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Academic Positions

Temple University, FOX School of Business, Department of Human Resource Management

Charles E. Beury Professor of HRM (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, Henry B. Tippie College of Business, May 2009 (B Γ Σ)

Major: Human Resource Management / Minor: Organizational Behavior & Research Methods

M.A., SungKyunKwan University, Seoul, Republic of Korea, 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

- 2020 **Elected Fellow**, Association for Psychological Science (as of August 20, 2020). *This prestigious honor is in recognition of sustained and outstanding distinguished contributions to psychological science*
- 2020 **Elected Fellow**, SIOP / APA Division 14 (as of February 4, 2020). *This prestigious honor is in recognition of outstanding accomplishments in the profession of I/O Psychology*
- 2019 **Pioneering Work Psychologist** in recruitment and selection in the third edition of “*The Psychology of Work and Organizations*” (3rd edition, Woods & West, 2020, p. 165)
- 2018 **William A. Owens Scholarly Achievement Award**, SIOP Foundation (\$1,500 with Gang Wang, Michael Holmes, and Weichun Zhu).
- 2017 **20th Most Cited Article** (Chiaburu, Oh, Berry, et al., 2011) **in Popular I-O Psychology Textbooks** (Aguinis, Ramani, Campbell, Bernal-Turnes, Drewry, & Edgerton, 2017, *Industrial and Organizational Psychology*, 10(4), p. 527)
- 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.*
- 2015 **The 2014 *Journal of Organizational Behavior* (JOB) Best Reviewer Award**
- 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 Featured Top Posters Certificate, Society for Industrial and Organizational Psychology
- 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.*
- 2008 Featured Top Posters Certificate, Society for Industrial and Organizational Psychology
- 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)

80. Oh, I.-S., & Van Iddekinge, C. (in press). I-O psychology and management journal prestige in business schools: Do institutional versus individual views differ? *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
79. Holmes, IV, O., Jiang, K., Avery, D., McKay, P. F., Oh, I.-S., & Tillman, C. J. (in press). A meta-analysis integrating 25 years of diversity climate research. *Journal of Management*.
<https://doi.org/10.1177/0149206320934547>
78. 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>
- [26] 77. Park, H.*, Wiernik, B. M.*, Oh, I.-S.*, Gonzalez-Mulé, E., Ones, D. S., & Lee, Y. (in press). Meta-analytic Five-Factor Model personality intercorrelations: Eeny, meeny, miney, moe, how, which, why, and where to go. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0000476>
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>
- [25] 75. Han, J., Kang, S.*, Oh, I.-S.*, Kehoe, R. R., & Lepak, D. (2019). The Goldilocks effect of strategic human resource management?: Optimizing the benefits of a high performance work system through the dual alignment of vertical and horizontal fit. *Academy of Management Journal*, 62(5), 1388-1412.
<https://doi.org/10.5465/amj.2016.1187>
74. 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*. <https://doi.org/10.1016/j.jvb.2019.103328>
73. 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*, 36(3), 377-389. <https://doi.org/10.1002/cjas.1495>
72. 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>
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- [23] 70. Frieder, R., Wang, G., & Oh, I.-S. (2018). Linking job-relevant personality traits, transformational leadership, and job performance via perceived meaningfulness at work: A moderated mediation model. *Journal of Applied Psychology*, 103(3), 324-333. <http://dx.doi.org/10.1037/apl0000274>
69. 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>
68. 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>
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66. 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>

