

Hanbo Shim

School of Management and Labor Relations
 Rutgers, The State University of New Jersey
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EDUCATION

- Ph.D.** **Rutgers, the State University of New Jersey** **Expected in May 2022**
 School of Management and Labor Relations
 Ph.D. in Industrial Relations and Human Resources
 Dissertation: *Understanding the construct and measure of job performance over time.*
 Committee: Michael C. Sturman (Chair), Jessica R. Methot, Nichelle C. Carpenter,
 Jose Cortina (External member)
- M.S.** **Rutgers, the State University of New Jersey** **Oct 2019**
 School of Management and Labor Relations
 Master of Science in Industrial Relations and Human Resources
- Master** **Rutgers, the State University of New Jersey** **May 2016**
 School of Management and Labor Relations
 Master of Human Resources Management
- B.A.** **University of Illinois at Urbana-Champaign** **Aug 2012**
 College of Liberal Arts and Sciences
 Bachelor of Arts in Mathematics, Economics (Double Majors)

RESEARCH INTERESTS

- Individual job performance over time
- Compensation changes over time
- Social networks and employee emotions

TEACHING INTERESTS

- HR Analytics
- Human Resource Management
- Organizational Behavior

MANUSCRIPTS UNDER REVIEW

Shim, H., Fan, X., Sturman, M. C., & Brown, M. P. (Under 2nd review) Organizational Pay Policy Change and Performance. *Academy of Management Journal*.
-Earlier version of manuscript won the *Best Student Convention Paper Award for 2020, HR Division, Academy of Management.*

Han, J., Seo, M. G., **Shim, H.**, & Jin, S. (1st R&R invited) The Emotional Intelligence and Job Performance Across Male and Female Managers. *Organizational Science*.

Shim, H., & Sturman, M. C. (proposal under review) Understanding the Construct and Measure of Job Performance over Time: The Development of a Multilevel Emergence Model from An Integrated Conceptual Review. *Journal of Applied Psychology*.

Jackson, S. E., Jiang, Y., **Shim, H.**, et al. (under 3rd review) Strong Winds and Gentle Breezes: A Multilevel Model of Normative Influences on Discretionary Green Workplace Behavior. *Organization & Environment*.

OTHER RESEARCH PUBLICATIONS

Methot, J. R., Zaman, N., & Shim, H. (Forthcoming). Social network analysis in organizations. *Oxford Research Encyclopedia of Business and Management*.

RESEARCH IN PROGRESS

Shim, H., Sturman, M. C., & Brown, M. P. Compensation and firm performance change over time. Manuscript revision stage. Target: *Academy of Management Journal*.

Shim, H., Sturman, M. C., & Kim, A. Short-term LMX development over time. Data collection stage. Target: *Academy of Management Journal*.

Shim, H., Seo, M. G., & Sohn, J. Emotional intelligence within and between social networks. Analysis stage. Target: *Journal of Applied Psychology*.

Shim, H., Jackson, S. E., & Kim, A. Employee perceptions of environmentally sustainable HR practices. Preparation for additional data collection stage. Target: *Academy of Management Journal*.

Han, J., **Shim, H.**, Fan, X., & Kim, A. Organizational citizenship behavior and team diversity. Analysis stage. Target: *Journal of Applied Psychology*.

Seo, M. G., **Shim, H.**, & Kim, A. A multilevel model of organizational change, leadership, and HR implementations. Data collection stage. Target: *Academy of Management Journal*.

Methot, J. R., Levin, D & **Shim, H.** The effects of brokerage orientation on workplace loneliness. Data collection stage. Target: *Academy of Management Journal*.

SELECTED CONFERENCE PRESENTATIONS (* denotes the person who presented)

Shim, H.*, Seo, M. G., & Sohn, J. The effect of emotional intelligence on social networks. Annual Meeting of the Academy of Management, Virtual Meeting, August 2021.

Seo, M. G., **Shim, H.**, & Kim, A.* An organizational change model for implementing corporate social responsibility. POSCO Corporate Sustainability Forum, South Korea, July 2021.

