

Kaifeng Jiang

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Fisher College of Business
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EDUCATION

Ph.D.	Rutgers University	2013
	Major: Industrial Relations and Human Resources	
M.A.	Rutgers University	2010
	Major: Industrial Relations and Human Resources	
M.A.	Renmin University of China, Beijing, China	2007
	Major: Human Resource Management	
B.A.	Renmin University of China, Beijing, China	2005
	Major: Human Resource Management	

PROFESSIONAL EXPERIENCE

- The Ohio State University, Fisher College of Business
 - Full Professor (May 2022 – present)
 - Associate Professor (June 2017 – May 2022)
 - Core Faculty of Translational Data Analysis Institute (June 2017 – present)
- The Hong Kong Polytechnic University
 - Visiting Professor (June 2022 – July 2022)
- University of Notre Dame, Mendoza College of Business
 - Promotion to Associate Professor with tenure approved (May 2017)
 - Assistant Professor and J. Donnelly Fellow in Participatory Management (June 2013-May 2017)

DISTINCTIONS, HONORS, AND AWARDS

- Winner, 2022 Excellence in Reviewing Award for *Human Resource Management*.
- Winner, 2022 Outstanding Reviewer Award of *Journal of Management*.
- Honorable mention, 2021 International Labour and Employment Relations Association (ILERA) Luis Aparicio Prize.

- Elected to serve a series of leadership roles, including PDW Chair, Program Chair, and Chair of the Division, over a 5-year period for the HR Division of the Academy of Management (August 2021-2026).
- Faculty Recognition Award, Fisher College of Business, The Ohio State University, 2021.
- Runner-up, 2018 International Labour and Employment Relations Association (ILERA) Luis Aparicio Prize.
- Winner, 2018 Academy of Management HR Division's Early Career Achievement Award.
- Emerald Citations of Excellence for 2017.
- Finalist, 2017 HR Division Scholarly Achievement Award.
- Winner, 2016 Review of the Year Awards of *Personnel Psychology*.
- Finalist, 2015 Best Article Award of *Personnel Psychology*.

GRANTS

- Fisher Leadership Initiative Grant (\$4,188.57).
- A comprehensive approach to modeling job performance via unobtrusive, continuous, multimodal sensing (\$7,900,000), subcontractor (\$70,816), *IARPA*, 5/1/17-4/30/19. (PI Aaron Striegel).
- Faculty Research Support Program Initiation Grant (\$8,262), *University of Notre Dame* (2014).
- Junior Research Fellow (\$2,500), *Department of Human Resource Studies, Tilburg University*, Netherlands (2014).
- Greenleaf Scholars Award (\$2,500), *Greenleaf Center for Servant Leadership* (2013).
- Research Council Grant Award (\$2,200), *Rutgers University* (2013), Co-PI with Rebecca R. Kehoe.
- Li Ning Dissertation Proposal Grants (\$1,600), *International Association for Chinese Management Research* (2012).
- SHRM Foundation Research Grants (\$31,165), *SHRM Foundation* (2012), Co-PI with David P. Lepak and Sargam Garg.
- SHRM Foundation Research Grants (\$12,420), *SHRM Foundation* (2010), Co-PI with David P. Lepak.
- ASAE Foundation award of Institute for Nonprofit Research, Education, and Engagement (\$4,000), *North Carolina State University* (2011), with Sean Rogers, Carmen Rogers, and Jia Hu.

JOURNAL ARTICLES

Google Scholar Citations: 7,558; Web of Science: 3,367; Scopus: 3,755 (by June 2022)
(† denotes equal contributors; Student coauthors are underlined)

1. Jiang, K., Zhang, Z., Hu, J., & Liu, G. Published online on September 17, 2021. Retirement intention of older workers: The influences of high-involvement work practices, individual characteristics, and economic environment. *Personnel Psychology*. <https://doi.org/10.1111/peps.12480>.

Covered by Ohio State News <https://news.osu.edu/how-employers-can-keep-experienced-older-workers-from-retiring/>
2. Mai, K. M., Welsh, D., Wang, F., Bush, J., & Jiang, K. Published online on March 17, 2021. Supporting creativity or creative unethicality? Empowering leadership and the role of performance pressure. *Journal of Business Ethics*. <https://doi.org/10.1007/s10551-021-04784-6>.
3. Chung, S., Zhan, Y., Noe, R., & Jiang, K. Published online on May 6, 2021. Is it time to update and expand training motivation theory? A meta-analytic review of training motivation research in the 21st century. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0000901>.
4. Yao, K., Jiang, K., Renee, D., & Chang, S. Published online on September 27, 2020. Informal institutions and absorptive capacity: A cross-country meta-analytic study. *Journal of International Business Studies*. <https://doi.org/10.1057/s41267-020-00361-7>.
5. Ren, S., Jiang, K., & Tang, G. 2022. Leveraging green HRM for firm performance: The joint effects of CEO environmental belief and external pollution severity and the mediating role of employee environmental commitment. *Human Resource Management*, 61(1): 75-90. <https://doi.org/10.1002/hrm.22079>.
6. Jiang, K., Takeuchi, R., & Jia, Y. 2021. Taking peers into account: Adoption and effects of high-investment human resource systems. *Journal of Applied Psychology*, 106(10): 1539-1556. <https://doi.org/10.1037/apl0000836>.
7. Holmes IV, O. †, Jiang, K. †, Avery, D., McKay, P. F., Oh, I. S., Tillman, C. J. 2021. A meta-analysis integrating 25 years of diversity climate research. *Journal of Management*, 47(6): 1357-1382. <https://doi.org/10.1177/0149206320934547>.
8. Banks, G., Barnes, C., & Jiang, K. 2021. Changing the conversation on the science-practice gap: An adherence-based approach. *Journal of Management*, 47(6): 1347-1356. <https://doi.org/10.1177/0149206321993546>.
9. Garg, S. †, Jiang, K. †, Lepak, D. P. † 2021. HR practice salience: Explaining variance in employee reactions to HR practices. *International Journal of Human Resource Management*, 32(2): 512-542. <https://doi.org/10.1080/09585192.2020.1792533>.

