

In-Sue Oh

Alter Hall 343

1801 Liacouras Walk

Philadelphia, PA 19122

Office Phone: (215) 204-4112

Email: insue.oh@temple.edu / insue.oh@gmail.com

ORCID: <http://orcid.org/0000-0002-3298-2489>

Publons: <https://publons.com/researcher/2923896/in-sue-oh/>

Researcher ID: <http://www.researcherid.com/rid/S-7306-2016>

Scopus: <http://www.scopus.com/authid/detail.url?authorId=13405527600>

Web of Science ResearcherID: O-2054-2019

SSRN: <http://ssrn.com/author=701187>

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 **Noteworthy Paper** (Le, Oh et al., 2011) **Published in JAP Over 100 Years** (Ployhart et al., 2017, *Journal of Applied Psychology*, 102(3), p. 297 and Online Appendix B)
- 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)

<Forthcoming>

84. Hu, D., & Oh, I.-S. (in press). Beyond individuals' use of information and communication technologies (ICTs): A multi-level approach in research on ICTs. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- ¹²⁷¹ 83. Connelly, B. S., McAbee, S. T., Oh, I.-S., Jung, Y., & Jung, C.-W. (in press). A multi-rater perspective on personality and performance: An empirical examination of the Trait-Reputation-Identity Model. *Journal of Applied Psychology*.
82. Oh, I.-S., & Schmidt, F. L. (in press). Suggestions for improvement in psychometric corrections in meta-analysis and implications for research on worker age and aging. *Work, Aging, and Retirement*.
81. Oh, I.-S., & Han, J. (in press). Will investments in human resources during the COVID-19 pandemic crisis pay off after the crisis?. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
80. 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>

<2020>

- ¹²⁶¹ 79. Park, H.*, Wiernik, B. M.*, Oh, I.-S.*, Gonzalez-Mulé, E., Ones, D. S., & Lee, Y. (2020). Meta-analytic Five-Factor Model personality intercorrelations: Eeny, meeny, miney, moe, how, which, why, and where to go. *Journal of Applied Psychology*, 105(12), 1490-1529. <https://doi.org/10.1037/apl0000476>
78. 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>
77. 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: Perspectives on Science and Practice*, 13, 307-311. <https://doi.org/10.1017/iop.2020.58>
76. 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>

<2019>

- ¹²⁵¹ 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>

<2018>

- ¹²⁴¹ 71. Roth, P. L., Le, H., Oh, I.-S., Van Iddekinge, C., & Bobko, P. (2018). Using beta coefficients to impute missing correlations in meta-analytic research: Reasons for caution. *Journal of Applied Psychology*, 103(6), 644-658. <http://dx.doi.org/10.1037/apl0000293>
- ¹²³¹ 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>
- <2017>
- ^[22] 67. Roth, P. L., Le, H., Oh, I.-S., Van Iddekinge, C., & Robbins, S. B. (2017). Who *r u?*: On the (in)accuracy of incumbent-based estimates of range restriction in criterion-related and differential validity research. *Journal of Applied Psychology*, 102(5), 802-828. <http://dx.doi.org/10.1037/apl0000193>
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. <https://doi.org/10.1017/iop.2017.45>
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>
62. 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>
- <2016>
- ^[21] 61. Harold, C. M., Oh, I.-S., Holtz, B., Han, S., & Giacalone, R. (2016). Fit and frustration as drivers of targeted counterproductive work behaviors: A multifoci perspective. *Journal of Applied Psychology*, 101(11), 1513-1535.
- ^[20] 60. Le, H.*, Oh, I.-S.*, Schmidt, F. L., & Wooldridge, C. (2016). Correction for range restriction in meta-analysis revisited: Improvements and implications for organizational research. *Personnel Psychology*, 69(4), 975-1008. <https://doi.org/10.1111/peps.12122>
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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. <http://dx.doi.org/10.1037/arc0000029>
57. 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>
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. <https://doi.org/10.1080/08959285.2015.1120305>
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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52. Oh, I.-S. (2015). Complex and collaborative problem solving: New, unique, and useful?. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 8*(2), 301-304. <https://doi.org/10.1017/iop.2015.38>
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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- [15] 49. Dragoni, L., Oh, I.-S., Tesluk, P., Moore, O., VanKatwyk, P. A., & Hazucha, J. (2014). Developing leaders' strategic thinking through global work experience: The moderating role of cultural distance. *Journal of Applied Psychology, 99*(5), 867-882. <http://dx.doi.org/10.1037/a0036628>
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- [13] 47. Oh, I.-S., Guay, R. P., Kim, K., Harold, C. M., Lee, J.-H., Heo, C.-G., & Shin, K.-H. (2014). Fit happens globally: A meta-analytic comparison of the relationships of person-environment fit dimensions with work attitudes and performance across East Asia, Europe, and North America. *Personnel Psychology, 67*(1), 99-152. <https://doi.org/10.1111/peps.12026>
46. 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>
45. 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>
44. Oh, I.-S. (2014). A call for more research on the relationship between intelligence and job performance: Non-task performance, non-Euro-American contexts, and the science-practice gap. *Europe's Journal of Psychology, 10*(1), 1-6. <https://doi.org/10.5964/ejop.v10i1.757>
43. 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: Perspectives on Science and Practice, 7*(4), 507-518. <https://doi.org/10.1111/iops.12186>
42. 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>

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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/ijasa.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/ijasa.12033>
37. Oh, I.-S. (2013). Adverse impact is unlikely to be eliminated as long as cognitively loaded constructs are assessed. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6(4), 506-508. <https://doi.org/10.1111/iops.12092>
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36. 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>
35. 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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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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21. Casillas, A., Robbins, S. B., McKinniss, T., Postlethwaite, B. E., & Oh, I.-S. (2009). Using narrow facets of an integrity test to predict safety: A test validation study. *International Journal of Selection and Assessment*, 17(1), 119-125. <https://doi.org/10.1111/j.1468-2389.2009.00456.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>
14. Oh, I.-S. (2007). In search of ideal methods of research synthesis over 30 years (1977-2006): Comparison of Hunter-Schmidt meta-analysis methods with other methods and recent improvements. *International Journal of Testing*, 7(1), 89-93. <https://doi.org/10.1080/15305050709336860>
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Best Paper Proceedings

- 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>
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Professional Service Activities

Leadership

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

Associate (Action/Decisioning) 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)

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])
PhD seminar course in strategic/macro human resource management practices
- HRM 9005: Managing People: Functional/Micro Human Resource Management *newly developed (Spring 2019; Spring 2020 [partly online due to COVID-19]; Spring 2021 [fully online due to COVID-19])
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])
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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