

## Hanhua Xu

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### ACADEMIC POSITION

Sep 2021 – Associate professor  
Sep 2017 – Aug 2021 Assistant professor  
Aug 2013 – Aug 2017 Research assistant professor  
July 2012 – July 2013 Postdoctoral fellow      Department of management and marketing  
The Hong Kong Polytechnic University

### ACADEMIC BACKGROUND

Mar. 2009 – May. 2012 PhD      The Hong Kong Polytechnic University, Hong Kong.  
Organizational Behavior

### PUBLICATIONS

- Lyu, F., Huang, X., **Xu, E.**, Chung, C., & He, X. (accepted). Instrumental love: Political marriage and family firm growth. *Management and Organization Review*.
- Tang, Y., **Xu, E.**, Huang, X., & Pu, X. (in press) When can display of authenticity at work facilitate co-worker interactions? The moderating effect of perception of organizational politics. *Human Relations*
- Xu, E.**, Huang, X., Jia, R., Xu, J., Liu, W., Graham, L., & Snape, E. (2020). The “evil pleasure”: Abusive supervision and third-party observers’ malicious reactions toward victims. *Organization Science*, 31(5),1053-1312.
- Xu, E.**, Huang, X., Ouyang, K., Liu, W., & Hu, S. (2020). Tactics of speaking up: The roles of issue importance, perceived managerial openness, and managers’ positive mood. *Human Resource Management*. 59, 255-269.
- Huang, X., Chen, L., **Xu, E.**, Lu, F., & Tai, K. (2020). Shadow of the prince: Parent-incumbents’ coercive control over child-successors in family firms. *Administrative Science Quarterly*., 65(3), 710-750.
- Lu, Q., Huang, X., Bond, M. H., & **Xu, E.** (2019). Committing to work at the expense of other life pursuits: The consequence of individuals’ relative centrality of work (RCW) across job types and nations differing in performance orientation. *Journal of Cross-Cultural Psychology*. 50(7), 848-869.

\*Huang, X., \***Xu, E.**, Huang, L., & Liu, W. (2018). Nonlinear consequences of promotive and prohibitive voice for managers' responses: The roles of voice frequency and LMX. *Journal of Applied Psychology*, 103, 1101-1120. (\* equal contributions).

\*Ouyang, K., \***Xu, E.**, Huang, X., Liu, W., & Tang, Y. (2018). Reaching the limits of reciprocity in favor exchange: The effects of generous, stingy, and matched favor giving on social status. *Journal of Applied Psychology*, 103, 614-630. (\* equal contributions)

**Xu, E.**, Huang, X., & Robinson, S. L. (2017). When self-view is at stake: Responses to ostracism through the lens of self-verification theory. *Journal of Management*, 43, 2281-2302.

Huang, X., **Xu, E.**, Chiu, W., Lam, C. K., & Farh, J. L. (2015). When authoritarian leaders outperform transformational leaders: Firm performance in a harsh economic environment. *Academy of Management Discoveries*, 1(2): 180-200.

**Xu, E.**, Huang, X., Lam, C. K., & Miao, Q. (2012). Abusive supervision and work behaviors: The mediating role of LMX. *Journal of Organizational Behavior*, 33: 531-543.

### **ACADEMY OF MANAGEMENT BEST PAPER PROCEEDINGS**

(2015). **Xu, E.**, Huang, X., & Robinson, S. Popular narcissists: Power dependence and social acceptance in the workplace. Academy of Management (AOM) Best Paper Proceedings. Vancouver, Canada.

(2014). Huang, X., **Xu, E.**, & Liu, W. When upward voicing becomes "upward nagging": Employee voice, LMX, and managers' reactions. Academy of Management (AOM) Best Paper Proceedings. Philadelphia, PA.

(2013). **Xu, E.**, Liu, W., & Huang, X. Speak up? And How? The joint effects of issue importance, managerial openness, and leaders' positive mood on employee voice and voice tactics. Academy of Management (AOM) Best Paper Proceedings, Lake Buena Vista, FL.

### **BOOK CHAPTERS**

**Xu, E.**, & Huang, X. (2012). Ostracism, Chinese style. In X. Huang., & M. H. Bond (Eds), *The handbook of Chinese organizational behavior: Integrating theory, research, and practice*. Cheltenham, UK: Edward Elgar Publishing.

Wu, M., & **Xu, E.** (2012). Paternalistic leadership: From here to where? In X. Huang., & M. H. Bond (Eds), *The handbook of Chinese organizational behavior: Integrating theory, research, and practice*. Cheltenham, UK: Edward Elgar Publishing.

## **COMPETITIVE RESEARCH GRANTS**

**Principle Investigator:** “Double-penalty of married working women’s professional networking”, General Research Fund (GRF), Research Grants Council (RGC) of Hong Kong, amount: \$681,673 (2021-2024).

**Principle Investigator:** “Stone heart vs. soft heart: Observers’ reactions toward victims of abusive supervision”, General Research Fund (GRF), Research Grants Council (RGC) of Hong Kong, amount: \$ 536,939 (2015-2018).

**Co-Investigator:** “Knowing me and knowing you: An exchange-based theory of tacit knowledge sharing and individual creativity”, General Research Fund (GRF), Research Grants Council (RGC) of Hong Kong, amount: \$ 417, 731 (2017-2020).

**Co-Investigator:** “Back stabbing and supervisory retaliation: The consequences of employees’ skip-level voice”, General Research Fund (GRF), Research Grants Council (RGC) of Hong Kong, amount: \$ 173, 338 (2013-2016).

## **ACADEMIC AWARD**

2019. School Award for Young Scholar, Hong Kong Baptist University

2015. Cai, Y. H., Kwan, H. K., & **Xu, E.** 2015. The performance implications of star employees: Individual and team level research. Emerald/IACMR Proposal Award.

## **SERVICES**

1. Research postgraduate program coordinator, Department of Management, Hong Kong Baptist University, August 2021 – now
2. Member of executive committee of Department of Management, Hong Kong Baptist University, August 2021– now

## **STUDENT SUPERVISION**

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### **PhD Dissertation:**

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|-----------|---|
| 2020-     | Yujie (Viola) Yin, Hong Kong PhD Fellowship winner, (chief-supervision)   |
| 2018-     | Leni Chen, Hong Kong PhD Fellowship winner, (co-supervision with Dr. Xu Huang)  |
| 2014-2020 | Mannok Wong (successfully defended) (co-supervision with Dr. Xu Huang)<br>Title: <i>Metaperception in newcomers context</i>   |
| 2015-2018 | Jieying Xu (successfully defended) (co-supervision with Dr. Xu Huang)<br>Title: <i>Investigating hierarchical-decentralization and its effects on team outcomes</i> |

## **TEACHING EXPERIENCE**

1. Hong Kong-RPg course: Frontiers of Leadership Research, 2019 – now
2. Hong Kong-DBA course: Frontier of Leadership Research, 2019 – now
3. Hong Kong-DBA course: Research Method and Design, 2020 – now
4. China MBA: Leadership and Organizational Development
5. Master of HRM course: Research Methodology of Human Resource Management
6. Master of Science in Business Management course: Leadership Theories and Development
7. Bachelor course: Management and Organization
8. Bachelor course: Organizational Behavior