Ji Koung Kim

Department of Management
Eli Broad College of Business | Michigan State University
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EDUCATION

Ph.D	**Arizona State University, W.P. Carey School of Business** Major: Management, Organizational Behavior	2019
M.S.	**Korea University, Korea University Business School** Major: Management, Organizational Behavior	2014
B.B.A.	**Korea University, Korea University Business School** Major: Business Administration	2012

ACADEMIC EMPLOYMENT

Michigan State University, Eli Broad College of Business
• Assistant Professor (2024 – present)

Texas A&M University, Mays Business School
• Assistant Professor (2019 – 2024)

RESEARCH INTERESTS

• Impression Management & Social Evaluations
• Social Exchange & Workplace Relationships
• The Future of Work
• Engagement & Motivation

REFEREED PUBLICATIONS [Note: † Current or former PhD student. * Equal contribution.]

Watkins, T., Kim, J. K., Klotz, A. C., & Krishnan, S. (in press). Sharing good news at work to collaborate and to self-enhance: A motivational and reputational perspective on workplace interpersonal capitalization. *Journal of Organizational Behavior*. http://doi.org/10.1002/job.70048

Welsh, D. T., Baer, M. D., Kim, J. K., Thiel, C. E., & Smith, I. H. (2022). Desirable or deceitful? How social exchange dynamics shape responses to pro-coworker unethical behavior. *Personnel Psychology*, *75*(3), 619-644. https://doi.org/10.1111/peps.12483

Kim, J. K., LePine, J. A., Zhang, Z., & Baer, M. D. (2022). Sticking out vs. fitting in: A social context perspective of ingratiation and its effect on social exchange quality with supervisors and teammates. *Journal of Applied Psychology, 107*(1), 95-108. https://doi.org/10.1037/apl0000852

†Yoon, S., †McClean, S. T., Chawla, N., Kim, J. K., Koopman, J., Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. (2021). Working through an 'Infodemic': The impact of COVID-19 news consumption on employee uncertainty and work behaviors. *Journal of Applied Psychology, 106*(4), 501-517. https://doi.org/10.1037/apl0000913

Newton, D. W., LePine, J. A., Kim, J. K., Wellman, N., & Bush, J. T. (2020). Taking engagement to task: The nature and functioning of task engagement across transitions. *Journal of Applied Psychology*, *105*(1), 1-18. https://doi.org/10.1037/apl0000428

*Baer, M. D., *Bundy, J., *Garud, N., & *Kim, J. K. (2018). The benefits and burdens of organizational reputation for employee well-being: A conservation of resources approach. *Personnel Psychology*, *71*(4), 571-595. https://doi.org/10.1111/peps.12276

Kim, J. K., LePine, J. A., & Chun, J. U. (2018). Stuck between a rock and a hard place: Contrasting upward and downward effects of leaders' ingratiation. *Personnel Psychology*, *71*(4), 495-518. https://doi.org/10.1111/peps.12267

Baer, M. D., Matta, F. K., Kim, J. K., Welsh, D. T., & Garud, N. (2018). It's not you, it's them: Social influences on trust propensity and trust dynamics. *Personnel Psychology*, *71*(3), 423-455. https://doi.org/10.1111/peps.12265

INVITED CHAPTERS

Kim, J. K., & LePine, J. A. (2019). Employee engagement: The past, the present, and the future. In A. Wilkinson, N. Bacon, S. Snell, & D. Lepak (Eds.), *Sage handbook of human resource management, 2nd edition* (pp. 371-386). Sage Publications.

ARTICLES FOR PRACTITIONERS & OTHER CONTRIBUTIONS

†Yoon, S., †McClean, S. T., Chawla, N., Kim, J. K., Koopman, J., Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. (2021). Too much information about COVID-19 may be hurting more than helping us. *LSE Business Review.* https://blogs.lse.ac.uk/businessreview/2021/08/03/too-much-information-about-covid-19-may-be-hurting-more-than-helping-us/.

LePine, J. A., Newton, D. W., & Kim, J. K. (2016). Organizational citizenship behaviors (OCBs). In R.W. Griffin (Ed.), *Oxford bibliographies in management.* doi: 10.1093/OBO/9780199846740-0091.

