

**JOO HUN HAN**

Rutgers, The State University of New Jersey  
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**ACADEMIC POSITIONS**

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**School of Management and Labor Relations (SMLR), Rutgers University, Piscataway, NJ**

- Associate Professor (with tenure), Human Resource Management, 2020–present
- Assistant Professor, Human Resource Management, 2014–2020

**EDUCATION**

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**Robert H. Smith School of Business, University of Maryland, College Park, MD**

- Ph.D. in Business and Management (2014)

**College of Business Administration, Seoul National University, Seoul, Korea**

- M.S. in Business Administration (2008)
- B.A. in Business Administration, & B.A. in Economics (2002), *Summa Cum Laude*

**PUBLICATIONS**

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(\* denotes equal contributors; † denotes the coauthor as a doctoral student)

1. Makridis, C. & **Han, J. H.** (in press) Future of Work and Employee Empowerment and Satisfaction: Evidence from a Decade of Technological Change. **Technological Forecasting and Social Change**.
2. **Han, J. H.**, Liao, H., Han, J., & Li, N. (2021) When Leader-Member Exchange Differentiation Improves Work Group Functioning: The Combined Roles of Differentiation Bases and Reward Interdependence. **Personnel Psychology**. 74(1), 109–141.
3. **Han, J. H.**, Shin, D.-J., Castellano, W. G., Konrad, A. M., Kruse, D. L., & Blasi, J. R. (2020) Creating Mutual Gains to Leverage a Racially Diverse Workforce: The Effects of Firm-Level Racial Diversity on Financial and Workforce Outcomes Under the Use of Broad-Based Stock Options. **Organization Science**. 31(6), 1515–1537.
4. Kehoe, R. R.\*, & **Han, J. H.\*** (2020) An Expanded Conceptualization of Line Managers' Involvement in Human Resource Management. **Journal of Applied Psychology**. 105(2), 111–129.
5. **Han, J. H.**, Liao, H., Kim, S., & Han, J. (2020) Narcissism and Empowerment: How Narcissism Influences the Trickle-Down Effects of Organizational Empowerment Climate on Performance. **Journal of Management Studies**. 57(6), 1217–1245.
6. **Han, J. H.**, Kang, S.†, Oh, I.-S., Kehoe, R. R., & Lepak, D. P. (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.

7. Oh, I.-S.\*, **Han, J. H.\***, Holtz, B., Kim, Y.-J., & 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.
8. **Han, J. H.**, Liao, H., Taylor, M. S., & Kim, S. (2018) Effects of High-Performance Work Systems on Transformational Leadership and Team Performance: Investigating the Moderating Roles of Organizational Orientations. **Human Resource Management**, 57(5), 1065–1082.
9. Oh, I.-S., Blau, G. J., **Han, J. H.**, & 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.
10. Hong, Y., Liao, H., Raub, S., & **Han, J. H.** (2016) What It Takes to Get Proactive: An Integrative Multilevel Model of the Antecedents of Personal Initiative. **Journal of Applied Psychology**, 101(5), 687–701.
11. **Han, J. H.**, Bartol, K. M., & Kim, S. (2015) Tightening up the Performance–Pay Linkage: Roles of Contingent Reward Leadership and Profit-Sharing in the Cross-Level Influence of Individual Pay-for-Performance. **Journal of Applied Psychology**, 100(2), 417–430.

#### **Other publications:**

12. Oh, I.-S., & **Han, J. H.** (2021) Will Investments in Human Resources During the COVID-19 Pandemic Crisis Pay Off After the Crisis? A Commentary on Rudolph et al. (2020). **Industrial and Organizational Psychology**, 14, 98–100.
13. Castellano, W. G., & **Han, J. H.** (2020) Five Demographic Trends to Enhance and Evolve Your Equity Plan Now. **Morgan Stanley At Work**.
14. Kim, K. Y., **Han, J. H.**, & Baik, K. (2017) Identification with the Organization: The Contribution to Organizational Financial Performance. In **Academy of Management Best Paper Proceedings** (Vol. 2017, No. 1, p. 14974). Briarcliff Manor, NY: Academy of Management.
15. Hong, Y., Liao, H., Raub, S., & **Han, J. H.** (2016) If the HR Department Doesn't Encourage Initiative, Unit Leaders Can. **LSE Business Review**.
16. **Han, J. H.**, Liao, H., Kim, S., & Han, J. (2013) Organizational Empowerment Climate, Leadership, and Job Performance: A Cascading, Contingency Model. In **Academy of**

