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Dr. Chi-Sum WONG was born in Hong Kong and graduated from the Faculty of Business Administration of the Chinese University of Hong Kong. He received his Ph.D. from the Department of Organizational Behavior and Human Resources Management of Purdue University in the USA. He joined the Department of Management of the Chinese University of Hong Kong in 1990 and he is now a Professor. Dr. Wong has published and presented more than one hundred and eighty articles in academic journals and international conferences. His co-authored article concerning employee trust in Chinese joint ventures published in 2002 was selected by Emerald Management Review as one of the best 50 management articles among the 20,000 articles published in the same year around the world, and another article on localization of human resources in mainland China was selected as one of the five best papers in the international human resource management area in 2009 by the Academy of Management. He has served the editorial board of various journals such as the Academy of Management Journal, International Journal of Business Studies, Journal of Occupational and Organizational Psychology, Journal of World Business, and Asia Pacific Journal of Management. He has conducted research for the United Nations Center for Regional Development and the Employers' Federation of Hong Kong, and has served as consultant and trainer for private organizations, the World Bank, and various Government and social agencies in the People's Republic of China (PRC), Taiwan, Macao, and Hong Kong.

黃熾森教授畢業於香港中文大學工商管理學院之學士課程，然後在美國普渡大學之組織行為及人力資源管理學系取得博士學位。自 1990 年開始在香港中文大學管理學系任教，現為該系之教授。直至 2015 年，黃教授在國際學術雜誌、學術會議及專書中已發表關於管理及教育的著作超過一百八十餘種。其 2002 年以中國企業的勞資信任為題的論文更被有超過四十年歷史的 Anbar 資料庫 (Emerald Management Review) 評為當年全球發表的二萬多篇與管理有關的論文中最優秀的五十篇之一；2009 年關於外資企業如何在中國大陸起用本土人才的論文被美國管理學會選為當年關於國際人力資源管理領域中最優秀的五篇論文之一；黃教授曾任多份主要學術期刊的編輯委員，包括 Academy of Management Journal, Journal of International Business, Journal of Organizational and Occupational Psychology, Journal of World Business, 及 Asia Pacific Journal of Management。除了私營企業外，黃教授亦曾為聯合國、世界銀行、中國、台灣、澳門及香港政府的不同單位撰寫政策建議及顧問報告，另外也為不同的政府單位、社會服務和法定機構提供培訓及顧問服務。

## **CURRICULUM VITA: DR. Chi-Sum Wong**

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### **EDUCATION**

December 1989: Doctor of Philosophy, Department of Organizational Behavior and Human Resources Management, Krannert Graduate School of Management, Purdue University (U.S.A.)

June 1983: Bachelor of Business Administration, The Chinese University of Hong Kong (Hong Kong)

### **AREA OF EXPERTISE**

The Behavioral Side of Management: Human Resources Management (HR), Organizational Behavior (OB), and Industrial and Organizational Psychology (IOP)

### **RESEARCH AND TEACHING INTERESTS**

Cross-cultural OB, HR, and IOP, Indigenous Management Research and Education in Chinese Societies, and Application of Structural Equation Modeling (SEM) in Behavioral Research

### **WORKING EXPERIENCES**

January 1990 to Now: Lecturer (Assistant Professor) and Senior Lecturer (Associate Professor and Professor), Department of Management, The Chinese University of Hong Kong

September 1985 to May 1988: Research and Teaching Assistant, Department of organizational Behavior and Human Resources Management, Krannert Graduate School of Management, Purdue University

August 1983 to July 1985: Teaching Assistant, Department of General Business Management and Personnel Management, The Chinese University of Hong Kong

### **EDITORIAL AND REVIEW EXPERIENCES**

**Senior Editor**, Asia Pacific Journal of Management

**Editorial Board Member**, Academy of Management Journal, Journal of International Business Studies, Journal of World Business, Journal of Occupational and Organizational Psychology

**Ad hoc Reviewer**: Administrative Science Quarterly, Journal of Applied Psychology, Journal of Management Studies, MIS Quarterly, Personnel Psychology, Human Relations, Journal of Organizational Behavior, Human Performance, Journal of Business Research, Human Resource Management, International Journal of Human Resource Management, and many others

## **HONORS AND AWARDS**

Honorary Professor, Sun Yat-sen University (Guangzhou), Nanjing University, National Chung-Hsing University (Taichung)

Emerald Literati Network 2012 Highly Commended Award by for the paper “Transformational leadership, leader support, and employee creativity” (co-authored with Cheung, M.F.Y., published in *Leadership & Organization Development Journal*)

Citation of Excellence for the paper “Loyalty to Supervisor and Trust in Supervisor of Workers in Chinese Joint Ventures: A Test of Two Competing Models” by Emerald Management Reviews (formally Anbar). (Independent review board selected this paper from more than 20,000 articles published in 400 management journals in the year 2002, as one of the top fifty papers.)

