

Curriculum Vitae

Jin Nam Choi

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Professional Experiences

Graduate School of Business
Seoul National University
Seoul, Korea

Full Professor
Organizational Behavior and Human Resource Management (September, 2012 — Present)

Graduate School of Business
Seoul National University
Seoul, Korea

Associate Professor
Organizational Behavior and Human Resource Management (February, 2007 — August, 2012)

University of California
Los Angeles (UCLA)
Los Angeles, CA, USA

Visiting Scholar
Institute for Research on Labor and Employment (January, 2010 — February, 2011)

Faculty of Management
McGill University
QC, Canada

Assistant Professor
Organizational Behavior and Human Resource Management (August, 2000 — December, 2006)

Institute for Social
Research (ISR)
University of Michigan
Ann Arbor, MI, USA

Research Associate
Michigan Prevention Research Center (September, 1995 — July, 2000)

Education

The University of Michigan
Ann Arbor, MI

Doctor of Philosophy, Organizational Psychology
(2000)

Seoul National University
Seoul, Korea

Master of Arts, Industrial and Organizational Psychology (1992)

Seoul National University
Seoul, Korea

Bachelor of Arts, Psychology (1990)

Publications

Major Journal Articles

* J. N. Choi is the corresponding author.

1. Lee, H., Kim, J., Lee, H., Triana, M. d. C., & **Choi, J. N.**, (2025). When employee gender diversity benefits collective performance: The importance of the proportion of women in top management teams. *Personnel Psychology*, 78, 305-330.
2. *Sung, S. Y., & **Choi, J. N.** (2021). Leader status behaviors and team creativity: The role of collective interactions and status conflict among members. *Journal of Organizational Behavior*, 42(8), 1120-1133.
3. *Sung, S. Y., & **Choi, J. N.** (2021). Do you value or worry about feedback? Tradeoffs between cost and value perceptions and dual feedback-seeking strategies toward creativity. *Journal of Organizational Behavior*, 42(7), 950-963.
4. *Malik, M. A. R., **Choi, J. N.**, & Butt, A. N. (2019). Distinct effects of intrinsic motivation and extrinsic rewards on radical and incremental creativity: The moderating role of goal orientations. *Journal of Organizational Behavior*, 40(9-10), 1013-1026. [Recognized as the *Journal of Organizational Behavior*'s 1st Runner Up Best Paper of 2019]
5. *Tu, Y., Lu, X., & **Choi, J. N.**, Guo, W. (2019). Ethical leadership and team-level creativity: Mediation of psychological safety climate and moderation of supervisor support for creativity. *Journal of Business Ethics*, 159(2), 551-565.
6. *Chae, H., Park, J., & **Choi, J. N.** (2019). Two facets of conscientiousness and the knowledge sharing dilemmas in the workplace: Contrasting moderating functions of supervisor support and coworker support. *Journal of Organizational Behavior*, 40(4), 387-399.
7. *Ko, Y. J., & **Choi, J. N.** (2019). Overtime work as the antecedent of employee satisfaction, firm productivity, and innovation. *Journal of Organizational Behavior*, 40(3), 282-295.
8. *Chae, H., & **Choi, J. N.** (2019). Routinization, free cognitive resources and creativity: The role of individual and contextual contingencies. *Human Relations*, 72(2), 420-443.
9. *Sung, S. Y., & **Choi, J. N.** (2018). Building knowledge stock and facilitating knowledge flow through human resource management practices toward firm innovation. *Human Resource Management*, 57(6), 1429-1442.
10. *Sung, S. Y., & **Choi, J. N.** (2018). Effects of training and development on employee outcomes and firm innovative performance: Moderating roles of voluntary participation and evaluation. *Human Resource Management*, 57(6), 1339-1353.

11. *Lee, H. W., **Choi, J. N.**, Kim, S. (2018). Does gender diversity help teams constructively manage status conflict? An evolutionary perspective of status conflict, team psychological safety, and team creativity. *Organizational Behavior and Human Decision Processes*, 144, 187-199.
12. *Chung, G. H., **Choi, J. N.**, & Du, J. (2017). Tired of innovations? Learned helplessness and fatigue in the context of continuous streams of innovation implementation. *Journal of Organizational Behavior*, 38(7), 1130-1148.
13. *Rhee, Y. W., & **Choi, J. N.** (2017). Knowledge management behavior and individual creativity: Goal orientations as antecedents and in-group social status as moderating contingency. *Journal of Organizational Behavior*, 38(6), 813-832.
14. *Sung, S. Y., **Choi, J. N.**, & Kang, S.-C. (2017). Incentive pay and firm performance: Moderating roles of procedural justice climate and environmental turbulence. *Human Resource Management*, 56(2), 287-305.
15. *Shin, Y., Kim, M. S., **Choi, J. N.**, Kim, M., & Oh, W. (2017). Does leader-follower regulatory fit matter? The role of regulatory fit in followers' organizational citizenship behavior. *Journal of Management*, 43(4), 1211-1233.
16. *Shin, Y., Sung, S. Y., **Choi, J. N.**, & Kim, M. S. (2015). Top management ethical leadership and firm performance: Mediating role of ethical and procedural justice climate. *Journal of Business Ethics*, 129(1), 43-57.
17. *Malik, M. A. R., Butt, A. N., & **Choi, J. N.** (2015). Rewards and employee creative performance: Moderating effects of creative self-efficacy, reward importance, and locus of control. *Journal of Organizational Behavior*, 36(1), 59-74.
18. *Sung, S. Y., & **Choi, J. N.** (2014). Multiple dimensions of human resource development and organizational performance. *Journal of Organizational Behavior*, 35(6), 851-870.
19. *Chun, J. S., & **Choi, J. N.** (2014). Members' needs, intragroup conflict, and group performance. *Journal of Applied Psychology*, 99(3), 437-450.
20. *Sung, S. Y., & **Choi, J. N.** (2014). Do organizations spend wisely on employees? Effects of training and development investments on learning and innovation in organizations. *Journal of Organizational Behavior*, 35(3), 393-412.
21. *Chung, G. H., Du, J., & **Choi, J. N.** (2014). How do employees adapt to organizational change driven by cross-border M&As? A case in China. *Journal of World Business*, 49(1), 78-86.
22. Sy, T., & **Choi, J. N.** (2013). Contagious leaders and followers: Exploring multi-stage mood contagion in a leader activation and member propagation (LAMP) model. *Organizational Behavior and Human Decision Processes*, 122(2), 127-140.

