

Yuanyi CHEN, Amy
Department of Management
School of Business
Hong Kong Baptist University

ACADEMIC EXPERIENCE

Assistant Professor, Department of Management, Hong Kong Baptist University, August 2013 - Present

Research Assistant Professor, Department of Management, Hong Kong Baptist University, September 2012 – July 2013

Lecturer, Department of Management, Hong Kong Baptist University, August 2011 – August 2012

Research Associate, Chinese Businesses Case Research Centre, Hong Kong Baptist University, December 2009 – July 2011

Lecturer, Beijing Normal University, Zhuhai Campus, September 2004 – November 2006

EDUCATION

PhD, Department of Management, Hong Kong Baptist University, December 2006 – November 2009

Master of Human Resource Management, School of Business, University of Leeds, U.K. September 2001 – September 2002

Bachelor of English, Guangdong University of Foreign Studies, September 1997 – June 2001

RESEARCH INTERESTS

Organizational Politics; Counterproductive Workplace Behavior; Organizational Symbioses; Cross-border Mergers and Acquisitions

General Research Fund - Research Grant Council (RGC)

Principal investigator of **General Research Fund - Research Grant Council (RGC)** of Hong Kong, project titled “The cross-level effect of team political climate: A paradigm of need satisfaction”, amount: HK\$424,108, September 2017 – February 2020.

PUBLICATIONS

Ferris, D. L., Yan, M., Lim, V., Chen, Y. Y., and Fatimah, S. 2016. An approach/avoidance framework of workplace aggression. *Academy of Management Journal*, 59(5): 1777-1800.

Chen, Y. Y., Wang, X. R., and Young, M. N. 2015. Geely automotive's acquisition of Volvo. *Asian Case Research Journal*, 19: 153-172.

Rosen, C. C., Ferris, D. L., Brown, D., Chen, Y. Y., and Yan, M. 2014. Perceptions of organizational politics: A need--satisfaction paradigm. *Organization Science*, 25: 1026-1055.

Chen, Y. Y., Ferris, D. L., Kwan, H. K., Yan, M., Zhou, M. J., and Hong, Y. 2013. Self-love's lost labor: A self-enhancement model of workplace incivility. *Academy of Management Journal*, 56(4): 1199-1219.

Li, J., Chu, C. W. L., Wang, X. R., Zhu, H., Tang, G. Y., and Chen, Y. Y. 2012. Symbiotic ownership, cultural alignment, and firm performance: A test among international strategic alliance. *International Business Review*, 21(6): 987-997.

Leung, A. S. M., Wu, L. Z., Chen, Y. Y., and Young, M. N. 2011. The impact of workplace ostracism on service performance: The moderating mediating role of work engagement and the moderating role of neuroticism. *International Journal of Hospitality Management*, 30: 836-844.

Chen, Y. Y., Ferris, D. L., Kwan, H. K., and Hong, Y. 2011. Self-love's lost labor: Narcissism exacerbates incivility's effects on job engagement and task performance. *Best Paper Proceedings of Academy of Management Annual Meeting, San Antonio, Texas*.

Zhang, X. M., Chen, Y. Y., and Kwan, H. K. 2010. Empowering leadership and team creativity: The roles of team learning behavior, team creative efficacy, and team task complexity. *Best Paper Proceedings of Academy of Management Annual Meeting, Montreal, Canada. (Best International Paper Award for OB division)*

Li, J., Chen, Y. Y., Tang, G. Y., and Fang, L. 2010. The firm-specific factors in Chinese economy: The effects of state ownership. *Journal of General Management*, 36(2): 1-22.

Wei, L. Q., Liu, J., Chen, Y. Y., and Wu, L. Z. 2010. Political skill, Guanxi with supervisor and the career development of subordinates: evidence from Chinese firms. *Journal of Management Studies*, 47(3): 437-454.

Chen, Y. Y. and Young, M. N. 2010. Cross-border mergers and acquisitions by Chinese listed companies: a principal-principal perspective. *Asia Pacific Journal of Management*, 27(3): 523-539.

Li, J., Fu, P. P., Liu, Z. Q., and Chen, Y. Y. 2008. The malleability of culture and leadership style in East Asia: a perspective of institutional symbiosis. *Journal of Organization and Management Development*, 1(1): 59-84.

