9. Master of Human Resources Management
10. Bachelor of Business Administration
11. Bachelor of Social Sciences
12. Bachelor of Commerce in Human Resources Management

Undergraduate level Subjects:

Educational Leadership	Educational Psychology
Industrial Relations	Educational Administration
Human Resource Management	Personnel Administration in Schools
Training and Development	Compensation Management
Labor Relations and Law	Personnel Psychology
Organizational Behavior	Organizational Development
Performance Appraisal and Rewards	Applied Social Psychology
Management for Non-profit Organizations	HRM in China
Human Resources Research & Measurement	Selection and Recruitment
General Psychology	Career Development

Postgraduate level Subjects:

Seminar in Human Resource Management	Educational Leadership
Cultural Perspectives in Management Psychology	Industrial-Organizational
International Human Resource Management	Managerial Communications
Cross-cultural Management	Leadership and Team Building
Employment Relations Practices	Current Human Resources Issues
Training and Development	Performance and Reward Management
Managing People in the Public Sector	Total Quality Management

Research Areas

Individual Differences	Compensation & Benefits
Industrial-Organizational Psychology	Management & Education Ethics
Quality of Human Capital	Work-Life Balance

External Examiner/Academic Advisor Appointments

1.	Certificate in Human Resource Management	HKPC	1996-2000
2.	Diploma in H R Management	HKPC	1996-2000
3.	Diploma in Training and Development	HKPC	1997-2000
4.	Diploma in Practical HR Management	HKPC	2002-2004
5.	Bachelor of Business Administration	OUHK	1999-2012
6.	Masters of Philosophy in Management	PolyU	2001-2010
7.	Doctor of Business Administration	PolyU	2001-2010
8.	Doctor of Business Administration	UnSA	2000-2010
9.	Masters of Philosophy in Management	CityU	Since 2002
10.	Masters of Philosophy in Psychology	CUHK	Since 2001
11.	Doctor of Education	CUHK	Since 2002
12.	Doctor of Business Administration	Mcquarie	2015-2025
13.	Bachelor of Business Administration	HKSYU	2008-2010
14.	Associate of Business Administration	HKIED	2008-2010
15.	Bachelor of Business Administration	HKAC	2004-2018
16.	Associate of Business Administration	HKAC	2012-2013
17.	Bachelor of Business	HKSYU	2015-2019

Anonymous Referee

Frequently reviewed manuscripts on ad hoc basis as anonymous referee for the following scientific journals and academic conferences:

Journal Editorial Board

1. International Journal of Employment Studies
2. International Employment Relations Review

Scientific Journals

1. Social Behavior and Personality: An International Journal
2. International Journal of Psychology
3. Journal of Business Ethics
4. International Journal of Cross-cultural Management
5. Journal of Managerial Psychology
6. Employee Relations Review
7. Career Development International
8. Personnel Review
9. International Journal of Human Resource Management
10. Journal of Occupational and Organizational Psychology
11. Asian Journal of Business Ethics

Academic Conferences

1. Organizational Behavior Teaching Annual Conferences
2. Psychology and Business Ethics Annual Conferences
3. Academy of Management Annual Meetings

4. Asia Academy of Management Bi-annual Meetings
5. International Human Resources Management Bi-annual Conferences

Theses Supervision

1. **LAM Hon-yeung for Master of Philosophy**
Thesis submitted to Hong Kong Baptist University entitled “An Exploratory Investigation of British Expatriate Adolescents Living in Hong Kong: Their Perceptions of being International and International Mobility Preferences and Consequences” 2003. (Co-supervisor)
2. **LIU Xiangyang for Doctor of Philosophy**
Thesis submitted to Hong Kong Baptist University entitled “An Investigation of Expatriate Adjustment and Performance at the Workplace: A Social Capital Perspective.” 2004. (Co-supervisor)
3. **JHANG Ying for Master of Philosophy**
Thesis submitted to Hong Kong Baptist University entitled “An Empirical Study of the Effect of Whistleblowing Judgement on Whistleblowing Intention: Investigating the Moderating Roles of Positive Mood and Organizational Ethical Culture.” 2006. (Principal supervisor).
4. **ZHOU Jie for Master of Philosophy**
Thesis submitted to Hong Kong Baptist University entitled “A Study of the Effects of Flexible Work Schedules on Family Satisfaction: Examining the Moderating Roles of Managerial Support and Employee Needs.” 2008. (Principal supervisor)
5. **CHAN, Amy for Doctor of Philosophy**
Thesis prepared to Hong Kong Baptist University entitled “Merges and Acquisitions in China.” (Co-supervisor)

Theses Examination (External Examiner)

1. **MPhil** Thesis submitted to Hong Kong Baptist University entitled “Perceived Transfer of Skills and Knowledge of MBA Graduates” 1998.
2. **MPhil** Thesis submitted to University of South Australia entitled “Training Plateau of Civil Servants in Southern Australia”, 2000.
3. **MPhil** Thesis submitted to Chinese University of Hong Kong entitled “Influence of Organizational Context and Follower's Disposition on Effectiveness of Transformational Leadership”. 2001.
4. **DBA** Thesis submitted to Hong Kong Polytechnic University entitled “Family-Friendly Policy and Family-Supportive Supervisor: How They Benefit Both Employers and Employees.” 2001.
5. **MPhil** Thesis submitted to City University of Hong Kong entitled “Business Morality- As Reflected in Three SOEs in Mainland China.” 2001.
6. **DBA** Thesis submitted to University of South Australia entitled “The Use of Guanxi in