65. 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>
64. 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: Perspectives on Science and Practice, 10*(3), 479-485.
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63. 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>
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58. 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.
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56. 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.
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55. 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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51. 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>
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40. 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>
39. 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>
38. 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>
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28. Choi, D., Oh, I.-S., Guay, R. P., & Lee, E. (2011). Why do emotionally intelligent people have positive work attitudes?: The mediating role of situational judgment effectiveness. *International Journal of Selection and Assessment*, 19(4), 353-362. <https://doi.org/10.1111/j.1468-2389.2011.00564.x>
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15. Le, H., Oh, I.-S., Shaffer, J. A., & Schmidt, F. L. (2007). Implications of methodological advances for the practice of personnel selection: How practitioners benefit from recent developments in meta-analysis. *Academy of Management Perspectives*, 21(3), 6-15. <https://doi.org/10.5465/amp.2007.26421233>
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8. 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]
7. Kim, Y.-R., Oh, I.-S., Shin, K.-H., & Yoo, S.-I. (2005). The cross-validation and multi-sample analysis of internal/external career movement model. *Korean Journal of Industrial and Organizational Psychology*, 18(2), 247-270. [In Korean]
6. Oh, I.-S., Suh, Y.-W., & Shin, K.-H. (2004). The conceptualization of internal/external career movement and identification and measurement of their antecedents. *Korean Journal of Industrial and Organizational Psychology*, 17(2), 279-304. [In Korean]
5. Shin, K.-H., & Oh, I.-S. (2004). A study of antecedents of learning and transfer of training motivation. *Korean Journal of Industrial and Organizational Psychology*, 17(2), 223-242. [In Korean]
4. Oh, I.-S. (2002). General self-efficacy: The concept, measurement issues, and implications for human resources management. *Korean Journal of Industrial and Organizational Psychology*, 15(3), 49-72. [In Korean]
3. Oh, I.-S., & Suh, Y.-W. (2002). A review and case study on structured competency-based employment interview system. *Korean Journal of Human Resources Development*, 4(1), 48-74. [In Korean]
2. Oh, I.-S. (2001). A review and measurement of variables related to organizational citizenship behaviors. *Korean Journal of Industrial and Organizational Psychology*, 14(3), 57-82. [In Korean]
1. Oh, I.-S., & Suh, Y.-W. (2001). The identification and measurement of Pygmalion leadership behaviors in work organizations. *Korean Journal of Industrial and Organizational Psychology*, 14(2), 43-71. [In Korean]

- Tenhiälä, A., Giluk, T. L., Simón, C., Oh, I.-S., Kepes, S., & Kim, S. (2012). The research-practice gap in HR: A cross-cultural study. *Best Papers Proceedings of the 2012 Academy of Management Meeting*, Boston, MA.
- Wang, G., Oh, I.-S., Courtright, S. H., & Colbert, A. (2009). Transformational leadership and follower performance: A meta-analytic review. *Best Papers Proceedings of the 2009 Academy of Management Meeting*. Chicago, IL.

Book Chapters

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 (Chapter 12; 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.
3. Schmidt, F. L., Le, H., & Oh, I.-S. (2009). Correcting for the distorting effects of study artifacts in meta-analysis. In H. Cooper, L. V. Hedges, & J. C. Valentine (Eds.), *The handbook of research synthesis and meta-analysis* (pp. 317-333). New York, NY, US: Russell Sage Foundation.
2. Oh, I.-S. (2007). Enhancing the effectiveness of competency-based human resources management system: A review of current practices and future directions. In S. Lee, K.-D. Hwang, I.-S. Han, & J. Tak (Eds.), *Frontiers of human resources management* (pp. 135-146). Seoul: Pakyoungsa Press.
1. Oh, I.-S. (2007). Upgrading employment interview system. In S. Lee, K.-D. Hwang, I.-S. Han, & J. Tak (Eds.), *Frontiers of human resources management* (pp. 201-212). Seoul: Pakyoungsa Press.

Translated Books

8. Huang, M., Moon, J., Lee, J., Oh, I.-S. Roh, H., Kim, K., & Han, J. (2016). 组织与管理研究的实证方法 (*Empirical methods in organization and management research*; 第二版 2nd edition; edited by 陈晓萍 Xiao-Ping Chen, 徐淑英 Anne Tsui, 樊景立 Jing-Lih Farh 主编; 北京大学出版社 Peking University Press). Seoul: Hankyungsa.
7. Oh, I.-S., Kim, S., & Lee, J. (2016). *The truth about managing people* (4th edition; written by Stephen P. Robbins, 2015, Prentice Hall). Seoul: Sigma Books.
6. Oh, I.-S., Kim, S., & Lee, J. (2014). *The truth about managing people* (3rd edition; written by Stephen P. Robbins, 2013, Prentice Hall). Seoul: Sigma Books.
5. Lee, Y.-S., Oh, D.-K., & Oh, I.-S. (2009). *Personality and the fate of organizations* (written by Robert Hogan, 2007, Lawrence Erlbaum Associates). Seoul: Sigma Press.
4. Oh, I.-S. (2004). *The new Six Sigma: A leader's guide to achieving rapid improvement and sustainable results* (written by Matt Barney & Tom McCarty, 2003, Prentice Hall). Seoul: Sigma Press.
3. Oh, I.-S. (2003). *The truth about managing people... nothing but the truth* (1st edition; written by Stephen P. Robbins, 2002, Prentice Hall). Seoul: Sigma Press. [Chosen as one of the 105 best books on human resource management by the *Magazine of Human Resources Management*, Sept. 2007]
2. Oh, I.-S., & Lim, D.-Y. (2003). *Competency-based recruitment and selection* (written by Robert Wood & Tim Payne, 1998, Wiley). Seoul: Sigma Press.

