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EDUCATION

PhD, The University of Iowa, Iowa City, Iowa, USA. 1987 - 1990
Human Resource Management.

B.B.A. The Chinese University of Hong Kong, Hong Kong. 1979 - 1983
Major in Management, minor in Marketing.

RELATED WORK EXPERIENCE

Professor of Management, The Chinese University of Hong Kong, Sept 2006 - .

Professor, School of Business and Management, Hong Kong University of Science & Technology. July 2002 – Aug 2006.

Associate Professor, School of Business and Management, Hong Kong University of Science & Technology. 1996 – Jun 2002.

Assistant Professor, School of Business and Management, Hong Kong University of Science & Technology. 1994 - 1996

Assistant Professor, Australian Graduate School of Management, University of New South Wales, Australia. 1990 - 1993

Teaching Assistant, School of Business Administration, University of Iowa. 1989 - 1991

Research Assistant, School of Business Administration, University of Iowa. 1987-1989

Planning Analyst, Motorola (HK) Ltd., Hong Kong. 1986 - 1987

Banking officer, Nanyang Finance Company, Nanyang Commercial Bank, Hong Kong.
1984 - 1986

Banking officer, Nanyang Credit Card Company, Nanyang Commercial Bank, Hong Kong.
1983 - 1984

RESEARCH GRANTS

“Corporate volunteering and employee identifications” General Research Fund by the Research Grant Council of Hong Kong. (Reference:14500415), HK\$577,010. 2015-2017.

“On the bright sides of underemployment” General Research Fund by the Research Grant Council of Hong Kong. (Reference:491513), HK\$586,000. 2013-2015.

“The Social Learning Mechanism of interpersonal transference of unethical behaviors” 组织内非伦理行为人际传导的社会学习机理研究. National Natural Science Foundation of China 国家自然科学基金委员会 (No. 71302058), RMB170,000. HongYan 洪雁, Law, S.K., 2014-2016.

“The Interactive Mechanism of Newcomers' Organizational Socialization in Group: A Social Identity Perspective” 新员工在团队中的组织社会化互动机制：基于社会认同理论的研究. National Natural Science Foundation of China 国家自然科学基金委员会 (No. 71302103), RMB182,000. Yan Ming 严鸣, Law, S.K., 2014-2016.

“Factors affecting newcomers’ maladaptation problems” 新员工适应不良的产生机制和影响因素研究：系统自适应理论的视角。National Natural Science Foundation of China 国家自然科学基金委员会 (No. 71102034), RMB182,000. Jiang Yan, Law, S.K., 2012-2014.

“The prediction of counterproductive work behaviors by implicit association test.” General Research Fund by the Research Grant Council of Hong Kong. (Reference:448510), HK\$329,300. 2011-2012.

“Video Case Method in the Classroom: 10 True Life Businesses Stories.” Teaching Development Grant, The Chinese University of Hong Kong, HK\$400,000, 2009-2012.

“Leader-Member Exchange: Its dimensionality and relationship with individual outcomes in the PRC.” Research Grants Council of Hong Kong, Competitive Earmarked Research Grant, (Reference:HKUST6482/06H), HK\$503,000, 2007-2009.

“Transformational/Transactional Leader Behavior and Follower Effectiveness: The Role of Emotional Intelligence (改造型/交易型领导行为与下属激励：关于情绪智力的效用研究)” National Natural Science Foundation of China 国家自然科学基金委员会, RMB180,000. Wu, Weiku, Law, S.K., Fu, Pingping F, Liu Jun, Song Jiwen, Liu Yi, Yuan Chen, Hu Weike., 2006-2008.

"The dimensionality of performance appraisal and its effect on working outcomes". National Natural Science Foundation of China 国家自然科学基金委员会, RMB130,000. Wang Hui, Law, S.K., 2004-2006.

“Task, Contextual and Counter-productive Performance – Their Antecedents and Outcomes in

the PRC” Research Grants Council of Hong Kong, Competitive Earmarked Research Grant, (Reference:HKUST6253/03H), HK\$500,000, 2003-2006.

“Commitment Human Resources Management System in Firms Operating in China: Patterns of Utilization, and Implications for Individual and Firm Level Outcomes” Research Grants Council of Hong Kong, Competitive Earmarked Research Grant, (Reference: HKUST6249/03H), HK\$674,000, 2003-2005.

“Localization of expatriate positions in the PRC.” Research Grants Council of Hong Kong, Competitive Earmarked Research Grant, (Reference: HKUST6219/00H), HK\$672,817, 2001-2002.

“Development, validation, and application of an EQ model in the work place.” Research Grants Council of Hong Kong, Competitive Earmarked Research Grant, (Reference: CUHK4028/00H), HK\$717,817, 2000-2003.

“Organizational justice perceptions and their impact on individual outcomes in Hong Kong and China.” Research Grants Council of Hong Kong, Competitive Earmarked Research Grant, HK\$491,130, 1997-1999.

“A cross cultural comparison of the nomological networks of organizational citizenship behaviors,” Research Grants Council of Hong Kong, Direct Allocation Grant, HK\$100,000, 1996-1997.

“An examination of the determinants of turnover in China: Adapting current models to the Chinese context,” Research Grants Council of Hong Kong, Direct Allocation Grant, HK\$350,200, 1996-1998.

“A cross-cultural study of the effects of leader-member relationship on the evaluation of member performance,” RGC Competitive Earmarked Research Grant 1995-97. HK\$150000, (HKUST534/95H), Hui, C. & Graen, G.B., & Law, S.K.

“Organizational commitment and turnover intention in Chinese context,” Research Grants Council of Hong Kong, Direct Allocation Grant, HK\$45,000, 1995-1996.

