

Faculty

教授与研究

师资队伍

(/Home/Teachers_Department/1087)

(/Home/Teachers_Department/1087)

+ 商学研究 Research

学术活动 (/Home/List/1090)

Academic

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暑期学术交流

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案例研究 (/Home/List/322)

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师资队伍 *Faculty*



陈志俊

教授

+86-21-6590-7442 ()

chen.zhijun@mail.shufe.edu.cn

(mailto:chen.zhijun@mail.shufe.edu.cn)



主要研究方向:

领导力与员工前瞻主动行为、同事间影响与员工业绩、跨层次理论与研究



教育背景

2005年8月 – 2011年8月 香港科技大学商学院, 博士生



学术经历

工作经历

上海财经大学

2017年9月至今 教授

2013年6月 – 2014年7月 副教授

2011年6月 – 2013年6月 助理教授

Deakin大学

2018年7月 访问学者

西澳大学

2017年12月至今 荣誉研究员

2014年8月 – 2017年9月 助理教授

行政管理经历

上海财经大学

2019年1月至今 MBA项目学术主任

2018年7月至今 人力资源管理系主任

2013年4月 – 2014年7月 院长助理 (国际化)

2013年1月 – 2014年7月 人力资源管理系主任

2012年4月 – 2012年12月 人力资源管理系副主任

学术服务

副主编

1.Human Relations (入选金融时报经管类50本期刊), 2019年7月至今
学术期刊编委会

2.Asia Pacific Journal of Management, 2014年4月至今

3.Human Relations, 2016年3月至今

4.Journal of Business Research, 2016年8月至今

临时审稿人

5.Academy of Management Journal (入选UT-Dallas 经管类24本期刊)

6.Journal of Applied Psychology (入选金融时报经管类50本期刊)

7.Organization Science (入选UT-Dallas 经管类24本期刊)

8.Journal of Management (入选金融时报经管类50本期刊)

9.Journal of Management Studies (入选金融时报经管类50本期刊)

10.Journal of Organizational Behavior (入选金融时报经管类50本期刊)

11.Journal of Occupational and Organizational Psychology

12.Management and Organization Review

会议审稿人

1.Academy of Management Conference (OB & IM Divisions)

2.International Association of Chinese Management Research (IACMR)
Conference

3.Australian and New Zealand Academy of Management Conference

学术荣誉与获奖

1.2019年上海财经大学商学院先进工作者

2.第三届全国大学生人力资源管理知识技能竞赛(精创教育杯)总决赛优秀指导教师

- 3.2018年6月, 中国管理国际研究会最佳审稿人
- 4.2018 上海财经大学第二十四届中振科研基金优秀成果奖
- 5.2017年西澳大学艺术、商业、法学与教育学部教学优秀奖提名
- 6.2017年Human Relations年度审稿人特别赞赏奖
- 7.2016 年西澳大学青年学者校长奖
- 8.2016 年西澳大学商学院青年学者最佳论文奖
- 9.2016年6月, 中国管理国际研究会最佳审稿人
- 10.2015年西澳大学商学院BHP Billiton 杰出研究奖
- 11.2015 Ahern 青年学者研究奖
- 12.2013上海市哲学社会科学优秀成果奖一等奖
- 13.2012年6月, 中国管理国际研究会最佳审稿人

学术兼职与活动

- 1.中国管理国际研究会中国大陆区代表
- 2.2019年香港树仁大学国际论坛演讲嘉宾
- 3.2018年中国管理国际研究会年会分会场主席
- 4.2018年全国高校人力资源管理产教融合、协同育人高峰论坛演讲嘉宾
- 5.《中国人力资源开发》2018年度学术会议青年学者工作坊演讲嘉宾
- 6.2018年中欧国际工商学院第三届组织行为学与人力资源管理论坛点评人

学术组织成员

- 1.Academy of Management (AOM)
- 2.Society for Industrial and Organizational Psychology (SIOP)
- 3.International Association of Chinese Management Research (IACMR)
- 4.Society for Organisational Behaviour Australia (SOBA) (邀请制)



研究成果

学术论文发表

领导力与员工前瞻主动行为

- 1.Li, R., **Chen, Z.**, Zhang, H., & Luo, J. How do authoritarian leadership and abusive supervision jointly thwart follower proactivity? A social control perspective. In press. Journal of Management
- 2.Cai, Z., Parker, S., **Chen, Z.**, & Lam, W. 2019. How does the social context fuel the proactive fire? A multi-level review and theoretical synthesis.

Journal of Organizational Behavior, 40: 209-230.

3. Farh, C. I. C., & **Chen, Z.** 2014. Beyond the individual victim: Multilevel consequences of abusive supervision in teams. *Journal of Applied Psychology*, 99: 1074-1095.

