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Academic Positions

Temple University, FOX School of Business, Department of Management
Charles E. Beury Professor (July 2017–Present)
Professor (July 2016–Present)
Paul Anderson Senior Research Fellow (July 2015–June 2017)
Associate Professor (July 2012–June 2016; Tenure granted July 2013)

Virginia Commonwealth University, School of Business, Department of Management
Assistant Professor (August 2010–May 2012)

University of Alberta, School of Business, Department of Strategic Management
Assistant Professor (July 2009–June 2010)

Visiting Faculty/Scholar

Korea University, Business School (Sabbatical; Fall 2018)
Kobe University, Graduate School of Business Administration, SESAMI Program (July 2013; May–June 2014; May 2015; May 2016; May–June 2017; May–June 2018; May 2019)
Waseda University, School of Commerce (June 2018)
Singapore Management University, School of Social Sciences (January 2014)

Education

Ph.D., University of Iowa, Tippie College of Business (2004–2009), May 2009 (**B Γ Σ**)
Major: Human Resource Management / Minor: Organizational Behavior & Research Methods

M.A., SungKyunKwan University, Seoul, Republic of Korea (1998–1999), August 2000
Major: Industrial & Organizational Psychology
Exchange Graduate Student Scholarship: University of Oklahoma (Spring, Summer, & Fall, 1999)

B.B.A., SungKyunKwan University, Seoul, Republic of Korea (1992–1995), February 1996
Major: Industrial & Organizational Psychology

Research Passions

Personnel Selection Procedures and Methods, Strategic Human Resource Management, Meta-analysis

Major External Scholarly Awards and Honors

- 2021 **Elected Fellow**, American Psychological Association (APA) (effective January 1, 2022). *Fellow status is awarded, in part, on the basis of evaluated evidence of outstanding contribution in the field of psychology.*
- 2020 **Elected Fellow**, Association for Psychological Science (APS) (as of August 20, 2020). *This prestigious honor is in recognition of sustained and outstanding distinguished contributions to psychological science*
- 2020 **Elected Fellow**, Society for Industrial and Organizational Psychology (SIOP) (as of February 4, 2020). *This prestigious honor is in recognition of outstanding accomplishments in the profession of I/O Psychology.*
- 2018 **William A. Owens Scholarly Achievement Award**, SIOP Foundation (\$1,500 with Gang Wang, Michael Holmes, and Weichun Zhu)
- 2017 **3rd Most Published Author in the *Journal of Applied Psychology*** during the 2009-2015 period (Kozlowski, 2017, *Journal of Applied Psychology*, 102(3), p. 583)
- 2017 **William A. Owens Scholarly Achievement Award**, SIOP Foundation (\$1,500 with Seongsu Kim and Chad Van Iddekinge). *This prestigious annual award is given to the author(s) of the publication in a refereed journal judged to have the highest potential to significantly impact the field of I-O psychology.*
- 2016 **Scholarly Achievement Award**, Academy of Management HR Division (\$500 with Seongsu Kim and Chad Van Iddekinge). *This prestigious annual award is presented to the author(s) of the most significant article in HRM published in recognized journals and research annuals that are generally available to HR Division members.*
- 2016 **Gallup Korea Research Award (1st place)**, Gallup Korea and the Korean Association for Survey Research, Seoul, Korea (KRW 10,000,000)
- 2016 **Distinguished Early Career Contributions Award (Science)**, SIOP /APA Division 14 (\$1,500). *This prestigious annual award is given to an individual who has made distinguished contributions to the science of Industrial and Organizational Psychology within seven years of receiving the PhD degree.*
- 2014 **Early Career Achievement Award**, Academy of Management HR Division (\$500). *This prestigious annual award is given to an individual who makes distinguished contributions during the early- to mid-career stage (defined as within 7 years of receiving the Ph.D.)*
- 2013 **Joyce and Robert Hogan Award for Personality and Performance**, SIOP Foundation (\$1,500 with Gang Wang and Mick Mount). *This prestigious annual award recognizes of a paper or chapter, published or unpublished, judged to have the highest potential to further the understanding of personality as it relates to work performance.*
- 2013 **Rising Star**, The Association for Psychological Science (*Observer*, 26(3), p. 29)
- 2010 **Distinguished International Research Award (Kuk-Je-Hak-Sul-Sang)**, The Korean Academy of Management (*First to receive this award as an assistant professor*)
- 2010 **James C. Johnson Paper Competition Winner**, The International Personnel Assessment Council (IPAC) (\$600 awarded to me; \$500 grant awarded to the University of Iowa). *This annual award recognizes the contributions of students in the field of personnel assessment.*
- 2009 **Sandra Barken Outstanding Mentor Award**, The Graduate Student Senate, University of Iowa (\$150; *nominated by other PhD students in the program*)
- 2008 **Meredith P. Crawford Fellowship**, Human Resources Research Organization (HumRRO), Alexandria, VA (\$12,000)
- 2008 **Ballard and Seashore Dissertation Year Fellowship**, The Graduate College, University of Iowa (\$22,000)
- 2008 **Gallup Korea Research Award (2nd place; 1st place was withheld)**, Gallup Korea and the Korean Association for Survey Research, Seoul, Korea (KRW 3,000,000). *This annual award is given to the author(s) of the best article based on Korean data across all fields of the social sciences published in the previous year.*
- 2007 **The Korean Honor Scholarship**, The Embassy of the Republic of Korea in the U.S. on behalf of the Government of the Republic of Korea (\$1,000)