MANUSCRIPTS UNDER REVIEW

Sessions, H. & Kim, J. K. (under review, 2nd round). [Title omitted to preserve the blind review process]. *Academy of Management Review.*

†Jeong, S., Nahrgang, J. D., Kim, J. K., & Newton, D. W. (revise-and-resubmit, 1st round). [Title omitted to preserve the blind review process]. *Organizational Behavior and Human Decision Processes.*

*Chawla, N., *†McClean, S. T., †Yoon, S., Kim, J. K., Koopman, J., Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. (revise-and-resubmit, 1st round). [Title omitted to preserve the blind review process]. *Human Resource Management*.

Sessions, H., †Kwon, E., †Opoku, S., & Kim, J. K. (revise-and-resubmit, 1st round). [Title omitted to preserve the blind review process]. *Academy of Management Journal.*

SELECTED WORKS IN PROGRESS

*Kim, J. K., *†Kwon, S., †Cho, A. & Klotz, A. C. [Employee reactions to coworkers' busyness vs. coworkers' verbal expressions of busyness]. Target journal: *Academy of Management Journal*. (Writing stage).

Kim, J. K., †Chen, X., & †Tan, T. [Leader humor]. Target journal: *Academy of Management Journal*. (Data analysis stage).

†Cho, A., Kim, J. K., & Johnson, R. E. [Transformational leadership and stress]. Target journal: *Personnel Psychology*. (Finalizing manuscript for submission).

†Tan, T. & Kim, J. K. [Implications of leader-employee communication style mismatch]. Target journal: *Academy of Management Journal*. (Data collection stage).

Klotz, A. C., Thompson, P. S., Chawla, N., & Kim, J. K. [Impression management and evaluations of humility]. Target journal: *Organization Science.* (Finalizing manuscript for submission).

Baer, M. D., †Yoo, C., & Kim, J. K. [Verbal vs. behavioral expressions of trust]. Target journal: *Academy of Management Journal*. (Data collection stage).

Kim, J. K., †Tan, T., LePine, J. A., & Baer, M. D. [Leader ingratiation and employees' access to resources]. Target journal: *Academy of Management Journal*. (Data collection stage).

†Yoon, S., Chawla, N., Heng, Y. T., †Piscione, A., & Kim, J. K. [Disclosure of grief at work]. Target journal: *Academy of Management Journal*. (Writing stage).

†Cho, A., Kim, J. K., Chawla, N., & Moreno, F. J. [Spillover effects of housework]. Target journal: *Journal of Applied Psychology*. (Data analysis stage).

Sessions, H., Kim, J. K., Nahrgang, J. D., & †Jeong, S. [Resources and demands of multiple jobholding; full title omitted to preserve the blind review process]. Target journal: TBD. (Finalizing manuscript for submission).

CHAIRED & ORGANIZED CONFERENCE SESSIONS

Kim, J. K. & Wang, J. H. (Co-chairs). *Two sides to every coin: Unpacking the dark and bright sides of employee overqualification*. Presenter symposium at the 2017 Annual Proceedings of the Academy of Management. Atlanta, GA.

CONFERENCE PRESENTATIONS

Kim, J. K., †Kwon, S., †Cho, A., & Klotz, A. C. Say less do more? An investigation of employee reactions to coworkers' busyness vs. coworkers' verbal expressions of busyness. In A. Fleri (Chair), Theoretical and empirical advanced on image management. Presenter symposium at the 2026 Academy of Management Annual Meeting. Philadelphia, PA.

Klotz, A. C., Thompson, P. S., Chawla, N., & Kim, J. K. Humble or needy? How leaders view supplication depends on follower gender. In P. Misha (Chair), Harmful leader behaviors: The subtle but pervasive ways in which leaders cause harm. Presenter symposium at the 2025 Academy of Management Annual Meeting. Copenhagen, Denmark.

†Lee, Y. E., Kim, J. K., & Wu, I. H. Rejected help requests and workplace dynamics. In J. Qiu, S. Kesebir, & S. Y. Lee (Co-chairs), When organizational helping misses the mark: Rejected, avoided and unsolicited support. Presenter symposium at the 2025 Academy of Management Annual Meeting. Copenhagen, Denmark.