- Hong Kong, Taiwan and China.” 2001.
7. **MPhil** Thesis submitted to Hong Kong Polytechnic University entitled “The Effects of Leadership Styles on Individuals’ Time Use Orientation, Well-being and Effectiveness” 2002.
 8. **MPhil** Thesis submitted to Hong Kong Baptist University entitled “The Impact of Work, Family and Internal Attributes on Career Advancement” 2002.
 9. **Edd** Thesis submitted to Chinese University of Hong Kong entitled “An Investigation of the Relationship Between Organizational Culture and Organizational Effectiveness in Hong Kong Higher Education Institution.” 2002.
 10. **PhD** Thesis submitted to Curtin University of Technology entitled “Employees’ Perception as Recipients of Change” 2002.
 11. **PhD** Thesis submitted to University of Santo Tomas entitled “Organizational Performance Model for Business Organizations in Tanzania” 2003.
 12. **DBA** Thesis submitted to Hong Kong Polytechnic University entitled “A Study of Abusive Supervision: Its Impact on Hong Kong Subordinates’ Attitudes and Behaviors” 2003.
 13. **DBA** Thesis submitted to Hong Kong Polytechnic University entitled “Person-Environment Fit and Work Performance in the Hotel Industry of Hong Kong” 2003.
 14. **DBA** Thesis submitted to Hong Kong Polytechnic University entitled “The Influence of General Cognitive Ability, Personality and Social Skill on Job Performance: A Predictive Validity Study of Engineers Working with a Toy Manufacturing Company in the PRC” 2004.
 15. **MPhil** Thesis submitted to Hong Kong Polytechnic University entitled “Employee Stock Option in China: Impacts on Employees’ Psychological Ownership and Organizational Citizenship Behavior” 2004.
 16. **PhD** Thesis submitted to University of Wollongong entitled “The Effect of Marketing’s Participation in New Product Development on its Manifest Influence: A Test of a Contingency Model” 2006.
 17. **DBA** Thesis submitted to Hong Kong Polytechnic University entitled “Two-tier Wages and Organizational Justice: A Study of Social Workers in Hong Kong” 2006.
 18. **MPhil** Thesis submitted to the Chinese University of Hong Kong entitled “Does it Matter if I am an Actor or a Third Party? The Relationship Between Belief in a Just World and Justice Perception” 2007.
 19. **DBA** Thesis submitted to Hong Kong Polytechnic University entitled “Survivors’ post-merger work attitudes: The impact of organizational cynicism, continuance commitment and supportive leader” 2007.
 20. **PhD** Thesis submitted to University of South Australia entitled “Redevelopment of a Nonprofit Organization: An Action Research Case Study of a Hong Kong Children and Youth Integrated Service Centre.” 2008.
 21. **MPhil** Thesis submitted to Chinese University of Hong Kong entitled “Who Will Stay? Examination of Job Embeddedness from a Dispositional Perspective.” 2009.
 22. **Edd** Thesis submitted to Chinese University of Hong Kong entitled “A Study of the Contribution of Leadership and Structure to Organizational Learning in Secondary Schools in Hong Kong.” 2009.
 23. **MPhil** Thesis submitted to Lingnan University entitled “A Study of Positive Emotions

- and Work Outcome: the Mediating Role of Psychological Capital.” 2011.
24. **PhD** Thesis submitted to Hong Kong Baptist University entitled “The Improvement of Organizational Socialization in Groups: An Interactionist Perspective of Social Identity Theory.” 2011.
 25. **PhD** Thesis submitted to Chinese University of Hong Kong entitled “Revealing the Talents Employees with Disability”, 2017.

Applied/Policy Research Projects

1. Hong Kong and China Pay Level Surveys, 2010
2. Hong Kong and China Pay Level Surveys, 2011
3. Hong Kong and China Pay Level Surveys, 2012
4. Survey on the Employment Relations and Retention Strategy in Hong Kong, 2013
Hong Kong and China Pay Level Surveys, 2013
5. Survey on the Retention Strategy of Older Talents, 2014
Hong Kong and China Pay Level Surveys, 2014
6. Survey on the Long Working Hours, Standard Working Hours, and Flexible Employment Mode, 2015
7. Hong Kong and China Pay Level Surveys, 2015
8. Survey on the Practices of HR Analytics in Hong Kong, 2016
9. Hong Kong and China Pay Level Surveys, 2016
10. Hong Kong and China Pay Level Surveys, 2017
11. Hong Kong and China Pay Level Surveys, 2018
12. GHM Greater Bay Area Pay Level Surveys, 2019

EDUCATIONAL ENTREPRENEURIAL EXPERIENCES

Programme Administration Management

1. Programme Director (2001-2006)
MSc in Strategic Human Resources Management
Designed, developed, launched, and managed the above self-funded degree program.
2. Programme Director (2005-2006)
Postgraduate Diploma in Human Resources Management
Designed, develop, launched, and managed the above self-funded diploma program.
3. Programme Director (since 2010)
Bachelor of Commerce in Human Resources Management
Designed, developed, launched, and managing the above self-funded degree program.
4. University Honor Scholar for School of Continuing Education, HKBU
5. Advisory member of College of International Education, HKBU

Academic Quality Management

1. Member of Academic Affairs Committee for Continuing education, HKBU
2. Member of Quality Assurance Sub-committee on Self-financed Programmes, HKBU
3. Subject Matter Expert in HRM of Hong Kong Council of Academic Accreditation and Vocational Qualifications
4. Accreditation Panel member of various self-financed degree programs offered by different higher education institutions in Hong Kong.

PROFESSIONAL CONSULTANCY AND COMMUNITY SERVICES

Area of Consulting Service

Public Administration	Organizational Restructuring
Industrial Relations	Total Quality Management
Managerial Communication	Performance Management
Employee Counseling	Stress Management
Change Management	Customer Service
Risk & Crisis Management	Compensation and Rewards

List of Client Organization

Kong Kong Police Force	Hong Kong SAR Government
Hong Kong Retraining Board	Hong Kong Productivity Council
Christian Action	Hong Kong Ferry (Holding) Co. Ltd.
Cathay Pacific Airways	Japan Airlines Ltd.
Hong Kong Dragon Airlines Ltd.	Dun & Breadstreet (Hong Kong) Ltd
Inco Training Consultants	Tung Wah Group of Hospitals
Advance Management Consultants Ltd.	Eagle Star Insurance Group
Fleishman-Hillard Scotchbrook (HK) Ltd.	B. A. T. China Ltd
Omni Group of Hotels (Hong Kong)	Shanghai Commercial Bank Ltd. Hong
Kowloon-Canton Railway Corporation	Sino Property Holding Ltd.
Pok Oi Hospital	Pulse Electrics
Hong Kong Red Cross	Hong Kong Family Welfare Association
Shui On Building Services	The Hong Kong Jockey Club
New York Life	Ocean Park
Hong Kong Airport Services	Kum Shing Group
Shiseido Hong Kong Ltd.	Wai Ji Christian Services
Deikin Aircontioning	

