

KYONGJI HAN

Assistant Professor of Management
Department of Management,
Hankamer School of Business, Baylor University
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EDUCATION

Doctor of Philosophy, 2016

Rutgers University, The State University of New Jersey
School of Management and Labor Relations
Industrial Relations and Human Resources

Master of Science, 2011

Rutgers University, The State University of New Jersey
School of Management and Labor Relations
Industrial Relations and Human Resources

Master of Business Administration, 2004

Seoul National University, School of Business
Concentrations: Organizational Behavior and Human Resource Management

Bachelor of Arts, 2001

Ewha Womans University, Department of English Language and Literature
English Language and Literature

ACADEMIC APPOINTMENTS

Baylor University, 08/2016 - present

Assistant Professor of Management, concentrating Human Resource Management
Hankamer School of Business, Department of Management

University of Minnesota-Duluth, 08/2013-05/2014

Tenured-track Instructor of Human Resources,
Labovitz School of Business and Economics

PUBLICATIONS

- Kim, A. & **Han, K.** 2019. All for One and One for All: A Mechanism through which broad-based employee stock ownership and employee involvement create a productive work force. *Human Resource Management*, 58 (6), 571-584. <https://doi.org/10.1002/hrm.21958>
- Kim, A., Kim, Y., & **Han, K.** 2019. A cross level investigation on the linkage between job satisfaction and voluntary workplace green behavior. *Journal of Business Ethics*, 59 (4), 1199-1214. <https://doi.org/10.1007/s10551-018-3776-7>
- Kim, Y. H., Kim, Y., Kim, A., **Han, K.**, & Lepak, D. P. 2018. The impact of dynamic investment in high performance work systems on growing organizations. *Asia Pacific Journal of Human Resources*, 56(3), 293-316. <https://doi.org/10.1111/1744-7941.12179>
- Han, K.** & Kim, A. 2018. Differential impact of short-term and long-term group incentives. *Employee Relations*, 40(3), 549-564. <https://doi.org/10.1108/ER-10-2016-0202>
- Choi, J., Kim, A., **Han, K.**, Ryu, S., Park, J. G., & Kwon, B. 2018. Antecedents and consequences of satisfaction with work-family balance: A moderating role of perceived insider status. *Journal of Organizational Behavior*, 39(1), 1-11. <https://doi.org/10.1002/job.2205>
- Schur, L., **Han, K.**, Kim, A., Ameri, M., Blanck, P., & Kruse, D. 2017. Disability at work; A look back and forward. *Journal of Occupational Rehabilitation*, 27(4), 482-497. <http://doi.org/10.1007/s10926-017-9739-5>
- Kim, A., **Han, K.**, & Kim, Y. 2017. The relationships among participatory management practices for improving firm profitability: Evidence from the South Korean manufacturing industry. *International Journal of Human Resource management*, 12(28), 1712-1738. <https://doi.org/10.1080/09585192.2016.1239218>
- Kim, A., Kim, Y., **Han, K.**, Jackson, S. E., & Ployhart, R. E. 2017. Multilevel influences on voluntary green workplace behavior: Individual differences, leader behavior, and coworker advocacy all matter. *Journal of Management*, 43(5), 1335-1358. <https://doi.org/10.1177/0149206314547386>
* Nominated for the 2022 Scholarly Impact Award at the JOM Editorial Board Meeting, the Academy of Management Annual Meeting, Seattle WA.
- Kim, A., **Han, K.**, Blasi, J. R., & Kruse, D. L. 2015. Anti-shirking effects of group incentives and human-capital-enhancing HR practices. *Advances in the Economic Analysis of*

Participatory and Labor-Managed Firms, 16, 199-221. <https://doi.org/10.1108/S0885-333920150000016014>

Gully, S. M., Phillips, J. M., Castellano, W., **Han, K.**, & Kim, A. 2013. A mediated moderation model of recruiting socially and environmentally responsible job applicants. *Personnel Psychology*, 66, 935-973. <https://doi.org/10.1111/peps.12033>

Jiang, K., Lepak, D. P., **Han, K.**, Hong, Y., Kim, A., & Winkler, A. 2012. Clarifying the construct of human resource systems: Relating human resource management to employee performance. *Human Resource Management Review*, 22(2), 73-85. <https://doi.org/10.1016/j.hrmr.2011.11.005>

Book Chapter

Lepak, D. P., Jiang, K., Hu, J., **Han, K.**, & Castellano, W. (2012). Strategic HRM moving forward: What can we learn from micro perspectives? To appear in G. Hodgkinson and J. K. Ford (eds.), *International Review of Industrial and Organizational Psychology*.