Wei, L. Q., Liu, J., and Chen, Y. Y. 2008. Strategic HRM, corporate culture, and firm performance: a theoretical model and empirical examination. *China Management Studies*, 3(3): 57-73. (in Chinese)

Wu, L. Z., Cao, K. P., Chen, Y. Y., and Tang, G. Y. 2011. Transformational leadership and employee voice behavior: an examination of the mediating mechanisms. *Chinese Journal of Management*, 8(1): 61-65. (in Chinese)

CONFERENCE PRESENTATIONS

Liang, Y. Y., Yan, M., Chu, X. P., and Chen Y. Y. 2018. An investigation of the inter-group effects of leader group prototypicality. Paper presented at Academy of Management Annual Meeting (AOM), Chicago.

Ferris, D. L., Yan, M., Lim, V. K. G., Chen, Y. Y., and Fatimah, S. 2015. An approach/avoidance framework of workplace aggression. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Philadelphia, PA.

Rosen, C. C., Ferris, D. L., Brown, D., Chen, Y. Y., and Yan, M. 2013. Perceptions of Organizational Politics: A Need--Satisfaction Paradigm. Paper presented at Academy of Management Annual Meeting (AOM), Orlando.

Chen, Y. Y., Ferris, D. L., and Kwan, H. K. 2011. Self-love's lost labor: Narcissism exacerbates incivility's effects on job engagement and task performance. Paper presented at Academy of Management Annual Meeting (AOM), San Antonio, Texas.

Yan, M., Huang, G. H., Chen, Y. Y., and Zhou, M. J. 2011. The role identity process in organizational socialization: An interactionist perspective. Paper presented at Academy of Management Annual Meeting (AOM), San Antonio, Texas.

Chen, Y. Y., Chan, A. K. K., and Young, M. N. 2010. Geely automotive: To survive in local and global market. Paper presented at Case Forum of Remin University of China.

Zhang, X. M., Chen, Y. Y., and Kwan, H. K. 2010. Empowering leadership and team creativity: The roles of team learning behavior, team creative efficacy, and team task complexity. Paper presented at Academy of Management Annual Meeting (AOM), Montreal, Canada.

Chen, Y. Y., Zhang, X. M., Kwan, H. K., Tang, G. Y., and Lee, S. W. K. 2010. Team learning goal orientation, transactive memory system and team innovation. Paper presented at Academy of Management Annual Meeting (AOM), Montreal, Canada.

Li, J., Huang, G. H., Chen, Y. Y., and Tang, G. Y. 2010. The symbiosis of yin/yang, a tale of two Asian cities on organizational architecture. Paper presented at Academy of Management Annual Meeting (AOM), Montreal, Canada.

Chen, Y. Y. and Young, M. N. 2008. Investors' Perceptions of Government Ownership in China: An Empirical Study of Chinese Firms that Acquire Foreign Targets. Paper presented at *Asia Pacific Journal of Management* Special Issue Conference on Managing in Chinese Ethnic Communities.

Chen, Y. Y. and Young, M. N. 2008. The Impact of Government Ownership on Investor's Perceptions of Cross-border Mergers and Acquisitions by Chinese Listed Companies. Paper presented at the Academy of Management Annual Meeting (AOM), Anaheim, CA.

Chen, Y. Y. and Young, M. N. 2008. Government Ownership, Environmental Complexity and the Outcomes of Cross-Border Mergers and Acquisitions by Chinese Companies. Paper presented at the International Association of Chinese Management Researchers Bi-Annual Conference (IACMR). Guangzhou, China.

BOOK CHAPTERS

“Zhejiang Geely Automotive’s Purchase of Volvo: Internationalization through Acquisition” in *Strategic Management: Text and Cases*, by Dess, Lumpkin and Eisner, McGraw-Hill (2016) with Michael N. Young. (FQ code, A4a, score: 0.5)

“Hong Kong’s Ocean Park: Learning to Live with Disney” in *Global Strategy*, 2nd edition by Mike W. Peng, New York: McGraw Hill (2010) with Michael N. Young.