Professional, Public and Community Services

1.	Executive Committee Member: Employment Service of HKCSS	1999-2005
2.	Council Member: Hong Kong Employment Development Service	2003-2019
3.	Vice-chairman: Hong Kong Employment Development Service	2005-2012
4.	School Manager: HK Vernacular Normal Schools Alumni Asso School	2003-2018
5.	School Supervisor: HK Vernacular Normal Schools Alumni Asso School	Since 2018
6.	Member: Human Resources Sub-committee, Heep Hong Society	2003-2006
7.	Board Member: Equal Opportunities Commission	2005-2011
8.	Member: Rotary Club of Hong Kong South	2006-2010
9.	Honorary Secretary: Rotary Club of Hong Kong South	2008-2009
10.	Vice President: Rotary Club of Hong Kong South	2009-2010
11.	Council Member: Hong Kong Baptist University	2009-2014
12.	Board Member: People Development Board, HKJC College	2010-2012
13.	Board Member: Apple Daily Charitable Foundation	2011-2019

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| 14. | School Manager: St Joseph's Anglo-Chinese School
Since 2012 | |
| 15. | Honorary Advisor: ERB Manpower Developer Award Scheme | Since 2013 |
| 16. | Member: TWAHs Tin Sau Bazaar Advisory Management Committee | Since 2013 |
| 17. | Member: Public Affairs Forum, HK SAR Government | 2000-2015 |
| 18. | Fellow: Legacy Academy | Since 2015 |
| 19. | School Supervisor: VNSA St. Helena School
Since 2018 | |
| 20. | Member: AAVQO Appeal Board | Since 2019 |
| 21. | Member: Accreditation Board of HKIHRM | 1995-2000 |
| 22. | Council Member: Hong Kong Industrial Relations Association 1989-90, | 1994-1995 |
| 23. | Member of Executive Committee of Hong Kong Pay Level Survey | Since 1994 |
| 24. | Member of Executive Committee of PRC Pay Level Survey | Since 1996 |
| 25. | Advisor: Institute of Dining Arts | Since 2019 |
| 26. | Advisor: M.SocSci, The Open University of Hong Kong | 1999-2014 |
| 27. | Secretary: I/OPD, Hong Kong Psychological Society | 2000-2001 |
| 28. | Consultant: HKBU Association for Human Resource Professionals
2002-2010 | |
| 29. | Council Member: Hong Kong People Management Association | 2003-2010 |
| 30. | President: Hong Kong People Management Association | 2005-2006 |
| 31. | Director: Centre for Human Resources Strategy and Development | Since 2010 |
| 32. | Honorary Adjunct Professor: Hong Kong Adventist College | Since 2005 |
| 33. | Visiting Professor: University of Greenwich | 2009-2012 |
| 34. | Curriculum Advisor: Hong Kong Adventist College
2010-2019 | |
| 35. | Advisor: Shu Yun College Business Administration Programme | 2010-2019 |
| 36. | Advisor: Hong Kong Buddhist College | 2012-2016 |

Organizing Academic Conferences and Public Forums with Social Impacts

1. 1997 International Organizational Behaviour Teaching Conference. January 3 – 5
2. 1998 Asia Pacific Conference of Employee Assistance Programme. March 5 - 7.
3. 2001 Asia Pacific Researches in Organization Conference. December
4. 2002 International Conference on Business Ethics in Knowledge Economy. April 2-4.
5. 2005 International Human Resource Management Conference. June 14-17.
6. 2006 International Employment Relations Association Conference, June 19-22.
7. 2008 Public Forum on Work-life Balance, June 5, 2008.
8. 2009 Public Forum on Human Capital in Hong Kong, May 16, 2009
9. 2010 Public Forum on Minimum Wage Legislation, April 22, 2010
10. 2011 Public Forum on Hong Kong's Aging Workforce, May 6, 2011.
11. 2011 Public Forum on Hong Kong's Aging Populations, September 17, 2011
12. 2013 Public Forum on China HRM Risk Management & labour Dispute, Jan 26, 2013
13. 2013 Roundtable Seminars in Managing People in the Public Sector, April 20, 2013.
14. 2013 Public Forum on Eliminating Employment Discrimination, April 27, 2013
15. 2013 Human Resource Congress, October, 9, 2013
16. 2014 Population Forum, February, 14, 2014.

17. 2014 Human Resource Congress, September, 23, 2014
18. 2014 Public Forum on Meeting World Class HR Guru, Dave Ulrich, Dec, 10, 2014
19. 2015 Strategy Tactic for Retaining and Engaging Mature Employees, Oct 24, 2015
20. 2015 Human Resource Congress, October, 8, 2015
21. 2016 Public Forum on MPF Offsetting Mechanism, June 2, 2016
22. 2016 Human Resource Congress, October, 12, 2016
23. 2017 Public Forum on Multigenerational Workforce in Hong Kong, April 8, 2017
24. 2017 International Symposium on Pay and Motivation, May 5, 2017
25. 2017 Human Resource Congress, October, 21, 2017
26. 2018 Public Forum on Artificial Intelligence and HRM, March 10, 2018

Project Management

1. Organizing and leading study tours for international business students.
2. Planning and putting together the first self-funding postgraduate programme of the Department of Management, MSc in Strategic Human Resources Management.
3. Organizing 2001 University Retreat.
4. Organizing and launching the alumni association for HKBU HRM students: HKBU Association for Human Resources Professionals. 2002.
5. Reviewing the Zero-based budgeting of HKBU. September 2001 – April 2002.
6. Chairing a taskforce to review, re-evaluate, and revise the medical and dental benefits schemes of HKBU. October 2002 – October 2003.
7. Designing and implementing the Virtual Integrated Teaching and Learning Environment (VITLE)”, was funded at around \$0.65 million
8. Chairing a panel to review the salary structure conversion processes of non-teaching staff of HKBU.
9. Establishment of the Centre for Human Resources Strategy and Development of the School of Business. May, 2006.
10. Establishment of VNSA St. Helena School. May 2018
11. Establishment of VNSAA Kindergarten School. September, 2020.