“The dimensionality and predictive power of personality inventories for job performance in Hong Kong,” Direct Allocation Grant from University Grant Committee, Hong Kong, HK\$43,640, 1994-1995.

“The effect of choice of referents on pay satisfaction of employees,” The Australian Research Council, AU\$5,000, 1993.

“The difference in estimates of two models in estimating the dollar value utility of human resource program,” Special research grant, The Australian Graduate School of Management, AU\$5,000, 1991.

“The validity of biographical data in predicting job performance,” Special Research Grant, University of Iowa, US\$2500, 1989.

PUBLICATIONS

Law, K.S., Wong, C., Yan, M, Huang, G. (in press). Asian researchers should be more critical: The example of testing moderators using time-lagged data. The Asia Pacific Journal of Management.

Zhang, M., Law, K.S. (in press). You think you are big fish in a small pond? Perceived overqualification, goal orientations, and proactivity at work. The Journal of Organizational Behaviors.

Jiang, J.Y., Law, K.S., Sun, J. J.M. (2014) Leader-Member Relationship and Burnout: The Moderating Role of Leader Integrity. Management and Organizations Review, 10(2), 223-247.

Law, K.S., Zhou, Y. (2014). On the relationship between implicit attitudes and counterproductive work behaviors. Asia Pacific Journal of Management, 31:643-659.

Jiang, J.Y. & Law, K.S. (2012). Two Parallel Mechanisms of the Relationship between Justice Perceptions and Employees Citizenship Behavior: A Comparison of the Organizational Identification and Social Exchange Perspective. European Journal of Work and Organizational Psychology, 1-13.

(Won best paper award for that journal in 2011) Law, K.S., Wong, C.S., Huang, G., Li, X. (2008). The effects of emotional intelligence on job performance and life satisfaction for research and development scientists in China. Asia Pacific Journal of Management. 25(1), 51-69.

Jiang, J.Y., Sun, L.Y., & Law, K.S. (2011). Job satisfaction and organization structure as moderators of the effects of empowerment on organizational citizenship behavior: A self-consistency and social exchange perspective. International Journal of Management. 28(3), 675-693.

Law, K.S., Wang, H. & Hui, C. (2010). Currencies of Exchange and Global LMX: How They Affect Employee Task Performance and Extra-role Performance. Asia Pacific Journal of Management. 27, 625-646.

Song, L. J., Huang, E., Peng, Z., Law, K.S., Wong, C.S. & Chen, Z. (2010). Differential effects of general mental ability and emotional intelligence on academic performance and social interactions. Intelligence, 38(1), 137-143.

Law, K.S., Song, L.J., Wong, C.S. & Chen, D. (2009). The antecedents and consequences of successful localization. Journal of International Business. 40, 1359-1373.

Song, L. J., Tsui, A. S., & Law, K. S. (2009). Unpacking employee responses to organizational exchange mechanisms: The role of social and economic exchange perceptions. The Journal of

Management, 35(1), 56-93.

Gong, Y.P., Law, K.S., Chang, S., Xin, K. (2009). Human resource management and firm performance in China: The differential role of managerial affective and continuance commitment. Journal of Applied Psychology, 94(1) 263-275.

Law, Kenneth S. & Jiang, Jane Y. (2009). Will emotional intelligence stay? Or will it go? (Book review for "What we know about emotional intelligence: How it affects learning, work, relationships, and our mental health" by Moshe Zeidner, Gerald Matthews, and Richard D. Roberts. Cambridge, MA: MIT Press, 2009). PsycCRITIQUES-Contemporary Psychology: APA Review of Books, 54(No. 5).

Law, K.S. & Jiang, Y. (2008) The measurement of unidimensional and multidimensional constructs. In Chen, X.P., Tsui, A. & Farh, L. (Eds) Empirical Methods for Research in Organization and Management. Beijing:Peking University Press, p.255-289. (published in Chinese, 罗胜强, 姜熾著: 〈单维构念与多维构念的测量〉, 陈晓萍, 徐淑英, 樊景立编: 《组织与管理研究的实证方法》(北京: 北京大学出版社, 2008) 255-289 頁。羅勝強, 姜熾著: 〈單維構念與多維構念的測量〉, 陳曉萍, 徐淑英, 樊景立, 鄭伯壘編: 《組織與管理研究的實證方法》(臺北: 華泰文化出版社, 2008) 291-332 頁。)

Law, K.S. & Jiang, Y. (2008) Mediators and moderators. In Chen, X.P., Tsui, A. & Farh, L. (Eds) Empirical Methods for Research in Organization and Management. Beijing:Peking University Press, p.255-289. (published in Chinese, 罗胜强, 姜熾著: 〈调节变量和中介变量〉, 陈晓萍, 徐淑英, 樊景立编: 《组织与管理研究的实证方法》(北京: 北京大学出版社, 2008) 312-331 頁。羅勝強, 姜熾著: 〈調節變量和中介變量〉, 陳曉萍, 徐淑英, 樊景立, 鄭伯壘編: 《組織與管理研究的實證方法》(臺北: 華泰文化出版社, 2008) 357-379 頁。)

Wang, H., Law, K.S. ,& Chen, Z.X. (2008). Leader-Member Exchange, employee performance, and work outcomes: An empirical study in the Chinese context. The International Journal of Human Resources Management, 19(10), 1809-1824.

Wong, C.S., Law, K.S. & Huang, G. (2008). On the Importance of Conducting Construct-Level Analysis of Multidimensional Constructs in Theory Development and Testing. The Journal of Management. 34(4), 744-764.

