

ANDREA (ANDY) KIM

Associate Professor of Management
SKK Business School, Sungkyunkwan University
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PROFESSIONAL EXPERIENCE

	SKK Business School, Sungkyunkwan University
01/2021-12/2022	Director, Graduate School of Business
01/2021-12/2022	Department Chair
03/2020-present	Associate Professor of Management
03/2014-02/2020	Assistant Professor of Management
	School of Management and Labor Relations, Rutgers University
07/2012-06/2013	Louis O. Kelso Fellow
07/2011-06/2012	Corey Rosen Fellow
01/2019	Visiting Professor, Department of Human Resource Management
05/2011-05/2014	Part-Time Instructor
	Conrad N. Hilton College of Hotel and Restaurant Management, University of Houston
08/2020-12/2020	Visiting Professor
	Hankamer School of Business, Baylor University
09/2017-10/2017	Visiting Professor, Department of Management
	Carlson School of Management, University of Minnesota
08/2013-02/2014	Visiting Scholar, Center for Human Resources and Labor Studies

EDUCATION

10/2013	Ph.D., Industrial Relations and Human Resources, Rutgers University
10/2010	M.S., Industrial Relations and Human Resources, Rutgers University
02/2004	M.B.A., Seoul National University
02/2002	B.B.A., Korea Aerospace University

GRANTS AND FELLOWSHIPS

	<i>National Research Foundation of Korea</i>
05/2017-04/2019	NRF-2017S1A5A8022504 (US\$40,000)
05/2016-04/2017	NRF-2016S1A5A8019014 (US\$10,000)
05/2015-04/2016	NRF-2015S1A5A8017362 (US\$10,000)
05/2014-04/2015	NRF-2014S1A5A8019602 (US\$10,000)
	<i>SKK University</i>
11/2017-10/2018	Sungkyun Research Fund (US\$13,000)
11/2014-10/2015	Sungkyun Research Fund (US\$13,000)

	Rutgers University
12/2018	Travel grant (US\$2,000), <i>The Beyster Institute</i>
07/2012-06/2013	A Louis O. Kelso fellowship (US\$12,500) by <i>Employee Ownership Foundation</i>
07/2011-06/2012	A Corey Rosen fellowship (US\$5,000) by <i>Rosen Ownership Opportunity Fund</i>
	Others
12/2019	Research development fellowship (US\$10,000) by <i>SL Seobong Foundation</i>
04/2015-04/2016	Research grants for Asian studies (US\$15,000) by <i>POSCO T. J. Park Foundation</i>

DISTINCTIONS, AWARDS, AND HONORS

	SKK University
December 2020	SKKU Excellence in Research Award
February 2020	2019 SKKU Young Fellowship
Summer 2017	2017 SKKU Teaching Award Nomination
2019	SKK Business School EMBA Teaching Excellence Award
2016-2018 Spring	SKK Business School Undergraduate Teaching Excellence Awards (each semester)
	Rutgers University
07/2011-07/2012	Conference travel awards (US\$800 in total)
	Professional Affiliations
10/2011	Best graduate student paper award, Midwest Academy of Management
08/2009	Best paper award of HR division, Academy of Management
	Commendations
10/2000	The Minister of Korean Government Administration/Home Affairs
10/1999	The Head of Korean National Police Agency

RESEARCH INTERESTS

- The management of strategic jobs and high performers
- Participative and cohesive workforce
- Prosocial motivation, citizenship behavior, and volunteerism
- Innovation and ambidexterity

PEER-REVIEWED JOURNAL ARTICLES

- Ren, S., Tang, G., & **Kim, A.** Forthcoming. OCB-E among Chinese employees of different contract types. *Employee Relations*.
- Kim, A.**, Shin, J., Kim, Y., & Moon, J. 2021. The impact of group diversity and structure on individual negative workplace gossip. *Human Performance*, 34(1): 67-83.
- Kim, A.**, Moon, C., Kim, S., Koh, Y., & Shin, J. 2020. An empirical investigation on the antecedents of social entrepreneurship. *Entrepreneurship Research Journal*, 10(3): 1-21.
- Kang, S., & **Kim, A.** 2019. Employee stock ownership and financial performance in European countries: The moderating effects of uncertainty avoidance and social trust. *Human Resource Management*, 58(6): 641-655.