Award-Winning Articles

- Hu, D., Oh, I.-S., Han, J., & Pan, Y. (August 2022). Antecedents of use of high-performance work systems: A meta-analysis. *Best Papers Proceedings of the 2022 Academy of Management Meeting*. Seattle, WA.
<https://doi.org/10.5465/AMBPP.2022.208>
- **HR Division Best Paper Certificate**, Academy of Management HR Division.
- Wang, G., Holmes, M., Oh, I.-S., & Zhu, W. (2016). Do CEOs matter to firm strategic actions and firm performance?: A meta-analytic investigation based on upper echelons theory. *Personnel Psychology*, 69(4), 775-862. <https://doi.org/10.1111/peps.12140>
- **2018 William A. Owens Scholarly Achievement Award, SIOP Foundation**
- Oh, I.-S., Kim, S., & Van Iddekinge, C. H. (2015). Take it to another level: Do personality-based human capital resources matter to firm performance?. *Journal of Applied Psychology*, 100(2), 935-947.
<http://dx.doi.org/10.1037/a0039052>
- **2017 William A. Owens Scholarly Achievement Award, SIOP Foundation**
 - **2016 Scholarly Achievement Award, Academy of Management HR Division**
 - **2016 Gallup Korea Research Award (1st place), Gallup Korea and the Korean Association for Survey Research, Seoul, Korea**
- Oh, I.-S., Charlier, S. D., Mount, M. K., & Berry, C. M. (2014). The two faces of high self-monitors: Chameleonic moderating effects of self-monitoring on the relationships between personality traits and counterproductive work behaviors. *Journal of Organizational Behavior*, 35(1), 92-111.
<https://doi.org/10.1002/job.1856>
- **2010 Featured Top Posters Certificate, Society for Industrial and Organizational Psychology**
- Oh, I.-S., Wang, G., & Mount, M. K. (2011). Validity of observer ratings of the Five-Factor Model of personality: A meta-analysis. *Journal of Applied Psychology*, 96(4), 762-773.
<http://dx.doi.org/10.1037/a0021832>
- **2013 Joyce and Robert Hogan Award for Personality and Performance, SIOP Foundation**
- Oh, I.-S. (2010). The Five-Factor Model of personality and job performance in East Asia: A cross-cultural validity generalization study. *International Personnel Assessment Council: Assessment Council News*, June, 10-19.
- **2010 James C. Johnson Paper Competition Winner, The International Personnel Assessment Council (IPAC)**
- Schmidt, F. L., Shaffer, J. A., & Oh, I.-S. (2008). Increased accuracy of range restriction corrections: Implications for the role of personality and general mental ability in job and training performance. *Personnel Psychology*, 61(4), 827-868. <http://dx.doi.org/10.1111/j.1744-6570.2008.00132.x>
- **2008 Featured Top Posters Certificate, Society for Industrial and Organizational Psychology**
- Oh, I.-S., Kim, K., Darnold, T. C., Hwang, J.-O., Yoo, T.-Y., Park, Y.-A., & Park, L. H. (2007). Relationships among job satisfaction, organizational commitment, job performance, and turnover intention: A literature review and meta-analysis with South Korean samples. *Korean Journal of Management*, 15(4), 43-86. [In Korean]
- **2008 Gallup Korea Research Award (2nd place), Gallup Korea and the Korean Association for Survey Research, Seoul, Korea**

