

BIYUN HU

Human Resource Management/Organizational Behavior Department
Temple University, Fox School of Business
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EDUCATION

- Ph.D.** Temple University, Fox School of Business, Aug. 2015 - May 2020 (expected)
Major: Human Resource Management and Organizational Behavior (GPA: 4.0)
- Dissertation:* How interpersonal trust can change: The effects of interpersonal events on the magnitude and permanence of changes in interpersonal trust
(Proposal defended in June 2019)
Committee: Brian C. Holtz (Chair), In-Sue Oh, Vinod Venkatraman
- M.S.** Loyola University Chicago, Quinlan School of Business, Aug. 2012 - Feb. 2015
Major: Human Resource Management (GPA: 3.9) (with honors)
- M.B.A.** Loyola University Chicago, Quinlan School of Business, Aug. 2012 - Feb. 2015
Major: MBA concentrating in Finance (GPA: 3.9) (with honors)
- B.S.** Dongbei University of Finance and Economics (DUFE) (China), Aug. 2008 - May 2012
Major: Business Administration (GPA: 3.9)

RESEARCH INTERESTS

Trust and Justice in the Workplace; Expatriate and Cross-cultural Issues, Leadership

JOURNAL ARTICLES

- Holtz, B. C., & Hu, B. (2017). Passive leadership: Relationships with trust and justice perceptions. *Journal of Managerial Psychology*, 32(1), 119-130.
- Hu, B., & Varma, A. (2016). Employee reactions to the opportunity to participate in performance appraisal processes: An exploratory investigation in China. *Dimensions the International Management Journal of IBS Business School Mumbai*, 4(2), 64-74.

BOOK CHAPTERS

- Hu, B., & Varma, A. (2019). Motivation and feedback. In A. Varma & P. Budhwar. (Eds.), *Performance Management: An Experiential Approach*, London: Sage.
- Varma, A., Hu, B., & Bloomquist, L. (2016). Crony capitalism and family oligarchies in

India. In N. Khatri, & A. Ojha (Eds.), *Indian Brand of Crony Capitalism* (pp. 159-176), Indian Academy of Management Series: Palgrave Macmillan.

WORK UNDER REVISION & REVIEW (Manuscript names redacted to protect blind peer-review)

Hu, B., & Han, S. Distributive Justice. Under 2nd Review at *Journal of Business and Psychology*.

Hu, B., Holtz, B. C., Kim, J., & Oh, I.-S. A meta-analysis of correlates of trust. Under Review at *Personnel Psychology*.

*Harold, C. M., & ***Hu, B.** Employee time theft. Under Review at *Journal of Applied Psychology*. (* equal contributions)

Kim, J., Holtz, B. C., & **Hu, B.** Abusive supervision. Under Review at *Journal of Applied Psychology*.

Han, S., Harold, C. M., **Hu, B.**, & Lee, S. Differentiated empowering leadership. Under Review at *Journal of Applied Psychology*.

Holtz, B. C., De-Cremer, D., **Hu, B.**, Kim, J., & Giacalone, R. Trustworthiness evaluation certainty. Under Review at *Journal of Organizational Behavior*.

SELECTED WORKING PAPERS (titles are tentative)

Hu, B., & Varma, A. Host country nationals' willingness to support expatriate: A policy capturing approach. Writing stage, target: *Human Resource Management*.

Han, S., **Hu, B.**, & Lee, S. Collective humility and team voice: The roles of trust climate and empowering leadership. Writing stage, target: *Journal of Applied Psychology*.

Varma, A., **Hu, B.**, Uppal, N., Norlander, P., & McKendrick, L. HCN support to expatriate with a disability: An empirical investigation in India. Writing stage, target: *Human Resource Management*.

Varma, A., **Hu, B.**, Budhwar, P., & Norlander, P. American HCN support for BRICS expatriates: A multi-source, multi-method investigation. Writing stage, target: *Journal of International Business*.

Hu, B., Wang, Y., Holtz, B., & Li, R. Felt trust: Is it always favorable? Data analysis stage, target: *Journal of Applied Psychology*.

Hu, B., Han, S., & Holtz, B. Cycles of felt trust: The dynamic relationship between felt trust and performance. Experimental design and data collection in progress, target: *Journal of Applied Psychology*.

Hu, B. How interpersonal trust can change: The effects of interpersonal events on the magnitude

and permanence of changes in interpersonal trust. Data analysis stage, target: *Academy of Management Journal*.

CHAired SYMPOSIA SESSION

Harold, C.M. & **Hu, B.** (2019, August). Examining the instigation and receipt of antisocial work behaviors. Symposium presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.

CONFERENCE PRESENTATIONS

Hu, B., Holtz, B. C., & Kim, J. (2019). A Meta-analysis of correlates of trust across East Asia, North America, and Europe. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.