- Kim, A.**, & Han, K. 2019. All for one and one for all: A mechanism through which broad-based employee stock ownership and employee-perceived involvement practice create a productive workforce. *Human Resource Management*, 58(6): 567-570. (Lead Article)
- Kim, A.**, Kim, Y., & Han, K. 2019. A cross level investigation on the linkage between job satisfaction and voluntary workplace green behavior. *Journal of Business Ethics*, 159(4): 1199-1214.
- Kim, A.** 2019. Human resource strategies for organizational ambidexterity. *Employee Relations*, 41(4): 678-693.
- Kim, A.**, Moon, J., & Shin, J. 2019. Justice perceptions, perceived insider status, and gossip at work: A social exchange perspective. *Journal of Business Research*, 97: 30-42.
- Kim, Y. H., Kim, Y., **Kim, A.**, Han, K., & Lepak, D. P. 2018. High-performance work systems as a remedy for growing pains: Evidence from South Korean organizations. *Asia Pacific Journal of Human Resources*, 56(3): 293-316. (Lead Article)
- Han, K., & **Kim, A.** 2018. Differential impact of short-term and long-term group incentives. *Employee Relations*, 40(3): 549-564.
- Choi, J., **Kim, A.**, Han, K., Ryu, S., Park, J. G., & Kwon, B. 2018. Antecedents and consequences of satisfaction with work-family balance: A moderating role of perceived insider status. *Journal of Organizational Behavior*, 39(1): 1-11. (Lead Article)
- Schur, L., Han, K., **Kim, A.**, Ameri, M., Blanck, P., & Kruse, D. L. 2017. Disability at work: A look back and forward. *Journal of Occupational Rehabilitation*, 27(4): 482-497. (Lead Article)
- Kim, A.**, Han, K., & Kim, Y. 2017. The relationships among participatory management practices for improving firm profitability: Evidence from the South Korean manufacturing industry. *International Journal of Human Resource Management*, 28(12): 1712-1738.
- Kim, A.**, Kim, Y., Han, K., Jackson, S. E., & Ployhart, R. E. 2017. Multilevel influences on voluntary workplace green behavior: Individual differences, leader behavior, and coworker advocacy. *Journal of Management*, 43(5): 1335-1358.
- Kim, A.**, Ryu, S., Kim, S., & Lepak, D. P. 2017. Determinants of the strategic involvement of human resource departments: Evidence from large South Korean firms. *Asia Pacific Journal of Human Resources*, 55(1): 44-63.
- Gully, S. M., Phillips, J. M., Castellano, W., Han, K., & **Kim, A.** 2013. A mediated moderation model of recruiting socially and environmentally responsible job applicants. *Personnel Psychology*, 66(4): 935-973.
- 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(2): 73-85.
- Kim, A.**, & Lee, C. 2012. How does HRM enhance strategic capabilities? Evidence from the Korean management consulting industry. *International Journal of Human Resource Management*, 23(1): 126-146.

OTHER PUBLICATIONS

- Jackson, S. E., Kim, A., & Schuler, R. S. 2018. HRM practice and scholarship in North America. In C. Brewster, W. Mayrhofer, and E. Farndale (eds.), *A Handbook of Comparative Human Resource Management (2ed)*. Cheltenham, UK: Edward Elgar Publishing.
- Kim, A., Han, K., Blasi, J. R., & Kruse, D. L. 2015. Anti-shirking effects of group incentives and human-capital-enhancing HR practices. In Antti Kauhanen (Ed.), *Advances in the economic analysis of participatory and labor-managed firms*, vol. 16: 199-221. Bingley, U.K.: Emerald Group Publishing Limited.
- Lee, C., Lee, S., Shin, J., Lee, Y., Han, Y., & Kim, A. 2015. A development of assessment tool to measure Korean entrepreneurial competences. Small and Medium Business Administration and Korea Venture Business Association.