†Jeong, S., Nahrgang, J. D., Kim, J. K., & Newton, D. W. Should I tell my boss or not? Disclosure and concealment of multiple jobholding. In A. Ito & J. A. Harrison (Co-chairs), Sharing through self-disclosure: Conceptualizations and measurement in organizations. Presenter symposium at the 2024 Academy of Management Annual Meeting. Chicago, IL.

Chawla, N., †McClean, S. T., †Yoon, S., Koopman, J., Kim, J. K., Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. Blurring the boundaries: Understanding the gender-dependent impact of daily home-work boundary permeations. In S. Yoon, N. Chawla, & K. Zipay (Co-chairs), Navigating the work-life interface during the COVID-19 pandemic. Presenter symposium at the 2022 Society of Industrial and Organizational Psychology Annual Conference. Seattle, WA.

†Yoon, S., Chawla, N., Kim, J. K., Heng, Y. T. Misery loves company? An examination of sharing grief at work. In E. E. Stillwell & J. Hinz (Co-chairs), Emerging research directions exploring grief in organizations. Presenter symposium at the 2021 Academy of Management Annual Meeting (Virtual).

†Yoon, S., †McClean, S. T., Chawla, N., Kim, J. K., Koopman, J., Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. Working through an 'Infodemic': The impact of COVID-19 news consumption on employee uncertainty and work behaviors. In S. B. Barli, A. Dutli, & N. Chawla (Co-chairs), Employee emotions during COVID-19 and their impact on performance and well-being. Presenter symposium at the 2021 Society of Industrial and Organizational Psychology Annual Conference (Virtual).

Welsh, D. T., Baer, M. D., Kim, J. K., Thiel, C. E., & Smith, I. H. Desirable or deceitful? How social exchange dynamics shape responses to unethical helping behavior. In M. S. Mitchell & A. Hillebrandt (Co-chairs), Understanding the aftermath of unethical behavior: Theoretical and empirical advances. Presenter symposium at the 2020 Academy of Management Annual Meeting (Virtual).

Kim, J. K., LePine, J. A., Zhang, Z., & Baer, M. D. The role of team context in how ingratiation affects exchange quality with targets and observers. Paper presented at the 2019 Academy of Management Annual Meeting. Boston, MA.

Baer, M. D., Bundy, J., Kim, J. K., & Garud, N. Two sides to every coin: The benefits and burdens of organizational reputation on employees. Paper presented at the 2017 Academy of Management Annual Meeting. Atlanta, GA.

- Also presented at the 2018 Oxford University Centre for Corporate Reputation Annual Symposium. Oxford, UK.

Newton, D. W., LePine, J. A., Wellman, N., Kim, J. K., & Bush, J. T. Residual engagement and its implications to subsequent engagement and effectiveness. In G. L. Stewart (Chair), Difficult but necessary: Longitudinally examining change and adaptation for individuals and teams. Presenter symposium at the 2017 Academy of Management Annual Meeting. Atlanta, GA.

Wang, J. H., Kim, J. K., Liu, S., Zhang, Z., & Vaulont, M. A meta-analytic investigation of overqualification and its consequences. In J. K. Kim & J. H. Wang (Co-chairs), Two sides to every coin: Unpacking the dark and bright sides of employee overqualification. Presenter symposium at the 2017 Academy of Management Annual Meeting. Atlanta, GA.

Zhang, Z., Kim, J. K., Wang, M., & Fleenor, J. W. Expatriate managers' participative leadership: Examining antecedents and outcomes. Poster presented at the 2017 Society of Industrial and Organizational Psychology Annual Conference. Orlando, FL.

- Recipient of Best International Paper Award.

Newton, D. W., LePine, J. A., Wellman, N., Kim, J. K., & Bush, J. T. Residual engagement and its implications to subsequent engagement and effectiveness. Paper presented at the 2016 Academy of Management Annual Meeting. Anaheim, CA.

- Also presented at the 2016 Interdisciplinary Network of Group Research (INGRoup) Conference. Helsinki, Finland.