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- [28] 91. Oh, I.-S., Le, H., & Roth, P. (August 2023). Revisiting Sackett et al.'s (2022) rationale behind their recommendation against correcting for range restriction in concurrent validation studies. *Journal of Applied Psychology*, 108(8), 1300-1310. <https://doi.org/10.1037/apl0001078>
90. Oh, I.-S., Mendoza, J., & Le, H. (September 2023). To correct or not to correct for range restriction, that is the question: Looking back and ahead to move forward. *Industrial and Organizational Psychology*, 16(3), 322-327. <https://doi:10.1017/iop.2023.38>

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- [27] 89. Connelly, B. S., McAbee, S. T., Oh, I.-S., Jung, Y., & Jung, C.-W. (2022). A multi-rater perspective on personality and performance: An empirical examination of the Trait-Reputation-Identity Model. *Journal of Applied Psychology*, 107(8), 1352-1368. <http://dx.doi.org/10.1037/apl0000732> (open access)
88. Chiaburu, D. S., Oh, I.-S., Stoverink, A., Park, H., Bradley, C., & Barros-Rivera, B. (2022). Happy to help, happy to change? A meta-analysis of major predictors of affiliative and change-oriented organizational citizenship behaviors. *Journal of Vocational Behavior*, 132 (February), 10366487 [article number]. <https://doi.org/10.1016/j.jvb.2021.103664>
87. Han, S., Harold, C. M., Oh, I.-S., Kim, J., & Agoli, A. (2022). A meta-analysis integrating 20 years of workplace incivility research: Antecedents, consequences, and boundary conditions. *Journal of Organizational Behavior*, 43(3), 497-523. <https://doi.org/10.1002/job.2568>
86. Hu, D., & Oh, I.-S. (2022). The “why” and “how” of human resource (HR) practices: A critical review of the antecedents and consequences of employee HR attributions research. In M. R. Buckley, A. R. Wheeler, J. E. Baur, & J. R. B. Halbesleben (Eds.), *Research in Personnel and Human Resource Management*, 40, 157-204. Emerald Publishing Limited, Bingley. <https://doi.org/10.1108/s0742-730120220000040006>
85. Oh, I.-S. (2022). Revisiting the paradox of replication: Is the solution to the paradox big data style research or something else?. *Industrial and Organizational Psychology*, 15(4), 533-536. <http://dx.doi.org/10.1017/iop.2022.68> (open access)
84. Oh, I.-S., & Kim, Y. (2022). Organizational differences in personnel selection: Learning from and moving beyond strategic human resource management research. *Industrial and Organizational Psychology*, 15(3), 415-419. <http://dx.doi.org/10.1017/iop.2022.49>
83. Oh, I.-S. (2022). Perfect is the enemy of good enough: Putting the side effects of intelligence testing in perspective. *Industrial and Organizational Psychology*, 15(1), 130-134. <https://doi.org/10.1017/iop.2021.126>

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82. 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>
81. Oh, I.-S., & Schmidt, F. L. (2021). Suggestions for improvement in psychometric corrections in meta-analysis and implications for research on worker age and aging. *Work, Aging, and Retirement*, 7(3), 167-173. <https://doi.org/10.1093/workar/waab001>
80. Oh, I.-S. (2021). Challenges and pitfalls of Cinderella-izing descriptive statistics in Table 1. *Industrial and Organizational Psychology*, 14(4), 521-523. <https://doi.org/10.1017/iop.2021.105>
79. Oh, I.-S., & Han, J. (2021). Will investments in human resources during the COVID-19 pandemic crisis pay off after the crisis?. *Industrial and Organizational Psychology*, 14(1-2), 98-100. <https://doi.org/10.1017/iop.2021.13>
78. Hu, D., & Oh, I.-S. (2021). Beyond individuals' use of information and communication technologies (ICTs): A multi-level approach in research on ICTs. *Industrial and Organizational Psychology*, 14(3), 441-443. <https://doi.org/10.1017/iop.2021.78>