**Management Best Paper Proceedings** (Vol. 2013, No. 1, p. 14202). Briarcliff Manor, NY: Academy of Management.

#### PAPERS UNDER JOURNAL REVIEW

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- Jo, J.\*, **Han, J. H.\***, Ellingson, J. E., Lee, E.-S., & Kim, S. (Under 2nd review) When Job Insecurity Becomes an Impetus to Display Constructive Voice: The Combined Role of Organizational Identification and Psychological Mobility. **Journal of Applied Psychology**.
- **Han, J. H.**, Seo, M.-G., Shim, H.†, & Jin, S. (Under 1st R&R) An Unattainable Emotional Advantage? The Link Between Emotional Intelligence and Job Performance Across Male and Female Managers. **Organization Science**.
- **Han, J. H.**, Kang, S.†, Allen, D. G., & Pan, Y.† (Under 1st review) Human Resource Management Practices and Firm Performance in the Context of National Human Capital and Labor Markets: A Cross-National Meta-Analysis. **Organization Science**.
- Hu, D., Oh, I.-S., **Han, J. H.**, Pan, Y., & Jiang, K. (Under 1st review) A Narrative and Meta-Analytic Review of the Antecedents of High-Performance Work Systems: An Ability-Motivation-Opportunity Perspective. **Journal of Applied Psychology**.
- Jo, J., Chadwick, C., & **Han, J. H.** (Under 1st R&R). The Longitudinal Impact of the HR Function on Firm Performance: A Multiple Constituency Perspective. **Journal of Management**.

#### WORKING PAPERS

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- Kang, S.†\*, **Han, J. H.\***, Oh, I.-S., & Li, J.† Do Human Resource (HR) Systems have System Effects? Investigating the Complementarity Within and Among the Ability, Motivation, and Opportunity Bundles of HR Practices. Target: Journal of Applied Psychology.
- **Han, J. H.**, Liao, H., Chuang, A., Lynden, K., & Taras, V. Group incentive composition and group performance: A multilevel model. Target: Academy of Management Journal.
- **Han, J. H.**, Park, S. R., Blasi, J. R., & Kruse, D. L. Predictors of Employee Participation in Employee Stock Purchase Plans (ESPPs). Target: Organization Science.
- **Han, J. H.**, Shim, H.†, Fan, X.†, & Kim, A. Motivational Basis and Consequences of Organizational Citizenship Behavior Breadth in Teams: The Role of Team Diversity. Data collection stage. Target: Academy of Management Journal.
- Bentley, F. S., **Han, J. H.**, & Choudhury, A. When and How Firms Benefit from Having an HR Executive: A Longitudinal Analysis. Target: Academy of Management Journal.
- **Han, J. H.**, Seo, M.-G., & Jin, S. Affect Leadership: An Emotion-Based Approach to Leveraging Team Diversity. Data analysis stage. Target: Academy of Management Journal.

- **Han, J. H.**, Bartol, K. M., Kim, A., & Kim, S. The Formation of Leaders' Attribution of Organizational Citizenship Behavior (OCB) Motives and Its Impact on the OCB Performer. Additional data collection stage. Target: Journal of Applied Psychology.