23. Chun, J. S., Shin, Y., **Choi, J. N.**, & Kim, M. S. (2013). How does corporate ethics contribute to firm financial performance? The role of collective organizational commitment and organizational citizenship behavior. *Journal of Management*, 39(4), 853-877.
24. *Sung, S. Y., & **Choi, J. N.** (2012). Effects of team knowledge management on the creativity and financial performance of organizational teams. *Organizational Behavior and Human Decision Processes*, 118(1), 4-13.
25. ***Choi, J. N.**, Sung, S. Y., Lee, K., Cho, D.-S. (2011). Balancing cognition and emotion: Innovation implementation as a function of cognitive appraisal and emotional reactions toward the innovation. *Journal of Organizational Behavior*, 32(1), 107-124.
26. ***Choi, J. N.**, & Sy, T. (2010). Group-level organizational citizenship behavior: Effects of demographic faultlines and group conflict in small work groups. *Journal of Organizational Behavior*, 31(7), 1032-1054.
27. *Du, J., & **Choi, J. N.** (2010). Pay for performance in emerging markets: Insights from China. *Journal of International Business Studies*, 41(4), 671-689.
28. **Choi, J. N.** (2009). Collective dynamics of citizenship behavior: What group characteristics promote group-level helping? *Journal of Management Studies*, 46(8), 1396-1420.
29. ***Choi, J. N.**, & Chang, J. Y. (2009). Innovation implementation in the public sector: An integration of institutional and collective dynamics. *Journal of Applied Psychology*, 94(1), 245-253.
30. **Choi, J. N.** (2007). Change-oriented organizational citizenship behavior: Effects of work environment characteristics and intervening psychological processes. *Journal of Organizational Behavior*, 28(4), 467-484.
[Acknowledged as one of the top five most-cited articles in *Journal of Organizational Behavior*, August, 2010]
31. Oh, W., **Choi, J. N.**, & Kim, K. (2005). Coauthorship dynamics and knowledge capital: The patterns of cross-disciplinary collaboration in information systems research. *Journal of Management Information Systems*, 22(3), 265-292.
32. *Butt, A. N., **Choi, J. N.**, & Jaeger, A. (2005). The effects of self-emotion, counterpart emotion, and counterpart behavior on negotiator behavior: A comparison of individual-level and dyad-level dynamics. *Journal of Organizational Behavior*, 26(6), 681-704.
33. ***Choi, J. N.**, Price, R. H., & Vinokur, D. A. (2003). Self-efficacy changes in groups: Effects of diversity, leadership, and group climate. *Journal of Organizational Behavior*, 24(4), 357-372.

34. *Choi, J. N., & Kim, M. U. (1999). The organizational application of groupthink and its limitations in organizations. *Journal of Applied Psychology*, 84(2), 297-306.

International Journal Articles (SSCI Journals)

* J. N. Choi is the corresponding author.

1. *Chen, I.-S., & Choi, J. N. (in press). Who Are the Champions of Workplace Innovations? Playful Use of Technology and Psychological Ownership for Championing Industry 4.0 Technologies. *Industry and Innovation*.
2. *Park, S. B., & Choi, J. N. (in press). Vertical conflict asymmetry between leaders and members: Implications for individual and team creativity. *International Journal of Conflict Management*.
3. *Chen, I.-S., & Choi, J. N. (2025). Does job boredom benefit creativity? A cross-domain process through leisure crafting. *European Journal of Innovation Management*, 28(9), 4756-4780.
4. *Chen, I.-S., & Choi, J. N. (2025). Does leisure crafting improve workplace creativity? *European Management Review*, 22(3), 640-655.
5. *Hwang, T., Sy, T., & Choi, J. N. (2025). Coping with negative emotions: Interpersonal effects in organizational settings. *Social Behavior and Personality*, 53(5), e13885.
6. *Chen, I.-S., & Choi, J. N. (2025). Industry 4.0 technologies and green creativity: Mediating roles of playful work design and leisure crafting. *Journal of Business Research*, 188, Article 115103.
7. *Chen, I.-S., Wu, S.-H., & Choi, J. N. (2025). Make an environmental impact beyond organizational boundaries through green leisure crafting of employees. *Applied Psychology*, 74(1), e12595.
8. *Park, I-J. Choi, J. N., Park, J., & Hai, S. (2024). Being resilient to maintain interpersonal stability: Resource caravan toward employee creativity. *European Journal of Work and Organizational Psychology*, 33(6), 824-837.
9. *Du, J., Zheng, X. N., Choi, J. N. & Xiang, Y. (2024). Daily effects of COVID-19 news on personal protective behaviors through COVID-19 anxiety: The significance of direct Wuhan epidemic experience. *International Journal of Behavioral Medicine*, 31(5), 679-690.
10. *Park, I.-J. Choi, J. N., Myeong, H., & Hai, S. (2024). Daily idea generation and employee creative performance: Effect of day-level congruence between felt responsibility for change and willingness to take risks. *Journal of Business and Psychology*, 39(4), 987-1004.

11. Sung, S. Y., Ko, Y. J., & **Choi, J. N.** (2024). Do employees and firms benefit from autonomous work practice? Curvilinear effects on collective turnover and productivity of firms. *International Journal of Human Resource Management*, 35(13), 2191-2221.
12. *Sung, S. Y., Li, Y. X., & **Choi, J. N.** (2024). Upward social comparison toward proactive and reactive knowledge sharing: The roles of envy and goal orientations. *Journal of Business Research*, 170, 114314.
13. *Kim, H. H., Chung, Y., & **Choi, J. N.** (2024). Reciprocated knowledge sharing and individual creative performance. *Social Behavior and Personality*, 52(3), 1-12.
14. *Ko, Y. J., & **Choi, J. N.** (2023). Collective turnover and firm innovation: Knowledge-sharing system as a contingency. *Journal of Product Innovation Management*, 40(6), 817-835.
15. *Seong, J. Y., & **Choi, J. N.** (2023). Multilevel homology and discontinuity of person-group fit on individual and team creativity. *Journal of Social Psychology*, 163(2), 269-286.
16. *Kim, H. H., & **Choi, J. N.** (2023). How to translate creative ideas into innovation? Differential resources for proactive and responsive team idea generation. *Creativity Research Journal*, 35(1), 82-98.
17. *Kim, M. J., & **Choi, J. N.** (2023). Happy but deviant: How does positive affect disrupt social sustainability? *Sustainability*, 15(5), 4567.
18. *Sung, S. Y., & **Choi, J. N.** (2023). What drives firms to invest in training and developing employees? Time-dependent effects of firm internal and external contingencies. *International Journal of Human Resource Management*, 34(2), 223-252.
19. *Park, I.-J., **Choi, J. N.**, & Wu, K. (2022). Affect stability and employee creativity: The roles of work-related positive affect and knowledge sharing. *European Journal of Work and Organizational Psychology*, 31(3), 331-340.
20. *Yu, M., & **Choi, J. N.** (2022). How do feedback seekers think? Disparate cognitive pathways towards incremental and radical creativity. *European Journal of Work and Organizational Psychology*, 31(3), 470-483.
21. *Kim, H. H., **Choi, J. N.**, & Sy, T. (2022). Translating proactive and responsive creativity to innovation implementation: The roles of internal and external team behaviours for implementation. *Creativity and Innovation Management*, 31(2), 162-178.
22. *Du, J., Fan, W., & **Choi, J. N.** (2022). Non-work-related instant messaging in the workplace and daily task performance: Complementarity between social and cognitive resources. *Journal of Managerial Psychology*, 37(4), 305-318.