TRANSLATED BOOKS

- MBA in a Day*. Chungrim (February, 2005)
The World in 2005. The Korea Economic Daily (December, 2004)

REFEREED CONFERENCE PRESENTATIONS

- 12/2020 Oh, E., Kim, Y., & Kim, A. Employee perceived effectiveness of internal training: Moderating effect of managerial rank. *European Academy of Management Annual Meeting*, Dublin, Ireland.
- 08/2020 Kim, A., Kim, Y., & Cho, Y. The dark side of escalating citizenship: A longer-term dynamic perspective. *Academy of Management Annual Meeting*, Vancouver, Canada.
- 08/2020 Oh, E., Kim, Y., & Kim, A. Collective employee perception on firm-specific training: Moderating effect of managerial rank. *Academy of Management Annual Meeting*, Vancouver, Canada.
- 08/2019 Jackson, S. E., Jiang, Y., Shim, H., Budhwar, P., Renwick, D. W. S., Jabbour, C. J. C., Jabbour, A. B. L. S., Tang, G., Müller-Camen, M., Wagner, M., & Kim, A. Collectivism and the social dynamics of environmental behavior at work. *Academy of Management Annual Meeting*, Boston, MA.
- 06/2019 Cho, Y., Kim, A., Kim, Y., Park, K., & Kim, J. Enough on my plate: Risk of helping others for low performance perception holders. *European Academy of Management Annual Conference*, Lisbon, Portugal.
- 06/2019 Jackson, S. E., Jiang, Y., Shim, H., Budhwar, P., Renwick, D. W. S., Jabbour, C. J. C., Jabbour, A. B. L. S., Tang, G., Müller-Camen, M., Wagner, M., & Kim, A. Collectivism and the social dynamics of environmental behavior at work. *European Academy of Management Annual Conference*, Lisbon, Portugal.
- 06/2019 Chung, D. J., Kim, A., & Kim, J. Indoctrinated to stay: Understanding how cultural values attenuate the permeation of voluntary turnover that stems from collective turnover. *Association of International Business Annual Meeting*, Copenhagen, Denmark.

- 08/2018 Kim, Y., Ployhart, R. E., & Kim, A. Organizational change, contingent workers, and firm performance. *Academy of Management Annual Meeting*, Chicago, IL.
- 07/2018 Kim, A., Han, K., & Chung, D. J. A cross-cultural comparison of shared capitalism influences in the United States and South Korea. Symposium titled “Shared Capitalism: The Ancient Future of Work” at the *International Labor and Employment Relations Association World Congress 2018*, Seoul, South Korea.
- 07/2018 Kim, Y., Kim, A., Chung, D. J., & Han, K. Revisiting the causality between high performance work system and firm performance: The moderating roles of unionized and female workforce ratio. *International Labor and Employment Relations Association World Congress 2018*, Seoul, South Korea.
- 07/2018 Kim, A., Kim, Y., Chung, D. J., & Han, K. High-performance work systems and firm performance: The boundary conditions of unionization and minorities in the workforce. *The International Association for the Economics of Participation Biannual Conference*, Ljubljana, Slovenia.
- 04/2018 Han, K., Kim, Y., Kim, A., & Chung, D. J. The effects of human capital flows and age on the HPWS-performance link. *Society for Industrial and Organizational Psychology Annual Conference*, Chicago, IL.
- 04/2018 Moon, J., Kim, A., Shin, J., & Kim, Y. Cross level effects of group diversity and self-managing climate on gossip. *Society for Industrial and Organizational Psychology Annual Conference*, Chicago, IL.
- 11/2017 Shim, H., Kim, A., & Jackson, S. E. Why my organization go green? Employee attributions to Green HRM practices and their impact on individual level outcomes. *10th International Conference of the Dutch HRM Network*, Radboud University, Nijmegen, the Netherlands.
- 08/2017 Yang, D., Kim, A., Moon, J., Hong, S., & Battulga, A. Network centrality, employment status, and work outcomes: Social ledger and exchange perspectives. *Academy of Management Annual Meeting*, Atlanta, GA.
- 04/2017 Kim, A., Kim, Y., & Han, K. Job satisfaction and voluntary workplace green behavior: A cross level model. *Society for Industrial and Organizational Psychology Annual Conference*, Orlando, FL.
- 08/2016 Kim, A., Moon, C., Koh, Y., & Shin, J. Burning heart and cool head: Empirical investigation on the antecedents of social entrepreneurship. *Academy of Management Annual Meeting*, Anaheim, CA.
- 04/2016 Kim, A., Shin, J., Kim, Y., & Moon, J. A cross level model of negative gossipers at work. *Society for Industrial and Organizational Psychology Annual Conference*, Anaheim, CA.
- 09/2015 Myung, S., Kim, A., Moon, J., & Kim, E. A motivational process for talent: Synthesizing the theories of core self-evaluation and purposeful work behavior. *4th Workshop on Talent Management*, Universidad Politécnic de Valencia, Valencia, Spain.
- 08/2015 Kim, A., Moon, J., Shin, J., & Lee, B. Justice perceptions, perceived insider status, and gossip at work: A social exchange perspective. *Academy of Management Annual Meeting*, Vancouver, BC, Canada.