SELECTIVE WORKING PAPERS

A Cross-Cultural Study on Employee Stock Ownership Plans: A Human Resource Process Perspective. *Completed manuscript. Target Journal: International Journal of Human Resource Management.*

The antecedents of employee's perception of HR: Employee's personality, Leader & Member Exchange, and commitment-based HR. *Writing & data analysis. Target Journal: Human Resource Management.*

A climate for long work hour, job stress, and organizational commitment: Moderating effect of gender. *Completed manuscript. Target Journal: Journal of Vocational Behavior.*

The impacts of equity in HR and a climate for long work hour on job stress and organizational commitment during the Covid-19 pandemic: Moderating effect of gender. *Data Collection. Target Journal: Journal of Applied Psychology.*

How do employees determine the breadth of organizational citizenship behavior? A multifactor model of OCB Breadth. *Data collection. Target Journal: Academy of Management Journal.*

Team humility, leader's transformational leadership, team learning orientation, and improvement-oriented culture as the antecedents of team creativity. *Target Journal: Journal of Applied Psychology.*

Profit-sharing for all? The role of employee involvement and a supportive culture in the effectiveness of profit-sharing. *Data analysis. Target Journal: Industrial and Labor Relations Review*.

Psychological Ownership: A trait or a learned need? *Data collection. Target Journal: Journal of Organizational Behavior*.

Going back to 1999: Understanding and testing measurement error in research on strategic human resource management. *Research design*.

CONFERENCE PROCEEDINGS

08/2015 Kim, A., **Han, K.**, Ryu, S., Choi, J., Park, J., & Kwon., B. How is satisfaction with work-family balance shaped and does it affect job attitudes? *Academy of Management Annual Conference, Vancouver, Canada*.

08/2013 Kim, A., Kim, Y., **Han, K.**, & Jackson, S. E. A multilevel model of green behavior at work: Roles of individual differences and social contexts. *Academy of Management Annual Meeting, Lake Buena Vista, FL*.

08/2012 Kim, A., Kim, Y., & **Han, K.** An affective mechanism of linking voluntary workplace green behavior to job satisfaction: A moderated mediation model. *Academy of Management Annual Meeting, Boston, MA*.

08/2009 Jiang, K., Kim, M. S., **Han, K.**, Lepak, D. Hong, Y., Kim, A., & Winkler, A. Understanding human resource systems: Conceptualizing how the parts work together. *Academy of Management Annual Meeting, Chicago, IL*.

*Winner of the *Academy of Management Best Paper Award (HR Division)*

CONFERENCE PRESENTATIONS

1/2024 Han, K., Kim, A., Blasi, J., & Kim, Y. A Cross-Cultural Study on Employee Stock Ownership Plans: A Human Resource Process Perspective. *LERA@ASSA Meeting, San Antonio, TX*.

7/2023 Kim, A., Han, K., Blasi, J., & Kim, Y. Personality Traits, ESOP Attributions, and Psychological Ownership in the U.S. and South Korea. *Academy of International Business Annual Meeting, Warsaw, Poland*.

01/2023 **Han, K.**, Kim, A., Kim, MS., & Kim, M. A climate for long work hour, job stress, and organizational commitment: Why does gender matter? In LERA Best Papers VI: Workplace Structure and Stress. *LERA@ASSA Meeting, New Orleans, LA*.

- 04/2018 **Han, K.**, Kim, Y., Kim, A., & Chung, D. J. The effects of human capital flows and age on the HPWS-performance link. *Society for Industrial Organizational Psychology Annual Conference*, Chicago, IL.
- 04/2017 Kim, A., Kim, Y., & **Han, K.** Job satisfaction and voluntary workplace green behavior: A cross level model. *Society for Industrial and Organizational Psychology Annual Conference*, Orlando, FL.
- 05/2015 Kim, A., & **Han, K.** An empirical exploration of additive and interactive relations among HR practices for firm profitability: Evidence from the South Korean manufacturing industry. *2nd Global Conference of International Human Resource Management*, Pennsylvania State University, University Park, PA.
- 09/2014 Kim, Y. H., Kim, Y., Kim, A., **Han, K.**, & Lepak, D. P. Continued investment of high-performance work systems and labor productivity: Alignment with growth strategy. *Strategic Management Society*, Madrid, Spain.
- 08/2014 Kim, A., **Han, K.**, Ryu, S., Choi, J., Park, J., & Kwon., B. How is satisfaction with work-family balance shaped and does it affect job attitudes? *Academy of Management Annual Conference*, Philadelphia, PA.
- 05/2014 Kim, A. & **Han, K.** All for one and one for all: The mediating roles of social cohesion and voluntary turnover between participative practices and labor productivity. *Society for Industrial and Organizational Psychology Annual Conference*, Honolulu, HI.
- 08/2012 Gully, S. M., Phillips, J. M., Castellano, W., **Han, K.**, & Kim, A. A mediated moderation model of recruiting socially and environmentally responsible job applicants. *Academy of Management Annual Meeting*, Boston, MA.
- 11/2011 Kim, A., & **Han, K.** HR strategies for organizational ambidexterity. *Strategic Management Society Annual International Conference*, Miami, FL.
- 10/2011 Kim, A., Kim, Y., **Han, K.**, & Seo, J. A behavioral contagion process of greening workplaces: A cross-level model. *Midwest Academy of Management Annual Meeting*, Omaha, NE.
**Winner of the Midwest Academy of Management Best Graduate Student Paper Award*
- 08/2011 Kim, A., **Han, K.**, Kruse, D., & Blasi, J. Determinants of ESOP satisfaction: Job value and a synergy of HR practices. *Academy of Management Annual Meeting*, San Antonio, TX.
- 08/2011 **Han, K.**, & Kim, A. A comprehensive framework of collective incentives: A perspective of time span. *Academy of Management Annual Meeting*, San Antonio, TX.
- 04/2011 Kim, Y., Kim, A., **Han, K.**, & Seo, J. Greening together: Individual- and team-level antecedents of workplace green behavior. *Principles for Responsible Management Education Annual conference*, Rowan University, NJ.