23. Liu, Y., Du, J., **Choi, J. N.**, & Li, Y. (2022). Can I get back later or turn it off? Day-level effect of remote communication autonomy on sustainable proactivity. *Sustainability*, 14(3), 1856.
24. *Kim, H. H., & **Choi, J. N.** (2022). Why and when others reciprocate my knowledge sharing in work teams: Attribution of intention and social values. *Social Behavior and Personality*, 50(1), 1-12.
25. *Sung, S. Y., & **Choi, J. N.** (2021). Team psychological needs and radical versus incremental creativity of work teams. *Human Performance*, 34(3), 149-167.
26. *Sung, S. Y., & **Choi, J. N.** (2021). Contingent effects of workforce diversity on firm innovation: High-tech industry and market turbulence as critical environmental contingencies. *International Journal of Human Resource Management*, 32(9), 1986-2012.
27. *Luo, Y. J., Li, Y. P., **Choi, J. N.**, & Du, J. (2020). Visionary leadership effectiveness: Moderating roles of power distance and middle-way thinking. *Social Behavior and Personality*, 48(12), 1-12.
28. *Hwang, T. J., & **Choi, J. N.** (2020). Different moods lead to different creativity: Mediating roles of ambiguity tolerance and team identification. *Creativity Research Journal*, 32(2), 161-173.
29. *Sung, S. Y., Rhee, Y. W., Lee, J. E., & **Choi, J. N.** (2020). Dual pathways of emotional competence toward incremental and radical creativity: Resource caravans through feedback-seeking frequency and breadth. *European Journal of Work and Organizational Psychology*, 29(3), 421-433.
30. *Seong, J. Y., & **Choi, J. N.** (2019). Is person-organization fit beneficial for employee creativity? Moderating roles of leader-member and team-member exchange quality. *Human Performance*, 32(3-4), 129-144.
31. *Sung, S. Y., & **Choi, J. N.** (2019). Effects of diversity on knowledge sharing and creativity of work teams: Status differential among members as a facilitator. *Human Performance*, 32(3-4), 145-164.
32. *Kim, H. H., **Choi, J. N.**, & Butt, A. N. (2019). Reflected self-efficacy and creativity: The power of being recognized by others toward individual creative performance. *Social Behavior and Personality*, 47(8), 1-13.
33. *Choi, S. Y., Chung, G. H., & **Choi, J. N.** (2019). Why are we having this innovation? Employee attributions of innovation and implementation behavior. *Social Behavior and Personality*, 47(7), 1-13.

34. *Yoon, H. J., & **Choi, J. N.** (2019). To routinize or not to routinize? Employee task routinization, situational motivation, and creativity. *Social Behavior and Personality*, 47(3), 1-11.
35. Sung, S. Y., Rhee, Y. W., Lee, J. E., **Choi, J. N.**, & Yoon, H. J. (2019). Multilevel social predictors of employee feedback-seeking behavior: A cost-benefit perspective. *Social Behavior and Personality*, 47(2), 1-11.
36. *Chung, G. H., & **Choi, J. N.** (2018). Innovation implementation as a dynamic equilibrium: Emergent processes and divergent outcomes. *Group & Organization Management*, 43(6), 999-1036.
[Recognized as a 2018 *Group & Organization Management* Outstanding Paper]
37. *Kim, M. J., & **Choi, J. N.** (2018). Group identity and positive deviance in work groups. *Journal of Social Psychology*, 158(6), 730-743.
38. *Sung, S. Y., Du, J., & **Choi, J. N.** (2018). Cognitive pathways of team creative climate: Implications for member creativity and performance. *Human Performance*, 31(4), 197-215.
39. *Yang, Y., **Choi, J. N.**, & Lee, K. (2018). Theory of planned behavior and different forms of organizational change behavior. *Social Behavior and Personality*, 46(10), 1657-1672.
40. *Sung, S. Y., & **Choi, J. N.** (2018). To invest or not to invest: Strategic decision making toward investing in training and development in Korean manufacturing firms. *International Journal of Human Resource Management*, 29(13), 2080-2105.
41. *Chae, H., & **Choi, J. N.** (2018). Contextualizing the effects of job complexity on creativity and task performance: Extending job design theory with social and contextual contingencies. *Journal of Occupational and Organizational Psychology*, 91(2), 316-339.
42. **Choi, J. N.**, Sung, S. Y., & Zhang, Z. (2017). Workforce diversity in manufacturing companies and organizational performance: The role of status-relatedness and internal processes. *International Journal of Human Resource Management*, 28(19), 2738-2761.
43. Lee, Y. S., Chang, J. Y., & **Choi, J. N.** (2017). Why reject creative ideas? Fear as a driver of implicit bias against creativity. *Creativity Research Journal*, 29(3), 225-235.
44. *Sung, S. Y., Antefelt, A., & **Choi, J. N.** (2017). Dual effects of job complexity on proactive and responsive creativity: Moderating role of employee ambiguity tolerance. *Group & Organization Management*, 42(3), 388-418.
45. *Park, J., Chae, H., & **Choi, J. N.** (2017). The need for status as a hidden motive of knowledge-sharing behavior: An application of costly signaling theory. *Human Performance*, 30(1), 21-37.

46. *Kim, M. J., **Choi, J. N.**, & Lee, K. (2016). Trait affect and individual creativity: Moderating roles of affective climate and reflexivity. *Social Behavior and Personality*, 44(9), 1477-1498.

47. Gong, T., & **Choi, J. N.** (2016). Effects of task complexity on creative customer behavior. *European Journal of Marketing*, 50(5/6), 1003-1023.

48. *Shin, Y., Kim, M., **Choi, J. N.**, Lee, S.-H. (2016). Does team culture matter? Roles of team culture and collective regulatory focus in team task and creative performance. *Group & Organization Management*, 41(2), 232-265.

49. *Gong, T., **Choi, J. N.**, & Murdy, S. (2016). Does customer value creation behavior drive customer well-being? *Social Behavior and Personality*, 44(1), 59-76.

50. Yoon, H. J., Sung, S. Y., **Choi, J. N.**, Lee, K., & Kim, S. (2015). Tangible and intangible rewards and employee creativity: The mediating role of situational extrinsic motivation. *Creativity Research Journal*, 27(4), 383-393.

51. Du, J., Shin, Y., & **Choi, J. N.** (2015). Convergent perceptions of organizational efficacy among team members and positive work outcomes in organizational teams. *Journal of Occupational and Organizational Psychology*, 88(1), 178-202.