“Lenovo’s purchase of IBM’s PC Division” in *Strategic Management: Text and Cases*, 5th edition by Dess, Lumpkin and Eisner, McGraw-Hill (2010) with Michael N. Young.

“China’s Geely Motors” in *Strategic Management: Text and Cases*, 5th edition by Dess, Lumpkin and Eisner, McGraw-Hill (2010) with Michael N. Young.

OTHER RESEARCH GRANTS

Co-investigator of Nation Natural Science Foundation of China (NSFC) 2017/18 (project titled “The interactive Mechanism of Proactive Behavior Improvement in Team Work: An Approach-Avoidance Framework”, project No. 71772076).

Co-investigator of Nation Natural Science Foundation of China (NSFC) 2017/18 (project titled “The Effect and Interactive Mechanism of Customer Incivility in Chinese Service Industry”, project No. 71702198).

Co-investigator of Nation Natural Science Foundation of China (NSFC) 2013/14 (project titled “The interactive mechanism of newcomers’ organizational socialization in group: A social identity perspective”, project No. 71302103).

Principal investigator of Faculty Research Grant (FRG) of Hong Kong Baptist University 2012/13 (Project No. FRG2/12-13/062).

Co-investigator of Faculty Research Grant (FRG) of Hong Kong Baptist University 2011/12 (Project No. FRG2/11-12/043).

Co-investigator of Research Grant Council (RGC) General Research Fund for 2011/12 (project titled “Symbiotic ownership and firm performance, the moderating effects of specialism and trust”, project no: HKBU 242810).

Principal investigator of Strategic Development Fund (SDF) project of School of Business, Hong Kong Baptist University (project titled “Corporate Sustainability and Its Impact on Examining the Relationship between Organizational Politics and Contextual Performance through Paradigmatic Exploration”).

Co-investigator of Strategic Development Fund (SDF) project of School of Business, Hong Kong Baptist University (project titled “The Relationship between Core Self-Evaluation and Job Satisfaction and Its Impact on Sustainable Growth and Development of the Company”).

Co-investigator of Faculty Research Grant (FRG) of Hong Kong Baptist University (Project No. FRG/08-09/II-11).

Co-investigator of Strategic Development Fund (SDF) project of School of Business, Hong Kong Baptist University (project titled “China’s Geely Automotive: A Case Study of Corporate Sustainability”).

Co-investigator of Strategic Development Fund (SDF) project of School of Business, Hong Kong Baptist University (project titled “Symposium of Social Enterprises in China”).

Co-investigator of Strategic Development Fund (SDF) project of School of Business, Hong Kong Baptist University (project titled “Case Studies of Pacific Coffee Company, Cathay Pacific Airways, and Li & Fung Group - Expanding Internationally from Hong Kong”).

Research team member of the Research Grant Council (RGC) General Research Fund for 2009/10 (project titled “Top management team diversity, team mechanisms, and firm performance: the moderating role of CEO empowering leadership”).

WORK IN PROGRESS

Chen, Y. Y., and Yan, M. The cross-level effect of team politics: A paradigm of need satisfaction. Submitted to *Academy of Management Journal*.

Li, J., Chen, Y. Y., and Tang, G. Y. Toward an appreciation of organizational symbioses: A perspective based on research of institutional field. Submitted to *Academy of Management Review*.

Ye, Y. J., Chen, Y. Y., Zhu, H., and Lu, Y. J. The impacts of family ostracism on hospitality employee service performance and customer-oriented OCB. 1st round of review at *Cornell Hospitality Quarterly*.

Ye, Y. J., Zhu, H., Chen, Y. Y., and Lu, Y. J. Family ostracism and proactive customer service performance: An explanation from conservation of resources theory. 1st round of review at *International Journal of Contemporary Hospitality Management*.

Yuan, Y. W., Sun, W., Tang, G. Y., and Chen, Y. Y. How relational leadership affects subordinates' career growth? 1st round of review at *Journal of Occupational and Organizational Psychology*.

Chen, Y. Y., Rosen, C., Yan, M., Ganster, D., and Simon, L. To thrive in negative workplace context: Contingent factors of self-determination theory. Preparing to submit to *Academy of Management Journal*.