## AWARDS AND HONORS

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- Winner of the 2019 MK-AKMS Young Scholar Award (grant award of \$5,000), Maekyung Media Group, Korea.
- Winner of the Computershare Fellowship in Equity Compensation (grant award of \$25,000), Computershare Ltd. and Rutgers Institute for the Study of Employee Ownership and Profit Sharing, 2020.
- Winner of the Louis O. Kelso Fellowship (grant award of \$12,500), The Employee Ownership Foundation and Rutgers SMLR, 2018.
- Winner of the Emerging Scholar in Employee Participation and Ownership Award, Human Resources Division, Academy of Management, 2017.
- Winner of the Morgan Stanley Fellowship in Equity Compensation (grant award of \$8,000), Morgan Stanley and Rutgers SMLR, 2015–2016.
- Winner of the Alvah Chapman Jr. Outstanding Dissertation Award, Florida International University Center for Leadership and the Network of Leadership Scholars of the Academy of Management, 2015.
- Finalist for the Ralph Alexander Best Dissertation Award, Human Resources Division, Academy of Management, 2015.
- Winner of Lee J. Hakel Top-Rated Graduate Student Scholarship, Society for Industrial and Organizational Psychology, 2013.
- Winner of SHRM Foundation Dissertation Grant Award, Human Resources Division, Academy of Management, 2013.
- Nominated Participant, Doctoral Student Consortium, Human Resources Division, Academy of Management Meeting, Orlando, August 2013.
- Best PhD Student Paper Award (Shinhan Bank Awards for Korean Research Students), Association of Korean Management Scholars, August 2012.
- Dean's Research Fellowship, Robert H. Smith School of Business, University of Maryland, 2008–2012.

- Top 15% Teaching Award, Robert H. Smith School of Business, University of Maryland, 2010–2011.
- Best PhD Student Paper Award (Shinhan Bank Awards for Korean Research Students), Association of Korean Management Scholars, August 2010.

### JOURNAL EDITORIAL BOARD

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- Journal of Applied Psychology, January 2021–present.
- Personnel Psychology, July 2020–present.
- Journal of Management, July 2017–present.

### Ad Hoc Reviewer

- Organization Science, Academy of Management Journal, Journal of Management Studies, Strategy Science, Journal of Organizational Behavior, Human Resource Management, International Journal of Human Resource Management, Industrial and Labor Relations Review, British Journal of Industrial Relations, Journal of Participation and Employee Ownership

### CONFERENCE PRESENTATIONS

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- **Han, J. H.**, Kang, S.†, Allen, D. G., & Pan, Y.† High-Performance Work Systems and Firm Performance: A Cross-National Meta-Analysis. Paper presented at the Academy of Management Meeting (virtual), August 2021.
- Bentley, F. S., **Han, J. H.**, & Choudhury, A. When and How Firms Benefit from Having an HR Executive: A Longitudinal Analysis. Paper presented at the Academy of Management Meeting (virtual), August 2021.
- Lee, J., **Han, J. H.**, Choi, J. N., & Kim, S. The Effects of HR Systems on Employees' Distinct Types of Creativity. Paper presented at the Academy of Management Meeting (virtual), August 2020.
- **Han, J. H.**, Shin, D.-J., Castellano, W. G., Konrad, A. M., Kruse, D. L., & Blasi, J. R. The Effects of Racial Diversity on Firm-Level Outcomes Under the Use of Broad-Based Stock Options.
  - Paper presented at the Beyster Symposium (virtual), June 2020.
  - Paper presented at the 3rd Annual Employee Stock Ownership Plans and Equity Compensation Conference, New Brunswick, NJ, October 2019.
- **Han, J. H.**, Seo, M.-G., Shim, H.†, & Jin, S. The Link Between Emotional Intelligence and Job Performance Across Male and Female Managers. Paper presented at the Academy of Management Meeting, Boston, August 2019.