The co-authored paper “The antecedents and consequences of successful localization” (published in *Journal of International Business Studies*)” was selected as one of the top five articles in international human resources (HR) for 2009 by the International HR Scholarly Research Award committee, Human Resources Division, Academy of Management.

Best Doctoral Student Paper Award for the paper “From bilateral to multilateral perspective: Predicting consequences of psychological contract breach/violation” by the Sixth Asia Academy of Management Conference, Taipei, December 14-16, 2008. (Paper co-authored with Peng, K.Z., and Cheung, M.)

Best Paper Award Finalist for the paper “Does the construct of altruistic helping really exist as a motive of organizational citizenship behaviors?” by the Sixth Asia Academy of Management Conference, Taipei, December 14-16, 2008. (Paper co-authored with Peng, K.Z., Cheung, M., and Oi, X.)

Best Paper Award Finalist for the paper “Evidence on the Practical Utility of Wong’s Emotional Intelligence Scale in Chinese Societies” by Asia Academy of Management Fourth Conference 2004 Shanghai, China.

Best Doctoral Student Paper Award Finalist for the paper “Building up organizational learning capability: The impact of knowledge management activities on performance” by the fifth Asia Academy of Management Conference 2006, Tokyo, Japan. (Paper based on the doctoral thesis of Chau, S.L.)

## REFERRED JOURNAL PUBLICATIONS

1. Law, K.S., Wong, C.S., Yan, M., & Huang, G. (in press). Asian researchers should be more critical: The example of testing mediators using time-lagged data. Asia Pacific Journal of Management (accepted on October 9, 2015).
2. Mao, Y., Wang, C.W., & Wong, C.S. (in press). Towards a model of the right-hand person. Leadership & Organization Development Journal (accepted on February 3, 2015).
3. Lam, R.L., Peng, K.Z., Wong, C.S., & Lau, D.S. (in press). Is more feedback-seeking always better? Leader-member exchange moderates the relationship between feedback-seeking behavior and performance. Journal of Management (accepted on March 5, 2015).
4. Wong, Y.T., Wong, Y.W., & Wong, C.S. (2015). An integrative model of turnover intention: Antecedents and their effects on employee performance in Chinese joint ventures. Journal of Chinese Human Resource Management, 6(1), 71-90.
5. 劉艷, 陳江, 黃熾森, 彭正敏 (2014). 青年職業成熟度量表的開發及其對就業的影響. 武漢大學學報(哲學社會科學版), 第 67 卷第 6 期 25 至 32 頁.
6. Liu, Y., Peng, K.Z., & Wong, C.S. (2014). Career maturity and job attainment: The moderating roles of emotional intelligence and social vocational interest. International Journal for Educational and Vocational Guidance, 14, 293-307.
7. Cheung, M.F.Y., Peng, K.Z. & Wong, C.S. (2014). Supervisor attribution of subordinates' organizational citizenship behavior motives. Journal of Managerial Psychology, 29(8), 922-937.
8. Song, L. J., Lu, Q., Peng, K. Z., Wong, C.S., & WU, W. (2013). The Effect of Leader Positive Affectivity on Team Member Turnover Intention and Team OCB: A Resource Conservation Perspective. Frontiers of Business Research in China, 7(3), 311-332.
9. Mao, Y., Wong, C.S., & Peng, K.Z. (2013). Breaking institutionalized corruption: Is the experience of Hong Kong Independent Commission Against Corruption generalizable? Asia Pacific Journal of Management, 30, 1115-1124.
10. Cheung, M.F.Y., & Wong, C.S. (2013). Work-family/family-work conflict: The moderating roles of gender and spousal working status. Asia Pacific Journal of Human Resources, 51(3), 330-340.
11. Mao, Y., Peng, K.Z., & Wong, C.S. (2012). Indigenous research on Asia: In search of the emic components of guanxi. Asia Pacific Journal of Management, 29, 1143-1168.
12. Chan K.W., Wyatt, T.A., Peng, K.Z., Yiu, D.W., & Wong, C.S. (2012). Another angle on the HRM convergence and divergence debate: Preliminary evidence by