Hui, C., Law, K.S., Chen, Y., & Tjosvold, D. (2008). The role of cooperation and competition on leader-member exchange and extra-role performance in China. Asia Pacific Journal of Human Resources, 46(2), 133-152.

Law, K.S., Wong, C.S., Huang, G., Li, X. (2008). The effects of emotional intelligence on job performance and life satisfaction for research and development scientists in China. Asia Pacific Journal of Management. 25(1), 51-69.

Sun, L., Aryee, S., Law, K.S. (2007). High-Performance Human Resource Practices, Citizenship

Behavior and Organizational Performance: A Relational Perspective. Academy of Management Journal, 50(3), 558-577.

Wong, C.S., Wong, P.M., & Law, K.S. (2007). Evidence on the Practical Utility of Wong's Emotional Intelligence Scale in Hong Kong and Mainland China. Asia Pacific Journal of Management, 24:43-60.

Huang, E.G., Law, K.S., Wong, C.S. (2006) Emotional Intelligence: A Critical Review. In *Intelligence: New Research*. Nova Science Publishers, Inc., 95-114.

Gong, Y., Law, K.S., & Xin, K.R. (2006). Commitment-Focused HRM System: Adoption and Performance Implications in Domestic Private Firms in China . In Tsui, A. S., Bian, Y., & Cheng, L. (Eds.), *The Management and Performance of China's Domestic Private Firms: Multi-Disciplinary Perspectives*. New York: M.E. Sharpe.

Tjosvold, D., Law, K.S., Sun, H. (2006). Effectiveness of Chinese Teams: The Role of Conflict Types and Conflict Management Approaches. Management and Organization Review. 2(2) 231-252.

Rynes, S., Hillman, A., Irland, D., Bradley, K., Law, B., Miller, C., Rajagopalan, N., Shapiro, D. (2005). Everything you've always wanted to know about AMJ (But may have been afraid to ask), Academy of Management Journal, 48(5), 732-737.

Kirkman, B.L. & Law, K.S. (2005). From the Editors: International management research in AMJ: Our past, present and future. Academy of Management Journal, 48(3), 377-386.

Wang, H., Law, K.S., Hackett, R., Wang, D.X., Chen, Z.X. (2005). Leader-member exchange as a mediator of the relationship between transformational leadership and followers' performance and organizational citizenship behavior. Academy of Management Journal, 48(3), 420-432. (Note: This paper has won the University scientific exemplary results award (social science) by the Education Department of the People's Republic of China; 中华人民共和国教育部『高等学校科学研究优秀成果奖』(人文社会科学))

Wong, C.S., Wong, P.M., Law, K.S. (2005). The Interaction effect of emotional intelligence and emotional labor on job satisfaction: A test of Holland's classification of occupations. In Härtel, C.E.J., Zerbe, W.J. & Ashknasy, N.W. (Eds) *Emotions in Organizational Behavior*. Mahwah, NJ:Lawrence Erlbaum Associates, Inc. p.235-250.

Law, K.S., Wong, C.S., Chen, Z. (2004). The construct of organizational citizenship behavior: Should we analyze after we have conceptualized? In Turnipseed, D. (Ed.) A handbook on organizational citizenship behavior: A review of "good soldier" activity in organizations. Nova Science Publishing, p.45-64.

Wang, H., Niu, X., Law, K.S. (2004). The multidimensionality of LMX and its effects on task and contextual performance. Acta Psychologica Sinica, 36(2), 179-185.

(Published in Chinese 王輝，牛雄鷹，羅勝強，領導一部屬交換的多維結構及對工作績效和情境績效的影響。心理學報，第36卷，第2期，2004年，179-185頁。)

Wong, C.S., Law, K.S., & Wong, P.M. (2004). Development and validation of a forced choice emotional intelligence for Chinese respondents in Hong Kong. Asia Pacific Journal of Management, 21(4): 535-559.

Law, K.S., Wong, C.S., & Song, L. (2004). The construct and criterion validity of emotional intelligence and its potential utility for management studies. Journal of Applied Psychology, 89(3) 483-496.

Law, K.S., Wong, C.S., & Wang, K. D. (2004) An Empirical Test of the Model on Managing the Localization of Human Resources in the People's of Republic of China. International Journal of Human Resource Management, 15, 638-648.

Wang, H., Li, X., Law, K.S. (2003). Validation of the two-factor performance model of task and contextual performance. Chinese Journal of Management Science, 11(4), 79-84.
(Published in Chinese. 王輝，李曉軒，羅勝強，任務績效與情境績效二因素績效模型的驗證。中國管理科學，第11卷，第4期，2003年，8月。)

Law, K.S., Tse, D.K., Zhou, N. (2003). Does human resource management matter in a transitional economy? The example of the PRC. Journal of International Business Studies. 34(3). 255-265.

Tjosvold, D., Law, K. Sun, H.F. (2003). Collectivistic and Individualistic values: Their effects on group dynamics and productivity in China. Group Decision and Negotiation. 12, 243-263.

Wong, C.S., Tinsley, C., Law, K.S., Mobley, W.H. (2003). Development and validation of a multidimensional measure of guanxi. Journal of Psychology in Chinese Societies, 4(1), 43-69.

Wong, C.S. & Law, K.S. (2002). The effects of leader and follower emotional intelligence on performance and attitude: An exploratory study. The Leadership Quarterly. 13, 243-274.