1. Lee, Y.-S., & Oh, I.-S. (2002). *Competency and the learning organization* (written by Donald Shandler, 2000, Crisp). Seoul: Sigma Press.

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.
- 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

Invited Talks/Workshops

- June 2019. *Self-other (dis)agreement in conscientiousness and its impact on job performance*. Samsung Economic Research Institute, Seoul, KOREA
- May 2019. *Meta-analysis and secondary uses of meta-analytic data*. SungKyungKwan University, Seoul, KOREA
- December 2018. *Key to the survival and growth of the firms in Korea: Knowhow to effective staffing*. NCS [National Competency Standards] Center of the Human Resources Development Service of Korea, Seoul, KOREA [Keynote speech]
- December 2018. *CEO toxic behavior: The role of dark-side personality*. SERI-CEO. Seoul, KOREA
- December 2018. *How to upgrade employment interviews*. SERI-CEO. Seoul, KOREA
- December 2018. *Developing high performing next-generation leadership talent*. SERI-CEO. Seoul, KOREA
- November 2018. *The validity of personality has been seriously underestimated: Research-based ways to improve the validity of personality*. Hallym University, Chuncheon, KOREA
- November 2018. *Range restriction correction and the validity of selection procedures*. Hallym University, Chuncheon, KOREA
- November 2018. *A brief introduction to HR analytics*. Samsung Human Resources Development Center, Yongin, KOREA
- November 2018. *The tutorial on bare-bones meta-analysis methods for first timers*. SungKyungKwan University, Seoul, KOREA
- November 2018. *The tutorial on bare-bones and psychometric meta-analysis methods for first timers*. Korea University Business School, Seoul, KOREA (Nov. 2 & 9)
- November 2018. *Do CEOs matter to firm strategic actions and firm performance?*. Samsung Economic Research Institute, Seoul, KOREA
- October 2018. *Does personality matter to (firm) performance?*. Chinese University of Hong Kong, Hong Kong
- October 2018. *The operational and incremental validity of 31 selection procedures: A review of research findings in personnel selection*. Samsung Economic Research Institute, Seoul, KOREA
- October 2018. *The recent research trend and issues in personnel selection*. Korea University Business School, Seoul, KOREA
- June 2018. *The tutorial on bare-bones and psychometric meta-analysis methods for first timers*. Waseda University, Tokyo, JAPAN
- June 2018. *Does personality matter to firm performance?*. Waseda University, Tokyo, JAPAN
- May 2018. *Does personality matter to employee performance?*. Western University, Ontario, ON, CANADA
- April 2018. *Does personality matter to performance?: Old and new findings*. University of Illinois-Urbana Champaign.
- March 2018. *The tutorial on bare-bones and psychometric meta-analysis methods for first timers*. Fisher College of Business, Ohio State University.
- December 2017. *The tutorial on bare-bones and psychometric meta-analysis methods for first timers*. SungKyungKwan University, Seoul, KOREA