- 01/2011 Kim, A., **Han, K.**, Kruse, D., & Blasi, J. An ESOP effectiveness framework: Job value, ESOP satisfaction, role fulfillment, and employee participation. *Labor and Employment Relations Association Annual Conference*, Denver, CO.
- 08/2009 Hong, Y., Kim, A., Winkler, A., **Han, K.**, Kim, M., & Jiang, K. General versus targeted HR systems: Striving for accuracy and generalizability. *Academy of Management Annual Meeting*, Chicago, IL.
- 08/2008 Gully, S. M., Phillips, J. M., Castellano, W., & **Han, K.** 2009. A model of the role of recruitment messages in recruiting environmentally responsible applicants. In Green management and individuals. Interactive paper presented at *the Academy of Management Annual Meeting*, Chicago, IL.

Invited

- 01/2014 Mid-Year Fellows Workshop, Rutgers University, Piscataway, NJ.
- 12/2011 Beyster Fellowship Annual Symposium, San Diego, CA.
- 06/2011 Beyster Fellowship Annual Symposium, San Diego, CA.
- 02/2011 Mid-Year Fellows Workshop, Rutgers University, Piscataway, NJ.
- 01/2011 International Industrial Relations Association Pay System Study Group Meeting in the Labor and Employment Relations Association Annual Conference, Denver, CO.

Chaired/Discussed Conference Presentations

- 01/2023 Discussant, Mid-Year Fellows Workshop in Honor of Louis O. Kelso, Rutgers University, New Brunswick, NJ
- 01/2023 Discussant, LERA@ASSA, New Orleans, LA
- 01/2021 Session Chair, Mid-Year Fellows Workshop, Rutgers University, Online
- 06/2020 Session Chair, Beyster Fellowship Annual Symposium, Rutgers University, Online
- 01/2018 Discussant, Mid-Year Fellows Workshop, Rutgers University, New Brunswick, NJ
- 06/2017 Session Chair. Asia Academy of Management Conference, Kitakyushu, Fukuoka, JP.
- 01/2016 Session Chair Mid-Year Fellows Workshop, Rutgers University, New Brunswick, NJ
- 01/2014 Session Chair Mid-Year Fellows Workshop, Rutgers University, New Brunswick, NJ
- 06/2014 Session Chair Beyster Fellowship Annual Symposium, Rutgers University, San Diego, CA

TEACHING EXPERIENCE

Baylor University

MGT 4338: Compensation Management

2022 Spring, Section 01: 5.88/6.00 (CG*: 5.56)

2021 Spring, Section 01: 5.83/6.00 (CG:5.51)

2019 Spring, Section 01: 5.24/6.00 | Section 02: 5.70/6.00 (CG: 5.37)

2018 Spring, Section 01: 5.20/6.00 | Section 02: 5.64/6.00 (CG:5.22)

2017 Spring, Section 01: 5.33/6.00 | Section 02: 5.62/6.00 (CG: 5.15)

MGT 3305: Leadership & Organizational Behavior

2022 Spring, Section 10: 5.75/6.00 | Section 11: 5.70/6.00 | Section 12: 5.61/6.00 (CG 5.31)

2021 Spring, Section 501: 5.70/6.00 (CG: 5.32)

2019 Spring, Section 12: 5.53/6.00 | Section 13: 5.57/6.00 (CG: 5.30)

2018 Spring, Section 11: 5.64/6.00 | Section 12: 5.60/6.00 (CG:5.30)

2016 Fall, Section 01: 5.73/6.00 | Section 02: 5.57/6.00 (CG: not available)

* CG: Comparison Group

University of Minnesota-Duluth

2014 Spring, Human Resource Management (181 students): 5.32/6.00

2013 Fall, Special Topic: Strategic Human Resource Planning (14 students): 5.90/6.00

2013 Fall, Training & Development (16 students): 5.84/6.00

Rutgers, the State University of New Jersey

2016 Spring, Organizational Behavior and work (online, 30 students): 4.62/5.00

Topics in LER: Organizational Behavior and Work (online, graduate, 13 students) 4.69/5.00