- 08/2015 Kim, A., Han, K., Ryu, S., Choi, J., Park, J., & Kwon, B. Antecedents and consequences of satisfaction with work-family balance: A moderated mediation model. *Academy of Management Annual Meeting*, Vancouver, BC, Canada.
- 05/2015 Kim, A., & Han, K. The relationships among participatory management practices for improving firm profitability: Evidence from the South Korean manufacturing industry. *2nd Global Conference of International Human Resource Management*, Pennsylvania State University, State College, PA.
- 09/2014 Kim, Y. H., Kim, Y., Kim, A., Han, K., & Lepak, D. P. The impact of dynamic investment in high-performance work system on labor productivity of growing establishments. *Strategic Management Society Annual International Conference*, Madrid, Spain.
- 08/2014 Kim, A., Han, K., Ryu, S., Choi, J., Park, J., & Kwon, B. How is satisfaction with work-family balance shaped and does it affect job attitudes? *Academy of Management Annual Meeting*, Philadelphia, PA.
- 05/2014 Kim, A., & Han, K. Participative practices, social cohesion, voluntary turnover, and labor productivity. *Society for Industrial and Organizational Psychology Annual Conference*, Honolulu, HI.
- 08/2013 Kim, A., Kim, Y., Han, K., & Jackson, S. E. A multilevel model of green behavior at work: Roles of individual differences and social contexts. *Academy of Management Annual Meeting*, Lake Buena Vista, FL.
- 08/2013 Ryu, S., & Kim, A. A synthesis of institution and contingency perspectives: Evidence from HR involvement. *Academy of Management Annual Meeting*, Lake Buena Vista, FL.
- 08/2012 Kim, A., Kim, Y., & Han, K. An affective mechanism of linking voluntary workplace green behavior to job satisfaction: A moderated mediation model. *Academy of Management Annual Meeting*, Boston, MA.
- 08/2012 Gully, S. M., Phillips, J. M., Castellano, W., Han, K., & Kim, A. A mediated moderation model of recruiting socially and environmentally responsible job applicants. *Academy of Management Annual Meeting*, Boston, MA.
- 11/2011 Kim, A., & Han, K. HR strategies for organizational ambidexterity. *Strategic Management Society Annual International Conference*, Miami, FL.
- 10/2011 Kim, A., Kim, Y., Han, K., & Seo, J. A behavioral contagion process of greening workplaces: A cross-level model. *Midwest Academy of Management Annual Meeting*, Omaha, NE.
*Winner of the *Midwest Academy of Management Best Graduate Student Paper Award*
- 08/2011 Kim, A., Han, K., Kruse, D. L., & Blasi, J. R. Determinants of ESOP satisfaction: Job value and a synergy of HR practices. *Academy of Management Annual Meeting*, San Antonio, TX.
- 08/2011 Han, K., & Kim, A. A comprehensive framework of collective incentives: A perspective of time span. *Academy of Management Annual Meeting*, San Antonio, TX.
- 04/2011 Kim, Y., Kim, A., Han, K., & Seo, J. Greening together: Individual- and team-level antecedents of workplace green behavior. *Principles for Responsible Management Education Annual conference*, Rowan University, NJ.

- 01/2011 Kim, A., Han, K., Kruse, D. L., & Blasi, J. R. An ESOP effectiveness framework: Job value, ESOP satisfaction, role fulfillment, and employee participation. *Labor and Employment Relations Association Annual Conference*, Denver, CO.
- 08/2010 Kim, A., & Lee, C. How does HRM enhance strategic capabilities? An evidence of the Korean management consulting firms. *Academy of Management Annual Meeting*, Montréal, Canada.
- 08/2009 Jiang, K., Kim, M. S., Han, K., Lepak, D. Hong, Y., Kim, A., & Winkler, A. Understanding human resource systems: Conceptualizing how the parts work together. *Academy of Management Annual Meeting*, Chicago, IL.
***Winner of the Academy of Management Best Paper Award (HR Division)**
- 08/2009 Kim, A. HRM and strategic capability: Exploring the linkage in the management consulting industry. *Academy of Management Annual Meeting*, Chicago, IL.
- 08/2009 Hong, Y., Kim, A., Winkler, A., Han, K., Kim, M., & Jiang, K. General versus targeted HR systems: Striving for accuracy and generalizability. *Academy of Management Annual Meeting*, Chicago, IL.
- 01/2009 Enchautegui-de-Jesús, N., Adya, M., Schur, L., Schmeling, J., & Kim, A. Disability at work: Job characteristics and attitudes of employees with disabilities. *Labor and Employment Relations Association Annual Conference*, San Francisco, CA.