- December 2017. *Does personality matter to performance?*. Korea Institute of Science and Technology (KAIST), Daejeon, KOREA
- July 2017. *Evidence-based practice in personnel selection and lessons from Google*. Lotte Academy, Seoul, KOREA
- June 2017. *Further enhancing the validity of personality using the TRI (Traits, Reputation, Identity) model*. Samsung Economic Research Institute, Seoul, KOREA
- June 2017. *Enhancing HR system effects through internal alignment*. Samsung Economic Research Institute, Seoul, KOREA
- June 2017. *Evidence-based practice in personnel selection and lessons from Google*. Expert Consulting, Seoul, KOREA
- April 2017. Invited speaker at an inaugural special session (“Shaken and Stirred”, in which fifteen handpicked thought leaders and mavericks within and outside I-O have just two minutes each to answer one seemingly simple question: “What if...?”). Annual Society for Industrial and Organizational Psychology conference, Orland, FL. April 27-29.
- April 2017. Guest speaker at a featured session (*Building a Pipeline and Sustaining Success as an I-O Scientist*) as the winner of the 2016 SIOP Distinguished Early Contributions Award. Annual Society for Industrial and Organizational Psychology conference, Orland, FL. April 27-29.
- September 2016. The truth about leading and motivating people at work (delivered to a group of 22 visiting Presidents/CEOs of state-owned enterprises and government officials from China). Office of Executive Leadership Education, Temple University
- June 2016. *An update on the validity and utility of major selection tools*. Samsung Economic Research Institute, Seoul, KOREA
- June 2016. *Taking it to another level: Do personality-based human capital matter to firm performance?*. Samsung Economic Research Institute, Seoul, KOREA
- June 2016. *Global trends in selection practice* (a 2-hour course for HR leaders). Samsung Human Resources Development Center, Yongin, KOREA
- June 2016. *Taking it to another level: Do personality-based human capital matter to firm performance?*. Expert Consulting, Seoul, KOREA
- June 2016. *Taking it to another level: Do personality-based human capital matter to firm performance?*. The Korean Association for Survey Research, Seoul, KOREA (Award Talk)
- April 2016. *Does personality matter to performance across levels of analysis?*. Department of Management, Georgia Tech (Distinguished Guest Speaker Series)
- December 2015. *Does personality matter to employee performance?. How to improve the validity of personality*. POSCO Research Institute, Seoul, KOREA
- November 2015. *Why should we use personality testing for selection and how should we measure personality?*. (a 1-hour course for staffing specialists). Samsung Human Resources Development Center, Yongin, KOREA (delivered on line)
- June 2015. *Ways to enhance the validity of personality*. Samsung Economic Research Institute, Seoul, KOREA
- April 2015. *The tutorial on meta-methods for first timers*. Invited to be a presenter at the 2015 SIOP Friday Seminar on “Meta-Analytical Methods” (3 continuing education (CE) credits for practitioners) with Chris Berry
- April 2015. *Personality-based human capital resources and firm performance*. Rutgers University-Camden
- November 2014. *Antecedents and consequences of employee organizational cynicism*. Invited to be a presenter at the 5th Korea Healthcare Congress, Seoul, KOREA
- June 2014. *New trends in performance evaluation research and practice*. Samsung Economic Research Institute, Seoul, KOREA
- June 2014. *Cultural dynamics of person-environment fit dimensions in predicting job attitude and performance*. Samsung Economic Research Institute, Seoul, KOREA
- May 2014. *How to better motivate people: New findings and insights*. Ritsumeikan University, Shiga, JAPAN
- April 2014. *Cultural dynamics of person-environment fit dimensions in predicting job attitude and performance*. Drexel University (Friday Speaker Series)
- March 2014. *Fit happens globally: Cultural dynamics of person-environment fit dimensions in predicting job attitude and performance*. University of Illinois-Urbana Champaign (jointly organized by the School of Labor and Employee Relations and the OB group of the College of Business)

- January 2014. *Fit happens globally: Cultural dynamics of person-environment fit dimensions in predicting job attitude and performance*. Singapore Management University
- December 2013. *Experience driven leadership development*. International Executive Education Center. Singapore
- July 2013. *Meta-analysis: Hunter-Schmidt's (2004) methods II*. Daegu University (jointly with Ajou University, KAIST, Sogang University, Korea University, Sungshin Women's University), Gyongsan, KOREA
- December 2012. *Meta-analysis: Hunter-Schmidt's (2004) methods I*. Daegu University (jointly with Ajou University), Gyongsan, KOREA
- November 2012. *OB/HR (Kobe Univ. Management Research Method Seminar)*, Kobe University, Kobe, JAPAN
- November 2012. *The present and future of meta-analysis*. Japanese Association for Industrial and Organizational Psychology (JAIOP) (jointly with Kobe University School of Business), Osaka, JAPAN
- May 2012. *In search of the value (or validity) of personality*. Personality in Israel Workshop (The implications of personality on employee reactions and organizational processes and outcomes) organized by the Institute for Advanced Studies and the Israel Science Foundation. Invited along with top personality researchers in the US (Murray Barrick, Timothy Judge, Joyce Bono, Amir Erez, Russell Johnson, Fiona Lee, Christian Resick) (delivered online)
- December 2011. *Hire hard manage hard*. National Taiwan University, Taipei, TAIWAN; Daegu University, Gyongsan, KOREA
- October 2011. *Hire hard manage easy (no, hard)*. University of Iowa
- September 2011. *Observer ratings of personality: A meta-analysis*. Virginia Commonwealth University (Dean's seminar series)
- March 2011. *In support of the value (or validity) of personality*. HumRRO, Alexandria, VA
- February 2011. *Transformational leadership and performance*. Temple University
- July 2010. *The Five-Factor Model of personality and job performance in East Asia: A cross-cultural validity generalization study*. International Personnel Assessment Council Conference (Award talk)
- June 2010. *The past, present, and future of personality research*. Sungkyunkwan University, Seoul, KOREA; Kwangwoon University, Seoul, KOREA
- October 2010. *Linking personality to entrepreneurial intention and behavior via regulation focus theory*. University of Alberta
- November 2009. *Personality and leadership as key predictors of individual performance*. Virginia Commonwealth University
- October 2008. *Fixed versus random effects models in meta-analysis: Model properties and an empirical comparison of differences in results*. International Workshop on Meta-analysis in Economics and Business, Nancy, France
- 2008-2009. *In search of the value (or validity) of personality*. University of Alberta; Cornell University, ILR School; University of Nebraska-Lincoln; Daegu University, Gyongsan, KOREA; SungKyungKwan University, Seoul, KOREA; Ajou University, Suwon, KOREA