Invited Lectures and Speeches

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| 1. | <i>Improving school management and quality of teaching</i> | |
| | Hong Kong Teachers' Association | December, 1994 |
| 2. | <i>Employee Counselling</i> | |
| | Hong Kong Industrial Relations Association | June, 1995 |
| 3. | <i>Stress and coping with stress</i> | |
| | Hong Kong Social Welfare Society | June, 1995. |
| 4. | <i>Stress of employees in today's society</i> | |
| | Hong Kong Industrial Relations Association | March, 1996 |
| 5. | <i>Employee involvement in a total quality management</i> | |
| | Hong Kong Housing Authority | July, 1998 |
| 6. | <i>Stress in everyday life</i> | |
| | Hong Kong Children Society | July, 1998 |
| 7. | <i>How EAP contributes to enhancing staff productivity</i> | |

8.	The Hong Kong Council of Social Service <i>Balancing work and family conflicts</i>	March, 1999
9.	Hong Kong Baptist University <i>How to deal with stakeholders for teachers</i>	April, 1999
10.	Hong Kong Institute of Education <i>Old men and the "Cs" (computers)</i>	February, 2001
11.	Hong Kong Psychological Society <i>Employee Assistant Programmes</i>	June, 2001
12.	Management Development Centre, VTC. <i>Whistleblowing in Hong Kong</i>	June, 2001.
13.	City University of Hong Kong <i>Human resources and young people today</i>	October, 2002
14.	Hong Kong Adventist College <i>Self-efficacy and coping of people in times of adversities</i>	January, 2003
15.	Hong Kong Psychological Society <i>Stress and stress management</i>	May, 2003
16.	Hong Kong Adventist Hospital <i>Post-SARS Era: Dealing with stress in organizations</i>	July, 2003
17.	Hong Kong People Management Association <i>Competency-based management system</i>	August, 2003
18.	PriceWaterhouseCoopers/Guangzhou Municipal Office <i>Studying in human resource management</i>	September, 2003
19.	Ho Dao College <i>How to motivate staff to face changes</i>	October, 2003
20.	Senior Citizen Home Safety Association <i>HR competency of secondary school principals</i>	October, 2003
21.	Hong Kong Association of Head of Secondary Schools <i>Job evaluation and salary structuring</i>	June, 2004
22.	Hong Kong Conference of Seventh-day Adventist <i>Infectious diseases: An HRM implication</i>	June, 2004
23.	Hong Kong Society for Infectious Diseases <i>Professional presentations for helping professionals</i>	June, 2004
24.	Yuen Yuen Institute <i>How to monitor your employees' expectations of pay raises</i>	September, 2004
25.	Hong Kong People Management Association <i>Successful career planning</i>	October, 2004
26.	St. Joseph's Anglo-Chinese School <i>Handling adversity</i>	November, 2004
27.	The Hong Kong Federation of Youth Groups <i>Crisis in NGOs</i>	December, 2004
28.	Pok Oi Hospital Social Services <i>Employment for disable people</i>	May, 2005
29.	Labour Department, HKSAR <i>Labor relations and law</i>	November, 2005
30.	Education and Manpower Bureau, HKSAR <i>Fighting fire in employment disputes</i>	March, 2006

	Labour Department, HKSAR	May, 2006
31	<i>Dealing with employees and trade unions</i> Social Welfare Department, HKSAR	May, 2006
32	<i>Performance expectations of university professors</i> Hong Kong Productivity Council	July, 2006
33	<i>Talent management in actions</i> Hong Kong Christian Services	September, 2006
34.	<i>Recruiting talents effectively</i> Economic Times Business College	January, 2007
35.	<i>Passion-psychological attributes of executives</i> DBM	May, 2007
36.	<i>Employment development services</i> Rotary Club of Kingspark	May, 2007
37.	<i>Family friendly employment policy</i> Rotary Club of Hong Kong South	May, 2007
38.	<i>Total wellness of executives</i> Shui On Building Company	May 2007
39.	<i>Human resource management</i> Education Bureau, HKSAR	July, 2007
40.	<i>Passion introduction</i> Hong Kong People Management Association	October, 2007
41.	<i>Successful career planning</i> St. Joseph's Anglo-Chinese School	November, 2007
42.	<i>Revitalize your passion</i> Hong Kong Baptist University	December, 2007
37	<i>Parental Stress</i> Hon See Kindergarten	February, 2008
44.	<i>Human resource management in schools</i> Hong Kong Baptist University	March, 2008
45.	<i>Future directions of employee retraining</i> Hong Kong Council of Social Service	March, 2008
46.	<i>China Labour Contract Law and implications</i> University of Colorado at Denver	March, 2008
47.	<i>Commencement speech: The spirit of Josephians</i> St. Joseph's Anglo-Chinese School	June, 2008
48.	<i>Strategy of public relations</i> Rotary Club of District 3450	September, 2008
49	<i>Managing people in turbulent times</i> Labour Department, HKSAR	September, 2009
50.	<i>Successful career planning</i> St. Joseph's Anglo-Chinese School	November, 2009
51.	<i>Implementation of minimum wages</i> Hong Kong Baptist University	April, 2010
52.	<i>Minimum wages in Hong Kong</i> NOW TV Forum	May, 2010
53.	<i>Developing talent of the 21st Century: PASSION</i>	

