
DISHI HU
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FOX School of Business
Temple University, Philadelphia, PA, 19122

EDUCATION

Ph.D., Business Administration, Temple University Philadelphia, PA
Fox School of Business Expected 2023
Major: Human Resource Management & Organizational Behavior (HRMOB)
GPA: 3.92/4.00
Dissertation: Leader-Team (In)Congruence of High-Performance Work Systems Use, Team Intellectual Capital, and Team Performance: The Moderating Roles of Team HR Attributions. Proposal defended on April 26th, 2022
Committee: In-Sue Oh (chair), Crystal Harold, and Kaifeng Jiang (external member)

M.A., HRM, Rutgers University New Brunswick, NJ
School of Management and Labor Relations 2016-2018
GPA: 3.96/4.00

B.S., Management, Sun Yat-Sen University Guangzhou, China
Major: Logistics Management 2012-2016
GPA: 3.73/4.00

School of Business, Stockholm University,
Stockholm, Sweden August 2014
International Exchange Student Summer Program

REFEREED PUBLICATIONS

Hu, D., & Oh, I.-S. (2022). The “why” and “how” of human resource (HR) practices: A critical review of the antecedents and consequences of employee HR attributions research. *Research in Personnel and Human Resource Management*, 40, 157–204.

Hu, D., Oh, I.-S., Han, J. H., & Pan, Y. (2022). Antecedents of high-performance work systems: A meta-analysis. *Academy of Management Best Paper Proceedings*, 2022(1)

Hu, D., & Oh, I.-S. (2021). Beyond Individuals’ Use of Information and Communication Technologies (ICTs): A Multi-level Approach in Research on ICTs. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(3), 441–443

RESEARCH UNDER REVIEW

Hu, D., Oh, I.-S., Han, J. H., Pan, Y., & Jiang, K. (1st R&R). Title omitted to preserve blind-review process (HR systems). *Journal of Management*.

*Deng, Y., ***Hu, D.**, Song, Y., Daniels, S. R., Yang, M., & Chen, S. (1st R&R). Title omitted to preserve blind-review process (gossip). *Journal of Applied Psychology*.
*Equal contribution.

Park, H. S., Oh, I.-S., Huang, J., & **Hu, D.** (1st R&R). Title omitted to preserve blind-review process (adaptive performance). *Journal of Applied Psychology*.

Oh, I.-S., Schmidt, F. L., Shaffer, J. A., & **Hu, D.** (1st R&R). Title omitted to preserve blind-review process (selection). *Journal of Applied Psychology*.

Oh, I.-S., Le, H., Robbins, S., & **Hu, D.** (Under review). Title omitted to preserve blind-review process (employee personality). *Personnel Psychology*.

CONFERENCE PAPERS AND PRESENTATIONS

Hu, D., Oh, I.-S., Han, J. H., & Pan, Y. (2022, August). *Antecedents of high-performance work systems: A meta-analysis*. Paper presented at the 82nd Annual Meeting of the Academy of Management (AOM), Seattle, WA.

*Deng, Y., ***Hu, D.**, Daniels, S. R., Yang, M., & Chen, S. (2022, August). *Impact of hearing negative and positive gossip about supervisor: A within-person investigation*. Paper presented at the 82nd Annual Meeting of the Academy of Management (AOM), Seattle, WA.

*Equal contribution

Hu, D., Oh, I.-S., & Hu, B. (2021, April). *Why and when helping others is helping yourself? A supervisor attribution perspective*. Poster presented at the 36th Society for Industrial and Organizational Psychology Annual Meeting, New Orleans, LA (Online due to COVID-19)

Park, H. S., Oh, I.-S., Huang, J., & **Hu, D.** (2021, April). *A meta-analysis of adaptive, task, and contextual performance and their predictors*. Poster presented at the 36th Society for Industrial and Organizational Psychology Annual Meeting, New Orleans, LA (Online due to COVID-19)

Kim, J., Oh, I.-S., Holtz, B.C., Han, S., & **Hu, D.** (2019, August). *The antecedents and consequences of impression management across culture: A meta-analysis*. Paper presented at the 79th Annual Meeting of the Academy of Management (AOM), Boston, MA.

TEACHING EXPERIENCES

Temple University, Fox School of Business

Stand-alone Instructor (On-Campus)

- Leadership & Organizational Management (38 students), Spring 2022
 - Virtual for the first two weeks
 - Average Instructor Ratings: 4.6/5.0; School average: 4.3/5.0
- Leadership & Organizational Management (48 students), Fall 2021
 - Average Instructor Ratings: 4.4/5.0; School average: 4.2/5.0

Graduate Teaching Assistant

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- Leadership & Organizational Management, Fall 2020

Guest Lecturer (On-Campus)

- PhD seminar in Meta-Analysis Research Method, Fall 2020 (online), 2021, 2022

Rutgers University, School of Management and Labor Relations

Graduate Teaching Assistant (On-Campus)

- Compensation (undergraduate course), Spring 2018

CERTIFICATES

Top 10% Best HR Division Conference Paper (2022)

HR Division, 82nd Annual Academy of Management Conference

Teaching for Equity Institute (April 2022)

Center for the Advancement of Teaching, Temple University

Online Teaching Certificate (June 2020)

Fox School of Business, Temple University

Teaching Academy (May 2020)

Fox School of Business, Temple University

AWARDS AND RESEARCH GRANTS

- 2nd place in the *Dissertation Proposal* category of 12th Annual PhD Student Research Competition
- 2021 Cochran Award for Excellence in Research, Fox School of Business
- 2021-2022 Young Scholars Forum Research Grant, Fox School of Business (\$2,300)
- 2020-2021 Young Scholars Forum Research Grant, Fox School of Business (\$1,850)
- 2019-2020 Young Scholars Forum Research Grant, Fox School of Business (\$2,600)
- 2018-2019 Young Scholars Forum Research Grant, Fox School of Business (\$1,600)

PROFESSIONAL ACTIVITIES AND MEMBERSHIPS

Service

- Ad hoc reviewer
 - The International Journal of Human Resource Management
 - Mindfulness
- Reviewer
 - Academy of Management Conference Paper
 - Society for Industrial and Organizational Psychology Conference Paper

Professional Affiliations

- Society for Industrial and Organizational Psychology (SIOP)
- Academy of Management (HR, OB, and Research Method divisions)

WORK EXPERIENCE

AON Hewitt Consulting (Shanghai) Co.,
Intern, Business Development

Guangzhou, China
Jul. 2015-Oct. 2015

- Led the C-Management Certification of Mercedes-Benz in the South Region of China with responsibilities of preparing the assessment materials, guiding and supervising the evaluation process of around 20 participants, and reporting to the chief project supervisor in China;
- Prepared more than 30 bidding materials involving various fields such as real estate, banking, logistics, and pharmaceutical manufacturing;
- Organized and analyzed sales data.