- Law, K.S., Mobley, W.H. & Wong, C.S. (2002). Impression management and faking in biodata scores among Chinese job-seekers. Asia Pacific Journal of Management. 19, 541-556.
- Wong, C.S., Wong, Y.T., Hui, C., & Law, K.S. (2001). The significant role of Chinese employees' organizational commitment: Implications for managing employees in Chinese societies. Journal of World Business, 36(3), 1-15.
- Tjosvold, D., Hui, C. & Law, K.S. (2001). Constructive Conflict in China: Cooperative conflict as a bridge between East and West. Journal of World Business. 36(2), 166-183.
- Law, K.S., Wong, C.S., & Leong, F. (2001). The cultural validity of Holland's model and its implications on human resource management: The case of Hong Kong. International Journal of Human Resource Management. 12(3), 484-496.
- Alper, S., Tjosvold, D., & Law, K.S. (2000). Conflict management, efficacy and performance in organizational teams. Personnel Psychology. 53(3), 625-642.
- Law, K.S., Wong, C.S., Wang, D., & Wang, L. (2000). Effect of supervisor-subordinate guanxi on supervisory decisions in China: An empirical investigation. International Journal of Human Resource Management. 11(4), 751-765.
- Hui, C., Lam, S.K., & Law, K.S. (2000). Instrumental values of organizational citizenship behavior for promotion: A field quasi-experiment. Journal of Applied Psychology, 85, 822-828.
- Lee, C., Pillutla, M., & Law, K.S. (2000). Power Distance, gender and organizational justice: A Hong Kong study. Journal of Management. 26(4), 685-704.
- Lam, S.K., Hui, Chun, & Law, K.S. (1999). Organizational Citizenship Behavior: Comparing perspectives of supervisors and subordinates across four international samples. Journal of Applied Psychology. 84(4), 594-601.
- Wong, C.S., & Law, K.S. (1999). Managing localization of human resources in the PRC: A practical model. Journal of World Business. 34(1), 26-40.
- Wong, C.S., & Law, K.S. (1999). Testing reciprocal relations by nonrecursive structural equation models using cross-sectional data. Organizational Research Methods. 2(1), 69-87.
- Lee, C., Law, K.S., & Bobko, P. (1999). The importance of justice perceptions on skill-based pay effectiveness: A two-year study. Journal of Management. 25, 851-873.
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- Law, K.S. & Myors, B. (1999). A modification of Raju, Burke and Normand's (1990) new model for utility analysis. Asia Pacific Journal of Human Resources. 37(1), 39-51.
- Hui, C., Law, K.S. & Chen, Z.X. (1999). A structural equation model of the effects of negative affectivity, leader-member exchange and perceived job mobility on in-role and extra-role performance: a Chinese case. Organizational Behavior and Human Decision Processes. 77, 3-21.
- Tjosvold, D., Hui, C., & Law, K. S. (1998). Empowerment in the manager-employee relationship in Hong Kong: Interdependence and controversy. The Journal of Social Psychology, 138, 624-637.
- Law, K.S., Wong, C.S., & Mobley, W.H. (1998). Towards a taxonomy of multidimensional constructs. Academy of Management Review. 23(4), 741-755.
- Alper, S., Tjosvold, D., & Law, K.S. (1998). Interdependence and controversy in group decision making: antecedents to effective self-managing teams. Organizational Behavior and Human Decision Processes, 74(1), 33-52.
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- Law, K.S. & Wong, C. (1998). Identifying the relative importance of pay referents: An empirical illustration. Asia Pacific Journal of Human Resources. 36(1), 44-53.
- Wong, C.S., Hui, C., & Law, K.S. (1998). A longitudinal study of the job perception-job satisfaction relationships: A test of the three alternative specifications., " Journal of Occupational and Organizational Psychology. 71, 127-146.
- Law, K.S. & Wong, C. (1998). Relative importance of referents on pay satisfaction: A review and test of a new policy capturing approach. Journal of Occupational and Organizational Psychology. 71, 47-60.
- Sego, D., Hui, C., & Law, K. (1997). Operationalizing cultural values as mean individual values: Problems and suggestions for research. In Earley, C., & Erez, M. (Eds.), Cross-cultural Research in Industrial and Organizational Psychology. (pp. 148-159), S.F.:Jossey-Bass.
- Tjosvold, D., Hui, C., & Law, K.S. (1997). The leadership relationship in Hong Kong: Power, Interdependence, and controversy. In K. Leung (Ed.), Progress in Asian Social Psychology (pp. 295-310), Singapore:John Wiley & Sons, Inc.
- Law, K.S. (1995) Estimation of the dollar value contribution of human resource intervention programs: Some comments on the Brogden utility equation. Australian Journal of Management. 20(2), 197-206.
- Wong, C.S., Hui, Chun, & Law, K.S. (1995) Causal Relationship between attitudinal antecedents to turnover. Academy of Management Best Paper Proceedings, Vancouver, Canada.

Law, K.S. (1995). Pay grade determination using cluster analysis. Asia Pacific Human Resource Management. 33(2), 93-102.

Law, K.S. (1995). The use of Pearson correlations and Fisher's Z in Schmidt-Hunter type meta analyses. Journal of Educational and Behavioral Statistics., 20(3), 241-260.

Law, K.S., Schmidt, F.L., & Hunter, J.E. (1994). A test of two refinements in meta-analysis procedures. Journal of Applied Psychology. 79(6), 978-986.

Law, K.S., Schmidt, F.L., & Hunter, J.E. (1994). Non-linearity of range corrections in meta-analyses: A test of an improved procedure. Journal of Applied Psychology., 79(3), 425-438.

Law, K.S. & Myors, B. (1993) Cutoff scores that maximize the total utility of a selection program: Comment on Martin and Raju's (1992) procedure. Journal of Applied Psychology, 78(5), 736-740.