	Greater China Talent Management Summit 2010	July, 2010
54.	<i>Team building</i> HK Federation of Restaurants & Related Trades	September, 2010
55.	<i>Retaining talents</i> Hong Kong Productivity Council: Informercial Series	October, 2010
56.	<i>The role of HRM in CSR</i> Hong Kong Shue Yan University	November, 2010
57.	<i>Effective human resources measurement</i> CITIC Pacific	November, 2010
58.	<i>Passion for work</i> Equal Opportunities Commission	January, 2011
59.	<i>Dealing with challenges of minimum wage ordinance</i> Hong Kong Federation of Restaurants and Related Trades	March, 2011
60.	<i>Minimum wage and labour collaboration seminar</i> Career Times	April, 2011
61.	<i>Dealing with labour relations facing minimum wage</i> Hong Kong Federation of Restaurants and Related Trades	April, 2011
62.	<i>Strategic planning</i> The Josephian's Association	April, 2011
63.	<i>Dealing with labour relations facing minimum wage</i> Hong Kong People Management Association	May, 2011
64.	<i>Standard work hours</i> Hong Kong Federation of Restaurants and Related Trades	May, 2011
65.	<i>Graduation Address</i> Hong Kong Adventist College	July, 2011
66.	<i>The impact on employees with disabilities under MWO</i> Equal Opportunities Commission	July, 2011
67.	<i>Labour collaboration and consultation</i> Labour Department, HKSAR Government	September, 2011
68.	<i>HR management – Generational challenge</i> South China Morning Post	June, 2012
69.	<i>Workplace flexibility</i> Hong Kong Shue Yan University	September, 2012
70.	<i>Age discrimination</i> Equal Opportunities Commission	September, 2012
71.	<i>2020 HR roles</i> CITIC Pacific	November, 2012
72.	<i>Coaching the coach</i> Employee Retraining Board	April, 2013.
73.	<i>Managing people in the public sector</i> Hong Kong Baptist University	April, 2013
74.	<i>Does Hong Kong need a age discrimination legislation?</i> Hong Kong Baptist University	April, 2013
75.	<i>SWH: A crisis or an opportunity</i> Hong Kong Institute of Human Resource Management	June, 2013
76.	<i>Wage negotiation strategies</i>	

	Hong Kong Institute of Human Resource Management	July, 2013
77.	<i>Employee retention and engaging strategy</i> 2013 HR Congress	October, 2013
78.	<i>Hong Kong 2013 Pay Levels</i> Hong Kong People Management Association & CHRSD	October, 2013
79.	<i>Temptation of money</i> The University of Hong Kong	May, 2014
80.	<i>HR Roles in modern time</i> Hong Kong Management Association	May, 2014
81.	跳出傳統框架的企業培訓方案 Employee Retraining Board	May, 2014
82.	<i>Hong Kong Labour Market Trends and Issues</i> Chinese University of Hong Kong	June, 2014
83.	<i>Developing Executive Coaching Programme</i> Hong Kong Institute of Human Resource Management	August, 2014
84.	<i>Retention Strategy of Older Talents</i> 2014 HR Congress	September, 2014
85.	<i>Age Smart Management</i> Equal Opportunities Commission 2014 Forum	November, 2014
86.	<i>Executive Coaching</i> Simon Fraser University Business School	July, 2015
87.	<i>PR 15 Opening</i> Hong Kong Outstanding Students Association	July, 2015
88.	<i>Myths & Benefits of Retaining Mature Employees</i> Labour Department, HKSAR	August, 2015
89.	<i>Long Working Hours and Solutions</i> 2015 HR Congress	October, 2015
90.	<i>Passion</i> Hong Kong Federation of Youth	November, 2015
91.	<i>Coaching Skills</i> Legacy Academy	November, 2015
92.	<i>Managing Multigenerational Workforce</i> Four Dimensions	September, 2016
93.	<i>HR Analytics</i> 2016 HR Congress	October, 2016
94.	<i>Interview of Mr. David Mong</i> Hong Kong Baptist University	October, 2016
94.	<i>HR Analytics</i> Tai Po HR Club	May, 2017
95.	<i>People Analytics</i> MTR	May, 2017
96.	<i>HR Analytics in Compensations & Benefits</i> Hong Kong People Management Association	July, 2017
97.	<i>Organizational Behavior</i> Midland Holdings	August, 2017

98.	<i>Evidence Base Management</i> IBM	September, 2017
99.	<i>Artificial Intelligence</i> Hong Kong Baptist University	March, 2018
100.	<i>Recent HR Trends</i> CTgoodjobs.com	January, 2019
101.	<i>Mature Employees</i> Golden Age Foundation	March, 2019
102.	Future of Work in Talent Acquisition South China Morning Post	March, 2019
103.	<i>Applied Research</i> HKBU-CIPD	March, 2019
104.	<i>HRM</i> Hong Kong International Aviation Academy	March, 2019
105.	<i>Strategy & Tactics of Wage Negotiation</i> Hong Kong Baptist University	July, 2019
106.	<i>HR of the Future</i> CTgoodjobs.com	January 2020

Media Interviews/Talk Shows/ TV Appearances

Interviews by Electronic Media

1. Asia Television Ltd.
2. Hong Kong Radio and Television Ltd
3. Hong Kong Cable Television Ltd.
4. Hong Kong Television Broadcasting Ltd.
5. Hong Kong Commercial Radio Ltd.
6. Metro Radio
7. NOW-TV, PCCW Ltd.
8. Interactive TV Ltd.