- comparing a foreign versus local bank in China. Advances in Management, 5(11), 70-79.
13. 黃熾森、張鳳儀、彭正敏 (2012)。傳統智能和情緒智能測驗的信度：基於中國樣本的研究。《南大商學評論》，第 9 卷，第 2 期，頁 116 至 126。(Wong, C.S., Cheung, M.F.Y., & Peng, K.Z. 2012. Reliability of general mental ability and emotional intelligence tests of Chinese respondents. Nanjing Business Review, 9(2): 116-126. In Chinese.)
  14. Cheung, M. F.Y., Lai, T.T.M., & Wong, C.S. (2012). Factors that influence the level of problem gambling: A Macao case. Journal of Gambling Business & Economics, 6(1): 49-64.
  15. Wong, Y. T., Wong, C. S. and Ngo, H. Y. (2012). The Effects of Justice in Organisation and Perceived Organisational Support on Organisational Citizenship Behaviour: A Test of Three Competing Models. The International Journal of Human Resource Management, 23(2): 278-293.
  16. Huang, M., & Wong, C.S. (2011). The dynamic effect of the first-line and middle manager competence on IT application. Journal of Computers, 6(10): 2204-2211.
  17. Cheung, M.F.Y., & Wong, C.S. (2011). Transformational leadership, leader support and employee creativity. Leadership and Organizational Development Journal, 32(7): 656-672.
  18. Wong, C.S., Wong, P.M., & Peng, K.Z. (2011). An Exploratory Study on the Relationship between Parents' Career Interests and the Career Interests of Young Adults, International Journal for Educational and Vocational Guidance, 11(1): 39-53.
  19. 黃熾森 (2011)。經營管理的歧路及中國管理學界的反思，『組織與管理』（臺灣組織與管理學會），第四卷，第一期，163-174 頁。
  20. Wong, C.S., Peng, K.Z., Shi, J., & Mao, Y. (2011). Differences between Odd Number and Even Number Response Formats: Evidence from Mainland Chinese Respondents. Asia Pacific Journal of Management, 28(2): 379-399.
  21. Peng, K.Z., Wong, C.S., & Che, H.S. (2010). The missing link between emotional demands and exhaustion. Journal of Managerial Psychology, 25(7): 777-798.
  22. Huang, M., & Wong, C.S. (2010). First line and middle manager competence, usage intention, and IT application maturity. International Journal of Innovation, Management and Technology, Special Issue, 4<sup>th</sup> IEEE International Conference on Management and Technology, ICMIT-2008, (October 2010), 349-353.
  23. Song, L.J., Huang, G.H., Peng, K.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, 137-143.

24. Wong, C.S., Wong, P.M., & Peng, K.Z. (2010). Effect of middle-level leader and teacher emotional intelligence on school teachers' job satisfaction: The case of Hong Kong. Educational Management, Administration and Leadership, 38(1), 59-70.
25. Law, K.S., Song, L.J., Wong, C.S., & Chen, C. (2009). The antecedents and consequences of successful localization in the PRC. Journal of International Business Studies, 40, 1359-1373.
26. Peng, K.Z., Ngo, H.Y., Shi, J. & Wong, C.S. (2009). Gender differences in the work commitment of Chinese workers: An investigation of two alternative explanations. Journal of World Business, 44(3): 323-335.
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28. Law, K.S., Wong, C.S., Huang, G.H., & Li, X. (2008). The effects of emotional intelligence on job performance and life satisfaction for the research and development scientists in China, Asia Pacific Journal of Management, 25(1): 51-69.
29. Wong, C.S., Foo, M.D., Wang, C.W., & Wong, P.M. (2007). The feasibility of training and development of EI: An exploratory study in Singapore, Hong Kong and Taiwan. Intelligence, 35, 141-150.
30. 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(1), 43-60.
31. Wong, Y.T., Ngo, H.Y., & Wong, C.S. (2006). Perceived organizational justice, trust, and OCB: A study of Chinese workers in joint ventures and state-owned enterprises. Journal of World Business, 41, 344-355.
32. Wong, C.S., & Wong, P.M. (2006). Validation of the Wong's career interest assessment questionnaire and the revised Holland's hexagonal model of occupational interests in four Chinese societies. Journal of Career Development, 32(4): 378-393.
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36. Law, K.S., Wong, C.S., & Song, L.J. (2004). The construct validity of emotional intelligence and its potential utility for management studies. Journal of Applied Psychology, 89(3): 483-496.
37. 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 Republic of China. The International Journal of Human Resource Management, 15(5): 635-648.
38. 王建榮、張黎明、黃熾森、馬燕蘭(2004). 性格特質和職業興趣對護士工作滿意度的影響. 中華護理雜誌(Chinese Journal of Nursing), 39(1), 771-773.
39. Wong, Y.T., Ngo, H.Y., & Wong, C.S. (2003). Antecedents and outcomes of employees' trust in Chinese joint ventures. Asia Pacific Journal of Management, 20(4): 481-500.
40. 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.
41. Wong, C.S., & Huang, I.C. (2003). The effect of the perceived quality of social relationships in organizations on commitment to the organization: An empirical study in Chinese Societies. International Journal of Management, 20(2): 216-222.
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45. 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.
46. Wong, Y.T., Ngo, H.Y., & Wong, C.S. (2002). Affective organizational commitment of workers in Chinese joint ventures. Journal of Managerial Psychology, 17(7): 580-598.
47. Wong, Y.T., Wong, C.S., & Ngo, H.Y. (2002). Loyalty to supervisor and trust in supervisor of workers in Chinese joint ventures: A test of two competing models. The International Journal of Human Resource Management, 13(6): 883-900.

