

**DISHI HU**  
**Ph.D Student and Research Assistant**  
**Fox school of business,**  
**Temple University,**  
**Philadelphia, PA, 19122**  
**dishi.hu@temple.edu**

**EDUCATION**

**Ph.D. student (HRM&OB), Temple University, Fox school of business** Philadelphia, PA  
 Fox school of business Expected 2023

**M.A. (HRM), Rutgers University** New Brunswick, NJ  
**School of Management and Labor Relation** 2016-2018  
**GPA: 3.98/4.0**

**Main Courses**

Data-based Decision, HR Strategy, Developing Human Capital, Organizational Behavior, Workforce Management, Rewards System, Advanced Analytics

**Auditing Course**

Macro HR seminar (PhD course)

**B.S. (Management), Sun Yat-Sen University,** Guangzhou, China  
**GPA: 3.7/4.0** 2012-2016

**Main Courses**

Econometrics, Probability and Statistics, Calculus, Advanced mathematics,

**Awards**

First-class Scholarship of Sun Yat-Sen University (Merit-Based) (Top 3%)

Scholarship Endowed by Mr. Wong Kin Hang (Top 15%)

Third place (APAC) in TFC APICS Global Student Challenge

**SCHOOL OF BUSINESS, STOCKHOLM UNIVERSITY,** Stockholm, Sweden  
**International Exchange Student Summer Program** 2014.8

**Main Courses:** *Management Control in Non Profit Organizations*

**TECHNICAL SKILLS**

Statistical analyses using SPSS, UCINET, Tableau, STATA and R (basic)

**RESEARCH EXPERIENCE**

**Rutgers University** New Brunswick, NJ, U.S.A

**Research Assistant**

*The effect of collaboration networks on extra-role behaviors with Rosado-Solomon, E., & Methot, J.*

- Collected and coded individual attitudes and behaviors, and social network data of employees from questionnaires;
- Analyzed network matrices of each department in social network analysis statistical software UCINET;
- Analyzed relation between individual's perception of working condition and performance in SPSS

*Meta-analysis of the social capital performance relationship across levels of an organization with Rosado-Soloman, E., Bentley, F.S., & Downes, P.*

- Collected and coded empirical research articles on statistical relationship between social capital and performance in macro, micro and cross-level perspectives;
- Assisted in screening out irrelevant articles;
- Assisted in meta analysis

*Overqualified or underutilized? Disentangling the turnover and performance implications associated with underutilization of human capital with Bentley, F.S., Kehoe, R.R., & Allen, D.G.*

- Friendly reviewed first draft of the manuscript and provided feedback for revisions.

*A longitudinal investigation of discontinued entrepreneurs and their turnover in salaried employment with Feng, J.*

- Friendly reviewed first draft of the manuscript and provided feedback for revisions.

### **Sun Yat-sen University**

Guangzhou, China, 2014

#### **Financial Analyst**

- Participated in the Research into Financial Status of Rural Areas in Guangdong organized by Lingnan (University) College;
- Visited 2 villages within 5 days, had in-depth interviews with 20 households about family structure, income level and inclination to apply for loans;
- Constructed and analyzed 20 sample data, and independently wrote the education-themed research report on the financial status of the rural areas

## **WORK EXPERIENCE**

### **Rutgers University, the state of New Jersey**

Piscataway, NJ, USA

#### **Teaching Aide, Compensation(undergraduate course)**

- Managed PollEverywhere to check student attendance.
- Graded students in-class activities, assignments and exams

### **AON Hewitt Consulting (Shanghai) Co.,**

#### **Intern, Business Development,**

Guangzhou, China, 2015

- Led the C-Management Certification of Mercedes-Benz in the South Region of China with responsibilities of preparing the assessment materials, guiding and supervising the evaluation process of around 20 participants, and reporting to the chief project supervisor in China;
- Prepared more than 30 bidding materials involving various fields such as real estate, banking, logistics and pharmaceutical manufacturing;
- Organized and analyzed sales data.

### **THE WUZHOU CITY HUMAN RESOURCES AND SOCIAL SECURITY BUREAU**

#### **Intern, HR department**

Wuzhou, China, 2015

- Assisted in holding 2 job fairs, including posed an announcement, communicating with over 40 firms, assisting the job fair on-site, and collecting the feedbacks of enterprises and approximately 300 applicants;
- Visited and acknowledged the six plates' working process of human resource in the human resource department of Camel Group Hua'n'an Battery Company

### **Linkeasy Alumni Association**

Guangzhou, China, 2014

#### **Minister, Public Relations Department**

#### **Alumni Relations**

- Kept in touch with alumni, interviewed more than 5 alumni about their life, career and suggestions to students, promoted student-alumni relationship;

- Assisted in holding Famous Alumni Talks thrice, summarized the main content of the talks and posted them to the online platform;

### **PROFESSIONAL ACTIVITIES AND MEMBERSHIPS**

- 2017 Southern Management Association (SMA) Pre-Doctoral Consortium
- 2016 GSC-SHRM
- Badminton Team, Rutgers University

### **LANGUAGES**

Cantonese, Mandarin, and English