- **Han, J. H.**, Shin, D.-J., & Castellano, W. G. The Effects of Racial Diversity on Firm-Level Outcomes Under the Use of Broad-Based Stock Options. Paper presented at the Academy of Management Meeting, Boston, August 2019.
- Kehoe, R. R. \*, & **Han, J. H.\*** An Expanded Conceptualization of Line Managers' Involvement in Human Resource Management. Paper presented at the Academy of Management Meeting, Chicago, August 2018.
- Kim, K. Y., **Han, J. H.**, & Baik, K. The Role of Collective Perceived Organizational Support in Organizational Performance. Paper presented at the Academy of Management Meeting, Chicago, August 2018.
- **Han, J. H.**, Castellano, W. G., & Shin, D.-J. Extending Ownership to Leverage Racially Diverse Workforce: The Effects of Racial Diversity on Firm-Level Outcomes Under the Use of Broad-Based Stock Options. Paper presented at the 18th International Labor and Employment Relations Association World Congress, Seoul, Korea, July 2018.
- Kang, S.<sup>†</sup>, **Han, J. H.**, Ok, C., & Oh, I.-S. Internal Fit Effects Between and Within Ability, Motivation, and Opportunity Domains of HR Practices. Paper presented at the Academy of Management Meeting, Atlanta, August 2017.
- Kim, K. Y., **Han, J. H.**, & Baik, K. Identification with the Organization: The Contribution to Organizational Financial Performance. Paper presented at the Academy of Management Meeting, Atlanta, August 2017.
- Park, J., **Han, J. H.**, Kim, S., & Liu, S. How Can Market Entrants Overcome Overqualification? The Role of Work Change and Turnover. Paper presented at the Academy of Management Meeting, Atlanta, August 2017.
- **Han, J. H.**, Kang, S.<sup>†</sup>, Lepak, D. P., & Oh, I.-S. Which Firms Can Benefit More from High-Performance Work Systems, First Movers or Fast Followers? Matching Firms' Human Resource Systems to Their Product Innovation Strategy. Paper presented at the Strategic Management Society Special Conference, Milan, Italy, March, 2017.
- **Han, J. H.** Ownership and Pride: The Effects of Broad-Based Stock Options and Firm Performance on Employee Attraction and Retention.
  - Paper (revised version) presented at the 9th Annual People and Organization Conference, The Wharton School, Philadelphia, September 2016.
  - Paper presented at the Beyster Symposium, La Jolla, CA, June 2016.
- Sharma, P. N., **Han, J. H.**, Kirkman, B., & Lepak, D. P. When Are Leaders Most Likely to Undermine Their Self-Leading Employees? Paper presented at the Academy of Management Meeting, Anaheim, August 2016.
- **Han, J. H.** Incentives and Leadership: How Does Organizational Leadership Climate Transmit the Influences of Group Incentive Pay and Base Pay Level on Employee

Productivity and Turnover? Paper presented at the Mid-Year Fellows Workshop in Honor of Louis O. Kelso, New Brunswick, NJ, January 2016.

- Oh, I.-S.\*, **Han, J. H.\***, Kim, S., Holtz, B. Do Birds of a Feather Flock Together? Personality-Based Within-Organization Homogeneity over Time. Paper presented at the Academy of Management Meeting, Vancouver, August 2015.
- **Han, J. H.**, Weltman, D.<sup>†</sup>, & Kim, S. When Does Profit-Sharing Foster Employee Job Satisfaction and Organizational Citizenship Behavior? The Moderating Roles of Empowering Practice and Leadership. Paper presented at the Academy of Management Meeting, Vancouver, August 2015.
- **Han, J. H.** Joint Effects of LMX Differentiation and Incentive Pay on Group Affective Climates and Coordination. Paper presented at the Academy of Management Meeting, Philadelphia, August 2014.
- **Han, J. H.**, Liao, H., Kim, S., & Han, J. The Impact of Organizational Empowerment Climate on Empowering Leadership and Employee Job Performance: A Cascading and Contingency Model. Paper presented at the Academy of Management Meeting, Orlando, August 2013.
- Lewis, K., Reger, R., Stevens, C. K., **Han, J. H.**, & Searcy, D. W. Cross-Understanding, Conflict, and Shared Mental Models. Paper presented at the Academy of Management Meeting, Orlando, August 2013.
- **Han, J. H.**, & Stevens, C. K. Are High-Performance Work Systems Always Effective? Matching Firms' HR Systems to Their Innovation Strategy Implementation. Paper presented at the National Science Foundation-funded Research Development Workshop at the Atlanta Competitive Advantage Conference, Atlanta, May 2013.
- **Han, J. H.**, Searcy, D. W., Reger, R., Stevens, C. K., & Lewis, K. Risk-Taking in the Top Management Teams: Investigating the Moderating Roles of Team Processes. Paper presented at the Academy of Management Meeting, Boston, August 2012.
- **Han, J. H.**, Bartol, K. M., & Kim, S. The Formation of Leaders' Attribution of OCB Motives and Its Impact on OCB Performer. Paper presented at the Academy of Management Meeting, Boston, August 2012.
- **Han, J. H.**, Liao, H., Taylor, M. S., & Kim, S. Contextualizing Transformational Leadership: Cross-Level Investigation of Follower Extraversion and High Performance Work Systems as Enhancers of Transformational Leadership. Paper presented at the International Association for Chinese Management Research Conference, Hong Kong, China, June 2012.
- **Han, J. H.**, Liao, H., Taylor, M. S., & Kim, S. Combined Effects of High-Performance Work Systems and Transformational Leadership on Job Performance. Paper presented at the Academy of Management Meeting, San Antonio, August 2011.