10. Hu, J., Zhang, Z., Jiang, K., & Chen, W. 2019. Getting ahead, getting along, and getting prosocial: Examining extraversion facets, network centrality, and leadership emergence. *Journal of Applied Psychology*, 104: 1369-1386. <https://psycnet.apa.org/doi/10.1037/apl0000413>.
11. Devaraj, S. †, & Jiang, K. † 2019. It's about time – A longitudinal adaptation model of high-performance work teams. *Journal of Applied Psychology*, 104: 433-447. <https://doi.apa.org/doi/10.1037/apl0000372>.
12. Jiang, K., & Messmersmith, J. 2018. On the shoulders of giants: A meta-review of strategic human resource management. *International Journal of Human Resource Management*, 29(1): 6-33. <https://doi.org/10.1080/09585192.2017.1384930>.
13. Liu, S., Jiang, K., Chen, J., Pan, J. & Lin, X. 2018. Linking employee boundary spanning behavior to task performance: The influence of informal leader emergence and group power distance. *International Journal of Human Resource Management*, 29: 1879-1899. <https://doi.org/10.1080/09585192.2016.1216872>.
14. Hu, J., Erdogan, B., Jiang, K., Talya, B., & Liu, S. 2018. Leader humility and team creativity: The role of team information sharing, psychological safety, and power distance. *Journal of Applied Psychology*, 103: 313-323. <https://psycnet.apa.org/doi/10.1037/apl0000277>.
15. Zhang, Z., Jiang, K., Liu, H., & Oh, I. 2017. Bayesian meta-analysis of correlation coefficients through power prior. *Communications in Statistics: Theory and Methods*, 46 (24): 11988-12007. <https://doi.org/10.1080/03610926.2017.1288251>.
16. Jiang, K., Hu, J., Liu, S., & Lepak, D. P. 2017. Understanding employees' perceptions of human resource practices: Effects of demographic dissimilarity to managers and coworkers. *Human Resource Management*, 56(1): 69-91. <https://doi.org/10.1002/hrm.21771>.
17. Jiang, K., Hu, J., Hong, Y., Liao, H., & Liu, S. 2016. Do it well and do it right: Impact of service climate and ethical climate on business performance outcomes and the boundary conditions. *Journal of Applied Psychology*, 101: 1553-1568. <https://psycnet.apa.org/doi/10.1037/apl0000138>.
18. Liu, D., Jiang, K., Shalley, C. E., Keem, S., & Zhou, J. 2016. Motivational mechanisms of employee creativity: A meta-analytic examination and theoretical extension of the creativity literature. *Organizational Behavior and Human Decision Processes*, 37: 236-263. <https://doi.org/10.1016/j.obhdp.2016.08.001>.
19. Hu, J., Jiang, K., Mo, S., Chen, H., & Shi, J. 2016. The motivational antecedents and performance consequences of corporate volunteering: When do employees volunteer and when does volunteering help versus harm work performance? *Organizational Behavior and Human Decision Processes*, 137: 99-111. <https://doi.org/10.1016/j.obhdp.2016.08.005>.
20. Rogers, S. E., Jiang, K., Rogers, C., & Cast, M. L. 2016. Strategic human resource management of volunteers and the link to hospital patient satisfaction. *Nonprofit and*

Voluntary Sector Quarterly, 45(2): 409-424.
<https://doi.org/10.1177%2F0899764015596434>.

21. Barnes, C. M., Jiang, K., & Lepak, D. P. 2016. Sabotaging the benefits of our own human capital: Work unit characteristics and sleep. *Journal of Applied Psychology*, 101(2): 209-221. <https://psycnet.apa.org/doi/10.1037/apl0000042>.

Finalist for the 2017 HR Division Scholarly Achievement Award.

22. Li, X., Qin, X., Jiang, K., Zhang, S., & Gao, F. 2015. Human resource practices and firm performance in China: The moderating roles of regional human capital quality and firm innovation strategy. *Management and Organization Review*, 11(2): 237-261.
<https://doi.org/10.1017/mor.2015.12>.
23. Jiang, K., Chuang, C-H, & Chiao, Y-C. 2015. Developing collective customer knowledge and service climate: The interaction between service-oriented high-performance work systems and service leadership. *Journal of Applied Psychology*, 100(4): 1089-1106.
<https://psycnet.apa.org/doi/10.1037/apl0000005>.
24. Hu, J., Erdogan, B., Bauer, T., Jiang, K., Liu, S., & Li, Y. 2015. There are lots of big fish in this pond: The role of peer overqualification on task significance, perceived fit, and performance for overqualified employees. *Journal of Applied Psychology*, 100(4): 1228-1238. <https://psycnet.apa.org/doi/10.1037/apl0000008>.
25. Jiang, K., Hong, Y., McKay, P. F., Avery, D. R., Wilson, D. C., & Volpone, S. D. 2015. Retaining employees through anti-sexual harassment practices: Exploring the mediating role of psychological distress and employee engagement. *Human Resource Management*, 54(1): 1-21. <https://doi.org/10.1002/hrm.21585>.
26. Jackson, S. E., Schuler, R. S., & Jiang, K. 2014. An aspirational framework for strategic human resource management. *Academy of Management Annals*, 8: 1-56.
<https://doi.org/10.5465/19416520.2014.872335>.

Emerald Citations of Excellence for 2017

27. Jiang, K., Takeuchi, R., & Lepak, D. P. 2013. Where do we go from here? New perspectives on the black box in strategic human resource management research. *Journal of Management Studies*, 50: 1448-1480. <https://doi.org/10.1111/joms.12057>.
28. Caligiuri, P., Mencin, A., & Jiang, K. 2013. Win-win-win: The influence of company-sponsored volunteerism programs on employees, NGOs, and business units. *Personnel Psychology*, 66: 825-860. <https://doi.org/10.1111/peps.12019>.

