

# Curriculum Vitae

## PERSONAL PARTICULARS

Name : Jialing XIAO  
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## EDUCATION:

2018 Ph.D., Organizational Behavior, The Hong Kong Polytechnic University  
2010 M.B.A., Hong Kong Baptist University  
2008 BBA. (Hons), The Hong Kong Polytechnic University, School of Business

## RESEARCH INTERESTS

Justice, Trust, Well-being, Organizational Cynicism, Leadership, Voice

## WORK IN PROGRESS

- Si, W., Xiao, J., & Chen, L. (under review). Fairly Meaningful: Linking Organizational Fairness with Perceived Meaningfulness via Four Mediators.
- Spread of Fire: Facilitating Effect of Model-worker's Passion on Employee Performance, with Yipeng Tang, Erica Xu, Xu Huang.
- Antecedences and Consequences of organizational cynicism (Thesis Proposal)
- Servant Leadership and Employee OCBs: The Relational and Motivational Mechanisms.
- Taking a leap of faith: The curvilinear relationship between interactional justice and trust, with Wei Si, Shuisheng Shi, and Xu Huang.
- Leader's Emotional Control Influences Employee's Upward Voice, with Wu Liu, and Rongwen Jia.
- The self-esteem perspective of organizational cynicism.

## **CONFERENCE PAPER**

- Wei, S., **Xiao, J.**, & Chen, L. (2019 August). Fairly Meaningful: Linking Organizational Fairness with Perceived Meaningfulness via Four Mediators. Paper to be presented at the Annual Meeting of the Academy of Management, Anaheim, CA, USA.
- Tang, E., **Xiao, J.** (2019 August). Passion Ignites: Effect of Expert-worker's Passion on Employee Performance. Paper to be presented at the Annual Meeting of the Academy of Management, Anaheim, CA, USA.
- Xiao, J.** (2016, August). Contagion Effect of Organizational Cynicism on New Comers, and Employee's CWB. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, CA, USA.
- Xiao, J.**, Jia, R., and Liu, W. (2014 May). Why and When Leader's Emotional Control Influences Employee's Upward Voice. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Hawaii, USA.
- Xiao, J.**, Huang, X. (2014 May). Leading by Example and Employees' Organizational Citizenship Behaviors. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii, USA.

## **TEACHING EXPERIENCE:**

Faculty of Business, Hong Kong Baptist University

2019-2020      HRMN2005 Human Resources Management

2018-2020      BUSI2005 Organizational Behavior

Faculty of Business, The Hong Kong Polytechnic University

2010-2012      MM2021 Management and Organization

MM3141 Organizational Behavior

MM3151 Managerial Leadership

MM2421 IT for Business

MM4131 Management of Pay and Benefit

2013-2015:      MM2021 Management and Organization

**INDUSTRY EXPERIENCE:**

- 2015-2017      *HR Consultant* –Dehua Investment Ltd. (Shenzhen, China)
- 2008-2009      *Management Trainee* – Sino Asia Industrial Limited (Hong Kong, Guam)
- 2007 Fall        *HR Consultant* – Towngas (Hong Kong)
- 2007 Summer   *Management and Marketing Analyst* – Bestway Coach Express Ltd. (New York)

**MEMBERSHIPS**

- 2014-2015      Research Student Representative  
Faculty of Business  
The Hong Kong Polytechnic University
- 2012-2016      Research Personal  
Center for Leadership & Innovation  
The Hong Kong Polytechnic University

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