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76. Oh, I.-S. (2020). Beyond meta-analysis: Secondary uses of meta-analytic data. *Annual Review of Organizational Psychology and Organizational Behavior*, 7, 125-153. <https://doi.org/10.1146/annurev-orgpsych-012119-045006>
75. Oh, I.-S., & Van Iddekinge, C. (2020). I-O psychology and management journal prestige in business schools: Do institutional versus individual views differ? *Industrial and Organizational Psychology*, 13(3), 307-311. <https://doi.org/10.1017/iop.2020.58>
74. Lee, J.-H., Shin, K.-H., & Oh, I.-S. (2020). Workplace factors affecting meeting satisfaction and effectiveness in Korean work settings. *Korean Management Review*, 49(4), 799-840. [In Korean] <http://dx.doi.org/10.17287/kmr.2020.49.4.799>
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72. Carter, K., Gonzalez-Mulé, E., Mount, M. K., Oh, I.-S., & Zacher, L. (2019). Managers moving on up (or out): Linking self-other agreement on leadership behaviors to succession planning and voluntary turnover. *Journal of Vocational Behavior*, 115 (December), 103328 [article number]. <https://doi.org/10.1016/j.jvb.2019.103328>
71. Guay, R. P., Kim, Y., Oh, I.-S., & Vogel, R. (2019). The interaction effects of leader and follower conscientiousness on person-supervisor fit perceptions and follower outcomes: A cross-level moderated mediation model. *Human Performance*, 32(3-4), 181-199. <https://doi.org/10.1080/08959285.2019.1649677>
70. Choi, J., Miao, C., Oh, I.-S., Berry, C. M., & Kim, K. (2019). Relative importance of major job performance dimensions in determining supervisors' overall job performance ratings. *Canadian Journal of Administrative Sciences/Revue Canadienne des Sciences de l'Administration*, 36(3), 377-389. <https://doi.org/10.1002/cjas.1495>
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67. Oh, I.-S.*, Han, J.*, Holtz, B., Kim, Y., & Kim, S. (2018). Do birds of a feather flock, fly, and continue to fly together?: The differential and cumulative effects of attraction, selection, and attrition on personality-based within-organization homogeneity and between-organization heterogeneity progression over time. *Journal of Organizational Behavior*, 39(10), 1347-1366. <https://doi.org/10.1002/job.2304>
66. Miao, C., Humphrey, R. H., Qian, S., & Oh, I.-S. (2018). (How) does 360 degree feedback benefit the field of entrepreneurship?. *New England Journal of Entrepreneurship*, 21(1), 65-72. <https://doi.org/10.1108/NEJE-04-2018-0009>
- <2017>
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64. Oh, I.-S., Blau, G., Han, J., & Kim, S. (2017). Human capital factors affecting human resource (HR) managers' commitment to HR and the mediating role of perceived organizational value on HR. *Human Resource Management*, 56(2), 353-368. <https://doi.org/10.1002/hrm.21768>