Finalist for the 2015 Best Article Award of Personnel Psychology.

29. Hong, Y.†, Liao, H.†, Hu, J.†, & Jiang, K.† 2013. Missing link in the service profit chain: A meta-analytic investigation of the antecedents, consequences, and moderators of service climate. *Journal of Applied Psychology*, 98: 237-267.
<https://psycnet.apa.org/doi/10.1037/a0031666>.

30. Jiang, K., Lepak, D. P., Hu, J., & Baer, J. 2012. How does human resource management influence organizational outcomes? A meta-analytic investigation of the mediating mechanisms. *Academy of Management Journal*, 55: 1264-1294. <https://doi.org/10.5465/amj.2011.0088>.
31. Jiang, K., Liu, D., McKay, P. F., Lee, T. W., & Mitchell, T. R. 2012. When and how is job embeddedness predictive of turnover? A meta-analytic investigation. *Journal of Applied Psychology*, 97: 1077-1096. <https://psycnet.apa.org/doi/10.1037/a0028610>.
32. Jiang, K., Lepak, D. P., Han, K., Hong, Y., Kim, A., & Winkler, A. 2012. Clarifying the construct of human resource systems: Relating human resource management to employee performance. *Human Resource Management Review*, 22: 73-85. <https://doi.org/10.1016/j.hrmr.2011.11.005>.

EDITORIAL AND INVITED ARTICLES

33. Jiang, K. Shi, W., & Wen, X. (2022). Implications of applying frames of reference to strategic HRM research. *Industrial Relations: A Journal of Economy and Society*.
34. Takeuchi, R., Gong, Y., Boon, C., & Jiang, K. 2021. Celebrating and advancing the scholarship of David P. Lepak (1971–2017): special issue introduction. *International Journal of Human Resource Management*, 32: 225-240. <https://doi.org/10.1080/09585192.2021.1878648>.
35. Tsui, A. S., Enderle, G., & Jiang, K. 2019. On addressing the puzzle of extreme income inequality: A response to Agarwal and Holmes. *Academy of Management Review*, 44: 460-464. <https://doi.org/10.5465/amr.2018.0477>.
36. Tsui, A. S., Enderle, G., & Jiang, K. 2018. Income inequality in the United States: Reflections on the role of corporations. *Academy of Management Review*, 43(1): 156-168. <https://doi.org/10.5465/amr.2016.0527>.
37. Shen, J., Messersmith, J. G., & Jiang, K. 2018. Advancing human resource management scholarship through multilevel modeling. *International Journal of Human Resource Management*, 29: 227-238. <https://doi.org/10.1080/09585192.2017.1331622>.

BOOK

Takeuchi, R., Gong, Y., Boon, C., & Jiang, K. 2023. *Strategic Human Resource Management and Organizational Effectiveness - Essays Celebrating and Advancing the Scholarship of David P. Lepak (1971-2017)*. Routledge.

Townsend, K., Bos-Nehles, A., & Jiang, K. 2022. *Research handbook on line managers*. Edward Elgar Publishing Limited.

BOOK CHAPTERS

1. Eckardt, R., & Jiang, K. 2019. Human capital resource emergence: Theoretical and methodological clarifications and a path forward. In T. Moliterno & A. Nyberg (eds),

- Handbook of research on strategic human capital resources* (p. 77-112). Edward Elgar Publishing Limited. <https://doi.org/10.4337/9781788116695.00014>.
2. Jiang, K., & Li, P. 2019. Chapter 3: Models of strategic human resource management. In A. Wilkinson, N. Bacon, D. Lepak, & S. Snell (eds.) *Sage handbook of human resource management* (2nd edition, pp. 23-40). London, UK: Sage. <http://dx.doi.org/10.4135/9781529714852.n3>.
 3. Jiang, K., & Hu, J. 2018. A practical approach of meta-analysis. In X. Chen & W. Shen (eds) *Empirical methods in organization and management research* (3rd edition). Beijing, China: Peking University Press.
 4. Lepak, D. P., Jiang, K., Kehoe, R. R., & Bentley, S. 2018. Strategic Human Resource Management and Organizational Performance. In C. Viswesvaran, N. Anderson, D. S. Ones, & H. K. Sinangil (eds.) *Handbook of industrial work and organizational psychology* (Vol. 3, p. 255-274). London, UK: Sage.
 5. Lepak, D. P., Jiang, K., & Ployhart, R. 2017. Chapter 2: HR strategy, structure, and architecture. In C. Cooper & P. Sparrow (eds.) *A research agenda for human resource management* (p. 23-38). Edward Elgar.
 6. Crant, J. M., Hu, J., & Jiang, K. 2017. Proactive personality: A twenty-year review. In U. Bindl & S. Parker (eds.) *Proactivity at work* (p. 193-225). Routledge.
 7. Jiang, K. 2016. Strategic human resource management and organizational commitment. In J. Meyer (ed.) *Handbook on employee commitment* (p. 289-304). Edward Elgar. <https://doi.org/10.4337/9781784711740.00034>.
 8. Jackson, S., Jiang, K., & Schuler, R. 2014. State of the field of strategic human resource management. In R. Griffin (ed.), *Oxford Bibliographies in Management*. New York: Oxford University Press. <https://dx.doi.org/10.1093/obo/9780199846740-0034>. (Last updated in February 2020).
 9. Lepak, D. P., Jiang, K., Han, K., Castellano, W., & Hu, J. 2012. Strategic HRM moving forward: What can we learn from micro perspectives? In G. Hodgkinson and J. K. Ford (eds.), *International review of industrial and organizational psychology*, vol. 27 (p. 231-259). New York, NY: John Wiley & Sons, Ltd.