Schmidt, F.L., Law, K.S., Hunter, J.E., Rothstein, H.R., Pearlman, K., & McDaniel, M. (1993). Refinements in validity generalization methods: Implications for the situational specificity hypothesis. Journal of Applied Psychology, 78(1), 3-12.

Law, K.S. (1992). Pay-for-skills and the determination of pay structure. Bond Management Review, 3(1). 7-14.

Law, K.S. (1992), Estimation accuracy of Thomas' likelihood-based procedure of meta analysis. Journal of Applied Psychology, 77(6), 986-995.

Law, K.S. & Carlopio, J. (1992). Two statistical aids for determining the optimal number and width of pay grades. Asia Pacific Human Resource Management, 30(4), 60-71.

Edited Book

Lau, C., Law, K.S., Tse, D.K., & Wong, C.S. (2000). Asian Management Matters – Regional Relevance and Global Impact. London:Imperial College Press.

Book

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Behling, O. & Law, K.S. (2000) Translating questionnaires and other research instruments – Problems and solutions. Thousand Oaks(CA):Sage Publication.

Case for teaching

Begley, T., Lee, C., & Law, K. (2003) The Wuhan Erie Polymers Joint Venture. Northeastern University and Richard Ivey School of Business, The University of Western Ontario. Case No. 9B03C002.

Working paper

Lin, B., & Law, K.S. Thriving in underemployment: The bright side of P-E fit and self-enhancement perspectives. To be submitted to Academy of Management Journal.

Lin, B., & Law, K.S. "I love to do it" or "I can do it"? Competing mechanisms in explaining creative deviance. To be submitted to Journal of Applied Psychology.

Yan, M, Law, K.S., Hui, C. Behavioral Leader-Member Exchange: A New Relational Contract Perspective. Under Review at Human Resources Management.

CONFERENCE PRESENTATION

Wang, L., Zhang, M.J., Law, K.S., Li, Y.N., Liang Y. (2015) Engagement as a double-edged sword: Job engagement, proactive performance, and knowledge hiding. Academy of Management meeting, August, Vancouver, Canada.

Li, Y.N., Zhang, M.J., Law, K.S., Yan, M.N. (2015) Subordinate performance and abusive supervision: the role of envy and anger. Academy of Management meeting, August, Vancouver, Canada.

Zhang, M.J., Law, K.S., Yan, M.N. (2015) Benefiting others at work as a drive: Job prosocial impact and employee proactive work behaviour. Academy of Management meeting, August, Vancouver, Canada.

Law, K.S. (2015). How can research methodology make the contributions of Asian studies stronger. Asia Academy of Management meeting, June, Hong Kong.

Law, K.S., Hui, C., & Huang, E. (2014, December). Application of analytic tools for theory testing in organizational behaviour research. World Business, Finance and Management Conference, New Zealand. ***Best paper award in Management.***

Wang, L., Law, K.S., & Zhang, J. (2014). Dynamic interaction of supervisor and informal leader and effect on power sharing within workgroup. Academy of Management meeting, Aug 1-5, Philadelphia, Pennsylvania.

Lin, B., Law, K.S., Zhou, J. (2014). How underemployment benefits? The curvilinear mediated moderation mechanism of task crafting. Academy of Management meeting, Aug 1-5, Philadelphia, Pennsylvania.

Cheng, A., Law, K.S., Zhang, J. (2014). To Impressor Improve? Role of Goal Orientations on Knowledge Sharing in Knowledge-intensive Work. Academy of Management meeting, Aug 1-5, Philadelphia, Pennsylvania.

Zhang, J., Law, K.S., Lin, B. (2014). How you feel is what you see: A conditional indirect effect model of the positive effect of underemployment. 2010 International Association of Chinese Management Research (IACMR) Annual Meeting June 18-22, in Beijing, China.

Lin, B., & Law, K.S. (2013) Thriving in underemployment: The bright side of from P-E fit and self-enhancement perspectives. 2013. Academy of Management Annual Meeting, August, Orlando, Florida, USA.

Song, L.J., Wang, W., Werbel, J., Law, K.S., Li, H. (2012) Exploring the linkage between intrinsic motivation and task performance, OCB and promotability: The mediating role of fit and

moderating roles of cultural values. 2012 Asia Academy of Management Meeting, December 10-12, Seoul, Korea.

Law, K.S., Zhou, Y., (2012). On the relationship between implicit attitudes and counterproductive work behaviors. 2012 Asia Academy of Management Conference. December 10-12, Seoul, Korea.

Jiang, Jane Y., Law, K. S., & Liu, C.W., 2011, A control perspective of newcomers' organizational socialization., 2011 Academy of Management (AOM) Annual Meeting, August 12-16, San Antonio, Texas, USA

Jiang, Jane Y., Law, K. S., & Liu, C.W., 2010, High Performance Working System and Organizational innovation: the Mediating Role of Social Capital., 2010 International Association of Chinese Management Research (IACMR) Annual Meeting June 16-20, in Shanghai, China.

Yan, M, Law, K.S., Zhou, B. (2010). Behavioral Leader-Member Exchange: A New Relational Contract Perspective. The Asia Academy of Management Conference. Dec 12-14, Macao, PRC.

Jiang, Y & Law, K.S. (2010). High performance working system and organizational innovation: The mediating role of social capital. International Association of Chinese Management Research Conference, Jun 16-20, Shanghai, PRC.

Huang, G., Law, K.S., Song, L., Chen, Z. (2007). Differential Effects of General Mental Ability and Emotional Intelligence on Academic Performance and Peers' Liking. Academy of Management meeting, August 3-8, Philadelphia, Pennsylvania, U.S.A.