52. *Yoon, H. J., Sung, S. Y., & **Choi, J. N.** (2015). Mechanisms underlying creative performance: Employee perceptions of intrinsic and extrinsic rewards for creativity. *Social Behavior and Personality*, 43(7), 1161-1180.

53. *Shin, Y., Du, J., & **Choi, J. N.** (2015). Multi-level longitudinal dynamics between procedural justice and interpersonal helping in organizational teams. *Journal of Business and Psychology*, 30(3), 513-528.

54. *Sung, S. Y. & **Choi, J. N.** (2014). The role of individual differences and innovation properties in multiple forms of innovation implementation. *Social Behavior and Personality*, 42(7), 1211-1230.

55. **Choi, J. N.**, Sung, S. Y., & Cho, T. S. (2014). Creative contribution of individuals in groups: Effects of goal orientation and participative safety. *Social Behavior and Personality*, 42(3), 407-422.

56. *Sung, S. Y., **Choi, J. N.**, & Kim-Jo, T. (2014). Personality dissimilarity and work-related outcomes: Asymmetric effects and moderating role of group tenure. *Group Dynamics: Theory, Research, and Practice*, 18(1), 1-19.

57. *Seong, J. Y., & **Choi, J. N.** (2014). Effects of group-level fit on group conflict and performance: The initiation role of leader positive affect. *Group & Organization Management*, 39(2), 190-212.

[Received the Best Research Award for 2014 from Gallup, Korea]

58. Gong, T., Yi, Y., & **Choi, J. N.** (2014). Helping employees deal with dysfunctional customers: The underlying employee perceived justice mechanism. *Journal of Service Research*, 17(1), 102-116.
59. ***Choi, J. N.**, & Moon, W. J. (2013). Multiple forms of innovation implementation: The role of innovation, individual users, and the implementation context. *Organizational Dynamics*, 42(4), 290-297.
60. *Litrico, J.-B., & **Choi, J. N.** (2013). A look in the mirror: Reflected efficacy beliefs in groups. *Small Group Research*, 44(6), 658-679.
61. *Du, J., & **Choi, J. N.** (2013). Leadership effectiveness in China: The moderating role of change climate. *Social Behavior and Personality*, 41(9), 1571-1584.
62. Sy, T., **Choi, J. N.**, & Johnson, S. K. (2013). Reciprocal interactions between group perceptions of leader charisma and group mood through mood contagion. *Leadership Quarterly*, 24(4), 463-476.
63. Gilson, L. L., Lim, H. S., Luciano, M. M., & **Choi, J. N.** (2013). Unpacking the cross-level effects of tenure diversity, explicit knowledge, and knowledge sharing on individual creativity. *Journal of Occupational and Organizational Psychology*, 86(2), 203-222. [Received the *Journal of Occupational and Organizational Psychology* Best Paper Award for 2013]
64. *Du, J., **Choi, J. N.**, & Hashem, F. (2012). Interaction between one's own and others' procedural justice perceptions and citizenship behaviors in organizational teams: The moderating role of group identification. *Group Dynamics: Theory, Research, and Practice*, 16(4), 289-302.
65. *Kim, M. J., **Choi, J. N.**, & Park, O. S. (2012). Intuitiveness and creativity in groups: Cross-level interactions between group conflict and individual cognitive styles. *Social Behavior and Personality*, 40(9), 1419-1434.
66. *Chang, J. W., Hwang, W., & **Choi, J. N.** (2012). Is task autonomy beneficial for creativity? Prior task experience and self-control as boundary conditions. *Social Behavior and Personality*, 40(5), 705-724.
67. **Choi, J. N.** (2012). How does context affect creativity? The theory of planned behavior as an alternative psychological mechanism. *Social Behavior and Personality*, 40(4), 681-692.
68. *Chang, J. W., Sy, T., & **Choi, J. N.** (2012). Team emotional intelligence and performance: Interactive dynamics between leaders and members. *Small Group Research*, 43(1), 75-104.

69. *Sung, S. Y., **Choi, J. N.**, & Cho, D-S. (2011). Who initiates and who implements? A multi-stage, multi-agent model of organizational innovation. *Journal of Management & Organization*, 17(3), 344-363.
70. Shin, Y., & **Choi, J. N.** (2010). What makes a group of good citizens? The role of perceived group-level fit and critical psychological states in organizational teams. *Journal of Occupational and Organizational Psychology*, 83(2), 531-552.
71. ***Choi, J. N.**, Sung, S. Y., & Kim, M. U. (2010). How do groups react to unexpected threats? Crisis management in organizational teams. *Social Behavior and Personality*, 38(6), 805-828.
72. *Butt, A. N., & **Choi, J. N.** (2010). Does power matter? Negotiator status as a moderator of the relationship between negotiator emotion and behavior. *International Journal of Conflict Management*, 21(2), 124-146.
73. Kim, M. S., & **Choi, J. N.** (2010). Layoff victim's employment relationship with a new employer in Korea: Effects of unmet tenure expectations on trust and psychological contract. *International Journal of Human Resource Management*, 21(5), 781-798.
74. *Sung, S. Y., & **Choi, J. N.** (2009). Do Big 5 personality factors affect individual creativity? The moderating role of extrinsic motivation. *Social Behavior and Personality*, 37(7), 941-956.
75. ***Choi, J. N.**, Anderson, T. A., & Veillette, A. (2009). Contextual inhibitors of employee creativity in organizations: The insulating role of creative ability. *Group & Organization Management*, 34(3), 330-357.
76. ***Choi, J. N.**, & Moran, S. V. (2009). Why not procrastinate? Development and validation of a new active procrastination scale. *Journal of Social Psychology*, 149(2), 195-211.
77. *Lim, H. S., & **Choi, J. N.** (2009). Testing an alternative relationship between individual and contextual predictors of creative performance. *Social Behavior and Personality*, 37(1), 117-136.
78. *Chang, J. Y., **Choi, J. N.**, & Kim, M. U. (2008). Turnover of highly educated R&D professionals: The role of pre-entry cognitive style, work values, and career orientation. *Journal of Occupational and Organizational Psychology*, 81(2), 299-317.
79. *Chang, J. Y., & **Choi, J. N.** (2007). The dynamic relation between organizational and professional commitment of highly educated research and development (R&D) professionals. *Journal of Social Psychology*, 147(3), 299-315.
[A featured article of the issue]

