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DeGroote School of Business
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ACADEMIC/RESEARCH APPOINTMENTS

2009 – Present Assistant Professor
Human Resources & Management, DeGroote School of Business
McMaster University, Hamilton, ON, Canada

EDUCATION

Ph.D. in Industrial Relations/Human Resources, 2009
Master of Science in Industrial Relations/Human Resources, 2007
School of Management and Labor Relations, Rutgers University, Piscataway, NJ
Dissertation committee: Hui Liao, Mark Huselid, Susan Jackson, and Michael Sturman (external)

Master of Science in Industrial/Organizational Psychology, 2005
Department of Psychology, Saint Mary's University, Halifax, NS, Canada
Thesis committee: Victor Catano, Lori Francis, Debra Gilin, and Shawn Newsome (external)

Bachelor in English Language/Literature, School of Foreign Language, 2003
Bachelor in Business Administration, School of Management, 2003
Zhejiang University, Hangzhou, Zhejiang, China

RESEARCH INTERESTS

The strategic management of human resources
Service linkage research
Strategic capabilities and HR
Emotional intelligence and leadership

JOURNAL ARTICLES

Liao, H., Toya, K., Lepak, D. P., & **Hong, Y.** (2009). Do they see eye to eye? Management and employee perspectives of High Performance Work Systems and influence processes on service quality. *Journal of Applied Psychology*, 94, 371-391.

Colakoglu, S., Lepak, D. P., & **Hong, Y.** (2006). Measuring HR's effectiveness: Considering multiple stakeholders in a global context. *Human Resource Management Review*, 16, 209-218.

BOOK CHAPTERS

Jackson, S. E., & **Hong, Y.** (2008). Knowledge work. In J. Barling & C. Cooper (ed.). *The SAGE Handbook of Organizational Behavior* (vol 1; pp. 372-392). Sage.

Colakoglu, S., **Hong, Y.**, & Lepak, D. P. (Forthcoming). Models of strategic human resources management. To appear in A. Wilkinson, T. Redman, S. Snell, & N. Becon (ed.), *The SAGE Handbook of Human Resource Management*. Sage.

Hong, Y., Castellano, W., & Lepak, D. P. (2007). Employee loyalty and engagement. In P. Thoms & M. Walden (ed.). *Battleground Business Series* (vol 1; pp. 149-156). Greenwood.

REFEREED CONFERENCE PROCEEDINGS

Jiang, K., Kim, M., Han, K., Lepak, D. P., **Hong, Y.**, Kim, A., & Winkler, A. (2009). Understanding human resource systems: Conceptualizing how the parts work together. *Best Paper Proceedings of the 68th Academy of Management Annual Meeting*.

Zhou, Y., & **Hong, Y.** (2008). A differentiation perspective of Strategic HRM: Strategic capabilities, configurations, and complementarities. *Best Paper Proceedings of the 67th Academy of Management Annual Meeting*.

Liao, H., Toya, K., Lepak, D. P., & **Hong, Y.** (2007). High Performance Work System for Service Quality: Strategic focus, employee experience, and influence process. *Best Paper Proceedings of the 66th Academy of Management Annual Meeting*.

PAPERS UNDER REVIEW

Hong, Y., Catano, V. M., & Liao, H. Leadership emergence: The role of motivation to lead and emotional intelligence. *Leadership Quarterly*.

Hong, Y., Jiang, K., McKay, P. F., Avery, D. R., & Wilson, D. C. Anti-sexual harassment activities and their effects on work attitudes and psychological well-being. *Personnel Psychology*.

CONFERENCE PRESENTATIONS

Hong, Y., Kim, A., & Winkler, A., Jiang, K., Kim, M., & Han, K. (2009). General versus targeted HR systems: Striving for accuracy and generalizability. Paper presented at the Academy of Management Annual Meeting, Chicago, IL.