CHAired/DISCUSSed CONFERENCE PRESENTATIONS

- 01/2021 Discussant. Paper Session: National Culture, Equity Compensation, and Firm Performance. The Mid-Year Workshop in Honor of Louis O. Kelso, Virtual
- 11/2019 Discussant. Paper Session C: OB/HR/IR. Korean Academy of Management Annual Fall Meeting, Seoul National University, Seoul, South Korea.
- 05/2019 Discussant. Session #A-2: Future Airport. Aviation Management Society of Korea Annual Spring Conference, Dongwon University, Kyonggi, South Korea.
- 11/2018 Discussant. Session #A-2: Human Resources. Aviation Management Society of Korea Annual Fall Conference, Jeju International University, South Korea.
- 11/2018 Chair. Session #B-3: Cabin Service. Aviation Management Society of Korea Annual Fall Conference, Jeju International University, South Korea
- 09/2018 Chair. Session #3: Human Resource Management. Asia Pacific Management Conference, Matsumoto University, Matsumoto, Japan.
- 06/2018 Chair. Session #II-4: The future of transportation in Seoul. Korean Consumption Culture Association Annual Spring Conference, Sungkyunkwan University, Seoul, South Korea.
- 06/2017 Chair. Paper session #75: Dispositional differences and employee outcomes. Asia Academy of Management Conference, Kitakyushu City, Fukuoka, Japan.
- 11/2016 Discussant. Paper session #1: Human Resources and Industrial Relation. Korean Academy of Organization and Management Annual Fall Meeting, Chungnam University, Daejeon, South Korea.

- 05/2016 Discussant. Paper session #4: Improving employee experience and performance in the workplace. Korean Academy of Organization and Management Annual Spring Meeting, Korea Productivity Center, Seoul, South Korea.
- 01/2016 Discussant. Session #5: A review of the research literature on employee shares. The Mid-Year Workshop in Honor of Louis O. Kelso, Rutgers University, NJ, U.S.
- 04/2015 Discussant. Paper session #5: Organizational behavior (context). Korean Academy of Management Annual Spring Meeting, Ewha Womans University, Seoul, South Korea.
- 12/2014 Discussant. Paper session #1. Korean Academy of Organization and Management Annual Fall Meeting, COEX, Seoul, South Korea.
- 10/2014 Chair. Track 4: Organization and strategy for frontier management. International Conference on Frontier Management, Sungkyunkwan University, Seoul, South Korea.
- 10/2014 Discussant. Paper session #2: Leadership. Korean Academy of Management Annual Fall Meeting, Chonbuk National University, Jeonju, South Korea.
- 08/2014 Chair. Paper session #1357: Relationships and work outcomes: Interactions with family, workers, and outsiders. Academy of Management Annual Meeting, Philadelphia, PA, U.S.
- 04/2014 Discussant. Paper session #2: Organizational behavior. Korean Academy of Management Annual Spring Meeting, Dongguk University, Seoul, South Korea.
- 08/2013 Chair. Discussion paper session #613: Strategic HR. Academy of Management Annual Meeting, Lake Buena Vista, FL, U.S.

SELECTED INVITED RESEARCH SEMINARS

- 04/2016 Rutgers University, School of Management and Labor Relations, Piscataway, NJ.
- 04/2016 Korean Advanced Institute of Science and Technology (KAIST) Business School, Seoul, Korea.
- 12/2015 Yonsei University Business School, Seoul, Korea.
- 11/2015 Pennsylvania State University, School of Labor and Employment Relations, University Park, PA.
- 03/2013 Michigan State University, School of Human Resources and Labor Relations, East Lansing, MI.
- 01/2013 Koç University, College of Administrative Sciences and Economics, Istanbul, Turkey.
- 12/2012 IE Business School, Madrid, Spain.
- 10/2012 New Mexico State University, College of Business, Las Cruces, NM.
- 01/2012 Ball State University, Miller College of Business, Muncie, IN.