- **Han, J. H.**, Bartol, K. M., & Kim, S. Interactive Effects of Individual Pay-for-Performance and Profit-Sharing on Employee Performance. Paper presented at the 26th Annual Conference of the Society of Industrial Organization Psychology, Chicago, April 2011.
- **Han, J. H.**, Liao, H., Taylor, M. S., & Kim, S. The Effects of HRM and Organizational Context on Transformational Leadership and Team Performance. Paper presented at the Academy of Management Meeting, Montreal, August 2010.

## INVITED PRESENTATIONS

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- The Rutgers NJ/NY Center for Employee Ownership Conference, November 2021.
- Research webinar series, Korean Academy of Management, Oct 2021.
- Research seminar series, Korea Advanced Institute of Science and Technology (KAIST), 2021.
- Research seminar series, Sungkyunkwan University (SKKU), 2021.
- Computershare Client Advisory Board 1st Quarter Meeting, 2021.
- HRM research seminar series, Rutgers University, 2015, 2016, 2017, 2018, 2019, 2021.
- Fox School of Business, Temple University, 2015, 2016, 2017, 2018, 2020.
- Center for Leadership, Florida International University, 2016.

## TEACHING EXPERIENCE

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### **SMLR, Rutgers University**

- Managing Workforce Flow (master)
- Leadership (master & undergraduate)

### **Robert H. Smith School of Business, University of Maryland**

- Managing People and Organizations (undergraduate)
- Strategic Management of Human Capital (undergraduate)

## ADVISING

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### **PhD Dissertation Committees**

- Junting Li, Rutgers SMLR (co-chair)
- Saehee Kang, Rutgers SMLR
- Fuxi Wang, Rutgers SMLR
- Marina McCarthy, Rutgers Business School
- Jongwook Pak, Graduate School of Business, Seoul National University

### **PhD Research Advising**

- Yan Pan, Rutgers SMLR
- Xueqing (Skye) Fan, Rutgers SMLR
- Hanbo Shim, Rutgers SMLR
- Saehee Kang, Rutgers SMLR



**PhD Comprehensive Exam Committees**

- Yan Pan, Rutgers SMLR
- Cheng-Huan (Jerry) Liu, Rutgers SMLR
- Junting Li, Rutgers SMLR

**PhD Independent Study**

- Hanbo Shim, Rutgers SMLR

**Master's Thesis Committees**

- Dominik Kulusic, University of Konstanz, Germany
- Cheng-Huan (Jerry) Liu, Rutgers SMLR
- Su Chen, Rutgers SMLR
- Yan Pan, Rutgers SMLR
- Junting Li, Rutgers SMLR