Shim, H.*, Fan, X., Sturman, M. C., & Brown, M. P. More than just a market: How changes in pay policy affect organizations' operational and financial performance. Annual Meeting of the Academy of Management, Vancouver, August 2020.
-Winner, Best Student Convention Paper Award for 2020, HR Division.
-Winner, Best Doctoral Conference Paper for 2020 Samsung Economic Research Institute Scholarship Award

Methot, J. R., Levin, D, & **Shim, H.*** How a misalignment in cognitive social structures of friendship networks can induce feelings of workplace loneliness. Annual Meeting of the Academy of Management, Boston, August 2019.
-Designated as a Showcase Symposium by the Organizational Behavior Division.

Han, J., Seo, M. G., **Shim, H.***, & Jin, S. Emotional Intelligence and Job Performance Across Male and Female Managers. Annual Meeting of the Academy of Management, Boston, August 2019

Jackson, S. E.*, Jiang, Y., **Shim, H.**, et al. Collectivism and the Social Dynamics of Discretionary Environmental Behavior at Work. Annual Meeting of the Academy of Management, Boston, August 2019.

Shim, H.*, Jackson, S. E., & Kim, A. Is My Organization Truly Green? The Role of Employee Perception of Green HRM System on Individual Attitudes. The 10th Dutch HRM Network Conference, Radboud University, Nijmegen, Netherlands, November 2017.

Jackson, S. E.*, & **Shim, H.** Integrating Sustainability into Research and Teaching: An Optimistic View. Administrative Sciences Association of Canada Research Workshop, Dalhousie University, Halifax, Nova Scotia, Canada, October 2015.

Cho, J.*, & **Shim, H.** Transformation of Korean Vocational Qualification System to Meet Labor Market Demands. International Conference for Vocational Education in the Context of Global Challenges, Minsk, Belarus, April 2013.

AWARDS AND HONORS

Best Student Convention Paper Award, Academy of Management, HR Division, 2020.

Best Doctoral Conference Paper for 2020 Samsung Economic Research Institute (SERI) Scholarship Award, Association of Korean Management Scholars, 2020.

Honorable Mention of the International Youth Essay Competition, Educational Reform & Employment Category, Center for International Private Enterprise, Washington D.C., 2009.

Dean's List, University of Illinois at Urbana-Champaign, Spring 2006.

TEACHING EXPERIENCES

Instructor, HR Analytics (Master Course) **Fall 2021**
 Master of Human Resource Management Program
 Rutgers University, Piscataway, NJ

Instructor, HR Analytics (Master Course) **Spring 2020**
Overall Instructor Evaluation Rating: 4.93 / 5.00
 Master of Human Resource Management Program
 Rutgers University, Piscataway, NJ

Teaching Assistant (Master & Undergraduate Courses) **2017-Present**

- HR Analytics for Master of Human Resource Management (Professor Michael. C. Sturman)
- Introduction to Human Resource for Undergraduates (Professor Jessica. R. Methot)
- Leadership Development for Undergraduates (Professor Joo Hun Han)

PROFESSIONAL SERVICES

- **Human Resource Management** **Jul 2021-Present**
Ad Hoc Journal Reviewer
- **Human Resource Management Journal** **Feb 2020-Present**
Ad Hoc Journal Reviewer
- **Academy of Management Annual Meeting** **Feb 2020-Present**
Conference Paper Reviewer, Organizational Behavior and Human Resource Divisions
- **School of Management and Labor Relations, Rutgers University** **Sep 2019-Sep 2021**
Ph. D. Student Representative

BUSINESS AND INDUSTRY EXPERIENCES

- Research Collaborations in HR Analytics** **June 2021- Present**
• SL Corporation (publicly listed auto-manufacturing company in South Korea)
- Research Associate** **Aug 2012- Apr 2014**
• Korea Research Institute of Vocational Education and Training, Seoul, South Korea.
- Internship** **May 2011- Aug 2011**
• LG Serveone Co. Ltd., Seoul, South Korea (Multinational Asset Management Firm).
- Air Control Coordinator for U.S. Air Force (Staff Sergeant)** **Aug 2006- Oct 2008**
• USAF 621st Air Control Squadron & ROKAF Command, Osan Air Base, South Korea.

REFEREES

Michael C. Sturman (Chair)

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Susan E. Jackson

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