

Minseok Kim

Fox School of Business | Temple University

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EDUCATION

- Ph.D.** Fox School of Business, Temple University 2025-present
Major: Human Resource Management and Organizational Behavior
- M.S.** KoreaTech 2025
Major: Business Administration
Advisor: Taehyung Kim
Thesis: From autonomy and creativity in hybrid work: Engagement as the bridge, communication and ICT support as catalysts
- B.S.** KoreaTech 2023
Major: Management
Minor: Human Resource Development (HRD)

RESEARCH INTERESTS

Non-traditional work arrangements (e.g., remote/hybrid work)
Leader/follower dynamics
Positive work-related outcomes (e.g., engagement)

PUBLICATIONS

- [2] **Kim, M.**, Kim, T., & Jang, E. (2024). The impact of commuting time of university internship on major job fit and career decision-making: the mediating role of organizational support and differences between the types of university internship, *Journal of CEO and Management Studies*, 27(2), 257-278. (In Korean).
- [1] **Kim, M.**, & Kim, T. (2024). The effect of remote work on millennials' organizational commitment: the moderating role of shared leadership and followership, *International Journal of Organization Theory & Behavior*, 27(3), 244-262.

MANUSCRIPTS UNDER REVIEW OR REVISION

- **Kim, M.**, Kim, T., & Yoon, S. (under 1st round). [Title removed for blind review]. *International Journal of Organization Theory & Behavior*.
- **Kim, M.**, Kim, T., & Yoon, S. (under 1st round). [Title removed for blind review]. *Korea Association of Business Education*. (In Korean).
- Kim, S., **Kim, M.**, & Kim, T. (under 1st round). [Title removed for blind review]. *Asia Pacific Journal of Business Administration*
- Kim, T., & **Kim, M.** (under 2nd round). [Title removed for blind review]. *Journal of Korea Trade*
- Kwak, H., Han, G., Kim, T., & **Kim, M.** (under 1st round). [Title removed for blind review]. *Asia Pacific Business Review*.
- Park, J., **Kim, M.**, Jeong, I., & Kim, T. (under 1st round). [Title removed for blind review]. *Asian*

MANUSCRIPTS AT OTHER STAGES

- **Kim, M.**, Jeong, I., & Kim, T. (Ready to submit). [What makes hybrid work meaningful? Exploring the autonomy–creativity link and the role of communication and ICT support through a mixed-methods approach]. Target at: *Journal of Organizational Behavior Management*.

AWARDS & SCHOLARSHIPS

- Best Paper Award (\$365 USD), Korean Management Association (Aug 2025).
- Presidential Award for Academic Excellence (\$350 USD), KoreaTech (Feb 2025).
- Best Presentation Paper Award, Korean Academic Association of Business Administration (Dec 2024).
- Best Paper (Byeok-so) Award (\$3,500 USD), Korean Corporation Management Association (Dec 2024).
- Research Assistant Scholarship, School of Industrial Management, KoreaTech (Mar 2023- Dec 2024).
- Merit Scholarship, KoreaTech (2017; 2020; 2022).
- Volunteering Scholarship, KoreaTech (Fall 2021; Spring 2022; Fall 2022).
- Foreign Language Proficiency Scholarship, KoreaTech (2017).

CONFERENCE PRESENTATIONS (*: presenter)

- Park, J.*, **Kim, M.**, & Kim, T. (Aug 18, 2025). The role of eco-friendly pop-up stores in job seekers' intention to apply: The mediating effects of green brand loyalty and green corporate image. Paper to be presented at the 2025 27th Korean Management Association Convergence Conference, Ulsan, South Korea.

Winner of Best Paper Award

- **Kim, M.***, Kim, T., & Yoon, S. (Jun 13, 2025). Positive experiences with flipped learning and their impact on student engagement: The mediating role of concentration and the moderating effect of diverging learning styles. Paper presented at the 2025 Korea Productivity Association Spring Academic Conference, Seoul, South Korea.
- **Kim, M.***, Jeong, I., & Kim, T. (May 30, 2025). What makes hybrid work meaningful? Exploring the autonomy–creativity link and the role of communication and ICT support through a mixed-methods approach. Paper presented at the 2025 Korean Association of Human Resource Development (KAHRD) Spring Conference, Chun-cheon, South Korea.
- **Kim, M.***, Jeong, I., Kim, T., & Yoon, S. (Dec 20, 2024). Striking harmony in hybrid work: Balancing locations and hours for optimal engagement and creativity. Paper presented at the 2024 Korean Academic Association of Business Administration (KAABA) Fall Academic Conference, Seoul, South Korea.