**Master's Independent Study**

- Eunki Ro, Rutgers SMLR

**Undergraduate Honors Thesis Committee**

- Greg Burdea, Rutgers SMLR

**PROFESSIONAL SERVICE**

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**SMLR**

- Faculty search committee member, 2017, 2018, 2021.
- The Institute for the Study of Employee Ownership and Profit Sharing's annual book prize committee member, 2020–present.
- Coordinator, HRM department research seminar, 2020–present.
- HRM department curriculum committee member, 2019, 2020.
- Diversity, Equity, and Inclusion committee member, 2019, 2020 (Spring).
- PhD advisory committee member, 2018, 2019, 2021–present.
- PhD qualifying exam committee member, 2019 (Junting Li), 2021 (Yan Pan, Jerry Liu, Xueqing Fan).
- Chair/discussant, The Mid-Year Kelso Fellows Workshop, New Brunswick, NJ, January 2015, 2016, 2017, 2018, 2019, 2020, 2021.
- Discussant, Rutgers SMLR-Loughborough London Workshop on “Global Work,” New Brunswick, NJ, February 2020.
- Chair/discussant, The Beyster Symposium, La Jolla, CA, June 2016, 2017, 2019, 2020, 2021.
- Commencement Marshal, May 2015, 2017.

**Rutgers University**

- The Rutgers Study Abroad faculty advisory committee member, 2019–present.
- Rutgers-New Brunswick brand perception focus group member, 2019, 2021.

### **Academy of Management**

- Chair, Paper Session on Emotional Intelligence, Organizational Behavior Division, Annual Meeting of the Academy of Management, Boston, 2019.
- Committee member, Emerging Scholar in Employee Participation and Ownership Award Committee, Human Resources Division, 2019.
- Chair, Emerging Scholar in Employee Participation and Ownership Award Committee, Human Resources Division, 2018.
- Committee member, Best Convention Paper Award Committee, Human Resources Division, 2018.
- Co-chair/co-facilitator, Stress Management Professional Development Workshop for Junior Faculty (sponsors: Organizational Behavior and Conflict Management Divisions), Annual Meeting of the Academy of Management, Anaheim, 2016.
- Conference paper reviewer, Human Resources and Organizational Behavior Divisions (2011–present).
- Committee member, Best Student Paper Selection Committee, Management and Organizational Cognition Division, Annual Meeting of the Academy of Management, San Antonio, 2011.
- Co-organizer of a symposium, “The Line Manager Role in Establishing Effective Human Resource Management,” Human Resources Division, Annual Meeting of the Academy of Management, San Antonio, 2011.

### **Strategic Management Society (SMS)**

- Reviewer, SMS Milan Conference: Strategic Human Capital, Management Practices & Performance, March 31–April 1, 2017.

### **Labor and Employment Relations Association (LERA)**

- Chair, International LERA Congress (Session title: Firm and Employee Performances of Labor Unions), Seoul, Korea, 2018.

### **Association of Korean Management Scholars (AKMS)**

- Organizer, Doctoral Student Consortium, 2021.
- Scholarship Committee Member, 2016–2020.
- Panelist, Doctoral Student Consortium, 2018.

### **External Reviewer**

- Alvah H. Chapman Dissertation Award Committee, Center for Leadership, Florida International University, 2016.
- Samsung Economic Research Institute Scholarship, Association of Korean Management Scholars, Korea, 2016.
- Routledge Book Proposal Review, 2016.
- Research Grants Council, Hong Kong, China, 2015–2020.

### **Robert H. Smith School of Business, University of Maryland**

- Student Representative, OB/HR Group, Department of Management and Organization, September 2010–August 2011.

**College of Business Administration, Seoul National University**

- Editorial Board Member, Management Review, Seoul National University, 1998–2002.
- Representative of Management Review, Seoul National University–Keio University Inter Forum at Keio University, Tokyo, Japan, August 1999–August 2000.

**INDUSTRY EXPERIENCE**

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Neowiz Corporation, Seoul, Korea, January 2002–February 2005

**PROFESSIONAL AFFILIATIONS**

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- Academy of Management
- Society for Industrial and Organizational Psychology