63. Chiaburu, D. S., Oh, I.-S., Wang, J., & Stoverink, A. (2017). A bigger piece of the pie: The relative importance of affiliative and change-oriented citizenship and task performance in predicting overall job performance. *Human Resource Management Review*, 27(1), 97-107. <https://doi.org/10.1016/j.hrmr.2016.09.006>
62. Oh, I.-S., Kim, Y., & Kim, M. J. (2017). Cautions about the usefulness of indirect measures of personality based on personnel selection methods. *European Journal of Personality*, 31(5), 476-477. <https://doi.org/10.1002/per.2119>
61. Oh, I.-S., & Roth, P. L. (2017). On the mystery (or myth) of challenging principles and methods of validity generalization (VG) based on fragmentary knowledge and improper or outdated practices of VG. *Industrial and Organizational Psychology*, 10(3), 479-485. <https://doi.org/10.1017/iop.2017.45>
60. Zhang, Z., Jiang, K., Liu, H., & Oh, I.-S. (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>
- <2016>
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56. Schmidt, F. L., & Oh, I.-S. (2016). The crisis of confidence in research findings in psychology: Is lack of replication the real problem? Or something else?. *Achieves of Scientific Psychology*, 4, 32-37. <http://dx.doi.org/10.1037/arc0000029>
55. Tenhiälä, A., Giluk, T. L., Kepes, S., Simón, C., Oh, I.-S., & Kim, S. (2016). The research-practice gap in human resource management: A cross-cultural study. *Human Resource Management*, 55(2), 179-200. <https://doi.org/10.1002/hrm.21656>
54. Guay, P. R., Choi, D., Oh, I.-S., Mitchell, M. S., Mount, M. K., & Shin, K. (2016). Why people harm the organization and its members: Relationships among personality, organizational commitment, and counterproductive work behavior. *Human Performance*, 29(1), 1-15. <https://doi.org/10.1080/08959285.2015.1120305>
53. Jaskiewicz, P., Luchak, A., Oh, I.-S., & Chlosta, S. (2016). Paid employee or entrepreneur?: How approach and avoidance goal orientations motivate individual career choice decisions. *Journal of Career Development*, 43(4), 348-367. <https://doi.org/10.1177/0894845315602119>
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50. Thundiyil, T., Chiaburu, D. S., Oh, I.-S., Banks, G. C., & Peng, A. C. (2015). Cynical about change?: A preliminary meta-analysis and future research agenda. *Journal of Applied Behavioral Science*, 51(4), 429-450. <http://dx.doi.org/10.1177/0021886315603122>
49. Oh, I.-S. (2015). Complex and collaborative problem solving: New, unique, and useful?. *Industrial and Organizational Psychology*, 8(2), 301-304. <https://doi.org/10.1017/iop.2015.38>
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44. Oh, I.-S., Charlier, S. D., Mount, M. K., & Berry, C. M. (2014). The two faces of high self-monitors: Chameleonic moderating effects of self-monitoring on the relationships between personality traits and counterproductive work behaviors. *Journal of Organizational Behavior*, 35(1), 92-111. <https://doi.org/10.1002/job.1856>
43. Oh, I.-S., Le, H., Whitman, D., Kim, K., Yoo, T.-Y., Hwang, J.-O., & Kim, C.-S. (2014). The incremental validity of Honesty-Humility over cognitive ability and the Big Five personality traits. *Human Performance*, 27(3), 206-224. <https://doi.org/10.1080/08959285.2014.913594>
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41. Kepes, S., Banks, G. C., & Oh, I.-S. (2014). Avoiding bias in publication bias research: The value of "null" findings. *Journal of Business and Psychology*, 29(2), 183-203. <https://doi.org/10.1007/s10869-012-9279-0>
40. Viswesvaran, C., Ones, D. S., Schmidt, F. L., Le, H., & Oh, I.-S. (2014). Measurement error obfuscates scientific knowledge: Path to cumulative knowledge requires corrections for unreliability and psychometric meta-analysis. *Industrial and Organizational Psychology*, 7(4), 507-518. <https://doi.org/10.1111/iops.12186>
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38. Chiaburu, D. S., Peng, A. C., Oh, I.-S., Banks, G. C., & Lomeli, L. C. (2013). The antecedents and consequences of employee organizational cynicism: A meta-analysis. *Journal of Vocational Behavior*, 83(2), 181-197. <https://doi.org/10.1016/j.jvb.2013.03.007>
37. Schmidt, F. L., Le, H., & Oh, I.-S. (2013). Are true scores and construct scores the same?: A critical examination of their substitutability and the implications for research results. *International Journal of Selection and Assessment*, 21(4), 339-354. <https://doi.org/10.1111/ijsa.12044>
36. Guay, R. P.*, Oh, I.-S.*, Choi, D., Mitchell, M. S., Mount, M. K., & Shin, K. (2013). The interactive effect of conscientiousness and agreeableness on job performance dimensions in South Korea. *International Journal of Selection and Assessment*, 21(2), 233-238. <https://doi.org/10.1111/ijsa.12033>
35. Oh, I.-S. (2013). Adverse impact is unlikely to be eliminated as long as cognitively loaded constructs are assessed. *Industrial and Organizational Psychology*, 6(4), 506-508. <https://doi.org/10.1111/iops.12092>
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34. Kim, K., Oh, I.-S., Chiaburu, D. S., & Brown, K. G. (2012). Does positive perception of oneself boost learning motivation and performance?. *International Journal of Selection and Assessment*, 20(3), 257-271. <https://doi.org/10.1111/j.1468-2389.2012.00598.x>
33. Banks, G., Whelpley, C., Oh, I.-S., & Shin, K. (2012). (How) Are emotionally exhausted employees harmful?. *International Journal of Stress Management*, 19(3), 198-216. <http://dx.doi.org/10.1037/a0029249>
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Book Chapters