EDITORIAL RESPONSIBILITIES

Editorial Boards

- Journal of Organization and Management (2017.01.02-2020.12.31)

- Korean Management Review (2018.04.01-2021.02.28)
- Korean Journal of Management (2018.05.01-2020.04.30)
- The Korean Leadership Quarterly (2017.07.01-2020.12.31)

Ad-Hoc Reviewer (International Journals)

- Asia Pacific Journal of Human Resources
- Asia Pacific Journal of management
- Business & Society
- Current Psychology
- Employee Relations
- European Management Review
- Human Resource Management
- Human Resource Management Journal
- Industrial and Labor Relations Review
- International Journal of Human Resource Management
- International Journal of Innovation and Technology Management
- Journal of Applied Psychology
- Journal of Environmental Psychology
- Journal of Managerial Psychology
- Journal of Participation and Employee Ownership
- Management Decision
- Management Research Review
- Organization and Environment
- Personnel Review

Ad-Hoc Reviewer (Korean Journals)

- Journal of Business Education
- Journal of Korea Trade
- Journal of Organization and Management
- Korean Corporation Management Review
- Korean Journal of Business Administration
- Korean Journal of Human Resource Development
- Korean Journal of Industrial Relations
- Korean Journal of Management
- Korean Management Review
- Korean Small Business Review
- Productivity Review
- Quarterly Journal of Labor Policy
- Seoul Journal of Business

Conference Reviewer

- Academy of Management – HR and OB Divisions (2011-present)
- European Academy of Management – Organizational Behavior and International Management (2019-present)
- Midwest Academy of Management – OB and Conflict Management Division (2011)
- Society for Industrial and Organizational Psychology (2015-present)
- Southern Management Association – HR/Careers/Research Methods and OB Areas (2013-2014)
- Strategic Management Society – Strategic Human Capital (2016)

PROFESSIONAL AFFILIATIONS

International

- Academy of Management (HR and OB Divisions)
- Association of Korean Management Scholars
- European Academy of Management
- Society for Industrial and Organizational Psychology

Korean

- Aviation Management Society of Korea
- Korean Academy of Management
- Korean Academy of Organization and Management
- Korean Academic Society of Business Administration
- Korean Association of Small Business Studies
- Korea Entrepreneurship Society

TEACHING INTERESTS

- Strategic and international human resource management, compensation, and employment relations
- Organizational behavior, leadership, creativity, and team management
- Corporate social responsibility and environmentally responsible management

COURSES TAUGHT

Sungkyunkwan University, SKK Business School

- Strategic Human Resource Management (undergraduate [in English], graduate, IMBA, EMBA)
- International Human Resource Management (graduate)
- Performance Appraisal and Compensation (graduate)
- Employment Relations (EMBA)

Rutgers University, School of Management and Labor Relations

- Organizational Behavior (undergraduate)
- HR Strategy (graduate)

EXTERNAL CORPORATE EDUCATION

CJ, Daesang, Samsung Electronics, Samsung Life Insurance, Seoul Metropolitan Rapid Transition Corporation, Woori Bank

INVITED LECTURES

- | | |
|---------|---|
| 02/2019 | Management for Competitive Strength, MBA students from <i>Srinakharinwirot University</i> , Bangkok, Thailand. |
| 02/2018 | Cultural Sensitivity When Conducting Business in South Korea, undergraduate students in the courses of Global Business and Doing Business Across Cultures at <i>Baylor University</i> , Waco, TX. |
| 11/2017 | How to Build and Manage Cohesive and Participative Workforce, Annual <i>EdukCircle International Seminar on Operations Management and Human Resource Development</i> . |

- 10/2017 Cultural Sensitivity When Conducting Business in South Korea, undergraduate students in the course of International Business at *Baylor University*, Waco, TX.
- 03/2016 Management for Building Competitive Strength, Executive MBA students from *Srinakharinwirot University*, Bangkok, Thailand.

