**Departmental Seminar (2019-2020)**

My Boss is Younger, Less Educated, and Has a Shorter Tenure: Status (In)congruence and Supervisor Competence Influence Subordinates’ Fairness Perceptions

**Speaker:** Dr. Huisi LI, Jessica Johnson Graduate School of Management, Cornell University

**Date:** 21 October 2019 (Monday)

**Time:** 10:30 am - 12:00 nn

**Venue:** Room WLB602 The Wing Lung Bank Building for Business Studies Shaw Campus, Hong Kong Baptist University

**Abstract**

Status incongruence, in which traditional status markers (e.g., age, education, and tenure) associated with supervisor and subordinate roles are reversed (i.e., the supervisor is younger, less-educated, and of shorter tenure than the subordinate) is increasingly prevalent. I examine how status (in)congruence interacts with supervisors’ competence to influence subordinates’ perceptions of promotion system fairness. Grounded in system justification theory, we found that when the supervisor was incompetent as opposed to competent, status congruence was more likely to serve as a basis of system justification and thus enhance the perceived fairness of the promotion system (Studies 1-2). Moreover, this interaction was stronger among subordinates who experienced low power (Studies 3-4).

**Short bio**

Huisi (Jessica) Li is a Ph.D. candidate at Cornell University’s Johnson School of Management. She conducts research on status and power, diverse teams, and employee turnover. She has published first-author papers in Organizational Science and Research in Organizational Behavior. Her research has received the Best Student Paper Award and Student Transnational Research Award from the Academy of Management. Li received her M.A. in Human Resource Studies from Cornell’s Industrial and Labor Relations School and M.A. in Education from Stanford University.