

Jungook Kim

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Industrial Relations and Human Resources
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CURRENT POSITION

Ph.D. Candidate, Industrial Relations and Human Resources, School of Management and Labor Relations (SMLR), Rutgers University, degree expected in May 2022.

EDUCATION

Ph.D., Rutgers University, Industrial Relations and Human Resources, 2022.

- Dissertation: 3-essay dissertation on the impact of employee involvement and participation.
 - Essay 1: Feeling like an owner—because I own the stock of my company, or because I earn money from it, or because it is fair? Interrelatedness of employee stock ownership, psychological ownership, and justice perception.
 - Essay 2: Broad-based employee stock ownership and civic participation (tentative title).
 - Essay 3: Corporate social responsibility and individual, organizational, and societal outcomes (tentative title).
- Co-Chairs: Joseph R. Blasi, Douglas L. Kruse, Rutgers University.
- Internal committee member: Janice R. Fine, Rutgers University.
- External committee member: John W. Budd, University of Minnesota.

M.S., Rutgers University, Industrial Relations and Human Resources, 2017.

- Thesis: Does participation in a workplace spill over into political participation? A perspective on the role of shared capitalism.
- Co-Chairs: Joseph R. Blasi, Douglas L. Kruse
- Committee member: Janice R. Fine

M.L.E.R., Rutgers University, Labor and Employment Relations, 2015.

Master of International Area Studies, Hankuk University of Foreign Studies, 2011.

- Thesis: Content analysis of the news reports on the conflicts over sex slave issues by South Korean and Japanese major newspapers (written in Japanese).
- Chair: Yonggu Park
- Committee members: Sanghoon Lee, Ikuyuki Satou.

B.S., Yonsei University, Social Work, 2001.

RESEARCH

Peer-reviewed Journal Publication

Kim, J. (2021), "Does participation in the workplace spill over into political participation? A latent class analysis approach to patterns of political behavior", *Journal of Participation and Employee Ownership*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/JPEO-08-2021-0004>

Kim, J. (2021). Democratic spillover from workplace into politics: What are we measuring and how? *Advances in Industrial and Labor Relations*, 26, 145-176.

Kruse, D., Blasi, J., Weltmann, D., Kang, S., **Kim, J. O.**, Castellano, W. (2021). Do Employee Share Owners Face Too Much Financial Risk? *ILR Review*. doi:10.1177/00197939211007394.

Manuscripts under Review

Accepted at *Journal of Korean Medical Science (JKMS)*. Choi, JH., Lee, S., Choi, B., & **Kim, J.** Experiences and Perceptions of Gender Discrimination and Equality among Korean Surgeons: Results of a Survey of the Korean Surgical Society.

1st round Revise & Resubmit at *International Journal of Human Resource Management*. Park, R., and **Kim, J.** [Title removed for blind peer-review].

Research Projects

Principal investigator.

- National Employee Stock Ownership Plan Survey (2018-2021). Comprehensive survey of human resource management practices and employee attitudes in multiple corporations with a broad-based employee stock compensation plan. (Stage: Closed)
- Designing a survey in collaboration with a consulting firm and its 80-90 client companies: Primary topics include open book management, broad-based stock compensation and profit-sharing, High Performance Work Practices, and employee attitudes. (Stage: Survey scheduled in February 2022).
- In discussion with a company with more than 450,000 employees: Primary topics include employee stock purchase plans, High-Performance Work Practices, employees' psychological ownership and other attitudinal variables. (Stage: Survey scheduling)

Co-researcher.

- In discussion with a business association of the CEOs of engineering firms: Primary topics include broad-based stock compensation, profit and gain sharing, High Performance Work Practices, and employee attitudes. (Stage: Ongoing discussion)

- Cooperatives, employee stock ownership and health (tentative title): Collaborating with the public health experts on the research proposal of a project examining the relationship between autonomous and participatory work practices and governance and employees' mental and physical health.
(Stage: Preparing a proposal for the National Institutes of Health research grant).

Research in Progress

- Choi, J., **Kim, J.**, & Lee, S. Experienced formal and informal gender discrimination in surgery.
(Stage: Prepared to submit targeting Journal of Organizational Behavior).
- **Kim, J.** Access to Broad-based financial participation and wealth creation: Racial and gender difference perspective.
(Stage: Data analysis).
- **Kim, J.**, Blasi, J., Kruse, D., Carberry, E., & Weltmann, D. Risk preference and effectiveness of profit- and gain-sharing.
(Stage: Data cleaning).
- **Kim, J.**, & Lee, J. Employee perception of corporate social responsibility practice.
(Stage: Data cleaning).
- **Kim, J.**, Blasi, J., & Kruse, D. Employee engagement in award-winning corporations.
(Stage: Preparing data collection).
- **Kim, J.** Triggers and sustainers of democratic spillover.
(Stage: Conceptual development).
- **Kim, J.** Participation, fairness, and job stress.
(Stage: Conceptual development).
- **Kim, J.** Theoretical and practical examination of collective incentives and free-rider problem
(Stage: Conceptual development).
- **Kim, J.** The meaning and manifestation of autonomy in platform work.
(Stage: Conceptual development).