80. **Choi, J. N.** (2007). Group composition and employee creative behaviour in a Korean electronics company: Distinct effects of relational demography and group diversity. *Journal of Occupational and Organizational Psychology*, 80(2), 213-234.
81. *Butt, A. N., & **Choi, J. N.** (2006). The effects of cognitive appraisal and emotion on social motive and negotiation behavior: The critical role of agency of negotiator emotion. *Human Performance*, 19(4), 305-325.
82. **Choi, J. N.** (2006). Multilevel and cross-level effects of workplace attitudes and group member relations on interpersonal helping behavior. *Human Performance*, 19(4), 383-402.
83. ***Choi, J. N.**, & Price, R. H. (2005). The effects of person-innovation fit on individual responses to innovation. *Journal of Occupational and Organizational Psychology*, 78(1), 83-96.
84. *Chu, A. H. C., & **Choi, J. N.** (2005). Rethinking procrastination: Positive effects of “active” procrastination behavior on attitudes and performance. *Journal of Social Psychology*, 145(3), 245-264.
85. **Choi, J. N.** (2004). Individual and contextual dynamics in innovation-use behavior in organizations. *Human Performance*, 17(4), 397-414.
86. **Choi, J. N.** (2004). Individual and contextual factors of creative performance: The mediating role of psychological processes. *Creativity Research Journal*, 16(2-3), 187-199.
87. **Choi, J. N.** (2004). Person-environment fit and creative behavior: Differential impacts of supplies-values and demands-abilities versions of fit. *Human Relations*, 57(5), 531-552.
88. Price, R. H., **Choi, J. N.**, & Vinokur, D. A. (2002). Links in the chain of diversity following job loss: How financial strain and loss of personal control lead to depression, impaired functioning, and poor health. *Journal of Occupational Health Psychology*, 7(4), 302-312.
89. **Choi, J. N.** (2002). External activities and team effectiveness: Review and theoretical development. *Small Group Research*, 33(2), 181-208.

Other International Journal Articles

1. Hong, S., Moon, R. H., Chang, J. Y., **Choi, J. N.**, & Park, J. (2024). Angry leaders and coworkers: Cross-cultural evaluation of anger expression through high-status and equal-status roles. *International Journal of Cross Cultural Management*, 24(2), 235-257. [SCOPUS]

2. **Choi, J. N.**, Chung, G. H., Sung, S. Y., Butt, A. N., Soliman, M., & Chang, J. W. (2015). Does emotional intelligence matter in interpersonal processes? The mediating role of emotion management. *Seoul Journal of Business*, 21(2), 45-70.
3. **Choi, J. N.** (2006). Organizational active learning: Implications for innovation adoption and implementation. *International Journal of Innovation and Learning*, 3(2), 198-213.
4. **Choi, J. N.** (2003). How does context influence individual behavior? Multilevel assessment of implementing social innovations. *Prevention & Treatment*, 6(1), 1-8.

Books/Book Chapters

1. Yang, Y., & **Choi, J. N.** (2023). Group processes toward group creativity. In R. Reiter-Palman & S. Hunter (Eds.), *Handbook of organizational creativity: Individual and group level influences* (2nd ed., pp. 253-268). Elsevier. <https://doi.org/10.1016/B978-0-323-91840-4.00013-X>
2. Pak, J., Chung, G. H., Kim, S., & **Choi, J. N.** (2016). *Sources and consequences of HRM gap: The Korean experience*. CreateSpace Independent Publishing Platform.
3. Price, R. H., **Choi, J. N.**, & Lim, S. G. P. (2007). Beyond the iron rice bowl: Life stage and family dynamics in unemployed Chinese workers. In M. Warner & G. Lee (Eds.), *Unemployment in China* (pp. 108-127). Routledge-Curzon.
4. Price, R. H., Friedland, D. S., **Choi, J. N.**, & Caplan, R. D. (1998). Job-loss and work transitions in a time of global economic change. In X. B. Arriaga & S. Oskamp (Eds.), *Addressing community problems: Psychological research and interventions* (pp. 195-222). Sage. <http://www.isr.umich.edu/src/seh/mprc/public.html>.

Business Cases

1. Chung, G. H., & **Choi, J. N.** (2015). Swing a golf club or an organization? A case of external corporate venture. *Journal of Management Case Research* (Vol 48 & 49: pp. 39-49). The Institute of Management Research, Seoul National University.
2. **Choi, J. N.**, Chun, J., Kim, H., Park, J., Park, T., Yang, E., Lee, S., Lee, T., & Hyun, J. (2012). Structural and cultural changes in an evolving organization: Lotte shopping's movement after IPO. *서울대학교 경영연구소 경영사례 시리즈*, 26 (pp. 103-125). 우듬지.
3. Tu, Y. D., Du, J., Chung, G. H., & **Choi, J. N.** (2012). A Cross-border M&A in China. *서울대학교 경영연구소 경영사례 시리즈*, 23 (pp. 119-140). 우듬지.
4. Ha, Y.-W., Yooh, H. J., Bae, J. G., & **Choi, J. N.** (2011). Post merger integration of KT and KTF. *서울대학교 경영연구소 경영사례 시리즈*, 20 (pp. 65-84). 우듬지.

5. Pae, K.-P., Chun, J., Bae, J. G., & **Choi, J. N.** (2011). Cross-cultural negotiation between Clean Alcohol and TW's Army. *서울대학교 경영연구소 경영사례 시리즈*, 19 (pp. 69-91). 우듬지.
6. Chung, G. H., Yang, Y. H., & **Choi, J. N.** (2010). Organizational innovation at LG CNS. *서울대학교 경영연구소 경영사례 시리즈*, 13 (pp. 39-55). 우듬지.
7. Du, J., Wang, Q., & **Choi, J. N.** (2010). Johnny & Jenny's entertainment restaurant in China. *서울대학교 경영연구소 경영사례 시리즈*, 12 (pp. 43-67). 우듬지.
8. **Choi, J. N.**, Cho, D., & Sung, S. Y. (2009). Yuhan-Kimberly, 2007. (European Case Clearing House, Case #SNU-09-02). *서울대학교 경영연구소 경영사례 시리즈*, 8 (pp. 14-53). 우듬지.
9. **Choi, J. N.**, Yug, G. Y., Chang, J. W., & Lim, H. S. (2008). Cultural transformation of LG Chem. *서울대학교 경영연구소 경영사례 시리즈*, 7 (pp. 77-99). 우듬지.

Publications in Korean

Books

1. 최진남 & 성선영 (2025). *리더십 마스터하기*. 서울대학교 출판문화원
2. 최진남 & 성선영 (2024). *스마트 인적자원관리*. 생능.
3. 최진남 & 성선영 (2021). *스마트 조직행동*. 생능.
4. 최진남 & 성선영 (2019, 2023). *스마트 경영학*. 생능.
5. 권구혁, 박광태, 박주영, 최우석, 최진남, & 홍광현 (2012). *경영학 에센스*. 생능출판사.
6. 권구혁, 박광태, 박주영, 최우석, 최진남, & 홍광현 (2010, 2012, 2016, 2022). *경영학의 이해*. 생능출판사. [번역서]
7. 이경묵, 최진남, & 윤현중 (2007). *뉴패러다임경영혁신: 제일화재해상보험(주)*. 한국노동연구원.

Journal Articles

1. 성선영 & 최진남 (2008). 조직환경과 조직원의 학습지향성이 창의성에 미치는 영향. *노사관계연구*, 19, 87-109.