Ganster, D., Rosen, C., Gabriel, A., Koopman, J., Chen, Y. Y., and Yan, M. Workplace politics and well-being: A multilevel investigation of political behavior at work. Preparing to submit to *Academy of Management Journal*.

Chen, Y. Y., Rosen, C., Yan, M., Ganster, D., and Simon, L. The effect of team politics on team innovation through team transactive memory system. (Ongoing project with an empirical study done)

Rosen, C., Chen, Y. Y., Yan, M., Ganster, D., and Simon, L. Workplace politics and loneliness: A promotion/prevention framework. (Ongoing project with an empirical study done)

Chen, Y. Y. and M. N. Young. A further look at the effect of government ownership on cross-border mergers and acquisitions performance by Chinese listed companies: the role of acquisition premium and target's environmental munificence and dynamism. (Ongoing project)

TEACHING

Organization Behavior (BUS2210), 2015-2016 Semester 1

Evaluation: 4.00/5 (Section 00001)

Organization Behavior (BUSI2005), 2015-2016 Semester 1

Evaluation: 4.43/5 (Section 00001)

4.33/5 (Section 00002)

Organization Behavior (BUSI2025), 2015-2016 Semester 1

Evaluation: 4.40/5 (Section 00001)

4.25/5 (Section 00002)

Organization Behavior (BUSI2025), 2017-2018 Semester 1

Evaluation: 4.64/5 (Section 00001)

4.50/5 (Section 00004)

Students' feedback (excerpt):

- "The lecturer is well prepared and creative in attracting students' attention."
- "Amy did a lot of activities in order to help us to remember the concept."
- "Amy is very beautiful, supportive and nice, willing to give students suggestions on the presentation or any problems. We can also see she has put effort on preparing the teaching materials."
- "Lecturer can explain the concepts clearly."
- "Everything was already good enough."
- "The lecturer is nice and willing to answer students' questions."
- "The lecturer was enthusiastic and made an effort to keep the students engaged and interested."
- "The lecturer is very nice and patient and I really enjoy the learning atmosphere in class."
- "Some videos were shown in order to enhance the understanding of the theories."
- "It is fun."
- "Very engaging and interesting – I got a lot of new insights in this lesson – the teacher is very helpful whenever I have any difficulties through the lessons."
- "Everything is good."
- "The teacher provided lots of materials to us in order to let us know more about the topics."
- "The atmosphere of the course is relaxed, not giving stress for students."
- "Nice lecturer"
- "Interesting class activities"
- "The structure of the teaching is easy to understand."
- "The PowerPoint teacher used in class is really well prepared."
- "It is interesting, it will relate to our real life."
- "Interactive, lots of practical examples."
- "Very friendly and caring, easy to get along with."
- "To learn more about how to be a leader."

- “The teacher is very nice.”
- “Amy provides us with detail ppt, and she’s really nice.”
- “Lecturer is warm and helpful.”
- “She is very welcome to students’ questions and have a variety of activities throughout the lesson.”
- “The lecturer promotes an interactive presentation and provides sufficient opinions toward our performance. She also includes lots of activities to help us know more about the theories. She is very friendly.”
- “Guidelines are clear.”
- “Multiple teaching materials and interesting class activities.”

SERVICES

Internal

Member of the Computing and Equipment Committee of School of Business, Hong Kong Baptist University, 2014 - Present

External

Ad hoc reviewer for:

- *Organizational Science*
- *Journal of Management Studies*
- *Human Relations*
- *Applied Psychology: An International Review*
- *Asia Pacific Journal of Management*
- *Journal of World Business*

AWARDS

Nominated for the President’s Award for Outstanding Performance of Academic/Teaching Staff 2016, Hong Kong Baptist University.

School of Business Award for Outstanding Performance in Scholarly Work 2016, Hong Kong Baptist University.

Best International Paper Award of Organizational Behavior Division, Academy of Management Meeting (AOM) 2010, Montreal, Canada.

Competitively awarded one of only four Ace Style International Scholarship for research students 2007-2008 by Hong Kong Baptist University.

Excellent Teaching Award of 2005-2006, Beijing Normal University Zhuhai Campus.