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ACADEMIC QUALIFICATIONS

Ph.D., The Hong Kong University of Science & Technology, School of Business and Management, 2007

ACADEMIC POSITIONS

2016 – Present Associate Professor, Department of Management, Hong Kong Baptist University
2007 –2015 Assistant Professor, Department of Management, Hong Kong Baptist University

REFERRED JOURNAL PUBLICATIONS AND BOOK CHAPTERS

- Gardner D., Huang, G., Pierce, J., Niu, X., & Lee, C. (In press). Not Just for Newcomers: Organizational Socialization, Employee Adjustment and Experience, and Growth in Organization-based Self-esteem. *Human Resource Development Quarterly*.
- Huang G, Zhang Y, Zhang X, Long L. (2021). Job insecurity, commitment and proactivity towards the organization and one's career: Age as a condition. *Human Resource Management Journal*. 31:532-552.
- Huang, G., Yu, B, & Lee, C. (2021). Job Insecurity and Discretionary Behaviours at Work: A Discrete Emotions Perspective. In Peng, K. Z. & Wu C. H. (Eds.) *Emotion and Proactivity at Work: Prospects and Dialogues* (pp. 153-178). Bristol, UK: Bristol University Press.
- Ng, V. M. T., Cheng, D. K. H., Huang, E. G. and Young, M. N. (2020). Managing Organizational Change in Hong Kong: The Role of Human Resource Management for Success. In Tsui A. P. Y. & Wong, W. K. P. (Eds.) *Transformational HRM Practices for Hong Kong* (pp.191-211), Hong Kong University Press.
- Cheung, S., Huang, E., Chang, S., & Wei, L. (2020). Does being mindful make people more creative at work? The role of creative process engagement and perceived leader humility. *Organizational Behavior and Human Decision Processes*.159,39-48.
- Ng, M., Huang, G., and Young, M. (2019). Should I stay or should I go? Understanding employees' decisions to leave after mergers in Hong Kong's banking industry. *Asia*

Pacific Journal of Management.

- Lee, C., Huang, G., and Ashford, S., (2018). Job Insecurity and the Changing Workplace: Recent Developments and the Future Trends in Job Insecurity. *Annual Review of Organizational Psychology and Organizational Behavior*.
- Huang, G., Wellman, N., Ashford, S., Lee, C. and Wang, L. (2017). Deviance and exit: The organizational costs of job insecurity and moral disengagement. *Journal of Applied Psychology*, 102(1), 26-42.
- Law, K., Wong, C.S., Yan, M., and Huang, G. (2016). Asian researchers should be more critical: The example of testing mediators using time-lagged data. *Asia Pacific Journal of Management*, 33(2), 319-341.
- Gardner D., Huang, G., Pierce, J., Niu, X., & Lee, C. (2015). Organization-based self-esteem, psychological contract fulfillment, and perceived employment opportunities: A test of self-regulatory theory. *Human Resource Management*, 54(6): 933-953.
- Huang, G., Zhao, H., Niu, X., Ashford, S. J., Lee, C. (2013). Reducing Job Insecurity and Increasing Performance Ratings: Does Impression Management Matter? *Journal of Applied Psychology*, 98(5):852-62.
- Huang, G., Niu, X., Lee, C., Ashford, S. (2012). Differentiating cognitive and affective job insecurity: Antecedents and outcomes. *Journal of Organizational Behavior*, 33, 752–769.
- Huang, G., Lee, C., and Zhao, H. (2012). Job insecurity in the Chinese Context: A critical review. *The Handbook of Chinese Organizational Behavior: Integrating Theory, Research, and Practice*. Xu Huang and Michel Bond (Eds). Edward Elgar Publishing, Cheltenham, UK.
- Cheng, T., Huang, G., and Lee, C. (2012). Longitudinal effects of job insecurity on employee outcomes: The moderating role of emotional intelligence and the leader-member exchange. *Asia Pacific Journal of Management*. 29, 3: 709-728.
- Huang, G., Lee, C., Ashford, S., Chen, Z., & Ren, X. (2010). Affective Job Insecurity: A Mediator of the Cognitive Job Insecurity - Employee Outcomes Relationships. *International studies of management & organization*, 40(1), 20-39.
- Song, J., Huang, G., Peng, Z., Law, K.S., Wong, C.S., & Cheng, Z. (2010). Differential Effects of General Mental Ability and Emotional Intelligence on Academic Performance and Social Interactions. *Intelligence*, 38 (1),137-143.
- Wong, C., Law, K. S., & Huang, G. (2008). On the importance of conducting construct level analysis for multidimensional constructs in theory development and testing. *Journal of Management*, 34 (4), 744-764.
- Law, K. S., Wong, C., Huang, G., & Li, X. (2007). The effects of emotional intelligence on job performance and life satisfaction for the research and development scientists in China. *Asia Pacific Journal of Management*, 25, 51-69. The Mike Peng Best Paper Award for 2011.
- Huang, G., Law, K. S., & Wong, C. (2006). Emotional intelligence: A critical review. In Lin V. Wesley (Eds.), *Intelligence: New research*, 95-113. NY: Nova Science Publishers.