2. 최진남 & 양윤희 (2008). Attitudinal and behavioral responses to innovation: The role of person-innovation fit. *노사관계연구*, 19, 111-142.
3. 조동성, 최진남, & 성선영 (2008). 유형분석을 통한 메커니즘관점의 고찰: 지속성장을 위한 유한킴벌리의 혁신사례를 중심으로. *지속경영연구*, 2, 39-59.
4. 성선영 & 최진남 (2007). 혁신의 실행과 혁신역량구축 메커니즘: 유한킴벌리의 혁신사례를 중심으로. *지속경영연구*, 1, 75-95.

Trade Journal Articles

1. 성선영 & 최진남 (2024). “그건 됐고!” 대신 “왜 그렇게 생각하죠?” 양손잡이형 리더십이 팀 시너지 만든다. *Dong-A Business Review*, 403(2), 30-39.
2. 최진남 (2012). 다양성, 무조건 좋은 건 아니다. 꾸준한 관찰과 조정이 성공 열쇠. *Dong-A Business Review*, 114(1), 72-80.
3. 최진남 (2010). 경영자가 주도한 혁신, 성과에 영향 못 미쳐. *Dong-A Business Review*, 54(1), 120-123.
4. 최진남 (2010). 몰입과 창의성, 돈으로 살 수 있나? *Dong-A Business Review*, 49(2), 21-27.
5. 최진남 (2009). 여성 섞이면 남성 창의력 UP! *Dong-A Business Review*, 41(2), 122-125.
6. 최진남 (2008). 신념과 끈기로 조직문화 바꿔라. *Dong-A Business Review*, 8(1), 78-80.

Conference Proceedings

1. Park, S., & Choi, J. N. (2025). Flexible Work Arrangement and Creativity. *Academy of Management Proceedings*, Volume 2025, Issue 1. <https://doi.org/10.5465/AMPROC.2025.11942abstract>
2. Shin, J. W., & Choi, J. N. (2024). Internal and external labor for innovation: Firm-level contingencies of diversity and knowledge flow. *Academy of Management Proceedings*, 2024(1), 13457. <https://doi.org/10.5465/AMPROC.2024.13457abstract>
3. Park, S., & Choi, J. N. (2024). The relationship between conflict asymmetry and creativity. *Academy of Management Proceedings*, 2024(1), 17719. <https://doi.org/10.5465/AMPROC.2024.17719abstract>

4. Li, Y. S., Sung, S. Y., & **Choi, J. N.** (2022, August). *Upward social comparison toward proactive and reactive knowledge sharing*. Paper presented at the Annual Meeting of the Academy of Management, Seattle, Washington, U.S. *ACAD MANAGE PROC 2022 2022(1)*, 16722; doi: 10.5465/AMBPP.2016.16722.
5. Chang, J. W., & **Choi, J. N.** (2014, August). *Task and social contexts of voice: When speaking out benefits (or harms) you and your group*. Best paper proceedings. The Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.
6. **Choi, J. N.**, & Sung, S. Y. (2008, September). *The effects of human resource development investment and learning practices on innovative performance of organizations*. Proceedings of the 2nd Human Capital Corporate Panel Conference (pp. 753-785), Seoul, Korea.
7. **Choi, J. N.** (2002, May). *Ability fit, value fit, and culture fit: The three predictors of individual responses to innovation*. Proceedings of the Spring Conference of the Korean Association of Personnel Administration (pp. 115-145), Seoul, Korea.

Refereed Presentations

1. Shin, J. W., & **Choi, J. N.** (2025). How Does Inclusivity of Leaders Drive Functional versus Dysfunctional Voice of Followers. Paper presented at the Annual Meeting of the Academy of Management, Copenhagen, Denmark.
2. Chun, J., Kristal, A., Lee, M. J., Qiu, J., ..., **Choi, J. N.**, & Kesebir, S. (2022, August). *Feedback in organizations: The role of giver, receiver, and feedback characteristics*. Paper presented at the Annual Meeting of the Academy of Management, Seattle, Washington.
3. Lee, J., Han, J. H., **Choi, J. N.**, & Kim, S. (2020, August). *The effects of HR systems on employees' distinct types of creativity*. Paper presented at the Annual Meeting of the Academy of Management, Virtual.
4. Yu, M., & **Choi, J. N.** (2020, August). *How do feedback seekers think? Disparate cognitive pathways towards incremental & radical creativity*. Paper presented at the Annual Meeting of the Academy of Management, Paper presented at the Annual Meeting of the Academy of Management, Virtual.
5. Kim, H. H., & **Choi, J. N.** (2019, July). *Do they pay back my knowledge? Generalized reciprocity of knowledge and creativity in work teams*. Paper presented at the Annual Meeting of the Academy of Management, Boston, Massachusetts.
6. Chang, J. W., & **Choi, J. N.** (2017, August). *Denying the contributions of others: Relative status and peer response to voice*. Paper presented at the Annual Meeting of the Academy of Management, Atlanta, Georgia.

7. Hwang, T. J., & **Choi, J. N.** (2016, August). *Different moods lead to different creativity*. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, California.
8. Choi, S., Qian, X., & **Choi, J. N.** (2016, August). *Multiple forms of innovation implementation: The roles of goal orientation and boundary conditions*. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, California.
9. Sung, S. Y., Lee, J. E., Rhee, Y. W., & **Choi, J. N.** (2015, August). *Multilevel antecedents of feedback-seeking behavior: Linear and curvilinear effects on creativity*. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, Canada.
10. Chang, J. W., & **Choi, J. N.** (2014, August). *Task and social contexts of voice: When speaking out benefits (or harms) you and your group*. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.
11. Sung, S. Y., & **Choi, J. N.** (2014, August). *Effects of job complexity on proactive and responsive creativity*. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.
12. Gong, T., **Choi, J. N.**, and Murdy, S. (2014, May). *Customer value creation behavior really works? The mediating role of customer self-determination and role stress*. Paper presented at the 13th International Research Conference in Service Management, La Londe les Maures, France.
13. Sung, S. Y., & **Choi, J. N.** (2013, August). *Human resource development and long-term organizational performance*. Paper presented at the Annual Meeting of the Academy of Management, Orlando, Florida.
14. Malik, A., Butt, A. N., & **Choi, J. N.** (2013, August). *Rewards and creativity: Moderating effects of reward importance, locus of control, and self-efficacy*. Paper presented at the Annual Meeting of the Academy of Management, Orlando, Florida.
15. Gong, T., **Choi, J. N.**, and Wilson, A. (2013, July). *Value co-creation characteristics and creativity-oriented customer citizenship behavior*. Paper presented at the 22th Annual Frontiers in Service Conference held at National Taiwan University, Taipei, Taiwan.
16. Chae, H., **Choi, J. N.**, & Park, O. S. (2012, August). *Mediating role of creativity on the job complexity - task performance relation in two job types*. Paper presented at the Annual Meeting of the Academy of Management, Boston, Massachusetts.
17. Kim, M. J., & **Choi, J. N.** (2012, August). *Effects of trait affect on creativity: Moderating role of group affective climate and reflexivity*. Paper presented at the Annual Meeting of the Academy of Management, Boston, Massachusetts.