Invitation on TV Programmes

1. City Forum
2. Sunday Report
3. Pentaprism
4. Current Topics
5. Good Morning Asia
6. Headline News
7. Current Affairs
8. Media Watch
9. NowTV Forum

Interviews by Press Media

1. Hong Kong Economical Journal
2. Ming Po Daily

3. Hong Kong Economic Times
4. Asia Wall Street Journal.
5. Capital
6. Hong Kong Standard
7. South China Morning Post
8. People Management
9. TQM Magazine
10. Sing To Daily
11. City Daily
12. Wen Wui Pao
13. Job Market
14. Career Times
15. Oriental Daily News

SCHOLARLY PUBLICATIONS

Chapter in Book

1. Chiu, R. (1986). Thirty ways of stress coping. In A. Kwan, (Ed.), *Mental health & mental hygiene of old age*. Hong Kong: Chai Yin Publishing Association.
2. Chiu, R. (1986). You can manage your stress. In The Sign of Times Publishing Association (Ed.), *Don't let tension overcome you*. Taiwan: The Sign of Times.
3. Chiu, R. (1990). LAB-HK, A pain on the neck for H.R.M. In *Compendium of Hong Kong cases in management*. Hong Kong: Management Development Center of Hong Kong Vocational Council. Vol, 2
4. Chiu, R. (1995). Stress and stressors in the Chinese culture. In F. Peterson (Ed.), *Chinese Psychology*. (49-62) St. Paul: West.
5. Chiu, R. & Wyatt, T. (1997). *Proceedings of the 4th International Organizational Behavior Teaching Conference*. City University of Hong Kong / Hong Kong Baptist University: Hong Kong.
6. Chiu, R. & Kosinski, F. (1997). Human resource management in Hong Kong. In S. Fisher (Ed.), *Readings in international personnel and human resource management*. (21-32) New York: Brooks.
7. Luk, V. & Chiu, R. (1998). Reward systems for local staff in China. In J. Selmer (Ed.), *International management in China: Cross-cultural issues*. (137-151) London: Routledge.
8. Westwood, R., Leung, S.M., & Chiu, R. (1999). The meaning of work: The reconfiguration of work and working in Hong Kong and Beijing. In P. Fosh, D., Andy Chan, Wilson Chow, Levine, E. Snape, & R. Westwood (Eds.) *Hong Kong management and labour*. (127-150) London: Routledge.

Refereed International Journal Articles

1. Whitely, A. & Chiu, R. (1989). Job evaluation and the Hong Kong disciplined services. *Human Resources Journal*, 5(1), 49-58.
2. Chiu, R. & Kosinski, F. (1994). Is Chinese conflict handling behavior influenced by Chinese values? *Social Behavior and Personality: An International Journal*. 22(1), 81-90.
3. Chiu, R. & Kosinski, F. (1995). Chinese cultural collectivism and work related stress: Implications for employment counselors. *Journal of Employment Counseling*, 32(1), 98-110.
4. Chiu, R. & Kosinski, F. (1996). Interactive effects of dispositional traits and work related outcomes: A four countries comparative study. *International Journal of Psychology*, 31(2), 122-140.
5. Chiu, R., Wong, M. & Kosinski, F. (1998). Confucian values and conflict behavior of Asian managers: A comparison of two countries. *Social Behavior and Personality: An International Journal*. 26(1), 11-22.
6. White, J., Luk, V., Druker, J., & Chiu, R. (1998). Paying their way: A comparison of managerial reward systems in the Hong Kong and London banking industries. *Asian*

- Pacific Journal of Human Resources*. 36(1), 54-71.
7. Chiu, R. & Stembridge, A. (1998). Exploring managerial success factors of Chinese managers: A comparison between mainland and Hong Kong Chinese males. *Career Development International*. 3(2), 67-74.
 8. Chiu, R. (1998). Relationships among role conflicts, role satisfactions, and life satisfaction: Evidences from Hong Kong. *Social Behavior and Personality: An International Journal*. 26(4), 409-414.
 9. Chiu, R. (1999). Relationships between motivators and criteria in the selection of a distance learning MBA program in Hong Kong. *Career Development International*. 4(1), 26-33.
 10. Chiu, R., Man, J., & Thayer, J. (1999). Effects of role conflicts and role satisfactions on stress of three professions in Hong Kong: A path analysis approach. *Journal of Managerial Psychology*. 3(5/6), 318-333.
 11. Chiu, R. (1999). Employee involvement in a total quality management program: Problems in Chinese firms in Hong Kong. *Managerial Auditing Journal*. 14(1/2) 8-11.
 12. Chiu, R. & Kosinski, F. (1999). The role of affective dispositions in job satisfaction and work strain: Comparing collectivist and individualist societies. *International Journal of Psychology*. 34(1), 19-28.
 13. Chiu, R. & Stembridge, A. (1999). How do Hong Kong full time employees select a part-time MBA program. *SAM Advanced Management Journal*. 6(2), 34-39.
 14. White, G., Druker, J., Luk, V., & Chiu, R., (1999). Pay policy and wage determination in Hong Kong and Guangdong: A case of regional convergence? *International Journal of Employment Studies*. 7(1), 53-78.
 15. Tang, T. L. P., Luk, V. W. M., & Chiu, R. (2000, May/June). Pay differentials in the People's Republic of China: An examination of internal equity and external competitiveness. *Compensation and Benefits Review*, 43-49.
 16. Chiu, R. (2000). Do perception of pay equity, pay satisfaction, and job satisfaction mediate the effect of positive affectivity on work motivation? *Social Behavior and Personality: An International Journal*. 27(5), 177-184.
 17. Chiu, R., Luk, V., White, G., & Druker, J. (2000). Economic and political change in Hong Kong and its impact upon remuneration systems. *Employee Relations Review*. 15(November), 16-21.
 18. Chiu, R., Luk, V., & Tang, T. (2001, May/June). How do you attract and motivate employees in Hong Kong and People's Republic of China? The cash mentality revisit. *Compensation and Benefits Review*. 66-72.
 19. McCann, D. P., Lam, J. K. C. & Chiu, R. (2001). Teaching Business Ethics in Hong Kong: Challenges and Response. *Journal of Teaching in International Business*. 12(2), 23-34.
 20. Chiu, R. & Babcock, R. (2002). The relative importance of facial attractiveness and gender in Hong Kong selection decisions. *International Journal of Human Resource Management*. 13(1), 1-14.
 21. Stoeva, A.Z, Chiu, R., & Greenhaus, J. (2002). Negative affectivity, roles stress, and work-family conflict. *Journal of Vocational Behavior*. 60(1), 1-16.
 22. Chiu, R., Luk, V., & Tang, T. (2002). Compensation and Benefits: What do Chinese