SELECTED CONFERENCE PROCEEDINGS AND PRESENTATIONS

- Yu, B., Li, Y., Law, K., and Huang G. (2021). How Does the Overqualified Employee Become a Leader? A Dual-strategy Model. Paper presented at the Academy of Management Conference (Virtual, Aug. 2021).
- Wong S., and Huang G. (2021). Why Do Middle Managers Leave? Middle Managers' Trust in Supervisors and Turnover Intention. Paper presented at the Academy of Management Conference (Virtual, Aug. 2021).
- Huang G., Lee, C., and Wang L. (2019). Job insecurity, knowledge hiding, and team outcomes Paper presented at the Academy of Management Conference, Boston. Aug. 2019.
- Peng, Z., Huang, G., and Wong, C.S. (2018). Working with Emotionally Intelligent People: I am 'Energized to' be More Proactive. Paper presented at the Academy of Management Conference, Chicago. Aug. 2018.
- Huang G., Zhang, Y., Zhang, X., Zhou, J. and Lee, C. (2017). Job Insecurity, Commitment to Organization and Career, and Pro-organizational, Pro-career behaviors: the Young versus the Old. Paper presented at the Academy of Management Conference, Atlanta. Aug. 2017.
- Wellman, N., Schinoff, B., Huang, G., & Niu, X. Y. (2016). The benefits of being holey: The nature and effects of employees' leadership ego-networks. Paper presented at the Academy of Management Annual Meeting, Anaheim.
- Yeung, W., Huang, G., Snape, E., & Zhu, L. (2015). Authentic Leadership and Employee Outcomes: Examining Mediating Effects. Paper presented at the Academy of Management Conference, Vancouver, Canada. Aug. 2015.
- Gardner, D. G., Huang, G., Pierce, J. L., & Lee, C. (2015). Does Supervisor Trust In Subordinates Matter? The Role of Followers' Organization-based Self-esteem and Narcissism. Paper presented at the Asia Academy of Management Conference, Hong Kong.
- Law, K.S., Hui, C., & Huang, G. (2014, December). Application of analytic tools for theory testing in organizational behaviour research. Paper presented at the World Business, Finance and Management Conference, New Zealand. Best paper award in Management.
- Huang, G. & Yan, M. (2014). Why Groups Engage in Collective Deviance? The Role of Unethical Leadership. Paper presented at the Academy of Management Conference, Philadelphia, US. Aug. 2014.
- Huang, G., Wu, L., Wellman, E., Ashford, S., and Lee, C. (2014). Job Insecurity and Employee Deviance: A Social-Cognitive Theory Explanation. Paper presented at the Society of Industrial and Organizational Psychology Annual Conference, Hawaii, US. May, 2014.
- Huang, G., Wu, L.Z., Wellman, N. & Lee, C. (2013). Job Insecurity and Workplace Deviance: The Role of Moral Disengagement and Hostile Attribution Style. Paper

presented at the International Academy of Management and Business. April 17-19, 2013.

