



# PhD

## IN MANAGEMENT

PUSHING THE RESEARCH FRONTIERS



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# DEAN'S MESSAGE



Located in Singapore, the heart of Asia, and as part of the National University of Singapore, NUS Business School is the ideal place for outstanding scholars to pursue their passion and create knowledge with impact. The University is consistently ranked among the top 30 universities globally, with the Business School ranked one of the top 50 worldwide for research output and among the best in Asia.

The centre of gravity of the world economy is shifting eastwards. There are many business challenges requiring investigation and the impact of our research will be felt far and wide by business communities and academics. As a doctoral student, you will be working in an environment of intellectual intensity with over 140 faculty members who graduated from leading universities all over the world and who conduct cutting-edge research. The research support we provide for our PhD students is on a par with the best in the world and we have close connections with many internationally-renowned researchers around the world. You will also be able to access the extensive resources of the National University of Singapore, as well as participate in research networks both within and outside the University.

As Dean, I encourage you to take up the challenge, dive into our research environment and produce breakthrough insights that will excite the academic and business communities, and make a difference to the whole of Singapore, Asia, and beyond.

Sincerely yours,

A handwritten signature in black ink, appearing to be 'Bernard Yeung'. The signature is stylized and fluid, written over a light grey background.

Professor Bernard Yeung  
Dean and Stephen Riady Distinguished Professor  
NUS Business School

## National University of Singapore

NUS is one of the world's leading universities. We cater to over 37,000 students from 100 countries, studying within 16 faculties and schools across three campuses. So it is a truly international environment as well as vibrant one. Our research activities are strategic and robust. We are known for our research strengths in engineering, life sciences and biomedicine, social sciences and natural sciences. We value the power of creativity and innovation in building a supportive environment for creative enterprise within our community.

## NUS Business School

For 50 years, NUS Business School has offered rigorous, relevant and rewarding business education. The School remains distinctive among the world's leading business schools by offering the best of global knowledge with deep Asian insights, preparing students to lead Asian businesses to the forefront of the world economy and help global businesses succeed in Asia.

Today, the School continues to attract a diversity of smart and talented students to its broad portfolio of academic programmes, including BBA, MBA, Executive MBA, MSc and PhD programmes. The School has distinguished international faculty educated at renowned universities including Harvard, Wharton, MIT, Oxford and many others. Known for their research quality and great teaching, our faculty members are committed to providing students with excellent business education.

As part of the National University of Singapore, a leading, globally-ranked university, NUS Business School shares the University's global reputation for academic excellence in education, research and service. As NUS is a comprehensive university with disciplines in medicine, architecture, engineering, computing, law, social sciences and more, we are in a unique position to leverage the breadth and depth of the university, including accessing a vast and highly diverse student body of more than 37,000 students on campus and a global network of 170,000 alumni.

# WHY NUS?

## The NUS PhD Experience

### Our Programme

NUS Business School offers a rigorous Doctor of Philosophy (PhD) programme in selected areas of business administration. The programme is designed for local and international students who are keen to become management scholars and pursue an academic career. We aim to develop scholars who will not only become outstanding researchers, excellent teachers and effective collaborators, but who will also be able to address the needs of industry.

In particular, our programme provides research training in a subject area through independent investigation, study and experiment, culminating in the preparation of a thesis. Students are also required to complete appropriate courses that will arm them with essential knowledge and methodological skills.

### PhD in Management

We prepare our students to understand the world of business and organisations at a more fundamental level, generate ideas for the future, and impart this new body of knowledge. Our students are encouraged to reflect on the principles and tools that they are taught, and ask why something works the way it does. By methodical study and analysis, they address important research questions and generate new knowledge that ultimately benefits practising managers. We also provide numerous opportunities for students to develop their communication skills, as knowledge dissemination is critical to knowledge development in business.

Business research is eclectic and draws on a number of disciplines such as psychology, sociology, economics, political science, statistics, mathematics, and computer science. Hence, our programme offers a wide variety of courses within the Business School and NUS to provide our PhD students with a firm conceptual and methodology foundation.

### Financial Support

NUS Business School provides multiple scholarships, awards and schemes to help support candidates:

- NUS Research Scholarship
- 5<sup>th</sup> Year Financial Assistance
- Lee Kong Chian Scholarships
- President Graduate Fellowship
- Teaching Opportunities
- Part-Time Employment
- Post-Qualifying Examination Top-Up

## Programme Structure

A doctorate is awarded for original contributions to a particular field of study. These contributions can be in the theoretical or methodological domain but should significantly add to an existing body of knowledge. Students need a structure to the study in order to cope with the knowledge explosion that has taken place over the decades. The PhD programme at NUS Business School is designed to meet these demands and prepare students for a successful career. The programme consists of a summer paper, an extensive coursework component followed by a qualifying examination, proposal defence and dissertation. The courses and seminars help the students acquire the requisite skills and fundamental knowledge, and develop the intellectual independence necessary to be an effective researcher. Good language skills and strong analytical skills are essential in research-based professions. Students are expected to develop and sharpen these attributes by the end of the programme. On average, students complete the degree requirements in four years.

**Year 1 and 2 - Coursework:** PhD students take a total of 10-12 doctoral level courses. Some of these are core courses conducted by the department. The remaining courses are electives conducted in other departments or faculties. For instance, students frequently select electives in statistics, economics, sociology, psychology, computer science, and industrial engineering.

**Year 1 and 2 - Summer Paper:** To help PhD students kick-start their research early, a summer paper requirement was introduced into the programme. All first-year students are required to submit a summer paper at the end of their study in Year 1.