Huang, G., Law, K.S., Chan, K., Wong, C.S. (2006). Workplace self-concept: A new conceptualization of self-concept in organizations. The Asia Academy of Management Conference, Dec 18-22, Tokyo, Japan.

Law, K.S., Wang, H., Ma, Y., Wang, J. & Li, Q. (2006) The Domain of Job Performance and their Antecedents and Consequences: An Integrated Model, Academy of Management Meeting, August 11-16, Atlanta, Georgia.

Gong, Y., Law, K.S., Xin, K., & Chang, S. (2006) Human Resource Practices and Firm Performance: Meditating Roles of Collective Organizational Commitment, Citizenship Behaviors and Job satisfaction, Academy of Management Meeting, August 11-16, Atlanta, Georgia.

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Zou, M., Wang, H., Ma, Y, L., Law, K. S., & Wu, C. Y. (2006) The antecedents and consequences of performance job of nursing employees. IACMR Conference, Nanjing, the PRC.

Liu X. F., Wang, H., & Law, K. (2005) Leader-member exchange in the People's Republic of China: Dimensions, development, and validity. The 6th Conference of Australia Industrial and Organizational Psychology Society. Brisbane, Australia.

Law, K.S., Wong, C.S., & Huang, G. (2005). On the problem of testing mediators using cross-sectional correlational data. Academy of Management Meeting, August 5-10, Honolulu, Hawaii, U.S.A.

Wong, C.S., Wong, P.M., & Law, K.S. (2004). Evidence on the Practical Utility of Wong's Emotional Intelligence Scale in Chinese Societies. The 4th Asia Academy of Management Conference. Dec, 16-18, Shanghai, the PRC.

Song, L.J., Law, K., & Wong, C.S. (2004). Effective Human Resource Practices and Successful Localization in P.R.C. Academy of Management Meeting, August 6-11, New Orleans, Louisiana, U.S.A.

Law, K., Wong, C.S., Huang, E.G., & Li, X. (2004). Beyond General Mental Abilities: The incremental validity of emotional intelligence on job performance. Academy of Management Meeting, August 6-11, New Orleans, Louisiana, U.S.A.

Wong, H. & Law, K.S. (2004). Integrating Uni- and Multi-dimensional LMX: The Joint Effect on Performance and Extra-role Behaviors. Academy of Management Meeting, August 6-11, New Orleans, Louisiana, U.S.A.

Wong, C.S., Wong, P.M., & Law, K.S. (2002). The Interaction Effect of Emotional Intelligence and Emotional Labor on Job Satisfaction: A test of Holland's Classification of Occupations. The Third International Conference on Emotions and Organizational Life. July 14-16, Gold Coast, Australia.

Law, K.S., Wong, C.S., & Wang, D.X. (2002). An Empirical Test of the Model on Managing Localization of Human Resource in the People's of Republic of China. The 3rd Asia Academy of Management Conference. Dec 12-14. Thailand.

Wong, C.S., Law, K.S., & Wong, P.M. (2002). Development and Validation of a Non-Self-Report Emotional Intelligence Measure in Hong Kong. The 3rd Asia Academy of Management Conference. Dec 12-14. Thailand.

- Law, K.S., Song, L.J., & Wong, C.S. (2002). Emotional Intelligence As An Intelligence Facet: Construct Validation And Its Predictive Power Of Job Outcomes. Academy of Management Meeting. August 11-14. Denver, U.S.A.
- Song, L. & Law, K.S. (2002) Collectivism, LMX and Contextual Performance. The 25th International Congress of Applied Psychology. July 7-12, Singapore.
- Wang, H., Law, K.S. & Chen, Z. (2002). A Structural Equation Model of the Effects of Multidimensional LMX on Task and Contextual Performance. Annual meeting of the Society of Industrial and Organizational Psychology. April 12-14, Toronto, Canada.
- Wang, H., Law, K.S., Chen, Z. & Wang, D.X. (2001). Relationship between LMX and performance appraisal: The moderating effects of leadership style. Academy of Management Meeting, August, Washington D.C., U.S.A.
- Law, K.S., Lee, C., Farh, L., Pillutla, M. (2001) Organizational justice perceptions of employees in China: A grounded investigation. 2001 International Conference of the Global Business and Technology Association. July, Istanbul, Turkey.
- Tjosvold, D., Law, K.S., & Sun, H. (2000) The role of collectivism and individualistic values on group dynamics and productivity in China. The Second Conference of Asian Academy of Management. Dec, Singapore.
- Law, K.S. & Wong, C.S. (2000) The effect of emotional intelligence on employees' performance and attitudes: an exploratory study. Academy of Management Meeting, August, Toronto, Canada.
- Lam, S.K., Hui, Chun, Law, K.S. (1998). Organizational citizenship behavior: Comparing perspectives of supervisors and subordinates across four international samples. Inaugural Conference of Asian Academy of Management. Dec 28-30, Hong Kong.
- Alper, S.; Tjosvold, D., & Law, K.S. (1998). Performance, efficacy, and conflict management in self-managing work teams. Academy of Management Meeting, August, San Diego, U.S.A.
- Law, K.S., & Myers, B. (1998). Two applications of utility analysis in Australia. Annual meeting of the Society of Industrial and Organizational Psychology. April 24-26, Dallas, Texas, U.S.A.
- Law, K.S., Wang, D., Wang, L. (1997). Supervisor subordinate relationships in the PRC: guanxi and its effects on supervisory decisions. International Conference on Management and the Chinese Culture. Xian Jiao Tong University. Aug 13-14, Xian, PRC.
- Pillutla, M., Law, K.S., & Lee, C. (1997). Why does the fairness of procedures matter? A test of three models. Academy of Management Meeting, August 10-13, Boston, U.S.A.