4. Takeuchi, R., **Chen, Z.**, & Cheung, S. Y. 2012. Applying uncertainty management theory to employee voice behavior: An integrative investigation. *Personnel Psychology*, 65: 283-323.

同事间影响与员工业绩

5. Peng, Z., **Chen, Z.**, Zhang, I., & Li, J., Unwilling to leave the good Samaritans: How peer interpersonal-oriented citizenship behavior retains "me" . In press. *Asian Pacific Journal of Management*

6. **Chen, Z.**, Takeuchi, R., & Shum, C. 2013. A social information processing perspective of coworker influence on the focal employee. *Organization Science*, 24: 1618-1639.

跨层次理论与研究

7. Hackett, R. D., Wang, A. C., **Chen, Z.**, Cheng, B. S., & Farh, J. L. 2018. Transformational leadership and organizational citizenship behavior: A moderated mediation model of leader-member-exchange and subordinates' gender. *Applied Psychology: An International Review*.

8. **Chen, Z.**, Zhu, J., & Zhou, M. J. 2015. How does a servant leader fuel the service fire? A multilevel model of servant leadership, individual group identity, group competition climate, and customer service performance. *Journal of Applied Psychology*, 100: 511-521.

9. Lee, C., Farh, J. L., & **Chen, Z.** 2011. Promoting group potency in project teams: The importance of group identification. *Journal of Organizational Behavior*, 32: 1147-1162.

10. Song, J., Huang, G., Peng, Z., Law, K. S., Wong, C. S., & **Chen, Z.** 2010. Differential effects of general mental ability and emotional intelligence on academic performance and social interactions intelligence. *Intelligence*, 38: 137-143.

书籍、专著与会议最佳论文集

11. **Chen, Z.**, & Xie, Z. T. 2011. Riding the integrative wave of justice research: Power distance orientation as a moderator. *Academy of Management Best Paper Proceeding*, San Antonio, USA.

12. Hackett, R. D., Farh, J. L., **Chen, Z.**, Wang, A. C., & Cheng, B. S. 2008. Transformational leadership and OCB: A test of a moderated mediated

model. Academy of Management Best Paper Proceeding, Anaheim, USA.

13. Farh, J. L., Hackett, R. D., & **Chen, Z.** 2008. Organizational citizenship behavior in the global world. In Smith, P. & Mark Peterson (Eds.) Handbook of Cross-cultural Management: 165-184. Thousand Oaks: Sage Publication.

14. Farh, J. L., Liang, J., & **Chen, Z.** 2008. Research design and evaluation in empirical research. In X.P. Chen, A.S., Tsui, & J.L., Farh (Eds.), Empirical Methods in Organization and Management Research: 107-127. Beijing: Peking University Press (In Chinese).

会议论文发表

15. **Chen, Z.**, Peng, K., & Zhang, I. D. Unwilling to leave the Good Samaritans: A social identity perspective. The Annual National Meeting of Academy of Management, Chicago, August 9-15 2018.

16. Wang, Y., **Chen, Z.**, Zhou, M., & Rong, Y. Servant leader but aggressive patient: The joint effect on nurses' work performance. The Annual National Meeting of Academy of Management, Chicago, August 9-15 2018.

17. Lam, W., Tang, E., **Chen, Z.**, & Chen, Z. A latent profile analysis of employee voice behavior. The Annual National Meeting of Academy of Management, Chicago, August 9-15 2018.

18. **Chen, Z.**, & Peng, K. Unwilling to leave the good Samaritans: A social identity perspective. AAOM/APJM PDW, Lanzhou, Dec 15-16, 2017.

19. **Chen, Z.** Zhu, J., & Zhou, M. Disagree in disagreement: How does conflict asymmetry affect team outcomes. The Annual National Meeting of Academy of Management, Atlanta, August 4-8 2017.

20. **Chen, Z.**, Chao, M. & Zhang, P. Change It or Lump It? A Model Linking Work Ostracism with Employee Proactive and Deviant Behavior. The Annual National Meeting of Academy of Management, Atlanta, August 4-8 2017.

21. **Chen, Z.** & Qian, J. How Does Coworker Political Behavior Thwart Individual Taking Charge? The Annual National Meeting of Academy of Management, Atlanta, August 4-8 2017.

22. Cai, Z., Parker, S., & **Chen, Z.** When you bite off more than your team can chew: The misfit effect of individual and team proactivity on core task performance. European Association of Work and Organizational Psychology Congress (EAWOP), Dublin, May 17-20 2017.

23. Cheung, S. Y. & **Chen, Z.** Linking team voice behavior with team innovation: A motivated information-processing in groups model. The Seventh Biennial International Association for Chinese Management

Research Conference, Hang Zhou, June 15-19 2016.