SERVICE

Professional

- Scholarship, award, and grant committees
 - Amore-Pacific Scholarship, Association of Korean Management Scholars (2014, 2018)
 - Carolyn Dexter Best International Paper Award Committee, *Academy of Management* (2018)
 - Research grant proposal and mid-term report reviewer, Yonsei University (2017, 2019)
 - Samsung Economic Research Institute (SERI) Scholarship, Association of Korean Management Scholars (2017)
- Program and executive committees
 - Aviation Management Society of Korea (2018.01.01-2019.12.31)
 - Korean Academy of Management (2015.05.01-2018.04.30)
 - Korean Academy of Organization and Management (2014.07.01-2015.12.31 [Director]; 2017.01.01-2019.12.31 [Executive director])
 - The Korea Entrepreneurship Society (2019.01.01-2019.12.31)
- Advisory committees and councils
 - International conference on sustainable human resources management: practices, policies, and perspectives in South Asia (2018)
 - Korean Women's Development Institute (2015-2016)
 - Labor relations, Korea Forestry Promotion Institute (2016)
- Interviewers
 - Korea Forestry Promotion Institute (2016)
 - Seoul Metropolitan Police Agency (2017-2018)
- Chairs
 - HR division, Korean Academy of Organization and Management (2016.01.01-2016.12.31)
 - The 4th Industrial Revolution and Innovative Leadership Program, Seoul Metropolitan Rapid Transition Corporation (2017-2018)

University

- Early admissions officer (2019)
- Essay test proctor (2014) and reviewer (2014-2019)

School

- Member, *BK Plus 4* committee (2020)
- Member, undergraduate creativity scholarship committee (2019-2020)
- Member, business building remodeling committee (2019-2020)
- Member, *AACSB Accreditation* committee (2017-2018)
- Member, steering committee for EMBA Program (2018)
- Member, steering committee for the Global Business Administration Bachelor Program (2017-2018)
- Member, committee for the qualifying exam of graduate students (2014, 2015, 2017, 2018)

Graduate Student Committees

- External

- Master's Thesis: Hanbo Shim (**Rutgers University**, 2019)
- Internal
 - Doctoral Dissertation: Tae Su Park (2016), You Sang Koh (2015)
 - EMBA Thesis: Myunghyun Jang (Adviser; 2017)
 - Master's Thesis: Eunji Oh (2020), Jungeun Kim, (2020), Eunsun Ahn (2020), Jinwoo Chung (Adviser; 2019; Ph.D. student in *the ILR School of Cornell University*), Yunsung Cho (Adviser; 2019), Jinseok Lee (Adviser; 2019), Jongsik Jung (2019; Ph.D. student in *McCombs School of Business, University of Texas at Austin*), Hyunjoo Lee (2018), Kyungeun Lee (2018), Dongyoung Lee (2017), Yoon Kim (2017), Haeri Koh (2017), Jieun Lee (2017), Jieun Kwon (2017), Jinhee Moon (Adviser; 2017), Jae-Wook Oh (2016), Eunjung Choi (2015), Soowan Lee (2015), Ki Hyung Kim (2015), Daeho Kim (2015), Gisang Park (2015), Meejin Sung (2015), Jaeseong Jung (2015), Youngsam Kim (2015), Eun Hee Lee (2015), Sangkwon Lee (2015), Jeongsup Kim (2015)

NON-ACADEMIC WORK EXPERIENCE

03/2005-07/2007	Seoul Metropolitan Government, South Korea Training Specialist
08/2004-02/2005	Hyundai Research Institute, Strategy Consulting Division, South Korea Management Consultant and Researcher
02/2004-07/2004	A. T. Kearney, South Korea Research Assistant
03/1999-03/2001	National Police Agency, Personnel and Education Department, South Korea HR Assistant (Conscripted policeman)

REFERENCES

Douglas L. Kruse, Ph.D.

Distinguished Professor of HRM, School of Management and Labor Relations, Rutgers University
94 Rockefeller Road Room 216 Piscataway, NJ 08854 · (848) 445-5991 · dkruse@smlr.rutgers.edu

Susan E. Jackson, Ph.D.

Distinguished Professor of HRM, School of Management and Labor Relations, Rutgers University
94 Rockefeller Road Room 216 Piscataway, NJ 08854 · (848) 445-5447 · sjackson@smlr.rutgers.edu

Joseph R. Blasi, Ed.D.

J. Robert Beyster Professor of HRM, School of Management and Labor Relations, Rutgers University
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