CONFERENCE PROCEEDINGS

1. Das Swain, V., Saha, K., Rajvanshy, H. Sirigiri, A., Gregg, J. M., Lin, S., Martinez, G. J., Mattingly, S. M., Mirjafari, S., Mulukutla, R., Nepal, S., Nies, K. A., Reddy, M. D., Robles-Granda, P., Campbell, A., Chawla, N. V., D'Mello, S., Dey, A. K., Jiang, K., Liu, Q., Mark, G., Moskal, E., Striegel, A., Tay, L., Abowd, G. D., Choudhury, M. D. 2019. A multisensor person-centered approach to understand the role of daily activities in job performance with organizational personas. *Proceedings of the ACM on Interactive, Mobile, Wearable and Ubiquitous Technologies (IMWUT)*. <https://doi.org/10.1145/3369828>.

2. Saha, K., Reddy, M. D., Das Swain, V., Gregg, J. M., Grover, T., Lin, S., Martinez, G. J., Mattingly, S.M., Mirjafari, S., Mulukutla, R., Nies, K., Robles-Granda, P., Sirigiri, A., Yoo, D. W., Audia, P., Campbell, A. T., Chawla, N. V., D'Mello, S. K., Dey, A. K., Jiang, K., Liu, Q., Mark, G., Moskal, E., Striegel, A., and De Choudhury, M. 2019. Imputing Missing Social Media Data Streams in Multisensor Studies of Human Behavior. *Proceedings of the 8th International Conference on Affective Computing and Intelligent Interaction*. ACII 2019. <https://doi.org/10.1109/ACII.2019.8925479>.
3. Mirjafari, S., Masaba, K., Grover, T., Wang, W., Audia, P., Campbell, A. T., Chawla, N. V., Das Swain, V., De Choudhury, M., Dey, A. K., D'Mello, S.K., Gao G., Gregg, J.M., Jagannath, K., Jiang, K., Lin, S., Liu, Q., Mark, G., Martinez, G., Mattingly, S.M., Moskal, E., Mulukutla, R., Nepal, S., Nies, K.A., Reddy, M. D., Robles-Granda, P., Saha, K., Sirigiri, A., Striegel, A. 2019. Differentiating High and Low Job Performers in the Workplace using Mobile Sensing. *Proceedings of the ACM on Interactive, Mobile, Wearable and Ubiquitous Technologies (IMWUT)*. <https://doi.org/10.1145/3328908>.
4. Mattingly, S., Gregg, J., Audia, P., Bayraktaraglu, A. E., Campbell, A., Chawla, N., Das Swain, V., De Choudhury, M., D'Mello, S., Dey, A., Gao, G., Jagannath, K., Jiang, K., Lin, S., Liu, Q., Mark, G., Martinez, G., Masaba, K., Mirjafari, S., Moskal, E., Mulukutla, R., Nies, K., Reddy, M., Robles-Granda, P., Saha, K., Sirigiri, A., and Striegel, A. 2019. The Tesseract Project: Experiences with Large-Scale, Longitudinal, In Situ, Multimodal Sensing of Information Workers. *Proceedings of the 2019 CHI Conference on Human Factors in Computing Systems Extended Abstracts* (Glasgow, Scotland, May 4-9, 2019). CHI Case Studies 2019. [Non first two authors are listed alphabetically] <https://doi.org/10.1145/3290607.3299041>.
5. Bentley, F. S. & Jiang, K. 2019. I'm better than this! Managing overqualified workers using the task context. *Academy of Management Conference Best Papers Proceedings*. <https://doi.org/10.5465/AMBPP.2019.162>.
6. Liu, D., Jiang, K., Shalley, C. E., & Keem, S. 2013. The underlying motivational mechanisms for employee creativity: A meta-analytic examination. *Academy of Management Conference Best Papers Proceedings*. <https://doi.org/10.5465/ambpp.2013.16183abstract>.
7. Jiang, K., Kim, M., Han, K., Lepak, D. P., Hong, Y., Kim, A., & Winkler, A. 2009. Understanding human resource systems: Conceptualizing how the parts work together. *Academy of Management Conference Best Papers Proceedings*. <https://doi.org/10.5465/ambpp.2009.44260640>.

CONFERENCE PRESENTATIONS

1. Van Beurden, J., Van De Voorde, K., Van Veldhoven, M., & Jiang, K. (August 2022). Do managers and employees see eye to eye? The relation between hr perceptions and employee outcomes. Manuscript to be presented at the 2022 Academy of Management Annual Conference.