Kim, J. K., Newton, D. W., LePine, J. A., & Nahrgang, J. D. Power of the powerless: A process model of power seeking in teams. Paper presented at the 2016 Academy of Management Annual Meeting. Anaheim, CA.

Kim, J. K., Chun, J. U., & LePine, J. A. The influence of leaders' upward behaviors on leader effectiveness and promotability. Paper presented at the 2015 Annual Meeting of the Academy of Management. Vancouver, BC.

PDWs, PANELS, & ROUNDTABLES

- Halfway to Tenure, Already?! Advice for Mid-Tenure Junior Faculty Members (Co-organizer). 2026 Annual Meeting of the Academy of Management. Philadelphia, PA.

- The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty (Co-organizer). 2026 Annual Meeting of the Academy of Management. Philadelphia, PA.

- The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty (Co-organizer). 2025 Annual Meeting of the Academy of Management. Copenhagen, Denmark.

- The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty (Panelist). 2024 Annual Meeting of the Academy of Management. Chicago, IL.

- Association of Korean Management Scholars (AKMS) Doctoral Consortium (Panelist). 2023 Annual Meeting of the Academy of Management. Boston, MA.

- OB Research Roundtables Forum (Facilitator). 2022 Annual Meeting of the Academy of Management. Seattle, WA.

- Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students (Panelist). 2019 Annual Meeting of the Academy of Management. Boston, MA.

• HR Division Late-Stage Doctoral Consortium (Panelist). 2019 Annual Meeting of the Academy of Management. Boston, MA.

INVITED TALKS

- Korea University, Department of Management
- City University of Hong Kong, Department of Management
- The Hong Kong Polytechnic University, Department of Management and Marketing
- Michigan State University, Management Department
- Sungkyunkwan (SKK) University, Management Department
- Yonsei University, Management Division
- Oklahoma State University, Department of Management
- University of Iowa, Department of Management & Organizations
- Texas A&M University, Department of Management

TEACHING

Michigan State University

MGT 906: Organizational Research Methods (Ph.D.)

Fall 2026	Instructor Rating:
Fall 2025	Instructor Rating: 4.89/5.0
Fall 2024	Instructor Rating: 5.00/5.0

PIM 800: Managerial Skills (Executive MBA)

Fall 2026 (online)	Instructor Rating:
Fall 2026	Instructor Rating:
Fall 2025	Instructor Rating: 4.73/5.0
Fall 2025	Instructor Rating: 4.94/5.0
Fall 2024 (co-instructor with Dr. John Wagner)	Instructor Rating: N/A
Fall 2024 (co-instructor with Dr. John Wagner)	Instructor Rating: N/A

MBA 824: Managing the Workforce (Full-time MBA)

Fall 2026	Instructor Rating:
Spring 2026	Instructor Rating: 3.69/5.0
Spring 2025	Instructor Rating: 3.92/5.0

Texas A&M University

MGMT 687: Research Methods Seminar (Ph.D.)

Fall 2023	Instructor Rating: 5.00/5.0
Fall 2022	Instructor Rating: 4.83/5.0

MGMT 675: Leadership in Organizations (Master's)

Fall 2020	Instructor Rating: 4.00/4.0

MGMT 475: Leadership Development (undergraduate)

Spring 2024	Instructor Rating: 4.87/5.0

Spring 2024	Instructor Rating: 4.74/5.0
Fall 2022	Instructor Rating: 4.94/5.0
Fall 2022	Instructor Rating: 4.83/5.0
Spring 2022	Instructor Rating: 4.82/5.0
Fall 2021	Instructor Rating: 4.64/5.0
Fall 2021	Instructor Rating: 5.00/5.0
Fall 2020	Instructor Rating: 3.48/4.0
Fall 2020	Instructor Rating: 3.68/4.0
Fall 2019	Instructor Rating: 4.74/5.0
Fall 2019	Instructor Rating: 4.63/5.0

MGMT 372: Advanced Concepts in OB (undergraduate)

Fall 2019	Instructor Rating: 4.57/5.0

Arizona State University

MGT 320: Organizational Behavior (undergraduate)

