

## JO K. OH

OB/HR Doctoral Candidate | Broad College of Business | Michigan State University  
Phone: (607) 379-3119 | Email: ohkyoun1@msu.edu

### EDUCATION

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**Michigan State University** – Broad College of Business, East Lansing, Michigan  
Ph.D., Organizational Behavior and Human Resource Management (expected May 2018)

Dissertation: *Anger, Fear, and Emotional Comrades Against Supervisor Mistreatment in the Workplace* (proposed and successfully defended Oct. 20<sup>th</sup>, 2016)

Advisory Committee:      Dr. John R. Hollenbeck (Chair)  
                                     Dr. Russel E. Johnson  
                                     Dr. Brent A. Scott  
                                     Dr. Crystal I. C. Farh (University of Washington)

**Cornell University** – School of Industrial and Labor Relations, Ithaca, New York (2012)  
Masters of Industrial and Labor Relations, Focus: Human Resources & Organizations

**Hankuk University of Foreign Studies** – College of Business, Seoul, S. Korea (2006)  
Bachelor of Business Administration

### RESEARCH INTERESTS

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- General mistreatment in the workplace (abusive supervision, incivility, ostracism, etc.)
- Affect
- Workgroups

### REFERRED PUBLICATIONS

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**Oh, J. K.**, & Farh, C. I. C. (2017). An emotional process theory of how subordinates appraise, experience, and respond to abusive supervision over time. *Academy of Management Review*, 42(2), 207-232.

Peng, A. C., van Dyne, L., & **Oh, J. K.** (2016). The influence of motivational cultural intelligence on cultural effectiveness based on study abroad: The moderating role of participants' cultural identity. *Journal of Management Education*, 39(5), 1-25.

### MANUSCRIPTS UNDER REVIEW

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Porck, J. P., Matta, F. K., Hollenbeck, J. R., **Oh, J. K.**, Lee, S. M., & Lanaj, K. Social identification and multiteam systems: A multilevel longitudinal investigation of alternative identities. 1<sup>st</sup> round revise and resubmit at *Academy of Management Journal*.

Kim, Y. J., Barnes, C., & **Oh, J. K.** Going Beyond Pleasure and Pain: A Regulatory Focus Driven Process Model of Affect Regulation and Helping Over Time. Under review at *Academy of Management Review*.

Farh, C. I. C., **Oh, J. K.**, Hollenbeck, J. R., Yu., A., Lee, S. M., & King, D. Gender differences and voice in strategic decision making. Under review at *Academy of Management Journal*.

**Oh, J. K.**, Tong, J. & Johnson, R. E., Being mindful at work: A moderated mediation model of the effects of challenge stressors on employee dedication and cynicism. Under review at *Journal of Applied Psychology*.

## **WORKING MANUSCRIPTS**

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Chong, S., Kim, Y. J., Van Dyne, L., & **Oh, J. K.** For Me and You: Why and When Proactive Individuals Increase Sales Performance. Manuscript finalization phase. Target Journal: *Personnel Psychology*.

Hays, N. A., Jamieson, B., Hollenbeck, J. R., Yu, A., & **Oh, J. K.** Social hierarchy in teams. Writing phase. Target Journal: *Academy of Management Journal*.

## **CURRENT RESEACH PROJECTS**

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**Oh, J. K.**, Hays, N. A., & Lee, H. W. The effects of supervisor power and status on subordinate responses to abusive supervision. 3<sup>rd</sup> data collection in progress.

Kim, Y. J., Oh, I.-S, Liao, Z., & **Oh, J. K.** Job crafting as a double-edged sword: The role of organizational support climate on the relationship between job crafting and individual performance. 2<sup>nd</sup> data collection in progress.

**Oh, J. K.**, Lin, S.-H., Johnson, R. E., & Kim, Y. J. Different effects of supervisor mistreatment. 2<sup>nd</sup> data collection in progress.

Matta, F. K., Sleesman, D. J., Hollenbeck, J. R., Conlon, D. E., **Oh, J. K.**, & Lin, S.-H. The role of power, leadership structure, and motivation on negotiations and multi-team systems. Data collection complete.