Conference Presentations

Kim, J. Does participation in a workplace spill over into political participation? A perspective on the role of shared capitalism.

- *Labor and Employment Relations Association (LERA) 71st Annual Meeting*, June 2019. Cleveland, OH.
- *International Labor Relations Association (ILERA) World Congress 2018*, July 2018. Seoul, Korea.
- *Society for Advancement of Socio-Economics (SASE) 30th Annual Conference*, June 2018. Kyoto, Japan.
- *The Beyster Symposium*, June 2016, and June 2017. La Jolla, CA.

Kim, J., & Pinto, S. What do unions do to shared ownership? Exploring the interaction effect of shared capitalism and unions on employee outcomes.

- *SASE Annual 31st Annual Conference*, June 2019. New York, NY.

- *Association for Public Policy Analysis & Management (APPAM) 2019 Regional Student Conference*, March 2019. Washington, DC.
- *The Mid-Year Fellows Workshop in Honor of Louis O. Kelso*, January, 2018. New Brunswick, NJ.

Kim, J. What democracy? A review of the definition and measurement of workplace democracy and participation in empirical studies on Carole Pateman's spillover thesis.

- *Labor and Employment Relations Association (LERA) 72nd Annual Meeting (virtual), LERA/AILR Best Paper Competition*, June 2020.
- *Canadian Industrial Relations Association (CIRA) 56th Conference*, June 2019. Vancouver, Canada.

Kim, J. The design of the group incentives and the free-rider problem.

- *The Mid-Year Fellows Workshop in Honor of Louis O. Kelso*, January 2019. New Brunswick, NJ.

Kim, J. The impact of employee ownership for low and moderate income employees and their families.

- *LERA 69th Annual Meeting, June 2017*. Anaheim, CA.

Kim, J. Organizational justice perspective on Employee Ownership: Does ownership thinking help stop free-riding?

- *The Beyster Symposium (virtual)*, June 2020.

Kim, J. Data and employee ownership: Scientific knowledge, it IS your business.

- *Canadian Employee Ownership Conference 2019*, June 2019. Toronto, Canada.

Chaired Conference Symposia, Panels, and Paper Sessions

Co-Organizer.

- Doctoral Consortium, *Labor and Employment Relations Association*, Annual Conference in 2017.
- 2nd Industrial Relations PhD Student Conference, virtual event in 2021.

Chair

- Introduction to The National ESOP Survey. *The Mid-Year Fellows Workshop in Honor of Louis O. Kelso*, January, 2020. New Brunswick, NJ.
- Employee Share Ownership in Canada. *The Beyster Symposium (virtual)*, June 2020.

TEACHING EXPERIENCE

Rutgers University, School of Management and Labor Relations

Solo Teaching

- Compensation and Rewards, Spring 2022 (virtual, asynchronous, Master's).
- Compensation and Rewards, Spring and Fall, 2021 (virtual, asynchronous).
- Introduction to Human Resource Management, Fall 2020 (virtual, asynchronous).
- Organizational Behavior and Work, Spring 2019.
- Organizational Design and Structure, Fall 2017.
- Dynamics of Work and Work Organizations, Spring 2017.

Teaching Assistance

- Compensation and Rewards, Fall 2020 (undergraduate), Fall 2021 (Master's).
Supervisor: Professor Maria Kraimer.
- History of Labor and Work in the U.S., 1880-1945, Spring 2021.
Supervisor: Professor Christopher Hayes.
- HR analytics, Spring 2020 (Master's).
Supervisor: Professor Scott Siebert.
- Dynamics of Work and Work Organizations, Fall 2016.
Supervisor: Professor William Dwyer.

GRANTS, AWARDS, AND HONORS

Fellowships

- The Employee Ownership Foundation Louis O. Kelso Fellow at Rutgers University School of Management and Labor Relations, Institute for the Study of Employee Ownership Profit Sharing 2018-2019

PROFESSIONAL ASSOCIATIONS AND SERVICE ACTIVITIES

Professional Associations

- Academy of Management

Organizational Behavior Division symposia reviewer: AOM Annual Meeting 2020

- American Political Science Association
- American Sociological Association
- Interuniversity Research Centre on Globalization and Work
- Labor and Employment Relations Association
- Society for Advancement of Socio-Economics
- Society for Industrial and Organizational Psychology

PROFESSIONAL EXPERIENCE

PlanM Consulting. Seoul, South Korea.

- Consultant and General manager. June 2010-June 2013

Creator HH. Seoul, South Korea.

- Owner-founder of a SOHO video production and editing services. March 2003-August 2008.

REFERENCES

- Joseph R. Blasi

Distinguished Professor

J. Robert Beyster Professor

Director, Institute for the Study of Employee Ownership and Profit Sharing

Email: blasi@smlr.rutgers.edu

Phone: 848-445-5444

- Douglas L. Kruse

Distinguished Professor

Associate Director, Institute for the Study of Employee Ownership and Profit Sharing

Director, Program for Disability Research

Email: dkruse@smlr.rutgers.edu

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- Janice R. Fine

Professor

Research and Strategy Director at the Center for Innovation in Worker Organization (CIWO)

Email: jrfine@smlr.rutgers.edu

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