

CURRICULUM VITAE

ALICIA S.M. LEUNG

Education

B.Sc. *Derby*, MBA *Birmingham*, Ph.D. *Lancaster*

Professional Experience

2019 – present	Teaching Consultant
2004 - 2019	Associate Professor, Hong Kong Baptist University
1998 - 2003	Assistant Professor, Hong Kong Baptist University
1992 - 1997	Assistant Lecturer, Hong Kong Baptist University
1990 - 1992	Teaching Assistant, Chinese University of Hong Kong
2007 - 2019	Director of MSc in SHRM
2005 - 2007	Director of the PgD in HRM

Teaching Interests

Strategic Management, Business Ethics & CSR, Ethics in HRM, Organizational Behaviour

Research Interests

Workplace Ethics, CSR, Sustainability in Management and Business Education, HR Policies and Practices

Publications

A) Refereed Journal Articles

1. Pan, W., Sun, L., Sun, L.Y., Li, C. and **Leung A.** (2018) “Abusive supervision and job-oriented constructive deviance in the hotel industry: Test of a nonlinear mediation and moderated curvilinear model,” *International Journal of Contemporary Hospitality Management*, 30(5):2249-2267.
2. Zhu, Y., Sun, L.Y. and **Leung, A.** (2014). “Corporate social responsibility, firm reputation and firm performance: The role of ethical leadership,” *Asia Pacific Journal of Management*, 31(4): 925-947.

3. Li, J., **Leung, A.**, Young, M. et al (2012). "Viewpoint: A yin/yang perspective on the 2008 global financial crisis." *British Journal of Management*, 23: S119-S125.
4. **Leung, A.**, Wu, L., Chan, A. and Young, M. (2011). "The Impact of Workplace Ostracism in Service Organizations." *International Journal of Hospitality Management*, 30: 836-844.
5. Hon, A. and **Leung, A.** (2011). "Employee creativity and motivation in the Chinese context: The moderating role of organizational culture." *Cornell Hospitality Quarterly*, 52(2): 125-134.
6. **Leung, A.**, Cheung, Y.A. and Liu, X.Y. (2011). "The relations between life domain satisfaction and subjective well-being." *Journal of Managerial Psychology*, 26(2): 155-169.
7. **Leung, A.**, Liu, X.Y. and Liu, S.S. (2009). "Moral schemas and business practices: The ethics of Guangzhou migrant marketers." *Journal of Business Ethics*, 88:11-23.
8. Koehn, D. and **Leung, A.** (2008). "Dignity in Western versus in Chinese cultures: Theoretical overview and practical illustrations." *Business and Society Review*, 113(4): 477-504.
9. **Leung, A.**, Wong, A. and Young, M. (2008). "Global Information Technology Company Ltd." *Asian Case Research Journal*, 12(1):129-140.
10. **Leung, A.** (2008). "Interpersonal conflict and resolution strategies: An examination of Hong Kong employees." *Team Performance Management*, 14 (3/4):165-178.
11. **Leung, A.** (2008). "Matching ethical work climate to in-role and extra-role behaviors in a collectivist work setting." *Journal of Business Ethics*, 79(1-2): 43-55.
12. Selmer, J. and **Leung, A.** (2007). "Symptom and problem focused coping strategies of business women expatriates and their socio-cultural adjustment in Hong Kong." *Women in Management Review*, 22(7): 588-605.
13. Wu, W.P. and **Leung, A.** (2005). "Does a Micro-Macro Link Exist Between Managerial Value of Reciprocity, Social Capital and Firm Performance? The Case of SMEs in China." *Asia Pacific Journal of Management*, 22(4): 445-463.
14. **Leung, A.** (2005). "Emotional intelligence or emotional blackmail: A study of a Chinese professional-service firm." *International Journal of Cross-cultural Management*, 5(2): 181-196.
15. **Leung, A.** (2005) "Business Ethics in China: Emerging issues and challenges." *Journal of Business Ethics* (The Korea Academy of Business Ethics), 9(2): 27-40.
16. **Leung, A.** (2004). "Corporate restructuring and career advancement in Hong Kong." *International Journal of Human Resource Management*, 15(1): 162-178.