- employees want? Evidences from two studies. *Personnel Review*. 31(4), 402-431.
23. Chiu, R. (2002). Ethical judgement, locus of control, and whistleblowing intentions: A case study of Mainland Chinese MBA students. *Managerial Auditing Journal*. 17(9), 581-587.
 24. Chiu, R. & Erdener, C. (2003). The ethics of peer reporting in Chinese societies: Evidence from Hong Kong and Shanghai. *International Journal of Human Resource Management*. 14(2), 335-353.
 25. Chiu, R. (2003). Dispositions, adversity quotient and whistleblowing: A conceptual framework. *Employee Relations Review*, 18(February), 17-26.
 26. Chiu, R. (2003). Ethical Judgement and whistleblowing intention: Examining the moderating role of locus of control. *Journal of Business Ethics*. 43(1-2), 65-74.
 27. Chiu, R. & Francesco, A. M. (2003). Dispositional traits and turnover intentions: Examining the mediating role of job satisfaction and affective commitment. *International Journal of Manpower*. 24(3), 284-298.
 28. Tang, T. & Chiu, R. (2003). Income, money ethic, pay satisfaction, commitment, and unethical behavior: Is the love of money evil for Hong Kong employees? *Journal of Business Ethics*. 46(1), 13-30
 29. Chiu, R. & Francesco, A.M. (2003). The influence of dispositions and attitudinal outcomes on the work motivation of Hong Kong managers. *International Journal of Employment Studies*. 11(1), 3-30.
 30. Selmer, J. & Chiu, R. (2004). Competencies of tomorrow HR leaders: A Hong Kong perspective. *Journal of World Business*. 39(4), 324-336.
 31. Tang, T., Chiu, R., & Associates. (2006). The love of money and pay level satisfaction: Measurement and functional equivalence in 29 geopolitical entities around the world. *Management and Organization Review*, 2 (3), 423-452
 32. Selmer, J., Chiu, R., & Shenkar, O. (2007). Cultural distance asymmetry in expatriate adjustment. *Cross Cultural Management*. 14(2), 150-160.
 33. Wei, L. Q., Liu, J., Zhang, Y. C., & Chiu, R. (2008). The role of corporate culture in the process of SHRM: The case of Chinese enterprises. *Human Resource Management*, 47(4), 777-794
 34. Zhang, J., Chiu, R., & Wei, L. Q. (2009). Decision making process of internal whistleblowing behavior in China: Empirical evidence and implications. *Journal of Business Ethics*. 88, 25-41.
 35. Zhang, J., Chiu, R., & Wei, L. Q. (2009). On whistleblowing judgment and intention: The roles of positive mood and organizational ethical culture. *Journal of Managerial Psychology*. (24)7, 627-649.
 36. Chiu, R & Selmer, J. (2011). Are human resource professionals strategic business partners? Evidence from Hong Kong. *International Employment Relations Review*. 17(2), 75-95.
 37. Sun, L., Chow, I., Chiu, R., & W. Pan (2013). Outcome favorability in the link between leader-member exchange and organizational citizenship behavior: Procedural fairness climate matters. *The Leadership Quarterly*. 24(1), 215-226. **FQ:2**
 38. Liu, X., Kwan, H. K., & Chiu, R. (2014). Customer sexual harassment and frontline employees' service performance in China. *Human Relations*. 67(3), 333-356. **FQ: 2**
 39. Wu, L., Zhang, H., Chiu, R., Kwan, H. K., & He, X. (2014). Hostile attribution bias

- and negative reciprocity beliefs exacerbate incivility's effects on interpersonal deviance. *Journal of Business Ethics*. 120(2), 189-199. **FQ: 2**
40. Wu, L. Z., Ho, K. K., Yim, F. H., Chiu, R., He, X. (2015) CEO ethical leadership and corporate social responsibility: A moderated mediation model. *Journal of Business Ethics*. 130(4), 819-831. **FQ: 2**
 41. Mao, Y., Kwan, H. K., Chiu, R., & Zhang, X. (2016) The impact of mentorship quality on mentors' personal learning and work-to-family interface. *Asia Pacific Journal of Human Resources*. 54, 79-97. **FQ: 2**
 42. Xin, J., Chen, S., Kwan, H. K., Chiu, R., & Yim, F. H.-K. (2018). Work-family spillover and crossover effects of sexual harassment: The moderating role of work-home segmentation preference. *Journal of Business Ethics*, 147(3): 619-629. **FQ: 2**
 43. Tang, T, Chiu, R., & Associates (2018). Monetary intelligence and behavioral economics across 32 cultures: Good apples enjoy good quality in life in good barrels. *Journal of Business Ethics*. 148, 893-917. **FQ: 2**
 44. Tang, T, Chiu, R., & Associates (2018). Monetary intelligence and behavioral economics: The Enron effect—Love of money, corporate ethical values, corruption perceptions index (CPI), and dishonesty across 31 geopolitical entities. *Journal of Business Ethics*. 148 919-937. **FQ: 2**
 45. Zhou, A., Yang, Z., Kwan, H. K., & Chiu, R. K. (2019) Work-family spillover and crossover effects of authentic leadership in China. *Asia Pacific Journal of Human Resources*. 57(3): 299-321. **FQ: 2**
 46. Kwan, H. K., Chen, H., & Chiu, R. K. Effects of empowering leadership on followers' work-family interface. *International Journal of Human Resource Management*. (Forthcoming)