**Oh, J. K.**, Hollenbeck, J. R., & Yu, A. Dynamics of voice and silence behaviors in teams. Data collection in-progress.

## **CONFERENCE PRESENTATIONS**

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**Oh, J. K.** & Farh, C. I. C. (August, 2014). *An emotional appraisal theory of how subordinates experience abusive supervision over time*. Paper presented in OB divisional paper session at the 74<sup>th</sup> Annual Conference of the Academy of Management. Philadelphia, Pennsylvania.

Kim, Y. J., Van Dyne, L., Chong, S. & **Oh, J. K.** (May, 2014). *What makes proactive individuals better performers?* In Chamberlin, M. Examining its Role as a Motivational Concept, In J. A. LePine (Chair) Engagement: Examining its Role as a Motivational Concept, Symposium paper presented at the 29<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology (SIOP). Honolulu, Hawaii.

Peng, A. C., Van Dyne, L. & **Oh, J. K.** (August, 2013). *The influence of motivational cultural intelligence on cultural effectiveness based on study abroad: The moderating role of participants'*

*cultural identity*. In G. Stahl, Developing Intercultural Competencies through Cross-Cultural Management Education, presented at the 31<sup>st</sup> Annual Conference of the Academy of Management. Orlando, Florida.

## **AWARDS**

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2013 Global Forum Best Symposium Award, symposium panelist. Management Education & Development Division, Academy of Management meeting, Orlando, Florida.

## **GRANTS & FELLOWSHIPS**

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2017 Spring Dissertation Completion Fellowship (\$4,000). The Eli Broad College of Business, Michigan State University.

## **PROFESSIONAL AFFILIATIONS**

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

## **GRADUATE ASSISTANT & TEACHING EXPERIENCE**

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**Full-time MBA Graduate Assistant**, (Instructor: *John R. Hollenbeck*)  
(Course – Leadership & Teamwork)

- Fall semester, 2017
- Fall semester, 2016
- Fall semester, 2015
- Fall semester, 2014
- Fall semester, 2013

**Weekend MBA Graduate Assistant**, (Instructor: *Linn van Dyne*)  
(Course – International Strategies)

- Spring semester, 2015
- Summer semester, 2013

**MSU Executive Education Graduate Assistant**, (Instructor: *John R. Hollenbeck*)  
(Course – Adaptive Leadership: Enhancing Individual and Team Performance)

- Nov., 2016
- Nov., 2015
- April, 2014
- June, Aug., Nov., 2013

**Instructor**, Introduction to Organizational Behavior, (Undergraduate level)

- Evaluation: 4.4/5.0 (Instructor), 4.3/5.0 (Course) (Summer, 2016)

**Instructor**, Managing Human Resources and Organizational Behavior (Undergraduate level)

- Evaluation: 4.43/5.0 (Instructor), 4.00/5.0 (Course) (Summer, 2013)

## **ACADMEIC WORK EXPERIENCE**

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**Management Dept., Michigan State University, East Lansing, Michigan**

- Graduate Research Assistant (2012 – Present)
- MBA Teaching Assistant (2013 – Present)
- Instructor (summer 2013, 2016)

**Institute for Compensation Studies, Cornell University, Ithaca, New York**

- Graduate Research Assistant (2010 – 2012)

**PROFESSIONAL WORK EXPERIENCE**

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**Hyundai Motor Group (HQ), Seoul, S. Korea** (Jan. 2006 – Oct. 2009)

- Global Policy Coordination Team, Strategic Corporate Planning Division
- General HR Team, Kia Motors, (HQ)
- Overseas HR Team, Hyundai Global Strategic HR Division

**Republic of Korea (ROK) Army, S. Korea** (2002 – 2004)

- Dept. of HR Planning, Aviation Operations Command

**LETTERS OF RECOMMENDATION**

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For professional letters of recommendation, please contact:

Dr. John R. Hollenbeck  
Professor of Management  
Michigan State University  
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Dr. Russel E. Johnson  
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Dr. Crystal I. C. Farh  
Assistant Professor  
University of Washington  
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(206) 616-2115