Lee, C., Law, K.S., & Pillutla, M. (1997). The effects of attitudes towards power distance and gender on reactions to organizational justice: A study in Hong Kong. The 1997 International Conference on Comparative Management, May 25-27, Kaohsiung, Taiwan.

Wong, C., Tinsley, C., Law, K.S., & Mobley, W.H. (1997). Social distance in organizations: Development and validation of a measurement scale. Annual meeting of the Society of Industrial and Organizational Psychology. April, St. Louis, U.S.A.

Wong, C.S., & Law, K.S. (1996). Testing reciprocal causation by nonrecursive structural equation models using cross-sectional data. Academy of Management Meeting. Cincinnati, Aug, 1996.

Law, K.S., Wong, C.S., & Mobley, W.B. (1996). Towards a taxonomy of multidimensional constructs. Academy of Management Meeting, Cincinnati, Aug, 1996.

Law, K. S., Tjosvold, D. Hui, C. (1996). Cooperative conflict, leader-member relationships, and citizenship behavior in China. International Association for Conflict Management, Ithaca, New York, June, 1996.

Law, K.S. & Wong, C.S. (1996). The implications for multidimensional constructs in covariance structure analyses. Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, April, 1996.

Wong, C.S., Hui, Chun, & Law, K.S. (1995) Causal relationship between attitudinal antecedents to turnover. Academy of Management Meeting, Vancouver, Canada, August, 1995.

Wong, C.S., & Law, K.S. (1995) The two job design approaches on the job perception-job satisfaction relationship: Are they competitive or complementary. Academy of Management Meeting, Vancouver, Canada, August, 1995.

Law, K.S. & Myors, B. (1995). Workshop on utility analysis for practitioners. The Inaugural Australian Industrial and Organizational Psychology Conference, Sydney, Australia, July, 1995.

Tjosvold, D., Hui, Chun, & Law, K.S. (1995). The leadership relationship in Hong Kong: Power, Interdependence, and controversy. The Inaugural Conference of the Asian Association of Social Psychology, Hong Kong, June, 1995.

Law, K.S. (1994). Estimating the degree of range restriction with the presence of measurement error. Academy of Management Meeting, Dallas, Texas, August, 1994.

Law, K.S. (1994). On the relative importance of pay referents on pay satisfaction. 23rd International Congress of Applied Psychology, Madrid, Spain, July, 1994.

Law, K.S. (1993). Cluster analysis for pay grade determination. Academy of Management Meeting, Atlanta, Georgia, August, 1993.

Law, K.S., Deshpande, S.D., & Viswesvaran, C. (1992). Does student sample affect the results in cross-cultural training: A meta analysis. First International Conference on Expatriate Management, Hong Kong, November, 1992.

Law, K.S., Viswesvaran, C., & Deshpande, S.D. (1992). The effects of organizational characteristics on the standard deviation of performance of managers: An international comparison. First International Conference on Expatriate Management, Hong Kong, November, 1992.

Law, K.S. (1992). A new perspective on determining the organization-wide pay structure. The Third Conference on International Personnel and Human Resource Management, London, July, 1992.

Fiorito, S.S., Fiorito, J., Law, K. (1989). Retailing and service sector unionization. The American Collegiate Retailing Association Spring Conference. Boston, Massachusetts, April, 1989.

PROFESSIONAL ACTIVITIES

Ad Hoc Reviewer

Academy of Management Review
 Journal of Applied Psychology
 Personnel Psychology
 Organizational Research Methods
 Human Relations
 Personnel Review
 Applied Psychology: An International Review
 Asia Pacific Human Resource Management
 Australian Journal of Management
 Asian Journal of Business and Information Systems
 Hong Kong Journal of Business Management
 心理学报

Editorial Board

Academy of Management Journal 1996 to present
 Consulting Editor, Journal of Occupational and Organizational Psychology, January 2004 to present
 Associate Editor, Academy of Management Journal, July 2004 to 2007
 Management and Organizational Review, 2005 to 2012
 Senior Editor, Management and Organizational Review, 2012 to Sept 2013

Professional Membership

Academy of Management
 Society of Industrial and Organizational Psychology
 Australian Human Resources Institute
 American Psychological Association
 Hong Kong Institute of Human Resources Management
 Society of Organizational Behavior

Professional Activities

1996-2000	External examiner, Higher diploma in human resources management, Hong Kong Productivity Council.
1997 to 1999	Member of the organizing committee, the Asian Academy of Management
1996 to 1998	Student and education committee, Hong Kong Institute of Human Resources Management.

1996 to 2002	Member of the Sixth Form Business Studies Subject Committee of the Hong Kong Examination Authority
1998 to 2002	Research division, PRC sub-group, The Employers' Federation of Hong Kong
2001-2003	Advisory Board, The Academy of Management Journal, The Academy of Management.
2000 to 2005	Task force member, Task Force on Equal Pay for Work of Equal Value (EPEV), The Equal Employment Opportunity Commission of Hong Kong.
2006 - 2007	Member of the Policy Study Consultative Group, Employers' Federation of Hong Kong.
2006 - present	Natural Science Foundation of China 国家自然科学基金委员会, yearly grant external reviewer.