17. Selmer, J. and **Leung, A.** (2003). "International adjustment of female business expatriates." *International Journal of Human Resource Management*, 14(7): 1117-1131.
18. **Leung, A.** (2003). "Feminism in Transition: Chinese Culture, Ideology and the Development of the Women's Movement in China." *Asia Pacific Journal of Management*, 20: 359-374.
19. Selmer, J. and **Leung, A.** (2003). "Are corporate career development activities available to female vs. male business expatriates?" *Journal of Business Ethics*, 43(1&2): 125-136.
20. Selmer, J. and **Leung, A.** (2003). "Personal characteristics of female vs. male business expatriates." *International Journal of Cross-cultural Management*, 3(2): 195-212.
21. Selmer, J. and **Leung, A.** (2003) "Expatriate career intentions of women on foreign assignments and their adjustment." *Journal of Managerial Psychology*, 18(3): 244-258.
22. Selmer, J. and **Leung, A.** (2003) "Provision and adequacy of corporate support to male expatriate spouses: an exploratory study." *Personnel Review*, 32(1): 9-21.
23. Selmer, J. and **Leung, A.** (2002). "Career management issues of female business expatriates." *Career Development International*, 7(3): 348-358.
24. **Leung, A.** (2002). "Gender and Career Experience in Mainland Chinese State-owned Enterprises." *Personnel Review*, 5 (6): 602-619.
25. **Leung, A.** (2002). "Sexuality at work: Female secretaries' experiences in the context of Chinese culture." *Journal of Managerial Psychology*, 17(6): 506-522.
26. Koehn, D. and **Leung, A.** (2002). "Commentary: The Best of Intention." *Harvard Business Review*, July, pp. 31-34 & 40.
27. **Leung, A.** and Chang, M.K. (2002) "Organizational downsizing: Psychological impact on surviving managers in Hong Kong." *Asian Pacific Business Review*, 8(3): 76-94.
28. Westwood, R.I., Sparrow, P., and **Leung, A.** (2001). "Challenges to the psychological contract in Hong Kong." *International Journal of Human Resource Management*, 12(4): 621-651.
29. **Leung, A.** and Clegg, S. R. (2001). "The career motivation of female executives in the Hong Kong public sector." *Women in Management Review*, 16(1): 12-20.
30. Westwood, R.I. and **Leung, A.** (2000). "Acculturating to the Australian work and social environments: New migrants from Hong Kong." *International Employment Relations Review*, 6(1): 61-88.

31. **Leung, A.**, Luk, V. and Lo, S. (2000). "Gender, workplace authority and salary attainment among mid-career managerial employees in Hong Kong." *International Journal of Employment Studies*, 8(2): 95-119.
32. **Leung, A.** (2000). "Gender differences in *guanxi* behaviors: An examination of PRC state-owned enterprises." *International Review of Women and Leadership*, 6(1): 48-59.
33. **Leung, A.**, and Y.C. Ng. (1999). "From Confucianism to Egalitarianism: Sex-role orientation of students in China." *International Review of Women and Leadership*, 5(1): 57-69.
34. Aryee, S., Luk, V., **Leung, A.** and Lo, S. (1999). "Role stressors, work-family conflict and well-being: An examination of the effects of spouse support and coping behavior among employed parents in Hong Kong." *Journal of Vocational Behavior*, 54: 259-278.
35. **Leung, A.** and Westwood, R.I. (1998). "Between dogma and reality: Women and employment in China." *International Employment Relations Review*, 4 (1): 57-73.
36. Westwood, R.I. and **Leung, A.** (1997) "Between patriarchy and opportunity: Women and employment in Hong Kong, 1960s-1990s." *International Employment Relations Review*, 3(1): 109-127.
37. Westwood, R.I. and **Leung, A.** (1996). "Working under the reforms: The meaning of work under the time of transition." *China Review*, 367-424.
38. Westwood, R.I. and **Leung, A.** (1994). "The female expatriate manager experience: Coping with gender and culture." *International Studies of Management and Organization*, 24(3): 64-95.
39. **Leung, A.** and Westwood, R.I. (1993). "Women in management around the world: An interview with Professor Nancy Adler." *Gender Studies: News and Views*, 5:11-13.

