

Jia Hui LIM
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ACADEMIC APPOINTMENTS

2021 – Assistant Professor, Management, School of Business, Hong Kong Baptist University

EDUCATION

2021 Singapore Management University; Ph.D. in Business (OBHR)
2019 University of Washington; Visiting Ph.D. student, Management and Organization
2015 National University of Singapore; B.Sc. in Psychology (Hons)

RESEARCH INTERESTS

Inequality, Social Class, Gender, Inclusion, Psychological Interventions

PUBLICATIONS

Lim, J. H., Tai, K., & Kouchaki, M. (2021). Ambivalent bosses: An examination of supervisor expressed emotional ambivalence on subordinate task engagement. *Organizational Behavior and Human Decision Processes*, 165, 139-152.

Lim, J. H., Tai, K., Bamberger, P., & Morrison, E. W. (2020). Soliciting resources from others: An integrative review. *Academy of Management Annals*, 14, 122-159.

MANUSCRIPTS UNDER REVIEW

Lim, J. H., & Pitesa, M. *1st revise-and-resubmit at the Journal of Applied Psychology.*

Lim, J. H., Pitesa, M., & Vadera, A. K. *1st revise-and-resubmit at the Organizational Behavior and Human Decision Processes.*

Tai, K., Liu, Y., **Lim, J. H.**, & Tangirala, S. *1st revise-and-resubmit at the Organizational Behavior and Human Decision Processes.*

PRESENTATIONS & CONFERENCES (*presented by coauthor)

2020 Agentic and/or communal? Pathways to Status and Leadership Outcomes for Men versus Women Implementors. *Academy of Management Meeting.*

When virtual work goes viral: How employees respond to a forced change from physical to virtual work set-ups. *Microsoft New Future of Work Symposium**

2019 To ask or not to ask: Effect of age on advice seeking. *Academy of Management Meeting, Boston, MA.*
Have you heard? Examining the relationship between leader positive gossip and prosocial behavior. *Academy of Management Meeting, Boston, MA**

2018 Envying my subordinate: Effects of leader envy on information deprivation and positive gossip (symposium paper). *Academy of Management Meeting, Chicago, IL.*

2017 Lower employee socioeconomic status elicits suspicion of unethical behavior at the workplace (symposium paper). *Academy of Management Meeting, Atlanta, GA.*

TEACHING (*ratings mentioned if available)

Instructor, Hong Kong Baptist University

2021 Bachelor of Business Administration: Organizational Behavior [Ongoing]

Instructor, Singapore Management University

2021 Bachelor of Business Management: Management of People at Work [6.88/7.0]

2020 Master of Human Capital Leadership: Capstone Project [Guest instructor: 6.20/7.0]

2019 Bachelor of Business Management: Management of People at Work [Guest instructor: 6.50/7.0]

Teaching Assistant, Singapore Management University

2021 Master of Human Capital Leadership: Capstone Project

2020 Master of Business Administration: Organizational Behavior and Leadership

2020 Master of Science in Innovation: Creativity as Precursor to Innovation

2020 Bachelor of Business Management: Management of People at Work

2019 CKGSB-SMU DBA: Global & Asian Perspectives

2019 Master of Human Capital Leadership: Human Capital Analytics & Research for Management Insights

2018 Bachelor of Business Management: Leadership and Team Building

2018 Bachelor of Business Management: Ethics and Corporate Responsibility

HONORS & AWARDS

2021 Ministry of Social and Family Development Social and Family Research Fund with Dr. M. Pitesa and Dr. J. Nai

2020 ASEAN Business Research Initiative (ABRI) Grant with Dr. M. Pitesa

2019 Singapore Management University Presidential Doctoral Fellowship

2019 Singapore Management University Internal Research Grant with Dr. N. Sirola

2019 Singapore Management University Lim Kim San Fellowship Award

2018 Singapore Management University Internal Research Grant with Dr. K. Tai

2018 Singapore Management University Lim Kim San Fellowship Award

2017 Singapore Management University Internal Research Grant with Dr. M. Pitesa and Dr. A. K. Vadera

2016 Lee Kong Chian School of Business Full Scholarship, SMU

PROFESSIONAL ACTIVITIES & SERVICE

2021 – Journal Ad-Hoc Reviewer, Organizational Behavior and Human Decision Processes

2017 – Reviewer, Academy of Management Annual Meetings (OB, MOC divisions)