Harold, C. M. & **Hu, B.** (2019). Examining the indirect effect of non-leadership on employee time theft. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.

Hu, B., Tallapragada, R., Varma, A., Rao, K.S., & Ganguly, V. (2019). Host country nationals' willingness to support expatriates: A policy capturing study. Paper presented at the Academy of International Business (India) Conference, Hyderabad (India).

Varma, A., **Hu, B.**, Budhwar, P., & Norlander, P. (2018). American HCN support for BRICS expatriates: A multi-source, multi-method investigation. Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.

Holtz, B. C., De-Cremer, D., **Hu, B.**, Kim, J., & Giacalone, R. (2018). Supervisor trustworthiness and employee withdrawal: The role of evaluation certainty. Paper presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Hu, B., Varma, A., & Yu, M. (2017). Host country nationals' willingness to support expatriates: A policy capturing approach. Paper presented at the Midwest Academy of Management Conference, Chicago, IL.

Varma, A., **Hu, B.**, & Yu, M. (2017). Host country national and expatriate relationship: The impact of nationality. Paper presented at the Midwest Academy of Management Conference, Chicago, IL.

Holtz, B., **Hu, B.**, & Han, S. (2017). Resource foci, valence, and distributive justice effects: A meta-analysis and policy capturing study. Paper presented at the Annual Meeting of the Academy of Management, Atlanta, Georgia.

Varma, A., **Hu, B.**, Zilic, I., & Yu, M. (2017). Host country national categorization of expatriates: Do personality and job type matter? Paper presented at the Eastern Academy of Management Conference, Baltimore, MD.

Russell, L., Varma, A., & **Hu, B.** (2016). Exploring the impact of perceived organizational support and leader-member exchange theories on female employee expatriate experiences. Paper presented at the European Academy of Management Conference, Paris, FRANCE.

Hu, B., Uygur, U., Pichler, S., & Varma, A. (2015). The relationship between performance appraisal processes and employee depressive symptoms: An investigation in China. Paper presented at the European Academy of Management Conference, Warsaw, POLAND.

Varma, A. & **Hu, B.** (2014). Host country national willingness to provide support: Does national origin of expatriate matter? Paper presented at the European Academy of Management Conference, Valencia, SPAIN.

TEACHING EXPERIENCE

Temple University, Fox School of Business

Instructor

- HRM 1101: Leadership & Organizational Management, Spring 2019 (27 students)
Rating: 4.57/5.00 (Department mean: 4.43)
- HRM 1101: Leadership & Organizational Management, Fall 2018 (40 students)
Rating: 4.50/5.00 (Department mean: 4.44)

Teaching Assistant

- HRM 5113: Power, Influence, & Negotiations in Organizations, Spring 2019
- HRM 1101: Leadership & Organizational Management, Spring 2018

Certificates

- Teaching Academy, May 2017
- Online Teaching Certificate, February 2019

AWARDS AND RESEARCH GRANTS

Doctoral Student Research Support Fund, Temple University, April 2019 (\$1000)
18th Young Scholars Forum Research Grant, Temple University, April 2019 (\$1500)
15th Young Scholars Forum Research Grant, Temple University, November 2017 (\$500)
13th Young Scholars Forum Research Grant, Temple University, November 2016 (\$500)
11th Young Scholars Forum Research Grant, Temple University, November 2015 (\$750)
Member of Golden Key, 10/2016
Dean's Honors, 02/2015
Member of Beta Gamma Sigma, 12/2014
Member of Alpha Sigma Nu, 10/2014
Outstanding Graduation Dissertation, 06/2012
Star Volunteer, 05/2012
Outstanding League Member, 12/2011
Behavioral and Moral Model of DUFE, 09/2009
First or Second Class Scholarship of DUFE every semester, 2008 – 2012
First or Second Class Scholarship of Institute every year, 2008 – 2012

PROFESSIONAL AFFILIATION

- Academy of Management
- Society for Industrial and Organizational Psychology

WORK / LEADERSHIP / VOLUNTEER EXPERIENCE

HR Intern at The Imperial of Lincoln Park, Chicago, IL, 11/2014 - 02/2015
HR Intern at Hebei Shengxue Pharmaceutical Co. Ltd., Hebei, China, 06/2011 - 08/2011
Volunteer at SHRM Annual Conference & Exposition, Chicago, IL, 06/2013
Teaching Volunteer at Xinghai Elementary School, Dalian, China, 05/2011 - 06/2012
Volunteer at Shanghai 2010 World Expo, Shanghai, China, 07/2010 - 08/2010
Director of Campus Website's Marketing Division in DUFE, Dalian, China, 10/2009 - 09/2011
Secretary of Volunteer Association in DUFE, Dalian, China, 10/2008 - 07/2009

References

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Date: 09/25/2019