18. Kim, M. J., **Choi, J. N.**, & Park, O. S. (2012, August). *When do intuitive members perform creatively? Cross-level interactions between group conflict and individual cognitive styles*. Paper presented at the Annual Meeting of the Academy of Management, Boston, Massachusetts.
19. Gong, T., Yi, Y., and **Choi, J. N.** (2012, June). *The effect of internal service recovery on employee-perceived justice, employee satisfaction and loyalty*. Paper presented at the AMA SERVSIG International Service Research Conference held at Hanken School of Economics, Helsinki, Finland.
20. Chun, J. S., Shin, Y., **Choi, J. N.**, & Kim, M. S. (2011, August). *Corporate ethics and firm performance: The role of collective organizational commitment and OCB*. Paper presented at the Annual Meeting of the Academy of Management, San Antonio, Texas.
21. Kim, M. J., & **Choi, J. N.** (2011, July). *Trait affect and creativity: Mediating role of cognitive styles and moderating role of group context*. Paper presented at the Annual International Conference on Management, Athens, Greece.
22. Chae, H., Park, O. S. & **Choi, J. N.** (2011, April). *The relationship between routinization and creativity*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
23. Yoon, H. J., & **Choi, J. N.** (2010, August). *Intrinsic and extrinsic rewards and creativity in the workplace: Reward importance as a moderator*. Paper presented at the Annual Meeting of the Academy of Management, Montreal, Canada.
24. **Choi, J. N.**, Butt, A. N., Soliman, M., & Chang, J. W. (2010, August). *Does emotional intelligence really matter in interpersonal processes?* Paper presented at the Annual Meeting of the Academy of Management, Montreal, Canada.
25. Kim-Jo, T., & **Choi, J. N.** (2010, August). *Cultural values and personality in predicting job outcomes in multicultural teams: Do LIFTs matter?* Paper presented at the Annual Meeting of the Academy of Management, Montreal, Canada.
26. Sy, T., & **Choi, J. N.** (2010, March). *Why do members' mood converge: Exploring multi-stage contagion*. Paper presented at the Annual Meeting of the Western Academy of Management, Kailua-Kona, Hawaii.
27. Yoon, H. J., **Choi, J. N.**, Lee, K., & Kim, S. (2009, August). *Tangible and intangible rewards and employee creative performance*. Paper presented at the Annual Meeting of the Academy of Management, Chicago, Illinois.
28. Butt, A. N., & **Choi, J. N.** (2009, June). *Does power matter? How negotiator status moderates the relationship between negotiator emotion and negotiator behavior*. Paper

presented at the Annual Conference of Administrative Sciences Association of Canada (ASAC), Niagara Falls, Ontario, Canada.

29. Chang, J. W., Sy, T., & **Choi, J. N.** (2009, June). *Team emotional intelligence and team performance: The role of interpersonal trust and leader emotional intelligence*. Paper presented at the Eastern Academy of Management, Rio de Janeiro, Brazil.
30. **Choi, J. N.**, & Sy, T. (2009, April). *Group-level organizational citizenship behavior: Effects of demographic faultlines and group conflict in organizational teams*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
31. Bajramovic, M. B., Lituchy, T., & **Choi, J. N.** (2008, November). *Secure narcissism as a predictor of empathy and conflict*. DOMS 3rd International Management Conference, Bridgetown, Barbados.
32. Lim, H. S., **Choi, J. N.**, & Lee, K. M. (2008, August). *Diversity in work group and individual creativity: Multilevel approach*. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, California.
33. Sung, S. Y., & **Choi, J. N.** (2007, August). *Innovative capability building mechanism*. Paper presented at the conference of Korean Society for Sustainability Management, Cheju, Korea.
34. Bajramovic, M. B., Lituchy, T., & **Choi, J. N.** (2008, July). *Introducing secure narcissism as a predictor of conflict resolution style*. Annual Meeting of the International Association for Conflict Management, Chicago, Illinois.
35. Bajramovic, M. B., Lituchy, T., & **Choi, J. N.** (2007, July). *Attachment type as a predictor of individual level conflict resolution style in diverse organizational work groups*. Annual Meeting of the International Association for Conflict Management, Budapest, Hungary.
36. **Choi, J. N.** (2005, August). *Group composition and employee creative behavior: Distinct effects of relational demography and group diversity*. Paper presented at the Annual Meeting of the Academy of Management, Honolulu, Hawaii.
37. **Choi, J. N.**, Price, R. H., & Vinokur, D. A. (2003, August). *Self-efficacy changes in groups: Effects of membership diversity, leadership, and group climate*. Paper presented at the Annual Meeting of the Academy of Management, Seattle, Washington.
38. **Choi, J. N.** (2002, May). *Ability fit, value fit, and culture fit: The three predictors of individual responses to innovation*. Paper presented at the Spring Conference of the Korean Association of Personnel Administration, Seoul, Korea.

39. **Choi, J. N.** (2001, August). *The microprocesses of innovation: Contextual and individual dynamics in innovation implementation*. Paper presented at the Annual Meeting of the Academy of Management, Washington, DC.
40. Price, R. H. & **Choi, J. N.** (1999, November). *Multilevel contextual intervention models to bridge the gap between research and services*. Paper presented at the American Public Health Association Conference, Chicago, Illinois.
41. **Choi, J. N.** (1999, August). *External activities and team effectiveness: A structural contingency framework*. Paper presented at the Annual Meeting of the Academy of Management, Chicago, Illinois.
42. **Choi, J. N.** (1998, May). *Crisis management in organizational teams: The effect of internal and external activities*. Paper presented at the Tenth Annual Convention of the American Psychological Society, Washington, DC.
43. **Choi, J. N.** (1997, May). *The effect of groupthink and team activities on team crisis management*. Paper presented at the Ninth Annual Convention of the American Psychological Society, Washington, DC.