Spring 2019	Instructor Rating: 6.7/7.0
Spring 2018	Instructor Rating: 6.7/7.0

HONORS AND AWARDS

• Broad College Teaching Excellence Award (EMBA), August 2026
• Best Reviewer Award, Organizational Behavior and Human Decision Processes, July 2025
• Best Ad Hoc Reviewer Award, Journal of Applied Psychology, April 2024
• Gladys DeJarnatt Graduate Support Endowment Award, Arizona State University. For exemplary overall performance as a doctoral student, April 2018
• Best International Poster Award, Society for Industrial and Organizational Psychology (SIOP) Conference, April 2017
• Arizona State University Graduate Fellowship, 2015, 2016, 2017, 2018
• Honors Scholarship, Korea University, 2010

GRANTS

Broad College of Business Summer Research Grant (2025) - $20,000
Mays Business School Research Mini-Grant (2023) - $5,000

PROFESSIONAL SERVICE

Editorial Review Board

- *Personnel Psychology (2023 – present)*
- *Organizational Behavior and Human Decision Processes (2024 – present)*
- *Journal of Business and Psychology (2024 – present)*

Ad hoc Journal Reviewer

- *Academy of Management Journal (2026 – present)*

- *Journal of Applied Psychology (2020 – present)*
- *Organizational Behavior and Human Decision Processes (2020 – 2024)*
- *Personnel Psychology (2020 – 2023)*
- *Organization Science (2026 – present)*
- *Journal of Management (2020 – present)*
- *Human Resource Management (2020 – present)*
- *European Journal of Work and Organizational Psychology (2018)*
- *Motivation and Emotion (2021)*
- *Current Psychology (2022)*
- *Journal of Small Business Management (2022)*

Conference Reviewer
- Academy of Management Annual Meeting
  - Organizational Behavior Division, 2016 Outstanding Reviewer Award

Grant Reviewer
- Research Grants Council (RGC) of Hong Kong (2022 – present)

Academy of Management
- Making Connections Committee, OB Division (2024 – present)

Award Committee
- Academy of Management
  - OB Division Blake Ashforth Best Dissertation Paper Award (2026)
  - HR Division/SHRM Foundation Dissertation Grant Award (2023)

- Association of Korean Management Scholars (AKMS)
  - Samsung Economic Research Institute (SERI) Scholarship (2020, 2021, 2022)

COLLEGE & DEPARTMENT SERVICE

Michigan State University, Eli Broad College of Business
- Department of Management
  - Ph.D. Admissions Committee, 2024-2026

Texas A&M University, Mays Business School
- Department of Management
  - BBA Curriculum Committee, 2020-2022
  - Scholarship Committee, 2020-2024
  - External Speaker Series Committee, 2020-2024
  - Faculty Hiring Committee, 2021
  - Alumni Conference Planning Committee, 2021-22
  - Shared Governance Committee, 2021-22

PhD STUDENT MENTORING

Dissertation Committee Member
- Seoin Yoon, Texas A&M University (2023; Initial placement: Arizona State University)
- Pok Man Tang, Texas A&M University (2022; Initial placement: University of Georgia)
- Young Eun Lee, Texas A&M University (2022; Initial placement: Florida State University)

Comprehensive Exam Paper Committee
- Tiffany Tan, Michigan State University (2026-27)
- Aran Cho, Michigan State University (2025-26)

PROFESSIONAL MEMBERSHIPS

- Academy of Management (AOM)
- Society for Industrial and Organizational Psychology (SIOP)

REFERENCES

Jeffery A. LePine, Ph.D.
Professor & PetSmart Chair in Business Leadership
W.P. Carey School of Business
Arizona State University
E-mail: Jeff.LePine@asu.edu

Zhen Zhang, Ph.D.
Professor & O. Paul Corley Distinguished Chair in Organizational Behavior and Administration
Edwin L. Cox School of Business
Southern Methodist University
E-mail: ZhenZhang@smu.edu

Michael D. Baer, Ph.D.
Professor & Dean's Council Distinguished Scholar
W.P. Carey School of Business
Arizona State University
E-mail: MikeBaer@asu.edu

Anthony C. Klotz, Ph.D.
Professor
UCL School of Management
University College London
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