24. Yang, Y., Chen, Z., **Chen, Z. X.**, & Chu, X. "How to voice effectively? Voice behavior and voice tactics on supervisor' s perception and response" . The Annual National Meeting of Academy of Management, Vancouver, August 7-11 2015.

25. Liao, H., Liang, J., & **Chen, Z.** "Self-sacrificial leadership and employee proactivity: A follower-centric motivational analysis". The Annual National Meeting of Academy of Management, Vancouver, August 7-11 2015.

26. Takeuchi, R., Yu, N. Y., **Chen, Z.**, & Shapiro, D. L. "Team as innovation system revisited: A cross-level model of proactivity, knowledge sharing and TMS". The Annual National Meeting of Academy of Management, Vancouver, August 7-11 2015.

27. Shum, C., Takeuchi, R., & **Chen, Z.** "A non-linear relationship between abusive supervision and subordinates' job performance" . The Annual National Meeting of Academy of Management, Philadelphia, August 1-5 2014.

28. Yu, N. Y., Takeuchi, R., & **Chen, Z.** "Proactive Team Innovation: An Integrative View of Information Exchange and Supervisor Support" . The Annual National Meeting of Academy of Management, Philadelphia, August 1-5 2014.

29. Yuan, X. & **Chen, Z.** "How does leader ostracism influence employees' political behavior and creativity?: A social identity perspective" . The 8th Asia-Pacific Symposium on Emotions in Worklife, Melbourne Business School, Melbourne, November 29 2013.

30. Farh, C. I. C., & **Chen, Z.** "A multilevel model of how and when team-level abusive supervision diminishes team member voice" . The Annual National Meeting of Academy of Management, Orlando, August 9-13 2013.

31. **Chen, Z.** & Takeuchi, R. "How does leader ostracism thwart employee proactive behavior? A social identity framework" . The 13th I-O Psychology Conference, Hangzhou, June 28-29 2013.

32. **Chen, Z.**, & Farh, J. L. "Dual pathways to silencing the abused: A multilevel model of abusive supervision on team member voice" . The Annual National Meeting of Academy of Management, Boston, August 3-7 2012.

33. **Chen, Z.**, Zhu, J., & Zhou, M. J. "When does a servant leader fuel the service fire? Team competition climate as a moderator" . The Fifth Biennial International Association for Chinese Management Research Conference,

Hong Kong, June 20-24 2012

34.**Chen, Z.**, & Xie, Z. T. "Riding the integrative wave of justice research: Power distance orientation as a moderator" . The Annual National Meeting of Academy of Management, San Antonio, August 12-16 2011.

35.Wang, A. C., Hackett, R. D., Cheng, B. S., **Chen, Z.**, & Farh, J. L. "The role of power distance orientation and self-efficacy in understanding the motivational underpinnings of the transformational leadership-job performance relationship" . The Annual National Meeting of Academy of Management, Montreal, August 6-10 2010.

36.**Chen, Z.** & Takeuchi, R. "Unpack the coworker influence: A moderated mediation model of coworker exchange quality and coworker organizational citizenship behavior" . The 23rd Australian and New Zealand Academy of Management Conference, December 2-4, 2009.

37.Takeuchi, R., Cheung, S. Y., & **Chen, Z.** "Voice behavior as social dilemma: Roles of interactional, procedural, and distributive justice facets" . The Annual National Meeting of Academy of Management, Chicago, August 7-11 2009.

38.Hackett, R. D., Farh, J. L., **Chen, Z.**, Wang, A. C., & Cheng, B. S. "Transformational leadership and OCB: A test of a moderated mediated model". The Annual National Meeting of Academy of Management, Anaheim, August 8-13 2008.

39.**Chen, Z.**, Farh, J. L., & Wang, H. "How culture matters to perceived organizational support - employee outcome relationships: Dual effects of traditionality and organizational structure". Asia Academy of Management Meeting, Taipei, December 14-16 2008.

40.Song, J. Wong, C. S., Law, K. S., Huang, E. G., & **Chen, Z.** "Effects of general mental ability and emotional intelligence on self-assessed career-related abilities" . XXIX International Congress of Psychology, Berlin, July 20-25 2008.

41.Farh, J. L., Hackett, R. D., & **Chen, Z.** "Organizational citizenship in a global context: A literature review". The Annual National Meeting of Academy of Management, Philadelphia, August 3-8 2007.

42.Huang, G. H., Law, K. S., Song, L., & **Chen, Z.** "Differential effects of emotional intelligence and cognitive ability on performance and peer liking". The Annual National Meeting of Academy of Management, Philadelphia, August 3-8 2007.