- Chen H., Huang, G., & Snape E. J. (2012). Can Counterproductive Work Behavior be Shared in Groups? A Study of Construct Validation. Paper presented at the Asia Academy of Management Conference, Seoul, Korea.
- Huang, G., Niu, X., Zhao, H., Song, K., and Lee, C. (2011). Reducing Affective Job Insecurity: How Can I Impress You? Paper presented at the Academy of Management Conference, San Antonio, US. Aug. 2011.
- Yan, M., Huang, G., Chen, Y., and Zhou, M. (2011). The Role Identity Process in Organizational Socialization Improvement: An Interactionist Perspective. Paper presented at the Academy of Management Conference, San Antonio, US. Aug. 2011.
- Wong, C.S., Peng, K.Z., & Huang, G. (2010). Alternative methods assessing the emotional intelligence of Chinese respondents. Paper presented at the 7th Conference of the International Test Commission, Hong Kong, Jul., 2010.
- Gardner, D. G., Huang, G., Pierce, J. L., Niu, X., & Lee, C. (2010). Organization-based self-esteem, psychological contracts and perceived employment opportunities. Best Papers Proceedings, Annual Meetings of the Academy of Management, 2010.
- Huang, G., Niu, X., Ashford, S., & Lee, C. (2010). A study of the antecedents and Outcomes of job insecurity: Differences between Cognitive and Affective Job Insecurity. Paper presented at the Academy of Management Meeting, Montreal, August 2010.
- Li, J., Huang, G., Tang, G. and Chen, Y. (2010). The Yin/Yang Symbiosis in Organizational Change and Design, A Tale of Two Asian Cities. Paper presented at the Academy of Management Meeting, Montreal, August 2010.
- Huang, G., Liu, C. (2010). Emotional Intelligence and Service Performance: The Mediation Role of Performance Determinants in the Hospitality Context. Paper presented at the International Association for Chinese Management Research (IACMR), Shanghai, 2010.
- Huang, G., Niu, X. (2009). A Study of the Antecedents and Consequences of Ex post and Developmental I-deals in Chinese Context. Paper Presented at the Academy of Management Conference, Chicago, Aug. 2009.
- Huang, G., Cheng, T., Lee, C., Chen, Z., & Ren, X. (2009). Longitudinal Effects of Organizational Uncertainty on Employee Outcomes: Moderating Role of Emotional Intelligence and Supervisor-Member Relationship Quality. Paper presented at the 11th European Congress of Psychology, Oslo, Jul. 2009.
- Song, J. L., Huang, G., Law, K. S., & Chen, Z. (2008). Effects of General Mental Ability and Emotional Intelligence on Self-assessed Career-related Abilities. Paper Presented at the International Congress of Psychology, Berlin, Germany.
- Huang, G., Lee, C., Ashford, S., Chen, Z., & Ren, X. (2008). The Mediating Role of Emotional Job Insecurity between Cognitive Job Insecurity and Employee Outcomes and the Moderating Role of Guanxi in the Chinese Context. Paper presented at the Asia Academy of Management Conference, Taipei.
- Huang, G., Law, K. S., Song, J. L., & Chen, Z. (2007). Differential Effects of General

Mental Ability and Emotional Intelligence on Academic Performance and Peers' Liking.
Paper Presented at the Academy of Management Conference, Philadelphia.

EXTERNAL RESEARCH GRANT RECEIVED

- Huang, G. (PI), Law, K.S. & Yan, M. (CI) (2019-2021). Job insecurity, Knowledge Sharing/Hiding, and Team Outcomes. (Funded by the Hong Kong Research Grants Council, #12502917; Total Fund Awarded: HK\$524,000).
- Huang, G. (PI) & Lee, C. (CI) (2017-2019). Job insecurity, Knowledge Sharing/Hiding, and Team Outcomes. (Funded by the Hong Kong Research Grants Council, #12502917; Total Fund Awarded: HK\$453,979).
- Huang, G. (PI), Lee, C. (CI) & Wellman, E. (CI) (2014-2017). Being proactive when feeling insecure? The role of proactive personality on the relationships between job insecurity and employee voice, feedback seeking, political behavior, and leadership skill development (Funded by the Hong Kong Research Grants Council, #12501014; Total Fund Awarded: HK\$394,632).
- Huang, G. (PI), Lee, C. (CI) & Wellman, E. (CI) (2011-2014). The effect of job insecurity on counterproductive work behavior: The mediating role of moral disengagement and moderating role of ethical climate and individual differences (Funded by the Hong Kong Research Grants Council, #243311; Total Fund Awarded: HK\$321,556).
- Huang, G. (PI), & Lee, C. (CI). (2009-2012). A Process Model of Job Insecurity: The Mediating Role of Affective Job Insecurity. (Funded by the Hong Kong Research Grants Council #241709; Total Fund Awarded: HK\$364,228).
- Yan, M. (PI), Huang, G. (CI), and others (CI). (2014-2016). The Interactive Mechanism of Newcomers' Organizational Socialization in Group: A Social Identity Perspective. (Funded by the National Science Foundation of China; Total Fund Awarded: 230,000RMB).
- Zhang, J. (PI), Huang, G. (CI), and others (CI). (2011-2013). Job Stress and Counterproductive Work Behavior: from the Perspective of Self-Determination Theory. (Funded by the National Science Foundation of China; Total Fund Awarded: 265,000RMB).

PROFESSIONAL AFFILIATIONS

- Member of Academy of Management (AOM)
- International Affiliate of American Psychological Association (APA)
- Member of Asian Academy of Management (AAOM)
- Member of International Association for Chinese Management Research (IACMR)

PROFESSIONAL SERVICES

- Editorial Review Board: Asia-Pacific Journal of Management, Journal of Business Research

- Journal Reviewer: Journal of Organizational Behavior, Journal of Management Studies, Journal of Occupational and Organizational Psychology, Journal of Business Ethics, and others