Major Conference Papers/Posters & Presentations

- Han, S., Harold, C. M., Oh, I.-S., & Kim, J. (2020). A meta-analytic examination of the effects of workplace incivility on discretionary work behaviors. Paper presented at the annual meeting of the Academy of Management, Virtual Conference. August 7-11. (delivered online)
- Lee, Y., Oh, I.-S., Kaifeng, J., & Wang, G. (2020). Toward a better understanding of less-structured interviews: A contrarian review. Paper presented at the Society for Industrial and Organizational Psychology conference, Virtual Conference, June 16-30 (delivered online)
- Kim, J., Oh, I.-S., Holtz, B. C., Han, S., & Hu, D. (2019). The antecedents and consequences of impression management across culture: A meta-analysis. Paper presented at the annual meeting of the Academy of Management, Boston, MA. August 9-13.

- Lee, Y., Gonzalez-Mule, E., & Oh, I.-S. (2019). Do constructs in organizational behavior predict job performance over job satisfaction? Paper presented at the annual meeting of the Academy of Management, Boston, MA. August 9-13.
- Oh, I.-S., & Park, H. S. (2018). The role of line managers in effective implementation of HR practices and team performance: An application of the ability-motivation-opportunity model. In David S. Steffensen, Jr. & Hannes Leroy (co-chairs), *Bridging the gap: Exploring the overlap between leadership and human resource management*. Panel symposium conducted at the annual meeting of the Academy of Management, Chicago, IL. August 10-14.
- Wang, G., Maher, L. P., Mead, B., O'Boyle, & Oh, I.-S. (2018). *Unit agreement and reliability generalization in management and organizational research*. Paper to be presented at the annual meeting of the Academy of Management, Chicago, IL. August 10-14.
- Roth, P. L., Le, H., Oh, I.-S., & Van Iddekinge, C. (2018). *Beta coefficients don't impute missing correlations well in meta-analytic research*. Paper presented at the Society for Industrial and Organizational Psychology conference, Chicago, IL. April 19-21.
- Guay, R., Kim, Y., Oh, I.-S., & Vogel, R. (2018). *Interaction effects of leader and follower conscientiousness on PS fit and outcomes*. Paper presented at the Society for Industrial and Organizational Psychology conference, Chicago, IL. April 19-21.
- Park, H. S., Oh, I.-S., & Gonzalez-Mule, E. (2018). *Comparison of the FFM personality intercorrelations on FFM-outcome relationships*. Paper presented at the Society for Industrial and Organizational Psychology conference, Chicago, IL. April 19-21.
- Kang, S., Han, J. H., Ok, C., & Oh, I.-S. (2017). *Internal fit effects between and within ability, motivation, and opportunity domains of HR practices*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA. August 5-9.
- Roth, P. L., Le, H., Oh, I.-S., Van Iddekinge, C. (2017). *Using beta coefficients in meta-analysis: biased mean and true standard deviation estimates*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA. August 5-9.
- McAbee, S. T., Connelly, B. S., Jung, Y., & Oh, I.-S. (2017). *A Multi-rater perspective on personality and performance: The Trait-Reputation-Identity Model*. Paper presented at the Society for Industrial and Organizational Psychology conference, Orlando, FL. April 27-29.
- Han, J., Kang, S., Lepak, D., & Oh, I.-S. (2017). *Which firms can benefit more from high-performance work systems, first movers or fast followers?* Paper presented at the Strategic Management Society Special conference, Milan, Italy. March 31-April 1. (delivered on-line)
- Chiaburu, D. S., Oh, I.-S., & Marinova, S. V. (2016). Personality traits and citizenship behavior: Current research and future directions. In N. P. Podsakoff & T. M. Martinez (Chairs), *Traditional predictors of OCB: Reviews and recommendations for future research*. Symposium presented at the annual meeting of the Academy of Management, Anaheim, CA. August 5-9.
- Kim, Y., Oh, I.-S., & Oh, K. (2016). *Job crafting as a double-edged sword: The role of organizational support climate on the relationship between job crafting and individual performance*. Paper presented at the annual Symposium on Management and Social Sciences, Seoul, South Korea. July 5-7.
- Harold, C. M., Oh, I.-S., Holtz, B.C., Han, S., & Giacalone, R.A. (2016). *P-E fit, frustration, and discretionary work behaviors: A multifoci approach*. Paper presented at the Society for Industrial and Organizational Psychology conference, Anaheim, CA. April 14-16.
- Han, J., Oh, I.-S., & Kim, S. (2015). *Do birds of a feather flock together?: Personality-based within-organization homogeneity over time*. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC, Canada. August 7-11.
- Kim, Y., Oh, I.-S., Park, G., & Choi, J. (2015). *Perceived organizational support climate and its effects on individual performance*. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC, Canada. August 7-11.
- Wang, J., Chiaburu, D. S., & Oh, I.-S. (2015). *Which performance behaviors matter more?: Change-oriented citizenship, affiliative citizenship, and task performance as determinants of overall performance*. Paper presented at the annual meeting of the Eastern Academy of Management, Philadelphia, PA. May 6-9.