Winner of Best Presentation Paper Award

- Kim, T., & **Kim, M.*** (Dec 13, 2024). Culture and language for expatriates' successful international assignments: A systematic literature review and future research agenda. Paper presented at the 2024 Korean Corporation Management Association (KOCOMA) Fall Conference, Seoul, South Korea.

Winner of 2024 Byeok-so Academic Award (best paper in the entire division)

- Kim, S.*, Jeong, I., **Kim, M.**, & Kim, T. (Aug 13, 2024). Still not using Instagram? Exploring paths of generation Z job seekers' intention to apply. Paper presented at the 2024 Korean Academic Society of Business Administration (KASBA) Convergence Academic Conference, Gyeongju, South Korea.
- Park, J.*, **Kim, M.**, Jeong, I., Kwak, H., & Kim, T. (Aug 08, 2024). The effect of eco-friendly pop-up stores on pro-environmental behavior & intention to apply. Paper presented at the 7th Global Conference: ESG Management & Sustainability, Surabaya, Indonesia.
- **Kim, M.***, Kim, T., & Jeong, I. (Jun 08, 2024). From autonomy to creativity in hybrid work: Engagement as the bridge, communication and ICT support as catalysts. Paper presented at the 2024 Korean Corporation Management Association (KOCOMA) Spring International Conference, Suwon, South Korea.
- **Kim, M.***, Kim, T., & Yoon, S. (Dec 06, 2023). The impact of the alignment of preferred remote work location and time in hybrid work settings on creativity: Focusing on the moderating effect of symmetrical internal communication and the mediating effect of engagement. Paper presented at the 2023 Korean Academic Association of Business Administration (KAABA) Fall Conference, Seoul, South Korea.
- **Kim, M.***, & Kim, T. (Aug 18, 2023). The impact of commuting time on job fit and career decision-making: The moderating effects of organizational support and types of field training. Paper presented at the 2023 Korean Academic Society of Business Administration (KASBA) Convergence Academic Conference, Busan, South Korea.
- **Kim, M.***, & Kim, T. (May 19, 2023). Remote work and millennials' organizational commitment: The moderating roles of shared leadership and followership. Paper presented at the 2023 Korean Academy of Organization and Management (KHRM) Spring Conference, Daejeon, South Korea.
- **Kim, M.***, & Kim, T. (Dec 10, 2022). The impact of virtual work on job satisfaction and organizational commitment: Focusing on the moderating effect of shared leadership and followership. Paper presented at the 2022 Korean Association of Human Resource Development (KAHRD) Fall Conference, Daejeon, South Korea.

PROJECTS

- Improvement of Job-Centered Organizational Management System (Apr 2025-Oct 2025), Korea District Heating Corporation.
- Establishment and operation plan for joint graduate schools and academies (Jan 2025-Apr 2025), K-university.
- Development of learning outcome indicators from admission to graduation for multi-dimensional talents (Nov 2023-Feb 2024), Data Achievement Center, KoreaTech.
- Construction of artificial intelligence (AI) training data project (Jul 2023-Dec 2023), Korea National Information Society Agency (NIA).
- A case study on university field practice semester in accordance with the ministry of education's regulation amendment (Sep 2022-Dec 2022), Center for Employment & Competency Enhancement Studies, KoreaTech.

EXPERIENCES

- Military Service
 - Senior KATUSA (Korean Augmentation to the United States Army), 563rd Medical Logistics Company & U.S. Army Medical Material Center-Korea, Area IV Camp Carroll, South Korea (Nov 2018-Jul 2020).
- Teaching Assistant
 - Research Methodology, Dr. Taehyung Kim, KoreaTech (Spring 2023).
 - Innovative Global Leadership, Dr. Taehyung Kim, KoreaTech (Spring 2023).
- Field Training
 - Keum-kang Engineering Company, Cheonan, South Korea (Summer 2022).
 - Management Support Department Intern.
- Lab Manager
 - STREAM Research Lab, School of Industrial Management, KoreaTech (Dec 2022-Apr 2025).

OTHER SKILLS

- Survey Analyst, Junior (2021, National Technical Certificate, Human Resources Development Service of Korea, HRDK)
- Statistical software: AMOS, SPSS
- English (fluent), Japanese (basic), Korean (native)

REFERENCES

Tae-hyung Kim, Ph. D.

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Industrial Management, KoreaTech

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In-seong (Lewis) Jeong, Ph. D.

Senior Lecturer (Associate Professor)

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