UNIVERSITY ACTIVITIES

- 1992-1993 Executive diploma course coordinator for the Organizational Behavior Group, Australian Graduate School of Management, University of New South Wales, Australia.
- 1993-1994 Undergraduate program coordinator for the Department of Management of Organizations, The Hong Kong University of Science and Technology.
- 1994-1998 Ph.D. program coordinator for the Department of Management of Organizations, The Hong Kong University of Science and Technology.
- 1998-2004 Member of the Ph.D. program committee of the Department of Management of Organizations, The Hong Kong University of Science and Technology.
- 1995-1997 Demonstrator coordinator of the department of Management
- 1998-2004 Member/Chair of the recruiting committee for the Department of Management of Organizations, The Hong Kong University of Science and Technology.
- 1998-2004 Member/Chair of the academic review committee for the Department of Management of Organizations, The Hong Kong University of Science and Technology.
- Aug 2002-04 Research Travel Grant committee of the Hong Kong University of Science & Technology.
- Aug 2002-Jun 2005 Co-Director of Hang Lung Center for Organizational Research, The Hong Kong University of Science and Technology.
- Aug 2003- Research Grant Committee, School of Business, Hong Kong University of Science & Technology.
- Aug 2003- School Appointments and Substantiation Committee, School of Business, Hong Kong University of Science & Technology.
- Aug 2004- Award Nomination Committee, Hong Kong University of Science & Technology.
- 2006-2011 Convenor, PhD/MPhil Panel, Department of Management
- 2006- Convenor, Committee on Research Related Activities, Dept of Management

- 2006- Personnel Committee (substantiation and promotion), Department of Management
- 2006- Personnel Committee (teacher selection), Department of Management
- 2006- Business Administration, Panel of Research Committee
- 2006- EXCOM member, Faculty of Business Administration
- 2009- Category II member, Department of Finance, Faculty of Business Administration
- 2008-09 Associate Dean, Research, Faculty of Business Administration
- 2008-12 Committee on Academic Salaries, The Chinese University of HK
- 2009- University Administrative Personnel Committee (UAPC), The CUHK
- Jan 2010-13 Committee on Alumni Affairs and Development, United College
- Mar 2010 Curriculum committee, Department of Management, CUHK
- 2011-2012 Member, Ad hoc committee in curriculum revamp, Business Faculty, CUHK.

PH.D. & MASTER COMMITTEES

- 1993-1994 Brett Myors, Doctoral thesis, Department of Psychology, University of New South Wales.
- 1996-1997 Zhen-Xiong Chen, Doctoral thesis, Department of Management of Organizations, The Hong Kong University of Science and Technology. Thesis title: Loyalty to supervisor, organizational commitment, and employee outcomes: The chinese case.
- 1996-1997 External examiner for Master thesis of Ms. Tsang Pik Lan of the Chinese University of Hong Kong. Thesis title: “The role of information seeking behavior in the organizational socialization process of HK employees.”
- 1998-2000 Duan-Xu Wang, Doctoral thesis, Department of Management of Organizations, The Hong Kong University of Science and Technology. Thesis title: Employment relationship and firm performance: Evidence from the People's Republic of China.
- 2000-2001 James Chen-Bo Zhong, Master thesis, The Hong Kong University of Science and Technology. Thesis title: Quality of Exchange Relationship, Job Context, and Organizational citizenship Behavior in the People's Republic of China.
- 2002-2003 Wang Hui, Doctoral thesis, The Hong Kong University of Science and Technology. Thesis title: CEO Leadership attributes and organizational effectiveness: The Role of situational uncertainty and organizational culture.
- 2003-2005 Song, Lynda Jiwen, Co-advisor of Doctoral thesis, The Hong Kong University of Science and Technology.
- 2005-2007 Huang Guohua, Advisor of Doctoral thesis, The Hong Kong University of Science and Technology.
- 2007-2010 Jiang Yan, Advisor of Doctoral thesis, The Chinese University of Hong Kong.
- 2010-2013 Lin, Bilian, Committee member of Doctoral thesis, The Chinese University of Hong Kong.
- 2013- Zhang, Jun, Advisor of Doctoral thesis, The Chinese University of Hong Kong.

COURSES TAUGHT

- Organizational behavior, Graduate Diploma of Management (part-time executive program)
- Human Resources Management in the Peoples Republic of China (MBA level)
- Seminar in Research Design (PhD level)
- Seminar in Human Resources Management (PhD level)
- Human Resources Management (undergraduate level)
- Human Resources Management (MBA level)
- Personnel Selection and Recruitment (undergraduate level)
- Compensation Management (MBA level)
- Utility of Human Resources Intervention Programs (MBA level)

HONORS & AWARDS

Doctoral fellowship, University of Iowa, US\$2,000, 1986.

Special contribution to service award, Department of Management, Hong Kong University of Science & Technology, 1996-97.

Special accomplishment in research, Department of Management, Hong Kong University of Science & Technology, 1997-98.

Fastest excellent review award, Academy of Management Journal, 1997-98.

Outstanding Reviewer Award, The Academy of Management Journal, 2003-2004

Teaching Award, Faculty of Business Administration, The Chinese University of Hong Kong, 2006-2007.

Wang, H., Law, K.S., Hackett, R., Wang, D.X., Chen, Z.X. (2005). Leader-member exchange as a mediator of the relationship between transformational leadership and followers' performance and organizational citizenship behavior. Academy of Management Journal, 48(3), 420-432.

(Note: This paper has won the University scientific exemplary results award (social science) by the Education Department of the People's Republic of China; 中华人民共和国教育部『高等学校科学研究优秀成果奖』(人文社会科学))

(Won best paper award for that journal in 2011) Law, K.S., Wong, C.S., Huang, G., Li, X. (2008). The effects of emotional intelligence on job performance and life satisfaction for research and development scientists in China. Asia Pacific Journal of Management. 25(1), 51-69.