- Wee, S., & Oh, I.-S. (2015). *The stability of personality in predicting job performance*. Paper presented at the Society for Industrial and Organizational Psychology conference, Philadelphia, PA. April 23-25.
- Oh, I.-S., & Kim, S. (2014). *Taking it to another level: Organization-level personality predicts firm performance*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA. August 1-5.
- Choi, D., Oh, I.-S., & Colbert, A. (2014). *Personality traits and organizational commitment across cultures: A meta-analysis*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA. August 1-5.
- Roth, P. L., Le, H., Oh, I.-S., & Van Iddekinge, C. (2014). *Who r u?: Incumbent based range restriction corrections in staffing and differential validity*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA. August 1-5.
- Oh, I.-S., & Kim, K. (2014). *Personality put in another's shoes*. Paper presented at the Society for Industrial and Organizational Psychology conference, Honolulu, Hawaii. May 26-28.
- Choi, J., Oh, I.-S., & Park, G. (2014). *Interactive effects of trust in coworkers and task interdependence*. Paper presented at the Society for Industrial and Organizational Psychology conference, Honolulu, Hawaii. May 26-28.
- Oh, I.-S., Guay, R. P., Kim, K., Harold, C. M., Lee, J.-H., Heo, C.-G., & Shin, K.-H. (2013). *A meta-analytic cross-cultural comparison of person-environment fit dimensions*. Paper presented at the annual meeting of the Academy of Management, Lake Buena Vista, FL. August 9-13.
- 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*. Paper presented at the Society for Industrial and Organizational Psychology conference, Houston, TX. April 11-13.
- Choi, J., Miao, C., & Oh, I.-S. (2013). *Relative importance of major job performance dimensions in Korean contexts*. Paper presented at the Society for Industrial and Organizational Psychology conference, Houston, TX. April 11-13.
- Wang, G., & Oh, I.-S. (2012). *Are transformational leaders always the most successful bosses for all followers?: An examination of the moderating role of follower conscientiousness*. Paper presented at the annual meeting of the Academy of Management, Boston, MA. August 3-7.
- Roth, P., Le, H., & Oh, I.-S. (2012). *Observed differential validity: Not much more than range restriction*. Paper presented at the annual meeting of the Academy of Management, Boston, MA. August 3-7.
- Tenhiälä, A., Giluk, T. L., Simón, C., Oh, I.-S., Kepes, S., & Kim, S. (2012). *The research-practice gap in HRM: A cross-cultural study*. Paper presented at the annual meeting of the Academy of Management, Boston, MA. August 3-7.
- Oh, I.-S., Guay, R. P., Lee, J.-H., Heo, C.-G., & Shin, K.-H. (2012). *Person-environment fit meta-analysis between South Korea and North America*. Paper presented at the Society for Industrial and Organizational Psychology conference, San Diego, CA. April 26-28.
- Dragoni, L., Oh, I.-S., Moore, O., VanKatwyk, P. A., Hazucha, J., & Tesluk, P. (2012). *Global work experience: Does it make for better strategic leaders*. Paper presented at the Society for Industrial and Organizational Psychology conference, San Diego, CA. April 26-28.
- Whelpley, C., & Oh, I.-S. (2011). *(Why) Are emotionally exhausted employees harmful?* Paper presented at the annual meeting of the Academy of Management, San Antonio, TX. August 12-16.
- Chiaburu, D. S., Oh, I.-S., Berry, C. M., & Gardner, R. G. (2011). Pro-social and pro-active citizenship behaviors and the Five-Factor Model: A meta-analysis. In N. Li & D. S. Chiaburu (Chairs), *Contrasting affiliative and change-oriented citizenship*. Symposium presented at the 2011 annual meeting of the Academy of Management, San Antonio, TX. August 12-16.
- Roth, P. L., Switzer, F. S. III, Van Iddekinge, C. H., & Oh, I.-S. (2011). *Toward better input matrices for conducting human resource management simulations*. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX. August 12-16.
- Oh, I.-S., Schmidt, F. L., Mount, M. K., Le, H., Guay, R. P., Takahashi, K., Chuang, A., Naito, J., Imashiro, S., Mochinushi, Y., Yanming, N., & Law, K. S. (2011). *The Five-Factor Model of personality and job performance in East Asia*. Paper presented at the Society for Industrial and Organizational Psychology conference, Chicago, IL. April 14-16.