2. Xi, M., Chen, Y., & Jiang, K. (August, 2022). A contingent configurational perspective of HRM systems, contexts, and organizational effectiveness. Manuscript to be presented at the 2022 Academy of Management Annual Conference.
3. Jiang, K., Zhang, Z., Hu, J., & Liu, G. (August 2021). The influences of high-involvement work practices on older workers' retirement intention. Manuscript presented at the 2021 Academy of Management Annual Conference.
4. Takeuchi, R., Lee, B. Y., Jiang, K., & Liu, Z. (August 2021). High-investment HR systems and employee creativity: a multilevel, integrative perspective. Manuscript presented at the 2021 Academy of Management Annual Conference.
5. Jiang, K., Takeuchi, R., & Jia, Y. (August 2020). Peer effects on the adoption and the effect of high-investment human resource systems. Manuscript presented at the 2020 Academy of Management Annual Conference.
6. Oh, I., Lee, Y., Jiang, K., & Wang, G. (June 2020). Toward a better understanding of less-structured interviews: A contrarian review. Manuscript presented at the 2020 Society for Industrial and Organizational Psychology Annual Conference.
7. Das Swain, V., Saha, K., Rajvanshy, H. Sirigiri, A., Gregg, J. M., Lin, S., Martinez, G. J., Mattingly, S. M., Mirjafari, S., Mulukutla, R., Nepal, S., Nies, K. A., Reddy, M. D., Robles-Granda, P., Campbell, A., Chawla, N. V., D'Mello, S., Dey, A. K., Jiang, K., Liu, Q., Mark, G., Moskal, E., Striegel, A., Tay, L., Abowd, G. D., Choudhury, M. D. (2019). A multisensor person-centered approach to understand the role of daily activities in job performance with organizational personas. Manuscript presented at the ACM on Interactive, Mobile, Wearable and Ubiquitous Technologies (IMWUT).
8. Mirjafari, S., Masaba, K., Grover, T., Wang, W., Audia, P., Campbell, A. T., Chawla, N. V., Das Swain, V., De Choudhury, M., Dey, A. K., D'Mello, S.K., Gao G., Gregg, J.M., Jagannath, K., Jiang, K., Lin, S., Liu, Q., Mark, G., Martinez, G., Mattingly, S.M., Moskal, E., Mulukutla, R., Nepal, S., Nies, K.A., Reddy, M. D., Robles-Granda, P., Saha, K., Sirigiri, A., Striegel, A. (2019). Differentiating High and Low Job Performers in the Workplace using Mobile Sensing. Manuscript presented at the ACM on Interactive, Mobile, Wearable and Ubiquitous Technologies (IMWUT).
9. Saha, K., Reddy, M. D., Das Swain, V., Gregg, J. M., Grover, T., Lin, S., ...& De Choudhury M. (September 2019). Imputing missing social media data streams in multisensory studies of human behavior. Manuscript presented at The 8th International Conference on Affective Computing and Intelligent Interaction (ACII), Cambridge, UK.
10. Chung, S., Noe, R. A., Zhan, Y., & Jiang, K. (August 2019). A contemporary perspective on training motivation: A meta-analytic review. Manuscript presented at the Academy of Management Conference, Boston, MA.
11. Mai, K. M., Welsh, D., Wang, J., Jiang, K., & Bush, J. (August 2019). Empowering creative performance or creative unethicity? The role of performance pressure. Manuscript presented at the Academy of Management Conference, Boston, MA.

12. Bentley, F. S. & Jiang, K. (August 2019). I'm better than this! Managing overqualified workers using the task context. Manuscript presented at the Academy of Management Conference, Boston, MA.
13. Jiang, K. Liu, M., & Li, C. (June 2019). Allies or competitors? A contingency perspective on the relationship between unionization and high-performance work practices. Manuscript presented at 2019 LERA Conference, Cleveland, OH.
14. Mattingly, S. M. et al. (May 2019). The Tesseract project: Experiences with large-scale, longitudinal, in situ, multimodal sensing of information workers. Manuscript presented at The 2019 ACM CHI Conference, Glasgow, UK.
15. Jiang, K., Yu, J., & Chuang, C. (August 2018). Examining HRM systems using a formative measurement model. Manuscript presented at the 2018 Academy of Management Conference, Chicago, IL.
16. Jiang, K. Jia, Y., & Tsui, A. S. (June 2018). Leaving Footprint in the society: The role of organizational pay inequality. Manuscript presented at the 2018 IACMR Conference, Wuhan, China.
17. Devaraj, S.†, & Jiang, K.† (August 2017). Longitudinal effect of high-performance work teams on operational performance. Manuscript presented at the 2017 Academy of Management Conference, Atlanta, GA.
18. Jiang, K., Jia, Y., Tsui, A. (August 2017). Organizational pay inequality, society income inequality, and citizens' well-being. Manuscript presented at the 2017 Academy of Management Conference, Atlanta, GA.
19. Hu, J., Jiang, K., Zhang, Z., & Chen, W. (July 2017). Being a giver matters. Manuscript presented at Interdisciplinary Network for Group Research Annual Meeting, St. Louis, MO.
20. Hu, J., Erdogan, B., Jiang, K., Bauer, T., & Liu, S. (April 2017). Linking leader humility to team creativity. Manuscript presented at the 2017 Society for Industrial and Organizational Psychology Conference, Orlando, FL.
21. Li, P., Jiang, K., Chadwick, C., Zhang, Z., & Chen, S. (March 2017). Alignment effect between management reported and employee experienced HPWS on team performance: Investigating R&D teams. Manuscript presented at the 2017 Strategic Management Society Special Conference, Milan, Italy.
22. Jiang, K., Hu, J., Hong, Y., Liao, H., & Liu, S. (August 2016). The impact of service climate and ethical climate on business performance outcomes. Manuscript presented at the 2016 Academy of Management Conference, Anaheim, CA.
23. Jiang, K., & Chuang, C. (August 2015). When do manager-perceived high-performance work systems affect employee engagement and service quality through employee's perceptions? The moderating role of leader-member exchange. Manuscript presented at the 2015 Academy of Management Conference, Vancouver, BC, Canada.