Academic Activities

Journal Editorship

Associate Editor

Journal of Organizational Behavior (January 2015 – August 2024)
Group & Organization Management (July 2014 – August 2017)
Journal of Occupational and Organizational Psychology (August 2007 – December 2012)

Consulting Editor

Social Behavior and Personality (March 2014 – present)

Journal Editorial Board

Editorial Board Member

Group & Organization Management (September 2017 – present)
Human Relations (April 2016 – present)
Journal of Occupational and Organizational Psychology (January 2013 – present)
Journal of Organizational Behavior (January 2008 – present)
Small Group Research (December 2011 – December, 2014)

Ad Hoc Reviewer

1. Academic Press/Elsevier

2. Academy of Management Journal
3. Academy of Management Review
4. Administrative Sciences
5. Annual Conference of the Administrative Sciences Association of Canada
6. Annual Meeting of the Academy of Management
7. Anxiety, Stress, & Coping: An International Journal
8. Applied Psychology: An International Review
9. Asia Pacific Journal of Management
10. British Journal of Management
11. Canadian Journal of Behavioral Science
12. Creativity and Innovation Management
13. Creativity Research Journal
14. Current Psychology
15. European Journal of Marketing
16. European Journal of Psychological Assessment
17. European Journal of Social Psychology
18. European Journal of Work and Organizational Psychology
19. Group & Organization Management
20. Group Dynamics: Theory, Research, and Practice
21. Human Performance
22. Human Relations
23. Human Resource Development Quarterly
24. Human Resource Management
25. Human Resource Management Journal
26. Innovation: Organization & Management
27. International Journal of Conflict Management
28. International Journal of Human Resource Management
29. Journal of Applied Social Psychology
30. Journal of Business and Psychology
31. Journal of Business Research
32. Journal of Business Ethics
33. Journal of Creative Behavior
34. Journal of Engineering and Technology Management
35. Journal of Individual Differences
36. Journal of Management Studies
37. Journal of Managerial Psychology
38. Journal of Organizational Behavior
39. Journal of Product Innovation Management
40. Journal of Social Psychology
41. Korean Journal of Management
42. Korean Journal of Human Resource Management
43. Learning and Individual Differences
44. National Research Foundation of Korea
45. National Science Foundation, USA
46. Organization Science
47. Organization Studies
48. Organizational Behavior and Human Decision Processes

49. Organizational Psychology Review
50. Personality and Social Psychology Bulletin
51. Personnel Psychology
52. Personnel Review
53. Prevention & Treatment
54. Psychological Reports
55. Public Personnel Management
56. R&D Management
57. Scandinavian Journal of Management
58. Seoul Journal of Business
59. Service Industries Journal
60. Small Group Research
61. Social Behavior and Personality
62. Social Sciences and Humanities Research Council of Canada

Administrative Services

Director, Institute of Management Research, Seoul National University (2022-2024)

Director, SNU Business School Library and Information Systems, College of Business Administration, Seoul National University (2019-2020)

Admissions Reviewer, Seoul National University (2016-2017)

Director, Doctoral Program, College of Business Administration, Seoul National University (2015-2016)

Director, Institute for Labor Relations Research, College of Business Administration, Seoul National University (2015-2016)

Director, Global MBA Program, Graduate School of Business, Seoul National University (2012-2013)

Associate Director, Executive MBA Program, Graduate School of Business, Seoul National University (2011-2012)

Member, Economy Monitor Expert Panel, Korea Development Institute (2010-2020)

Member, Doctoral Program Committee, Faculty of Management, McGill University (2005-2006)

Member, Knowledge & Learning Resources Committee, Faculty of Management, McGill University (2000-2005)

Professional Services

Chair, OB Division Best Symposium Committee, Academy of Management (2019)

Member, OB Division Best Symposium Committee, Academy of Management (2017-2018)

Panel Discussant, OB Doctoral Student Consortium, Academy of Management Meetings (2016-2018)

Academic Affiliations

Academy of Management

Korean Academy of Management

Korean Academic Society of Business Administration

Honors & Awards

2020-2025	World's Top 2% Scientists Standford University/Elsevier
2023-2025	Leader Award: Psychology in South Korea Research.com
2023	Hyunwoo Research Award Seoul National University
2020-2022	Chaired Professor by Youngone Trade Seoul National University
2018	Top 50 Government-Sponsored Research Award Ministry of Education, South Korea
2017	SNU Excellence in Scholarship Award Seoul National University
2017	Mirae-Asset Distinguished Management Scholar Award Korean Academic Society of Business Administration
2015	Gallup Best Academic Research Award Gallup Korea
2015	Distinguished International Scholarship Award Korean Academy of Management
2009-2020	Marquis Who's Who in the World®
2010	Gallup Academic Research Award Gallup Korea
2009	Excellent Reviewer Award Journal of Organizational Behavior, Wiley-Blackwell
2008/2010/ 2011	Excellent Researcher Award Seoul National University

Research Interests

- Knowledge Management

- Creativity
- Innovation Implementation
- Proactive and Citizenship Behavior
- Leadership
- Team Processes and Effectiveness
- Person-Environment Fit
- Demographic Diversity
- Feedback Seeking Behavior
- Power and Status

Teaching Interests

- Organizational Behavior
- Organization Development and Change
- Managing Creativity and Innovation
- Group Dynamics/Team Performance/Leadership
- Research Methods

Teaching Experiences

- Organizational Behavior (undergraduate, MBA, MS, and PhD levels)
- Team Management/Group Dynamics (undergraduate, MBA, MS, and PhD levels)
- Organizational Development (MS and PhD levels)
- Behavioral Science (PhD level)
- Organizational Research (undergraduate and MS levels)

Research Grants

2024	Global Research Collaboration Policy Grant (US\$25,000) Seoul National University
2023-24	Future Advancement Research Grant (US\$8,000) Seoul National University
2017	BEST Alliance Joint Research Grant (US\$20,000) Hitotsubashi University & Seoul National University
2015-2020	Distinguished Scholar Grant (US\$190,000) Korea Research Foundation
2015-2018	Collaborative Research Grant (US\$150,000) Korea Research Foundation
2015	Excellent Research Grant (US\$5,000)

	Korea Research Foundation
2014	Excellent Research Grant (US\$5,000) Korea Research Foundation
2011-2014	Basic Research Grant (US\$93,000) Korea Research Foundation
2012-2013	Research Grant (US\$10,000) Suam Foundation
2011	Excellent Research Grant (US\$7,000) Korea Research Foundation
2009-2011	Collaborative Research Grant (US\$200,000) Korea Research Foundation
2009-2010	Research Grant (US\$9,000) Korea Sanhak Foundation
2008-2009	Research Grant (US\$10,000) Suam Foundation
2007-2009	New Researcher Grant (US\$45,000) Korea Research Foundation
2006-2009	SSHRC Standard Research Grant (CD\$85,000) Social Sciences and Humanities Research Council of Canada
2004-2007	FQRSC Professor-Scholar Start-up Grant (CD\$38,000) Fonds Québécois de la recherche sur la Société et la culture, Quebec, Canada
2003-2006	SSHRC Standard Research Grant (CD\$63,500) Social Sciences and Humanities Research Council of Canada
2001	Internal SSHRC Grant (CD\$2,500) Research Grants Office, McGill University
2000	Small Research Grant (CD\$3,500) Faculty of Management, McGill University
1999	Rackham Discretionary Research Fund (US\$2,300) Horace H. Rackham School of Graduate Studies, The University of Michigan
1997	ICOS Research Grant (US\$2,500) The Interdisciplinary Committee on Organizational Studies, The University of Michigan