- Choi, D., & Oh, I.-S. (2011). *Five-Factor Model of personality and organizational commitment: A Meta-analysis*. Paper presented at the Society for Industrial and Organizational Psychology conference, Chicago, IL. April 14-16.
- Oh, I.-S., Wang, G., & Mount, M. K. (2010). *Validity of observer ratings of personality: A meta-analysis*. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada. August 6–10.
- Oh, I.-S., Guay, R. P., Mount, M. K., Choi, D., Mitchell, M. S., & Shin, K.-H. (2010). *Why people help the organization and its members?: Relationships among FFM, commitment, and OCB*. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada. August 6–10.
- Kim, K., Oh, I.-S., & Chiaburu, D. S. (2010). *The effects of Core Self-Evaluations on learning motivation and performance*. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada. August 6–10.
- Oh, I.-S. (2010). *The Five-Factor Model of personality and job performance in East Asia: A cross-cultural validity generalization study*. Paper presented at the IPAC (International Personnel Assessment Council) Conference, New Port Beach, CA. July 18-21. * Invited award talk
- Schmidt, F. L., & Oh, I.-S. (2010). *Second order meta-analysis*. Paper presented at the 5th Annual meeting of the Society for Research Synthesis Methodology, Sala de Grados, School of Business, University of Cartagena, Spain. July 5-7.
- Oh, I.-S., Mount, M. K., & Charlier, S. D. (2010). *Self-Monitoring, personality traits, and counterproductive work behavior*. Paper presented at the Society for Industrial and Organizational Psychology conference, Atlanta, GA. April 8–10.
- Oh, I.-S., & Berry, C. M. (2009). *The Five-Factor Model of personality and managerial performance measured using 360 degree performance ratings*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL. August 7–11.
- Wang, G., Oh, I.-S., Courtright, S. H., & Colbert, A. (2009). *Transformational leadership and follower performance: A meta-analytic review*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL. August 7–11.
- Oh, I.-S., Guay, R. P., Choi, D., & Shin, K.-H. (2009). *Personality and organizational citizenship behaviors: Mediating role of organizational commitment*. Paper presented at the Society for Industrial and Organizational Psychology conference, New Orleans, LA. April 2–4.
- Oh, I.-S., Postlethwaite, B. E., Mount, M. K., & Zachar, L. S. (2009). *Linking leadership style and succession planning outcomes: A socio-analytic approach*. Paper presented at the Society for Industrial and Organizational Psychology conference, New Orleans, LA. April 2–4.
- Choi, D., Lee, E., Park, D., Oh, I.-S., & Guay, R. (2009). *Why does Emotional Intelligence predict general job attitudes?* Paper presented at the Society for Industrial and Organizational Psychology conference, New Orleans, LA. April 2–4.
- Le, H., & Oh, I.-S. (2009). Correcting for indirect range restriction in artifact distribution meta-analysis: Determining the u_i distributions. In Scott Morris (chair), *Meta-Analysis: Advances in methods and practice*. Symposium presented at the Society for Industrial and Organizational Psychology conference, New Orleans, LA. April 2–4.
- Oh, I.-S., Schmidt, F. L., & Hayes, T. (2008). *Fixed versus random effects models in meta-analysis: Model properties and an empirical comparison of differences in results*. Paper presented at International Workshop on Meta-analysis in Economics and Business, Nancy, France. October 16–18. *Invited guest speaker talk
- Oh, I.-S., Darnold, T. C., Zimmerman, R. D., Le, H., & Han, Y.-S. (2008). *Fit perceptions during socialization and their effect on work attitudes and job performance*. In David J. Glew (chair), *Fit and feelings: Person-environment fit and affect*. Symposium conducted at the annual meeting of the Academy of Management, Anaheim, CA. August 8–13.
- Oh, I.-S. (2008). *A short note on selecting for stewards not agents*. In Scott J. Reynolds (chair). *Individual Ethics*. Symposium conducted at the annual meeting of the Academy of Management, Anaheim, CA. August 8–13.
- Kim, S., & Oh, I.-S. (2008). *A meta-analysis on correlates of turnover intention in South Korea*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA. August 8–13.