24. Huang, X., Jiang, K. (August 2015). Do changes in high-performance work systems pay off? A longitudinal investigation of dynamic fit. Manuscript presented at the 2015 Academy of Management Conference, Vancouver, BC, Canada.
25. Zhang, Z., Jiang, K., & Liu, H. (May 2014). Bayesian meta-analysis of correlation coefficient with power prior. Manuscript presented at the 2014 Annual Convention of the American Psychological Society, San Francisco, CA.
26. Liu, D., Jiang, K., Shalley, C. E., & Keem, S. (August 2013). The underlying motivational mechanisms for employee creativity: A meta-analytic examination. Manuscript presented at the 2013 Academy of Management Conference, Orlando, FL.
27. Hu, J., Jiang, K., Liu, S., & Li, Y. (August 2013). The contingent effects of directive and empowering leadership on self-efficacy and OCB. Manuscript presented at the 2013 Academy of Management Conference, Orlando, FL.
28. Rogers, S. E., Jiang, K., & Rogers, C. M. (June 2013). The link between hospital strategy, volunteer management, and patient satisfaction: Evidence from 107 U.S. hospitals. Manuscript presented University of Notre Dame Nonprofit Social Impact Conference.
29. Hong, Y., Hu, J., Jiang, K., & Liao, H. (April 2013). Critical link in the service profit chain: A meta-analytic investigation of the antecedents and consequences of service climate. Manuscript presented at the 2013 Society for Industrial and Organizational Psychology Conference, Huston, TX.
30. Jiang, K., Hu, J., Liu, S., & Lepak, D. P. (August 2012). Why don't they see eye to eye? The role of employee personality in managerial and employee perspectives of high-performance work systems. Manuscript presented at the 2012 Academy of Management Conference, Boston, MA.
31. Rogers, S. E., Jiang, K., & Rogers, C. (August 2012). Volunteer psychological climate and its effect on volunteer satisfaction. Manuscript presented at the 2012 Academy of Management Conference, Boston, MA.
32. Rogers, S. E., Jiang, K., & Rogers, C. (August 2012). Understanding why volunteer management practices matter: the link between human resource strategy and volunteer turnover and performance. Manuscript presented at the 2012 Academy of Management Conference, Boston, MA.
33. Jiang, K., Liu, D., McKay, P. F., Lee, T. W., & Mitchell, T. R. (April 2012). Job embeddedness: A meta-analysis and review with implications for research. Manuscript presented at the 2012 Society for Industrial and Organizational Psychology Conference, San Diego, LA.
34. Jiang, K., Kruse, D. L., Blasi, J. R., & Lepak, D. P. (November 2011). Employees monitor for reasons: The influence of involvement climate and monitoring attributions on employee monitoring intentions. Manuscript presented at the 2011 Southern Management Association Meeting, Savannah, GA.

35. Jiang, K., & Hu, J. (August 2011). How does human resource management influence organizational outcomes? A meta-analytic investigation of the mediating mechanism. Manuscript presented at the 2011 Academy of Management Conference, San Antonio, TX.
36. Jiang, K. & McKay, P. F. (August 2010). Employees speak up when team performance suffers. Manuscript presented at the 2010 Academy of Management Conference, Montreal, Canada.
37. Jiang, K., Lepak, D. P., Hu, J., & McCarthy, J. E. (August 2010). How the components of HR systems work together? The effects of perceived high-investment HR systems on employees' attitudes. Manuscript presented at the 2010 Academy of Management Conference, Montreal, Canada.
38. Hu, J. & Jiang, K. (April 2010). Multi-foci commitment, organizational citizenship behavior, and performance in teams. Manuscript presented at the 2010 Society for Industrial and Organizational Psychology Conference, Atlanta, GA.
39. McKay, P. F., Avery, D. R., Jiang, K., & Rogers, S. E. (April 2010). Diversity cues inside and outside the firm: Their influence on applicants' job acceptance intentions. Manuscript presented at the 2010 Society for Industrial and Organizational Psychology, Atlanta, GA.
40. Jiang, K., Kim, M., Han, K., Lepak, D. P., Hong, Y., Kim, A., & Winkler, A. (August 2009). Understanding human resource systems: Conceptualizing how the parts work together. Manuscript presented at the 2009 Academy of Management Conference, Chicago, IL.
41. Hong, Y., Kim, A., Winkler, A., Han, K., Jiang, K., & Kim, M. (August 2009). Targeted versus General HR Systems: Striving for Accuracy versus Generalizability. Manuscript presented at the 2009 Academy of Management Conference, Chicago, IL.
42. McKay, P. F., Hong, Y., Jiang, K., Avery, D. R., & Wilson, D. C. (August 2009). Anti-sexual harassment activities and their effects on attitudes and psychological well-being. Manuscript presented at the 2009 Academy of Management Conference, Chicago, IL.

TEACHING EXPERIENCE

- The Ohio State University
 - Spring 2022, Strategic Human Resource Management, BUSMHR4330, (*Mean 4.70/5.00*)
 - Spring 2021, Strategic Human Resource Management, BUSMHR4330, (*Mean 5.00/5.00*)
 - Spring 2020, Strategic Human Resource Management, BUSMHR4330, (*Mean 4.90/5.00*)
 - Spring 2019, Strategic Human Resource Management, BUSMHR4330, (*Mean 4.83/5.00*)
 - Spring 2022, People Analytics, BUSMHR7303, (*Mean 4.79/5.00*)
 - Spring 2021, Data Analysis for Managers, BUSMGT6220, (*Mean 4.37/5.00*)
 - Spring 2020, Data Analysis for Managers, BUSMGT6220, (*Mean 4.18/5.00*)
 - Spring 2019, Data Analysis for Managers, BUSMGT6220, (*Mean 3.02/5.00*)
 - Spring 2022, HR Analytics, BUSMHR3303, (*Mean 4.92/5.00*)

Spring 2021, HR Analytics, BUSMHR3303, (*Mean 4.75/5.00*)

Spring 2020, HR Analytics, BUSMHR3303, (*Mean 4.75/5.00*)

Spring 2019, HR Analytics, BUSMHR3303, (*Mean 5.00/5.00*)

Spring 2018, HR Analytics, BUSMHR3303, (*Mean 5.00/5.00*)

Spring 2018, Introduction to Micro Research Methods in Management, BUSMHR 8780, (*Mean 5.00/5.00*)

- University of Notre Dame (Undergraduate)

Fall 2016, Strategic Human Resource Management, MGTC 30450-01 (*Mean 4.5/5.0*)

Fall 2016, Strategic Human Resource Management, MGTC 30450-01 (*Mean 4.4/5.0*)

Spring 2016, Principles of Management, MGT 20200-02 (*Mean 4.0/5.0*)

Spring 2016, Principles of Management, MGT 20200-03 (*Mean 4.5/5.0*)

Spring 2016, Principles of Management, MGT 20200-04 (*Mean 4.6/5.0*)

Spring 2015, Statistical Inference in Business, BAMG 20150-05 (*Mean 4.4/5.0*)

Spring 2015, Statistical Inference in Business, BAMG 20150-06 (*Mean 4.7/5.0*)

Spring 2015, Statistical Inference in Business, BAMG 20150-07 (*Mean 4.7/5.0*)