B) Book Chapters

1. Cheung, Y.H. and **Leung, A.** (2018). "Workplace green behavior of managerial and professional employees in Hong Kong." In Victoria Wells (ed.). *Research Handbook on Employee Pro-Environmental Behavior*. Edward Elgar, pp. 148-167.
2. **Leung, A.** and Snape. E. (2012). "Hostile work environment: Is it just me or is it chilly in here?" In Reilly, N. and Sirgy, J. (eds.). *International Handbooks of Quality-of-Life*. Part 4. Springer Publications, pp.375-394.
3. Koehn, D. and **Leung, A.** (2004). "Western and Asian Business Ethics: Possibilities and Problems." *Handbook of Asian Management*: 265-292. In Leung, K. and White, S. (eds). Dordrecht: Kluwer Academic Publications, pp.265-294.

4. Westwood, R.I., **Leung, A.** and Chiu, R. (1999). "The meaning of work in Hong Kong and Beijing." In P.Fosh, D. Levine, E. Snape and R.I. Westwood (eds.) *Hong Kong Management and Labor: Change and Continuity*. UK: Routledge, pp.127-150.
5. Westwood, R.I. and **Leung, A.** (1999). "Women in management in Chinese contexts." In P. Fosh, D. Levine, E. Snape and R.I. Westwood (eds.) *Hong Kong Management and Labor: Change and Continuity*. UK: Routledge, pp. 199-219.
6. Westwood, R.I., Ngo, H.Y. and **Leung, A.** (1997). "The politics and opportunity: Work and gender in Hong Kong." In Fanny Cheung (ed.), *Engendering Hong Kong Society*. Hong Kong: Chinese University Press, pp.41-99.
7. Westwood, R.I. and **Leung, A.** (1997). "The female expatriate manager experience in Hong Kong." In Herb Davis and Bill Schultz (eds.), *National Cultural and International Management in East Asia*. New York: International Thomas Business Press.
8. **Leung, A.** (1997). "Women and employment in China." In Raymond Stone (ed.), *Human Resource Management. Vol. III*. Singapore: Wiley, pp.322-330.

C) Cases

1. **Leung, A.** and Luk, Vivienne. (2000) "High Fashion International Ltd." Teaching Developing Grant Project Series, Hong Kong Baptist University.
2. Lok, C.L. and **Leung, A.** (1999). "Kampery Development Ltd. Passion of Hong Kong." The Management Development Center of Hong Kong.
3. Luk, C.L. and **Leung, A.** (1999). "Successful entrepreneur - A yoghurt company in the PRC." The First Compendium of Management Cases from Mainland China: 101-134. Hong Kong: Management Development Center of Hong Kong.
4. **Leung, A.** and Deepak, S. (1998). "San Miguel Brewery Hong Kong Ltd." The 1997 Regional Case Writing Competition, Management Development Center of Hong Kong. Series No. 9801E:1-26.
5. **Leung, A.** and Kang, Inn-Lee. (1995). "Wing On Department Store." *Case Writer Competition '93*. Awarded Highly Commended Certificate Recognition, Management Development Center of Hong Kong.