Refereed International and Local Conference Papers

1. Cheng, S. M., Chan, A., & Chiu, R. (1989). Voluntaristic versus corporatist responses to labour shortage: Hong Kong and Singapore compared. Proceedings of the **Second International Personnel and Human Resource Management Conference**. (pp. 227-238). City Polytechnic of Hong Kong, Hong Kong.
2. Chiu, R. (1990). Sources and management of organizational stress - A Hong Kong case. Proceedings of the **Eight Bi-annual Association of Psychological & Educational Counsellors of Asia Conference/Workshop**, University of Malaysia, Malaysia.
3. Chiu, R. (1990). Doing action learning in Hong Kong: Current practice and problems. Proceedings of the **First World Congress on Action Research & Process Management**, Griffith University, Australia.
4. Ko, A., Chiu, R., & Wong, M. (1990). Significance of cultural change and its implications to management practices. Proceedings of the **First International Organizational Behavior Teaching Conference**, National University of Singapore, Singapore.
5. Chiu, R. (1992). Understanding organizational stress: A cultural perspective. Proceedings of the **1992 Annual Conference of Midwest Society for Human Resources / Industrial Relations** (pp. 153-160). Purdue/Indiana University, United

- States.
6. Chiu, R. (1993). Relationship between Chinese values and conflict-handling behaviors: A comparison of American and Chinese business students. Proceedings of the **Academy of International Business West and Southeast Asian Regions Conference**. The University of Hong Kong, Hong Kong.
 7. Chiu, R. (1993). Cultural collectivism and work-related stress: A Hong Kong Chinese Experience. Proceedings of the **1993 International Conference of the Association of Psychological and Educational Counsellors of Asia**. The Chinese University of Hong Kong, Hong Kong.
 8. Chiu, R. (1993). A cross-cultural study of the collectivism - individualism dimensions: Influence of Chinese values on the conflict behaviors of MBA students in two countries. Proceedings of the **Fourth Symposium of Cross Cultural Consumer and Business Studies** (pp. 203-207). University of Hawaii, United States.
 9. Babcock, R. & Chiu, R. (1994). Techniques to facilitate the teaching of oriental students. Paper presented at the **1994 Organizational Behavior Teaching Conference**. University of Windsor, Canada.
 10. Chiu, R. (1995). Interactive effects of personality traits, job satisfaction and work related stress of nurses: A four countries comparative study. An initial report on the Hong Kong findings. Proceedings of the **Hospital Authority Convention 1995**. Hong Kong.
 11. Chiu, R., Wong, M., & Kosinski, F. (1996). Influence of traditional Chinese values on conflict behaviors of Asian managers: Comparison between Japan and PRC. Proceedings of the **14th Annual International Conference of The Association of Management**. University of Baltimore. US.
 12. Luk, V. & Chiu, R. (1996). Reward system and their effect on the attraction, retention, and motivation of local staff in the PRC: Initial findings. Proceedings of the **Cross-cultural Management in China Conference**. Hong Kong Baptist University. Hong Kong.
 13. Chiu, R. & Fung, D. (1997). Best practice of developing quality workforce of the 21st century: HR and EAP partnership. Paper presented at the **1997 Hong Kong Institute of Human Resource Management Annual Conference**. Hong Kong.
 14. Chiu, R. & Stembridge, A. (1998) How do Hong Kong full time employees select a part-time MBA program. Proceedings of the **1998 Annual Conference of the Society for Advance Management**. Texas A&M University. United States.
 15. Chiu, R. (1998). Employee involvement in a total quality management program: Problems in Chinese firms in Hong Kong. Proceedings of the **Third International Conference on ISO 9000 & TQM**. Hong Kong Baptist University. Hong Kong.
 16. Luk V., White, G., Chiu, R., & Druker, J. (1998). Pay policy and wage determination in Hong Kong and Guangdong: A case of regional convergence? Proceedings of **1998 IERA Conference**. University of Wollongong, Australia.
 17. Chiu, R. (1998). Relationship between dispositional affectivity and work related outcomes: Differences between collectivist and individualist societies. Proceedings of the 1998 **Academy of International Business Annual Meeting**. University of Pennsylvania, Vienna, Austria.
 18. Chiu, R., Luk, V., & Tang, T. (1998). Attract, retain, and motivate employees of

- overseas companies operating in the People's Republic of China: Employees' view. Proceedings of the **Inaugural Conference of the Asia Academy of Management**, Chinese University of Hong Kong, Hong Kong.
19. Chiu, R., Luk, V., & Tang, T. (1998). Employee's perceptions of compensation components: How do you attract, retain, and motivate employees in Hong Kong? Proceedings of the **Inaugural Conference of the Asia Academy of Management**, Chinese University of Hong Kong, Hong Kong.
 20. Chiu, R. & Francesco, A. M. (1998). The influence of dispositional traits and role satisfactions on the work motivation of Hong Kong managers. Proceedings of the **Inaugural Conference of the Asia Academy of Management**, Chinese University of Hong Kong, Hong Kong.
 21. White, G., Druker, J., Chiu, R., & Luk, V. (2000). Economic and political change in Hong Kong and its impact upon remuneration. Paper presented at the **8th International Employment Relations Association**, Singapore.
 22. Stoeva, A.Z., Chiu, R., & Greenhaus, J. (2000). Negative affectivity, roles stress, and work-family conflict. Paper presented at the **Academy of Management Annual Meeting**, Toronto, Canada.
 23. Tansey, R., Chiu, R., & Carroll, R. F. (2000). Does locus of control predict whistle blowing moral beliefs and intentions among Hong Kong males? Paper presented at the **8th APROS International Congress**, Sydney, Australia.
 24. Chiu, R. & Erdener, C. (2001). The ethics of peer reporting in Chinese culture: A conceptual model and intracultural text. Paper presented at the **Academy of Management Annual Meeting**, Washington DC, US.
 25. Chiu, R. & Francesco, A. M. (2001). The roles of dispositions and affective outcomes in predicting turnover intentions: Evidences from the People's Republic of China. Paper presented at the **Academy of International Business Annual Meeting**, Sidney, Australia.
 26. Chiu, R.. (2002). How locus of control moderates the effect of ethical judgement on whistleblowing intention: A Chinese case. Paper to be presented at the **International Conference on Business Ethics in the Knowledge Economy**, Hong Kong.
 27. Tang, T. & Chiu, R.. (2002). Is "the love of money the root of all evil?" Testing a model of income, money ethic, and unethical behavior in the US and Hong Kong. Paper presented at the **International Conference on Business Ethics in the Knowledge Economy**, Hong Kong.
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