Spring 2014, Statistical Inference in Business, BAMG 20150-05 (*Mean 4.0/5.0*)

Spring 2014, Statistical Inference in Business, BAMG 20150-06 (*Mean 4.1/5.0*)

Spring 2014, Statistical Inference in Business, BAMG 20150-07 (*Mean 4.4/5.0*)

- Rutgers University (Master of Human Resource Management)

Fall 2013, HR Decision Making: Data-Based Decisions, 38:533:542:02 (*Mean 4.8/5.0*)

Spring 2012, HR Decision Making: Data-Based Decisions, 38:533:542:02 (*Mean 4.7/5.0*)

Spring 2012, HR Decision Making: Data-Based Decisions, 38:533:542:01 (*Mean 4.7/5.0*)

Fall 2011, Human Resources Strategy I: Introduction, 38:533:580:03 (*Mean 4.7/5.0*)

EDITORIAL RESPONSIBILITIES

Associate Editor:

- Personnel Psychology (2023-2025)
- Human Resource Management Journal (2016-2020)
- International Journal of Human Resource Management (2020-present)

Editorial Review Boards:

- Academy of Management Journal (2016-present)
- Journal of Applied Psychology (2015-present)
- Organizational Behavior and Human Decision Processes (2016-present)

- Personnel Psychology (2015-present)
- Journal of Management (2015-present)
- Management and Organization Review (2015-present)
- International Journal of Human Resource Management (2013-2020)
- Human Resource Management Journal (2014-2016)

Ad-hoc Reviewer:

- Academy of Management Review
- Group and Organization Management
- Human Resource Management
- Human Relations
- Journal of International Business Studies
- Journal of Management Studies
- Organization Science
- Journal of Organizational Behavior

Grant Reviewer:

- The Research Grants Council (RGC) of Hong Kong (2014-present)
- National Science Foundation (2016-present)
- The German Israeli Foundation for Scientific Research and Development, (2020-present)

Conference Reviewer:

- Academy of Management Annual Meeting (2009-present)
- International Association of Chinese Management Research Biennial Meeting (2011-present)
- Society for Industrial-Organizational Psychology Annual Meeting (2010-present)
- Southern Management Association Annual Meeting (2010-2013)
- Strategic Management Society Annual Meeting (2010-2014)

UNIVERSITY SERVICE

The Ohio State University

- Recruitment committee, Department of Management and Human Resources (2018-2019)
- Faculty Advisors for MHRM Student Practicum (2018-present)
- College Research Committee (2019-present)
- College Undergraduate Programs Committee (2018-2019)

University of Notre Dame

- Recruitment committee, Management and Organization Department (2016-2017)

PROFESSIONAL SERVICE

- Panelist, 2022 CMSC Doctoral Consortium (Navigating the Job Market)
- HR Division Leadership Track (PDW Chair, Program Chair, Chair-Elect, Chair, and Past Chair) (2021-2026)
- HR Division Executive Committee (2017-2020)
- HR Division Practice Committee Chair (2019-2020)
- HR Division Awards Committee Chair (2018-2019)
- HR Division Practice Committee (2017-2020)
- HR Division Awards Committee (2017-2020)
- **Discussant** (2022). The Role of Line-Managers and Co-workers in Employee Perceptions of HRM. Presenter Symposium at the 2022 Academy of Management Conference.
- **Organizer** (2022). Economic Inequality and Management: Empirical and Theoretical Developments a Decade after Occupy. Panel Symposium at the 2022 Academy of Management Conference
- **Discussant** (2021). Employee Perceptions of HRM and its Relationship with Employee Well-being and Performance. Symposium at the 2021 Academy of Management Virtual Conference.
- **Presenter** (2021). OB Research Incubator. 2021 Academy of Management Virtual Conference.
- **Presenter** (2021). HR Division Late-State Doctoral Consortium. 2021 Academy of Management Virtual Conference.
- **Presenter** (2021). HR Division New Faculty Consortium. 2020 Academy of Management Virtual Conference.
- **Presenter** (2020). HR Division New Faculty Consortium. 2020 Academy of Management Virtual Conference.
- **Presenter** (2020). HR Research Roundtable Forum. 2020 Academy of Management Virtual Conference.
- **Presenter** (2019). HR Research Roundtable Forum. 2019 Academy of Management Conference, Boston, MA.
- **Presenter** (2019). HR Division Late-State Doctoral Consortium. 2019 Academy of Management Conference, Boston, MA.
- **Presenter** (2019). HR Division New Faculty Consortium. 2019 Academy of Management Conference, Boston, MA.
- **Discussant** (2019). HRM issues in China. Symposium at the 2019 LERA Conference, Cleveland, OH.

- **Chair** (2019). HR Division International Conference Best Conference Paper Award Committee, Dublin, Ireland.
- Best Paper Award Committee Member for Personnel Psychology, 2018
- **Presenter** (2018). HR Research Roundtable Forum. 2018 Academy of Management Conference, Chicago, IL.
- **Participant** (2018). HR Division New Faculty Consortium. 2018 Academy of Management Conference, Chicago, IL.
- **Presenter** (2018). HR Division Middle-State Doctoral Consortium. 2018 Academy of Management Conference, Chicago, IL.
- **Co-organizer** (2018). *A Celebration and Extension of David P. Lepak's Contributions to Strategic HRM Re-search*. PDW Workshop at the 2018 Academy of Management Conference, Chicago, IL.
- **Discussant** (2018). *How to improve employee health and well-being at work: The role of HR practices*. Showcase symposium at the 2018 Academy of Management Conference, Chicago, IL.
- **Co-organizer** (2017). *The causes and consequences of income inequality: A management perspective*. Showcase symposium at the 2017 Academy of Management Conference, Atlanta, GA.
- **Organizer** (2017). *Time matters: Longitudinal research in strategic human resource management*. Showcase symposium at the 2017 Academy of Management Conference, Atlanta, GA.
- **Discussant** (2017). *Insights in when and why high performance work systems affect employee health well-being*. symposium at the 2017 Academy of Management Conference, Atlanta, GA.
- **Participant** (2017). *Research Discussion session of the HR Doctoral Student Consortium at the 2017 Academy of Management Conference, Atlanta, GA.*
- **Participant** (2017). *Bridging the Gap: International Student Consortium at the 2017 Academy of Management Conference, Atlanta, GA.*
- **Committee member** (2017). Scholarly Achievement Award Committee, Human Resource Division, Academy of Management.
- **Committee member** (2017). Ralph Alexander Best Dissertation Award committee, Human Resource Division, Academy of Management.
- **Committee member** (2016). Scholarly Achievement Award Committee, Human Resource Division, Academy of Management.
- **Committee member** (2016). Ralph Alexander Best Dissertation Award committee, Human Resource Division, Academy of Management.
- **Participant** (2016). *Research Discussion session of the HR Doctoral Student Consortium at the 2016 Academy of Management Conference, Anaheim, CA.*