D) Working Papers

1. Li, J., Luk, V., Chiu, R., **Leung, A.** (2005). "Social institutions and the anti-corruption struggle: A tale of two Asian cities." (*BRC: Working Paper Series No. HRSWP 200501*).
2. **Leung, A.** and Erdener, C. (1996). "Gender differences in business ethical decisions in Hong Kong and China: Implications for the masculinity/femininity dimension in Hofstede's theory." (*BRC: Working Paper Series No. CCMP 96008*).

Presentations/ Proceedings

1. Leung, A. and Y.H. Cheung (2019). "Designing an Integrative Sustainability Management Curriculum." Japan Forum of Business and Society." *Proceedings of JFBS*.
2. Sun, L.Y., Li, C. and **Leung, A.** (2018). "The necessity of process justice for employee creativity: An uncertainly management perspective." *Proceedings of IACMR*.
3. Sun, L.Y., Li, C. and **Leung, A.** (2017). "Abusive supervision differentiation and Team Performance: Exploring main and contingent effects." *Proceedings of Academy of Management, Atlanta, Georgia*.
4. Cheung, Y.H., **Leung, A.** and Sun, L. (2016). "Leader encouragement, intrinsic motivation and low carbon workplace behavior: The mediating effect of management green expectations." *Proceedings of World Business Ethics Forum*, Dec 11-13.
5. Cheung, Y.H. and **Leung, A.** (2012). "Workplace green behavior of Hong Kong managerial and professional employees." *Proceedings of World Business Ethics Forum: CSR and Sustainability*.
6. **Leung, A.**, Cheung J., Wong A and Liu, X. (2008). "Perceived business practices in China: The interactive effects of collectivism, relativism, and work climate." *Proceedings of World Business Ethics Forum: Rethinking the Value of Business Ethics*, Hong Kong Baptist University.
7. Hon, A. and **Leung, A.** (2008). "Effect of individual motives and organizational culture on creativity." *Proceedings of Academy of Management, Anaheim, California*.
8. **Leung, A.** (2006). "Matching ethical work climate to in-role and extra-role behaviors in a collectivist work setting". *Proceedings of World Business Ethics Forum: Does East Meet West*, Hong Kong Baptist University and University of Macau, Nov. 1-3.
9. **Leung, A.** (2006). "Dealing with interpersonal stress in a collectivist culture: An investigation of Hong Kong Employees." *Proceedings of 14th International Employment Relations Association Conference*, Hong Kong Baptist University, June 19-23.
10. **Leung, A.** (2005). "Framework for managing ethics: An integrated approach." Keynote speech. *Proceedings of Asia-Pacific Researchers in Organisation Studies (APROS)*, University of Victoria, Dec. 2-5.
11. **Leung, A.** and Smith, S. (2005). "Chinese human recourse practices at the firm level: The migrant worker issue." *Proceedings of Asia-Pacific Researchers in Organisation Studies (APROS)*, University of Victoria, Dec. 2-5.
12. **Leung, A.** (2005). "Making ethical decisions: An integrated approach." Keynote speech. *Proceedings of International Conference on Business Ethics* organized by Business Ethics Research Centre (BERC), Tokyo.
13. **Leung, A.** (2005). "Business ethics in China: Emerging issues and challenges." *Proceedings of Korea Academy of Business Ethics*, Kyung Hee University, Seoul.