7. Schmidt, F. L., & Oh, I.-S. (April 2023). Select on intelligence (pp. 1-25). In C. Pearce & E. A. Locke (Eds.), *Handbook of principles of organizational behavior*. John Wiley & Sons.
6. Schmidt, F. L., Le, H., & Oh, I.-S. (2019). Correcting for the distorting effects of study artifacts in meta-analysis and second order meta-analysis. In H. Cooper, L. V. Hedges, & J. C. Valentine (Eds.), *The handbook of research synthesis and meta-analysis* (pp. 315-337). New York, NY, US: Russell Sage Foundation.
5. Chiaburu, D. S., Oh, I.-S., & Marinova, S. (2018). Five-Factor Model of personality traits and organizational citizenship behavior: Current research and future directions (pp. 203-220). In P. Podsakoff, S. MacKenzie, & N. P. Podsakoff (Eds.), *The Oxford handbook of organizational citizenship behavior*. Oxford University Press. <http://10.1093/oxfordhb/9780190219000.013.13>
4. Oh, I.-S., Postlethwaite, B. E., & Schmidt, F. L. (2013). Rethinking the validity of interviews for employment decision making: Implications of recent developments in meta-analysis. In D. J. Svyantek & K. T. Mahoney (Eds.), *Research in organizational sciences. Received wisdom, kernels of truth, and boundary conditions in organizational studies* (pp. 297-329). Charlotte, NC, US: IAP Information Age Publishing.
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Academy of Management “Best” Paper Proceedings

- Hu, D., Oh, I.-S., Han, J., & Pan, Y. (August 2022). Antecedents of use of high-performance work systems: A meta-analysis. *Best Papers Proceedings of the 2022 Academy of Management Meeting*. Seattle, WA. <https://doi.org/10.5465/AMBPP.2022.208>
- Tenhiälä, A., Giluk, T. L., Simón, C., Oh, I.-S., Kepes, S., & Kim, S. (August 2012). The research-practice gap in HR: A cross-cultural study. *Best Papers Proceedings of the 2012 Academy of Management Meeting*. Boston, MA. <https://doi.org/10.5465/AMBPP.2012.272>
- Wang, G., Oh, I.-S., Courtright, S. H., & Colbert, A. (August 2009). Transformational leadership and follower performance: A meta-analytic review. *Best Papers Proceedings of the 2009 Academy of Management Meeting*. Chicago, IL.

Additional Publications

- Le, H., Oh, I.-S., Shaffer, J. A., & Schmidt, F. L. (2010). Implications of methodological advances for the practice of personnel selection: How practitioners benefit from recent developments in meta-analysis. In J. A. Wagner, III & J. Hollenbeck (Eds.), *Readings in organizational behavior* (pp. 48-58). NY: Taylor & Francis. [Reprint of Le et al., 2007]
- Oh, I.-S. (2010). The Five-Factor Model of personality and job performance in East Asia: A cross-cultural validity generalization study. *International Personnel Assessment Council: Assessment Council News*, June, 10-19. http://www.ipacweb.org/Resources/Documents/acn/acn_1006.pdf

- Oh, I.-S., Yoo, T.-Y., Park, L. H., Park, Y.-A., & Hwang, J.-O. (2007). A quantitative analysis of the *Korean Journal of Industrial and Organizational Psychology* from 1988 to 2005 in terms of author characteristics, productivity, research topics, and methods. *Digital Business Studies*, 14(1), 33-53. [In Korean]
- Oh, I.-S. (2006). Trends of the U.S. research on personnel selection and implications for practitioners. *The Korean Employers Federation Compensation Quarterly*, 14(3), 22-33. [In Korean]

Magazine Articles

- Oh, I.-S., & Harold, C. M. (2013). Understanding the importance of work relationships in East Asia. *HQ Asia*, 5, 82-83.
- Oh, I.-S., et al. (2013). The next 25 years. *Observer*, 10(10), 14.