Jiang, K., Kim, M., Han, K., Lepak, D. P., **Hong, Y.**, Kim, A., & Winkler, A. (2009). Understanding human resource systems: Conceptualizing how the parts work together. Paper presented at the Academy of Management Annual Meeting, Chicago, IL.

McKay, P. F., **Hong, Y.**, Jiang, K., Avery, D. R., & Wilson, D. C. (2009). Anti-sexual harassment activities and their effects on work attitudes and psychological well-being. Symposium presented at the Academy of Management Annual Meeting, Chicago, IL.

Zhou, Y., & **Hong, Y.** (2008). A differentiation perspective of Strategic HRM: Strategic capabilities, configurations, and complementarities. Paper presented at the Academy of Management Annual Meeting, Anaheim, CA.

Hong, Y., Catano, V. M., & Liao, H. (2008). Leadership: The role of gender and emotional intelligence. Paper presented at the American Psychological Association Annual meeting, Boston, MA.

Liao, H., Toya, K., Lepak, D. P., & **Hong, Y.** (2007). High Performance Work System for service quality: Strategic focus, employee experience, and influence process. Paper presented the Academy of Management

Annual Meeting, Atlanta, GA.

Hong, Y., & Lepak, D. P. (2007). Linking customer service strategy with human resource management. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.

Hong, Y., & Kruse, D. (2007). The role of employer support and employee attitudes: moderations of the HRM-performance relationship. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.

Hong, Y., & Lepak, D. P. (2006). HR practices and employee knowledge sharing behavior. Paper presented at the Academy of Management Annual Meeting, Atlanta, GA.

Liao, H., Toya, K., Lepak, D. P., & **Hong, Y. (2006).** High Performance Work System for customer service: Content, process, and impact on the bottom line. Symposium presented at the Academy of Management Annual Meeting, Atlanta, GA.

Hong, Y., & Catano, V. M. (2005). Motivation to lead: Antecedents and the relations with leader emergence. Poster presented at the Canadian Psychological Association 66th Annual Convention, Quebec, Canada.

Hong, Y., Slaunwhite, J., & Ziemer K. (2004). The construction and validation of a Knowledge Sharing Scale (KSS). Symposium conducted at the Canadian Psychological Association 65th Annual Convention, Newfoundland, Canada.

TEACHING EXPERIENCE

Masters

Data-Based Decision Making (Rutgers University, Spring 2008)

Strategic Human Resource Management (McMaster University, Spring 2010)

Undergraduate

Compensation and Rewards (McMaster University, Fall 2009)

Strategic Human Resource Planning (McMaster University, Spring 2010)

Human Resource Issues (Rutgers University, Spring 2006)

PROFESSIONAL EXPERIENCE

2007 Sirota Survey Intelligence, NY
Research Intern

2005-2009 Department of Human Resource Management, Rutgers University, NJ
Teaching Assistant for HR strategy I (Master's)
Research Assistant for Professors Liao, Lepak, Huselid, and Jackson

2003-2005 Department of Psychology, Saint Mary's University, Canada
Teaching Assistant for Multivariate Statistics (Master's)
Teaching Assistant of I/O psychology, statistics (undergraduate)
Research Assistant for Canadian Forces Leadership Institute

PROFESSIONAL MEMBERSHIPS

2005-present Academy of Management (AOM)
2003-2005 Canadian Psychological Association (CPA)

PROFESSIONAL SERVICES

Ad hoc reviewer for Journal of Small Business Management
Ad hoc reviewer for Academy of Management annual meeting 2007, HR and OB
Ad hoc reviewer for Academy of Management annual meeting 2006, HR

HONORS, AWARDS, AND GRANTS

2007 Juran Dissertation Fellowship (\$10,000 from the Joseph M. Juran Center for Leadership
in Quality, University of Minnesota)
2004 Graduate Fellowship (Saint Mary's University)
2003 Graduate Fellowship (Saint Mary's University)
2002 Academic Excellence Scholarship (Zhejiang University)
2000 Academic Excellence Scholarship (Chaoshan Galaxy)