14. Wu, W.P. and **Leung A.** (2004). "Guanxi management and the performance of small enterprises in China: A case from Jiangsu and Zhejiang Provinces." *Asia Pacific Journal of Management Conference and Special Issue on Networks in Asia-Pacific Business*, Shanghai.
15. Selmer J. and **Leung, A** (2004). "Female business expatriates: Coping strategies and adjustment." *Proceedings of Academy of Management*, New Orleans.
16. **Leung, A.** (2003). "Corporate restructuring and career advancement: Learning from job experiences in Hong Kong." *Proceedings of Academy of Management*, Seattle, Washington.
17. Selmer, J. and **Leung, A.** (2002). "Adjustment of female vs. male business expatriates in the same host location." *Proceedings of Academy of Management*, Denver, Colorado.
18. Selmer, J. and **Leung, A.** (2002). "Are corporate career development activities less available to female than to male expatriates?" *Proceedings of International Conference on Business Ethics in the Knowledge Economy*, Hong Kong Baptist University, Hong Kong.
19. **Leung, A.** (2001). "Career experience in transition: Reforms in Mainland Chinese state-owned Enterprises." *Proceedings of Asia-Pacific Researchers in Organisation Studies (APROS)*, Hong Kong Baptist University, Hong Kong.
20. Selmer, J. and **Leung, A.** (2001). "Adjustment and career intentions: Female expatriates in Hong Kong." *Proceedings of Asia-Pacific Researchers in Organisation Studies (APROS)*, Hong Kong Baptist University, Hong Kong.
21. Wu, W.P. and **Leung, A.** (2000). "The cultural and economic effects of business networks on the synergy and performance of village and township enterprises in China." *Proceedings of 2000 International Conference of Pacific Rim Management*, New York, U.S.A.
22. **Leung, A.** and Koehn, D. (2000). "The meaning of dignity: Business ethics and dignity in the context of Western and Chinese cultures." *Proceedings of Society for Business Ethics*, Toronto, Canada.
23. **Leung, A.** (1999). "Gender differences in *guanxi* behaviors: An examination of PRC state-owned enterprises." *Proceedings of the Multiple Management in the 21st Century*. Hong Kong Baptist University, Hong Kong.
24. **Leung, A.** and Cheng, L. (1999). "The impact of organizational downsizing on mid-career managers." *Proceedings of the First Critical Management Studies*. Manchester School of Management, U.K.
25. **Leung, A.** (1998). "Career development of female executives in the Hong Kong public service bureaucracy: Concepts, Findings and Context." *Proceedings of the Seventh Asia Pacific Researchers in Organization Studies*. China Europe International Business School, Shanghai.

26. **Leung, A.** (1997). "The failed revolution: Barriers to feminist transformation in China." *Proceedings of International Conference on Transformations: Thinking through feminism*. Lancaster University, Institute of Women's Studies.
27. Erdener, C.B., Liew, I.L., **Leung, A.** and Sinha, D.K. (1997). "Strategy, structure, and mah-jong." *Proceedings of the 4th International Organizational Behavior Teaching Conference*. City University of Hong Kong and Hong Kong Baptist University.
28. Westwood, R.I. and **Leung, A.** (1996). "The meaning of work and motivation in China: Implications for joint venture." *Proceedings of the International Management Development Association (IMDA), the 5th Annual World Business Congress*. Boston University, Bermuda College.
29. Shi, X., **Leung, A.** and Westwood, R.I. (1996). "Cross-cultural business negotiation: review and research in an indigenous cultural context." *Proceedings of Cross-cultural Management in China*. Baptist University of Hong Kong.
30. **Leung, A.** and Erdener, C. (1996). "Gender differences in business ethical decisions in Hong Kong and China: Implications for the masculinity/femininity dimension in Hofstede's theory." *Seminars on China's Economic Reform and Social Development*. Qinghua University.
31. **Leung, A.** (1993). "Career advancement of the Hong Kong female administrators in the public sector." *Proceedings of the First International Conference on Women in Management in Asia*. The Chinese University of Hong Kong.
32. Westwood, R.I. and **Leung, A.** (1993). "Embracing mammon: The acculturation of PRC trainee managers to U.S. business culture." *Proceedings of the International Management Development Association (IMDA), 2nd World Business Congress*. Turku School of Economic and Business Administration, Finland.
33. Westwood, R.I. and **Leung, A.** (1992). "The expatriate female managers in Hong Kong: A gweipo, not a woman." *Proceedings of the 1st International Conference on Expatriate Management*. Hong Kong Baptist College.