- **Moderator** (2016). Professional Development Workshop “*Advancing Multilevel Thinking and Methods in HRM Research: Multilevel Thinking in HRM*” at the 2016 Academy of Management Conference, Anaheim, CA.
- **Facilitator** (2016). Professional Development Workshop “*The Future of Proactivity in Organizations: Proactivity in Organizations*” at the 2016 Academy of Management Conference, Anaheim, CA.
- **Committee member** (2015). Best Convention Paper Award Committee, Human Resource Division, Academy of Management.
- **Co-Discussant** (2015). *Formal Human Resource Management Functions and Firm Effectiveness*. Symposium at the 2015 Academy of Management Conference, Vancouver, BC, Canada.
- **Participant** (2015). *Research Discussion session of the HR Doctoral Student Consortium* at the 2015 Academy of Management Conference, Vancouver, BC, Canada.
- **Facilitator** (2014). Professional Development Workshop “*Reinvigorating the Strategy Perspective in Strategic Human Resource Management*” at the 2014 Academy of Management Conference, Philadelphia, PA.
- **Session Chair** (2014). “*Mediating Mechanisms in Strategic HRM Research*” at the 2014 Academy of Management Conference, Philadelphia, PA.
- **Session Chair** (2014). “*Social Networks and Social Capital and HR Research*” at the 2014 Academy of Management Conference, Philadelphia, PA.
- **Co-organizer** (2013). Symposium “*Explaining employee perceptions of HRM: Sensemaking, framing, and co-creation by providers and employees*” at the 2013 Academy of Management Conference, Orlando, FL.
- **Student Representative Overseas** (2012-2014). International Association of Chinese Management Research.
- **Co-organizer** (2012). Symposium “*Strategic Approaches to Managing Human Capital in Nonprofit Organizations*” at the 2012 Academy of Management Conference, Boston, MA.
- **Discussant** (2011). *HRM/Careers: Fit Happens! Issues with Fit and HR*. Paper session at the Southern Management Association Meeting, Savannah, GA.

GRADUATE STUDENT COMMITTEES

- Second-year paper committee chair for Sang Hoon Han, The Ohio State University (2023)
- Second-year paper committee chair for Xin Wen, The Ohio State University (2022)
- Comprehensive examination committee member for Shuxia Zhang, The Ohio State University (2019)
- Comprehensive examination committee member for Woohee Choi, The Ohio State University (2019)

- Comprehensive examination committee member for Bryce Linfood, The Ohio State University (2019)
- Dissertation committee member for Kyongji Han, Rutgers University (2016)
- Dissertation committee member for Ying Wang, University of New South Welsh (2018)

INVITED RESEARCH PRESENTATIONS

- Temple University, Fox School of Business (November 2022)
- University of Cambridge, Judge School of Business (July 2022)
- Shanghai University of Finance and Economics, College of Business (May 2022)
- University of Minnesota-Duluth, Labovitz School of Business and Economics (April 2022)
- Peking University, Guanghua School of Management (March 2022)
- China Europe International Business School (December 2021)
- University of Ottawa, Telfer School of Management (November 2021)
- Hong Kong Baptist University, School of Business (October 2021)
- Peking University, Guanghua School of Management (June 2021)
- Tilburg University, School of Economics and Management (December 2020)
- University of Akron, Department of I/O Psychology (September 2020)
- The Ohio State University, Fisher Leadership Initiative (September 2020)
- The Ohio State University, Fisher Leadership Initiative (April 2020)
- University of Nebraska–Lincoln, College of Business (March 2020)
- Nanjing University, Business School (June 2019)
- Central University of Finance and Economics, Business School (July 2018)
- Tsinghua University, School of Economics and Management (July 2018)
- East China University of Science and Technology, Business School (June 2018)
- Nanjing University, Business School (June 2018)
- The Ohio State University, Fisher College of Business (November 2016)
- Renmin University of China, School of Labor and Human Resources (October 2015)
- Tilburg University, Department of Human Resource Studies, Junior Visitor’s Programme (October 2014)

- Sun Yat-Sen University, Lingnan (University) College (June 2013)
- Renmin University of China, School of Labor and Human Resources (June 2013)
- Michigan State University, Broad College of Business (December 2012)
- University of Notre Dame, Mendoza College of Business (November 2012)
- Cornell University, School of Industrial and Labor Relations (November 2012)
- The Ohio State University, Fisher College of Business (November 2012)
- Purdue University, Krannert School of Management (October 2012)
- University of Illinois at Urbana-Champaign, School of Labor and Employment Relations (October 2012)
- University of Minnesota, Carlson School of Management (October 2012)
- Lehigh University, College of Business and Economics (October 2012)
- Virginia Tech, Pamplin College of Business (September 2012)

PROFESSIONAL AFFILIATIONS

- Academy of Management
- Society of Industrial and Organizational Psychology
- International Association of Chinese Management Research