Professional Service Activities

Leadership

- Co-President for the *Association of Korean Management Scholars* with Dr. Jeong-Yeon Lee (2016-2017)

Associate Editor

- *Journal of Applied Psychology* (2020-Present) – Associate Editor
- *Journal of Occupational and Organizational Psychology* (2013-2016) – Associate Editor

Guest Editorship

- *Journal of Organizational Behavior* (2023-2025: Special Issue on From Personality Traits to Personality Dynamics: New Approaches to Personality Research in Organizational Settings)

Editorial Review Board Member/Consulting Editor

- *Personnel Psychology* (2010-Present)
- *Organizational Research Methods* (2017-Present)
- *Leadership Quarterly* (2016-Present)
- *Journal of Business and Psychology* (2017-Present)
- *Korean Management Review* (March 2023-Feb. 2025)
- *Journal of Management* (2017-2023)
- *Journal of Organizational Behavior* (2012-2022)
- *Korean Journal of Human Resources Development* (2016-2020)
- *Academy of Management Journal* (2014-2019)
- *Journal of Applied Psychology* (2014-2019)
- *Journal of Leadership and Organizational Studies* (2010-2014)
- *Journal of Occupational and Organizational Psychology* (2013)

Elected/Invited Memberships

- Personnel/Human Resource Research Group (PHRRG) (2016-Present)
- Society for Research Synthesis Methodology (2012-2016)

Voluntary Professional Memberships

- Society for Industrial and Organizational Psychology (2005-Present)
- Academy of Management (HR, OB, & RM Divisions) (2004-Present)
- American Psychological Association (2009-Present)
- Association for Psychological Science (2013-2016; 2020-Present)

- Southern Management Association (2013-2016)
- International Association for Chinese Management Research (2014-2016)
- Korean Academy of Management (2006-2015)
- Korean Society for Industrial and Organizational Psychology (2000-2011)

Teaching Experiences

Temple University, Department of Human Resource Management

- HRM 9001: Managing Human Resources (Strategic/Macro Human Resource Management) *newly developed (Spring 2015; Spring 2016; Spring 2017; Spring 2018; Spring 2020 [partially online due to COVID-19], Spring 2022)
PhD seminar course in strategic/macro human resource management practices
- HRM 9005: Managing People: Functional/Micro Human Resource Management *newly developed (Spring 2019; Spring 2021, [fully online due to COVID-19], Spring 2023)
PhD seminar course in functional/micro human resource management practices
- HRM 9006: Meta-analysis and Research Synthesis Methods *newly developed (Spring 2017; Spring 2018; Fall 2019; Fall 2020 [fully online due to COVID-19], Fall 2021, Fall 2022; Fall 2023)
PhD seminar course in meta-analysis and research synthesis methods
- BA 9883: Directed Reading/Study [Research Project I] (Summer II 2022); BA 9783: Research Project II (Fall 2022); BA 9883: Research Project III (Spring 2023); Research Project IV (Summer 2023)
DBA course designed to help a student to develop their research skills
- HRM 1901: Leadership and Organizational Management (Spring 2015; Fall 2016; Fall 2017)
One of honors courses for business majors in fundamentals of general management
- HRM 1101: Leadership and Organizational Management (Fall 2013; Spring 2014; Fall 2015; Spring 2016)
One of core courses for business majors in fundamentals of general management
- HRM 3502: Leading People at Work (Spring 2013)
Advanced undergraduate course in managerial skills and research methods
- HRM 5114: Building Human Capital for High Performance Organizations (Winter, 2013)
MS in HRM-Singapore course in selection, motivation, and training & development