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51. 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. The International Journal of Human Resource Management, 12(3): 1-13.
52. Law, K.S., Wong, C.S., Wang, D., & Wang, L. (2000). Effect of supervisor-subordinate guanxi on supervisory decisions in China: An empirical investigation. The International Journal of Human Resource Management, 11(4): 751-765.
53. 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.
54. Law, K.S., & Wong, C.S. (1999). Multidimensional constructs in structural equation analysis: An illustration by the job perception-job satisfaction relationship. Journal of Management, 25(2): 143-160.
55. Wong, C.S., & Law, K.S. (1999). Testing reciprocal relations by nonrecursive structural equation models using cross-sectional data. Organization Research Methods, 2(1): 60-87.
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57. Law, K.S., & Wong, C.S., & Mobley, W.H. (1998). Toward a taxonomy of multidimensional constructs. Academy of Management Review, 23(4): 741-755.
58. 段樵、伍鳳儀、黃熾森 (1998)。《香港的跨境生產與都會經濟區的形成》，中國工業經濟, 7, 52-58 頁。
59. Wong, C.S., Tsang, P.L., & Kung, H.L. (1998). Information seeking behavior in organizational socialization: A study in Hong Kong and Taiwan. Sun Yat-Sen Management Review, 6, 599-624.
60. Law, K.S., & Wong, C.S. (1998). Development of a practical approach to identify pay referents: An empirical illustration. Asia Pacific Journal of Human Resources, 36(1): 44-53. (The official journal of the Australian Human Resources Institute).
61. Law, K.S., & Wong, C.S. (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.



62. 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.
63. Wong, C.S. (1998). Hong Kong employees' organisational commitment before the 1997 transition: Its trend, dimensionality and relationships with other human resources variables. Journal of the Australian and New Zealand Academy of Management, 4(1): 26-36.
64. Wong, C.S., & Wong, P.M. (1997). Construct validation of head and heart qualities in business education: An empirical investigation in Hong Kong. Education Research Journal, 12(2): 199-204.
65. Wong, P.M., & Wong, C.S., (1996). Job perception and attitudes of young graduate teachers: A comparison with other professions. Education Research Journal, 11(1): 16-23.
66. Wong, C.S., & Schoorman, F.D. (1994). Effects of irrelevant information on performance appraisals: An exploratory experiment of American and Hong Kong business majors. Chinese Journal of Psychology, 36(2): 107-119.
67. Tuan, C., & Wong, C.S. (1993). Evolution of FDI patterns and management behavior of transitional corporations in Hong Kong. Regional Development Dialogue, 14(4): 125-149. (The official journal of the United Nations Centre for Regional Development).
68. Wong, C.S., & Chau, S.L. (1993). Relationships among job characteristics, job satisfaction, organizational commitment, and turnover in Hong Kong: A longitudinal investigation. Hong Kong Journal of Business Management, 11, 67-77.
69. Wong, C.S., Tam, K.C., Fung, M.Y., & Wan, K. (1993). Differences between odd and even number of response scale: Some empirical evidence. Chinese Journal of Psychology, 35(2): 75-86.
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71. Wong, C.S. (1991). Language bias of bilingual evaluators in job evaluation: An exploratory experiment in Hong Kong. Journal of Southeast Asia Business, 6(3): 72-78.
72. Wong, C.S. (1991). Organizational commitment and job characteristics: Some exploratory evidence in Hong Kong. Hong Kong Journal of Business Management, 9, 47-57.