

Junghwan Park

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EDUCATION

Ph.D. Fox School of Business, Temple University (Expected August 2026)
Major: Human Resource Management and Organizational Behavior
Ph. D. Candidate in Management
Dissertation: *A Sign of Weakness or Wisdom? Observer Perceptions of Help-seeking at Work.*
Committee: Ryan M. Vogel (Chair), In-Sue Oh, Crystal M. Harold

M.S. Sogang University, 2021
Major: Organizational Behavior and Human Resources Management · Strategy
Thesis: When and how helping behaviors of startup employees can reduce their turnover intention?

B.B.A. Sogang University, 2020 (*Summa Cum Laude*)
Major: Business Administration

RESEARCH INTERESTS

Help-seeking, Workplace competition, Workplace gaslighting, Gratitude

MANUSCRIPT UNDER REVIEW

- **Park, J.**, Jiang, X., Harold, C.M., Kim, J., & Holtz, B.C. [Workplace competition] Under Review at *Human Relations (Financial Times Top 50 journals)*.

RESEARCH IN PROGRESS

- **Park, J.** & Vogel, R.M. Employee help-seeking and third-party reactions. (data collection, targeting *Journal of Applied Psychology*).
- **Park, J.**, Vogel, R.M., & Kim, J. Employee help-seeking and psychological distance. (data collection, targeting *Organizational Behavior and Human Decision Processes*).
- **Park, J.** & Kim, D. Structural gaslighting, review of the literature. (manuscript preparation, targeting *Journal of Management*).

- Oh, I.-S., **Park, J.**, & Jiang, X. Scale development for low-wage workers leveraging LLM-based simulations (data collection, targeting *Organizational Research Methods*).
- **Park, J.** Cultural difference in perceiving helping interactions (idea generation, targeting *Organizational Science*).
- Han, J., & **Park, J.** Receiving distinct types of gratitude (data collection, targeting *Journal of Applied Psychology*).
- Kim, D., & **Park, J.** Structural gaslighting, measure development. (idea generation, targeting *Journal of Organizational Behavior*).

ACADEMIC CONFERENCE PRESENTATIONS

- **Park, J.**, Jiang, X., Harold, C. M., Holtz, B. C., & Kim, J. (2025). Competition-focused Managerial Behavior (CFM): Construct Validation and Measure Development. Paper accepted to be presented at the 85th Academy of Management Annual Meeting, Copenhagen, Denmark.
- **Park, J.** & Kim, D. (2025). Gaslighting as a Stealth Mistreatment: An Interdisciplinary Review. Paper accepted to be presented at the 2025 Society for Industrial and Organizational Psychology Annual Conference, Denver, Colorado.
- **Park, J.** (2024). The Impact of Leader Expressed Humility on Employee Social Orientation: A Moderated Dual-Path Model. Paper accepted to be presented at the 84th Academy of Management Annual Meeting, Chicago, Illinois.
- **Park, J.** & Chang, Y.K. (2020). Are your vitals OK? Revitalizing the vitality of nurses through patient caring behavior. Paper accepted to be presented at the Korea Academy of Business Ethics, Seoul, South Korea.

PRACTITIONER CONFERENCES

- Philly Society for Human Resource Management (SHRM) Annual Symposium: Innovating HR for a Dynamic Workforce. (2025). How to leverage Artificial Intelligence in the workplace? (Speaker: Charlene Li, Bestselling Author of the book ‘Winning with Generative AI’)
- Philly Society for Human Resource Management (SHRM) Members Connect. (2024). Attended PDW session for leader humility in the workplace.
- Temple University Impact Summit. (2024). The conference that invited scholars and academics to discuss ways to bridge the gap between research and practice.

TEACHING EXPERIENCES

My teaching experiences and philosophy can be summarized by **4Cs**: Community, Content, Context, and Critical thinking. I strived to form the **Community** that everyone feels included and welcomed, conveyed the **Context** of workplace dynamics to undergraduate students and delivered the **Contents** of findings to MBA students, and organized class materials to foster students' **Critical thinking**.

Sogang University & Korea Management Association Consultants Inc.

Fall 2020 **Teaching Assistant**

SHRM preparation course (In-person, Course for HR professionals)

Fox School of Business, Temple University

Spring 2023 **Guest Lecturer**

HRM 1101: Leadership & Organization Management (In-person)

Fall 2023 **Primary Instructor**

HRM 1101: Leadership & Organization Management (In-person)

- Required 3-credit course for business undergraduates, covers from micro to macro topics
- Instructor evaluations: 4.4/5.0, rated by 21/50 students
- *"The professor created a very welcoming and an inclusive environment for every student by encouraging them to tell their point of view."*

Spring 2024 **Primary Instructor**

HRM 1101: Leadership & Organization Management (In-person)

- Instructor evaluations: 4.6/5.0, rated by 24/40 students
- *"I like how the Prof is willing to learn about how different everyone is and wants everyone's opinions on certain questions to compare the diverse answers."*

Fall 2024 **Teaching Assistant**

HRM 5001: Leading Organization (Online, MBA course)

- Prepared class materials for group discussions.
- Overview of management studies and their applications (Conveying **Contents**).

Spring 2025 **Teaching Assistant**

SHRM prep course (Online, Course for HR Professionals)

- Prepared class materials and mentored students as a certificate holder.
- Preparation course for acquiring SHRM-CP certificate.

PROFESSIONAL DEVELOPMENT WORKSHOPS

Temple University

- Advanced Online Teaching Academy Feb, 2025
- Workshops by the Center for the Advancement of Teaching Feb-Mar, 2025
 - “Glazed (Over) and Confused: Sparking Student Engagement in the Classroom”
 - “Neurodiversity: What it is, Why it Matters, and How it Might Show Up”
 - “Immersive Simulations & Gamification: Engaging Learners in the Digital Age”
 - “Can We Really Talk? Fostering LGBTQIA+ Inclusive Classrooms at Temple”

Academy of Management

- Integrating AI in Business Education July, 2025

CERTIFICATE

Society for Human Resource Management-Certified Professional (SHRM-CP) 2020 –

HONORS & SCHOLARSHIPS

Presidential Fellowship, Temple University (32,000 USD) 2021, 2025

PROFESSIONAL MEMBERSHIP

Academy of Management 2021 –
Society for Industrial and Organizational Psychology 2024 –
Society for Strategic Human Resource Management 2021 –
SHRM Education Partner Instructor 2025 –

WORK EXPERIENCE

TRIPSODA (<https://tripsoda.com/en>)

- Co-founder 2020 – 2021

REFERENCES

Dr. Ryan M. Vogel

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