受邀演讲

Presented at the management departments and organizational behavior groups of the following universities in chronological order: Shanghai Jiao Tong University (2010); Harbin Institute of Technology Shenzhen Graduate School (2011, 2012, 2014, 2018); Tsinghua University (2012); University of Melbourne (2012); Hong Kong Polytechnic University (2013); Southwestern University of Finance and Economics (2013); Beijing Normal University (2013); Hong Kong Baptist University (2014); Tsinghua University (2014); Australia National University (2015); Nanjing University (2017); Jiangnan University (2018); RMIT (2018); Deakin University (2018)



媒体报道

1. "One toxic boss can poison the whole workplace" Pacific Standard (<http://www.psmag.com/navigation/business-economics/jerk-bosses-ruin-workplaces-88998/>)
2. "Bosses who bully one employee ruin work for everyone" Human Resources Online (<http://www.humanresourcesonline.net/bosses-bully-employee-ruin-work-everyone/>)
3. "Study shows how toxic bosses wreck teamwork" Forbes (<http://www.forbes.com/sites/susanadams/2014/08/22/study-shows-how-toxic-bosses-wreck-teamwork/>)
4. "Abusive leadership infects entire team" MSUToday (<http://msutoday.msu.edu/news/2014/abusive-leadership-infects-entire-team/>)



教学经历

教学经历

教学兴趣

组织行为学

领导力

社会心理学

管理研究方法

西澳大学教学经历

组织行为学, 2014 Trimester 3, 29 MBAs (co-teach with Steve McShane)

组织行为学, 2015 Semester 1, 735 undergraduates

招聘与选拔, 2015 Semester 1, 134 undergraduates

组织行为学, 2016 Semester 1, 780 undergraduates

招聘与选拔, 2016 Semester 1, 95 undergraduates

组织行为学, 2017 Semester 1, 745 undergraduates

上海财经大学教学经历

社会心理学, 2011秋, 硕士

社会心理学, 2011秋, 本科

社会心理学, 2012春, 本科

战略人力资源管理, 2012春, 硕士

创新管理, 2012春, EMBA (co-teach with Sara Beckman)

战略人力资源管理, 2012春, MBA

社会心理学, 2012秋, 本科

社会心理学, 2013春, 本科

战略人力资源管理, 2013春, 硕士

战略人力资源管理, 2012春, MBA

社会心理学, 2014春, 本科

战略人力资源管理, 2014春, 硕士

高级社会心理学, 2014春, 博士

组织行为学研讨课, 2018春, 博士

社会心理学, 2018秋, 本科

组织行为学, 2018秋, 本科

高级社会心理学, 2018秋, 博士

组织行为学, 2018冬, DBA

组织行为学, 2019春, 本科

员工主动行为深度研究, 2019春, 博士

香港科技大学

管理学导论, 2009夏, 本科

学生指导与人才培养

教学项目

1.2019年7月上海财经大学研究生教育教学改革项目-基于过程管理的MBA学位论文质量保障体系研究

2.2019年4月教育部产学合作协同育人项目-《基于大数据的人力资源管理科技课程体系改革与实践》

3.2017年11月上海财经大学研究生教育教学改革项目-博士生独立研究能力培养
课程改革实践项目

案例撰写

1.授权的迷思：某通信公司中层管理者的授权困局-入选上海财经大学商学院优秀
案例集锦

指导学生获奖

2.第三届全国大学生人力资源管理知识技能竞赛第五赛区一等奖、最具潜力奖

3.第三届全国大学生人力资源管理知识技能竞赛(精创教育杯)总决赛本科组二等
奖

上海财经大学指导硕士生

1.2013年, 吴诗苑

2.2014年, 袁杏

西澳大学指导荣修学位

1.Alexandra Miller, 2015 (Upper 2nd Class)

2.Kate Davis, 2016 (Upper 2nd Class)

3.Annoushka Puvimanasinghe, 2016 (Lower 2nd Class)

西澳大学指导博士生

1.Dina Sartika, 2014 - 2016 (Principle Supervisor)

2.Darja Miscenko, 2014 - 2016 (Co-Supervisor)

3.Rusyda Mohd, 2015 - 2017 (Co-Supervisor)

4.Zijun Cai, 2015 - 2018 (Co-Supervisor)

5.Fangfang Zhang, 2016 - (Co-Supervisor)

内部与社会服务

西澳大学内部服务

Committee, Board of Undergraduate Studies



(<http://bestbizschools.aacsb.edu/school-search/c/college-of-business-shanghai-university-of-finance-and-economics>)




(<https://www.mbaworld.com/>)




武东路校区：上海市 武东路100号 邮政编码：200433

中山北一路校区：上海市 中山北一路369号 邮政编码：200083

联系我们  新浪微博

(/Home/Details/11656)
<http://weibo.com/sufecob>

 院长信箱

 学院微信 (<mailto:dean.cob@mail.shufe.ec>)