2015 Fall, Organizational Behavior and work (online, 29 students): 4.67/5.00

Topics in LER: Organizational Behavior and Work (online, graduate, 30 students) 4.51/5.00

2015 Spring, Organizational Behavior and work (online, 30 students): 4.49/5.00

Topics in LER: Organizational Behavior and Work (online, graduate, 25 students) 4.44/5.00

2014 Fall, Organizational Behavior and work (online, 30 students): 4.47/5.00

2014 Summer, Organizational Behavior and work (online, 30 students): 4.56/5.00

2013 Spring, Organizational Behavior and work (65 students): Co-teaching

2011 Fall, Introduction to Human Resource Management (59 students): 4.35/5.00

Grants, Fellowship, and Honors

Conferences, Journals

08/2022 Nominated for the 2022 Scholarly Impact Award, Journal of Management

10/2010 Best Graduate Student Paper Award, Midwest Academy of Management

08/2009 Best Paper Award of HR Division, Academy of Management

Baylor University

03/2020 University Teaching Development Grant

University of Minnesota-Duluth

05/2014 Outstanding Faculty Award Finalist, Labovitz School of Business and Economics

03/2014 Outstanding Faculty Award Nomination, University of Minnesota-Duluth

Rutgers, The State University of New Jersey

07/2013-06/2014 Louis O. Kelso Fellowship for the study of employee ownership,
the Employee Ownership Foundation

07/2011-06/2012 Q.A. Shaw McKean, Jr. Fellowship in Democratic Capitalism

Professional Affiliations

Academy of Management: 2008 - present

Society for I-O Psychology (SIOP): 2010 - present

The Labor and Employment Relations Association (LERA) 2009-2010, 2020 - present

Institute for the Study of Employee Ownership and Profit Sharing: 2011 - present

Professional Services

Baylor University, Hankamer School of Business, Department of Management

2017 - present: Faculty Mentor for Human Resource Management (HRM) Majors

2016 - present: Write recommendation letters for students (35 letters for 25 students)

2018 - present: SACS report preparation for HRM major

2018 - present: Organize annual HRM Major faculty retreat

2018 - present: Academic Advisor for TX SHRM Student Chapter Annual Conference &
Competition

Fall 2022: Full-time instructor search committee member, Department of Management,
Human Resource Management and Management positions

Fall 2021: Member of the Hankamer School of Business Multicultural Diversity Taskforce

Fall 2021: Led HRM Major DirecTV Corporate Site Visit

Fall 2019 - Spring 2020: Baylor Campus Diversity Committee

Fall 2018 - Spring 2020: Organizer of the HSB Monday Women Research Writing Group

Academic Communities

Ad Hoc Reviewer

Personal Review

Journal of Management Studies

Journal of Business Research

Conference reviewer, Academic of Management: 2009 - present

Research Interests

Strategic Human Resource Management (SHRM)

Human Resource Management System operation and outcomes
measurement errors, interrater reliability in SHRM research

Environmentally responsible human resource management practices
Employee Shared Ownership Practices
 Stock ownership, profit-sharing, gainsharing practices
 Employee psychologic ownership
Employee well-being at work
 Work-family balance
 Gender diversity and fairness in the workplace
 Humility and cohesion
Leadership
 Transformational leadership
 Leader-member exchange

Teaching Interests

Human Resource Management (undergraduate, graduate)
Compensation Management (undergraduate, graduate)
Organizational Behavior (undergraduate, graduate)
Training & Development (undergraduate)
Strategic Human Resource Management (graduate)
Human Resources/People Analytics (undergraduate, graduate)

References

Emily M. Hunter
Department Chair
Professor of Human Resource Management
Hankamer School of Business, Baylor University
One Bear Place #98006, Waco, TX 76706
Emily_M_Hunter@baylor.edu
254-710-1844

Cindy Wu
Associate Dean for Diversity and Inclusion
Professor of Human Resource Management
Hankamer School of Business, Baylor University
One Bear Place #98006, Waco, TX 76706
Cindy_wu@baylor.edu
254-710-7672

Sara J. Perry, Ph.D.
Associate Professor of Management
Department of Management
Hankamer School of Business, Baylor University
One Bear Place #98006, Waco, TX 76798
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254-710-4623