

# Ji Koung Kim

Department of Management  
Eli Broad College of Business | Michigan State University  
632 Bogue St., Room N433, East Lansing, MI 48824  
E-Mail: [kimjikou@msu.edu](mailto:kimjikou@msu.edu)

## EDUCATION

---

<b>Ph.D</b>	<b>Arizona State University, W.P. Carey School of Business</b> Major: Management, Organizational Behavior <i>Committee:</i> Jeffery A. LePine (chair), Zhen Zhang, Michael D. Baer	2019
<b>M.S.</b>	<b>Korea University, Korea University Business School</b> Major: Management, Organizational Behavior	2014
<b>B.B.A.</b>	<b>Korea University, Korea University Business School</b> 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]

---

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>

\*Equal contribution. Authors are listed in alphabetical order.

**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, 2<sup>nd</sup> round). [Title omitted to preserve the blind review process]. *Journal of Applied Psychology*.

Chawla, N., †McClellan, S. T., †Yoon, S., **Kim, J. K.**, Koopman, J., Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. (revise-and-resubmit, 1<sup>st</sup> round). [Title omitted to preserve the blind review process]. *Journal of Applied Psychology*.

Watkins, T., **Kim, J. K.**, Klotz, A. C., & Krishnan, S. (under review). [Title omitted to preserve the blind review process]. *Journal of Management*.

†Jeong, S., Nahrgang, J. D., **Kim, J. K.**, & Newton, D. W. (under review). [Title omitted to preserve the blind review process]. *Academy of Management Journal*.

## SELECTED WORKS IN PROGRESS

---

**Kim, J. K.**, LePine, J. A., Baer, M. D., & †Yoon, S. [Ingratiation and resource flow]. Target journal: *Academy of Management Journal*. (Data collection stage).

\***Kim, J. K.**, \*†Kwon, S. & Klotz, A. C. [Busyness]. Target journal: *Academy of Management Journal*. (Data collection stage).

\**Co-first authors; listed in alphabetical order.*

**Kim, J. K.**, †Kwon, S., & Klotz, A. C. [Relationship change]. Target journal: *Academy of Management Review*. (Theory development stage).

Sessions, H., **Kim, J. K.**, Nahrgang, J. D., & †Jeong, S. [Multiple jobholding and resources]. Target journal: *Personnel Psychology*. (Preparing for submission).

Thompson, P. S., Klotz, A. C., Chawla, N., & **Kim, J. K.** [Supplication]. Target journal: *Journal of Applied Psychology*. (Preparing for submission).

†Yim, J., **Kim, J. K.**, Courtright, S. H., Klotz, A. C. [Construal level]. Target journal: TBD. (Data analysis stage).

†Yoon, S., Chawla, N., Heng, Y. T., & **Kim, J. K.** [Grief]. Target journal: TBD. (Data collection stage).

## 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

---

†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 Annual Meeting of the Academy of Management. 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 Annual Conference of the Society of Industrial and Organizational Psychology. 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 Annual Meeting of the Academy of Management (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 Annual Meeting of the Society of Industrial and Organizational Psychology (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 Annual Meeting of the Academy of Management (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 Annual Meeting of the Academy of Management. 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 Annual Meeting of the Academy of Management. 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 Annual Meeting of the Academy of Management. 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 Annual Meeting of the Academy of Management. 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 Annual Conference of the Society of Industrial and Organizational Psychology. Orlando, FL.

- Recipient of Best International Paper Award.

**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 Annual Meeting of the Academy of Management. Anaheim, CA.

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 Annual Meeting of the Academy of Management. Anaheim, CA.

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

**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**

---

- 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

---

- 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 2024

Instructor Rating:

PIM 800: Managerial Skills (Executive MBA)  
Fall 2024

Instructor Rating:

### Texas A&M University

MGMT 687: Research Methods Seminar (Ph.D.)  
Fall 2023  
Fall 2022

Instructor Rating: 5.00/5.0

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  
Spring 2024  
Fall 2022  
Fall 2022  
Spring 2022  
Fall 2021

Instructor Rating: 4.87/5.0

Instructor Rating: 4.74/5.0

Instructor Rating: 4.94/5.0

Instructor Rating: 4.83/5.0

Instructor Rating: 4.82/5.0

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**

---

- 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**

---

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**

- *Journal of Applied Psychology*
- *Journal of Management*
- *Human Resource Management*
- *European Journal of Work and Organizational Psychology*
- *Motivation and Emotion*
- *Journal of Small Business Management*
- *Current Psychology*

### **Conference Reviewer**

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

### **Grant Reviewer**

- Research Grants Council (RGC) of Hong Kong

### **Award Committee**

- Academy of Management
  - 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-present

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)

### **PROFESSIONAL MEMBERSHIPS**

---

- Academy of Management (AOM)
- Society for Industrial and Organizational Psychology (SIOP)
- American Psychological Association (APA)



## 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  
E-mail: a.klotz@ucl.ac.uk