- Oh, I.-S., Lee, K., & Ashton, M. (2008). *The interaction effects of Honesty-Humility and Extroversion on workplace deviance*. Paper presented at the Society for Industrial and Organizational Psychology conference, San Francisco, CA. April 10–12.
- Oh, I.-S., Toker, Y., Ferreter, J., Whitman, D., McKinniss, T., Casillas, A., & Robbins, S. (2008). *Development of the WorkKeys Talent Assessment scales and indices*. Paper presented at the Society for Industrial and Organizational Psychology Conference, San Francisco, CA. April 10–12.
- Oh, I.-S. (2008). *Revisiting the Pygmalion effect in organizations: Implications for leadership development*. Paper presented at the Society for Industrial and Organizational Psychology conference, San Francisco, CA. April 10–12.
- Postlethwaite, B. E., Oh, I.-S., McKinniss, T., Casillas, A., & Robbins, S. (2008). *Does integrity predict safety?: Results from a test validation study*. Paper presented at the Society for Industrial and Organizational Psychology conference, San Francisco, CA. April 10–12.
- Schmidt, F. L., Shaffer, J. A., & Oh, I.-S. (2008). Indirect range restriction and the validity of personality and general mental ability. Paper presented at the Society for Industrial and Organizational Psychology conference, San Francisco, CA. April 10–12. * *This paper was chosen to be included in the Featured Top Posters session at the SIOP All-Conference Reception.*
- Dragoni, L., Oh, I.-S., & VanKatwyk, P. A. (2008). Leadership competency: The role of cognitive ability, personality and experience. In Lisa Dragoni (chair), *On-the-job experiences: A training ground for today's leaders*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, San Francisco, CA. April 10–12.
- Oh, I.-S. (2007). Differential effects of trust in coworker, leader, and the organization: A social exchange perspective. In Hong Ren (chair), *Trust in Leaders: The role of climate and psychological contracts, and the impact on OCBs*. Symposium conducted at the annual meeting of the Academy of Management, Philadelphia, PA. August 3–8.
- Oh, I.-S., Darnold, T. C., Kristof-Brown, A. L., & Zimmerman, R. D. (2007). The compensatory role of person-group fit on the relationship between person-organization fit and organizational citizenship behavior: A salience perspective. In Crystal M. Harold (chair), *Fit happens: Exploring person-environment fit during the employment life*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, New York, NY. April 27–29.
- Mount, M. K., Oh, I.-S., & Burns, M. (2007). *When does a specific aptitude have incremental validity over GMA?*. Paper presented at the Society for Industrial and Organizational Psychology conference, New York, NY. April 27–29.
- Oh, I.-S., Postlethwaite, E. B., Schmidt, F. L., & McDaniel, M. A. (2007). Do structured and unstructured interviews have near equal validity?. In Timothy A. Judge and Ryan L. Klinger (co-chairs), *The employment interview: Constructs, questions, and directions for improvement*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, New York, NY. April 27–29.
- Oh, I.-S., Le, H., Kim, C.-S., & Yoo, T.-Y. (2006). Honesty-Humility and emotional competencies as predictors of task and contextual performance over general mental ability and the Big Five personality. In Kibeom Lee and Michael C. Ashton (co-chairs), *Revising the five-factor model: A new six-dimensional model of personality*. Symposium conducted at the Society for Industrial and Organizational Psychology conference, Dallas, TX. May 5–7.

Professional Service Activities

Leadership

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

Associate (Action) Editor

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

Editorial Review Board Member/Consulting Editor

- *Personnel Psychology* (2010-Present)
- *Journal of Management* (2017-Present)
- *Journal of Organizational Behavior* (2012-Present)
- *Organizational Research Methods* (2017-Present)
- *Leadership Quarterly* (2016-Present)
- *Journal of Business and Psychology* (2017-Present)
- *Korean Journal of Human Resources Development* (2016-Present)
- *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)

Internal Service Activities

Omitted

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)
PhD seminar course in strategic/macro human resource management practices
- HRM 9005: Functional/Micro Human Resource Management *newly developed (Spring 2019; Spring 2020)
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)
PhD seminar course in meta-analysis and research synthesis methods
- 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

Relevant Work/Business/Consulting Experiences

Samsung Economic Research Institute (SERI), *Overseas Advisory Fellow* (Dec. 2013-Nov. 2019), *Contracted Consultant* (2015-2016)

ACT, *Research Assistant* (Aug. 2005–May 2007), *Contracted Consultant* (Jan. 2013-Jan. 2015)

LG-Caltex Oil Corporation (currently, GS-Caltex Corporation), *Assistant HR Manager* (Feb. 2000-Oct. 2003)

References are available upon request.

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