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EDUCATION

- Ph.D. candidate in Human Resource Management, September 2005 ~ present
School of Management and Labor Relations, Rutgers University, NJ
- M. Sc. in Industrial/Organizational Psychology, September 2003 ~ 2005
Department of Psychology, Saint Mary's University, Canada
- B.A.'s in Business Administration & English Literature, September 1999 ~ 2003
Department of Management, Zhejiang University, China

JOURNAL ARTICLES

Liao, H., Toya, K., Lepak, D. P., & **Hong, Y.** (Conditional Acceptance). Do they see eye to eye? Management and employee perspectives of High Performance Work Systems and influence processes on service quality. *Journal of Applied Psychology*.

Colakoglu, S., Lepak, D. P., & **Hong, Y.** (2006). Measuring HR's effectiveness: Considering multiple stakeholders in a global context. *Human Resource Management Review*, 16, 209-218.

PAPERS UNDER REVIEW/REVISION

Hong, Y., Liao, H., & Catano, V. M. What it takes to be a leader: The role of motivation to lead, gender, and emotional intelligence. Paper under 2nd review at *Organizational Behavior and Human Decision Processes*.

REFEREED CONFERENCE PROCEEDINGS

Zhou, Y., & **Hong, Y.** (2008). A differentiation perspective of SHRM: Strategic capabilities, configurations, and complementarities. *Best Paper Proceedings of the 67th Academy of Management Annual Meeting*.

Liao, H., Toya, K., Lepak, D. P., & **Hong, Y.** (2007). High Performance Work System for Service Quality: Strategic focus, employee experience, and influence process. *Best Paper Proceedings of the 66th Academy of Management Annual Meeting*.

BOOK CHAPTERS

Jackson, S. E., & **Hong, Y.** (In press). Knowledge work. In J. Barling & C. Cooper (ed.). *The SAGE Handbook of Organizational Behavior* (vol 1; pp. 372-393). Sage.

Colakoglu, S., **Hong, Y.**, & Lepak, D. P. (Forthcoming). Models of strategic human resources management. To appear in A. Wilkinson, T. Redman, S. Snell, & N. Becon (ed.), *The SAGE Handbook of Human Resource Management*. Sage.

Hong, Y., Castellano, W., & Lepak, D. P. (2007). Employee loyalty and engagement. In P. Thoms & M. Walden (ed.). *Battleground Business Series* (vol 1; pp. 149-156). Greenwood.

CONFERENCE PRESENTATIONS

Zhou, Y., & **Hong, Y.** (2008, August). A differentiation perspective of SHRM: Strategic capabilities, configurations, and complementarities. Paper to be presented at the Academy of Management Annual Meeting, Anaheim, CA.

Hong, Y., Catano, V. M., & Liao, H. (2008, August). Leadership: The role of gender and emotional intelligence. Paper to be presented at the American Psychological Association Annual meeting, Boston, MA.

Liao, H., Toya, K., Lepak, D. P., & **Hong, Y.** (2007, August). High Performance Work System for service quality: Strategic focus, employee experience, and influence process. Paper presented the Academy of Management Annual Meeting, Atlanta, GA.

Hong, Y., & Lepak, D. P. (2007, August). Linking customer service strategy with human resource management. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.

Hong, Y., & Kruse, D. (2007, August). The role of employer support and employee attitudes: moderations of the HRM-performance relationship. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.

Hong, Y., & Lepak, D. P. (2006, August). HR practices and employee knowledge sharing behavior. Paper presented at the Academy of Management Annual Meeting, Atlanta, GA.

Liao, H., Toya, K., Lepak, D. P., & **Hong, Y.** (2006, August). High Performance Work System for customer service: Content, process, and impact on the bottom line. Symposium presented at the Academy of Management Annual Meeting, Atlanta, GA.

Hong, Y., & Catano, V. M. (2005, June). Motivation to lead: Antecedents and the relations with leader emergence. Poster presented at the Canadian Psychological Association 66th Annual Convention, Quebec, Canada.

Hong, Y., Slaunwhite, J., & Ziemer K. (2004, June). The construction and validation of a Knowledge Sharing Scale (KSS). Symposium conducted at the Canadian Psychological Association 65th Annual Convention, Newfoundland, Canada.

RESEARCH AND TEACHING EXPERIENCE

Spring 2008	Department of Human Resources Management, Rutgers University Instructor of master course: HR Decision Making - Data-Base Decisions
Summer 2007	Sirota Survey Intelligence, New York Research Intern
Fall/Spring 2006	Department of Human Resources Management, Rutgers University Teaching Assistant of Dr. Heckscher's undergraduate course: HR issues Teaching Assistant of Dr. Gully's master course: Strategic HR I
Fall 2005 -now	Department of Human Resources Management, Rutgers University Research Assistant for Dr. Liao, Dr. Lepak, and Dr. Jackson
Summer 2004	Center for Leadership Excellence, Halifax, Canada Research Intern
2004	Canadian Forces Leadership Institute/ Saint Mary's University Research Assistant
2004/2003	Department of Psychology, Saint Mary's University Teaching Assistant of master course: Multivariate statistics Teaching Assistant of undergraduate courses: I/O psychology, statistics

HONORS AND AWARDS

2007	Juran Dissertation Fellowship (\$10,000 from the Joseph M. Juran Center for Leadership in Quality, University of Minnesota)
2004/2003	Graduate Fellowship (Saint Mary's University)
2002	Academic Excellence Scholarship (Zhejiang University)
2000	Academic Excellence Scholarship (Chaoshan Galaxy)

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)
American Psychological Association (APA)

SERVICES

Ad hoc reviewer for Academy of Management annual meeting 2007, HR and OB
Ad hoc reviewer for Academy of Management annual meeting 2006, HR