**Year 1 and 2 - Qualifying Examination:** After finishing their coursework, students appear for a qualifying exam, usually at the end of the second year. This is a comprehensive test of the student's knowledge of the field and comprises of paper(s) set by the department. Passing the qualifying examination is the signal for the student to embark on the dissertation.

**Year 3 - Proposal Defence:** After clearing the qualifying exam, the doctoral student begins to put together a proposal for the thesis. The proposal is an original idea for investigation put forward by the candidate after extensive study of the topic. The student is expected to detail the research question and also provide an outline of the study design. The proposal needs to be defended before the thesis committee and other examiners.

**Year 4 - The Dissertation:** The doctoral candidate begins the final leg of the dissertation following the successful proposal defence. The dissertation is finally evaluated by internal and external examiners. Following this examination, there is an oral defence of the thesis before final submission. The PhD is awarded when the candidate meets all the requirements of the programme and the dissertation is certified for passing by the examiners.

# PROGRAMME STRUCTURE

## EXHIBITS

### Economic-Sociology Based Programme of Study

<b>YEAR 1</b>	<b>Semester 1</b>	<b>Semester 2</b>
	BZD6000 Applied Economics (Individual decision-making, competitive markets, risk aversion, theory of the firm). Kreps: A course in Micro Theory Or BMA – 5001 Managerial Economics With Departmental approval	BZD6001 Model Building Workshop I: Static Models (Application: Simple strategic games, asymmetric information, moral hazard and incentives) Or BZD6006 Organizational Theory
	BZD6003 Applied Econometrics I Woolridge –  1. Introductory Economics 2. Econometric Analysis of Cross Section and Panel Data	BZD6004 Applied Econometrics II  1. Experiments Field and Laboratory 2. Angrist and Pichke - Causal Inference and Identification The experimental ideal Instrumental Variables Fixed Effects Differences-in-Differences Regression Discontinuity Design Quintile Regressions 3. Simulations
	Concentration Seminar A	Concentration Seminar B

<b>YEAR 2</b>	Economics Elective Or Institutional Environment (Neoclassical growth, business cycles, monetary policy, economic theory of development, and legal theory of development)	Elective Course (core, methods, seminars)
	Econometrics Elective Or Alternative Methods class (e.g. fields and experiments, applied time series (stats))	Elective Course (core, methods, seminars)
	Concentration Seminar C	Concentration Seminar D

Online Training: Coursera – Introduction to Philosophy



# PROGRAMME STRUCTURE

## Psychology-Sociology Based Programme of Study

<b>YEAR 1</b>	
<b>Semester 1</b>	<b>Semester 2</b>
<p>BZD6008 Cognition and Affect - Foundations of individual, interpersonal, and group behaviour. Focus on fundamental theories with applicability to the fields of consumer behaviour and organizational behaviour. Topics might be grouped together around areas such as the following:</p> <ul style="list-style-type: none"> <li>Goals / Motivational systems</li> <li>Decision Processes</li> <li>Persuasion &amp; Attitude Change</li> <li>Power, status, group processes</li> <li>Norms and culture</li> <li>Self, identity, and social identification</li> <li>Emotions</li> <li>Gift Giving / Sharing / Prosocial Behaviour</li> <li>Morality / Moral Disengagement / Deviance</li> <li>Priming / Nonconscious processes</li> <li>Nonverbal communication, Embodiment</li> <li>Stereotyping, prejudice, discrimination</li> <li>Theory of mind</li> </ul>	<p>BZD6009 Motivation and Interpersonal Processes - Social psychological foundations of decision making, judgment, and related topics. Focus on fundamental concepts with applicability to the fields of consumer behaviour and organizational behaviour. Topics might be grouped together around areas such as the following:</p> <ul style="list-style-type: none"> <li>Heuristics &amp; Biases</li> <li>Fluency effects</li> <li>Dual process theories</li> <li>Affect and decision making</li> <li>Decision making under risk</li> <li>Decision making under uncertainty</li> <li>Inter-temporal decision making</li> <li>Preference reversals</li> <li>Statistical judgment</li> <li>Egocentric biases</li> <li>Dealing with conflicting objectives</li> <li>Task and context effects</li> <li>Decision evaluations</li> <li>Improving decisions</li> <li>Group decision making</li> </ul>
BZD6010 Seminar in Research Methods	BZD6011 Advanced Quantitative Methods Or BZD6012 Experimental Design
Concentration Seminar A	Concentration Seminar B
<b>YEAR 2</b>	
Elective Course (core, methods, seminars)	BZD6012 Experimental Design Or BZD6011 Advanced Quantitative Methods
Core Course BZD6000 Applied Economics, Organizational Theory (note OT offered in second semester), or Institutional Environment	Elective Course (core, methods, seminars)
Concentration Seminar C	Concentration Seminar D

Online Training: Coursera – Introduction to Philosophy

# RESEARCH

NUS Business School has a vibrant research culture, and backs this with solid funding support and a conducive research environment. Commentaries from our distinguished faculty are published in leading journals and conference proceedings across the globe. The School's research centres support specific research programmes in Corporate Governance, Institutions, and Organisations; Social Entrepreneurship and Philanthropy; Asset Management and Strategic Leadership; Behavioural Economics; China Business; and Accounting Industry.

The School comprises of six academic departments, each with its own areas of research interests and specialisations: Accounting, Decision Sciences, Finance, Management & Organisation, Marketing, and Strategy & Policy.

## Areas of Specialisation

### Accounting

Our faculty mainly focus on financial reporting and corporate governance. More specifically, they have published on the effects of analyst recommendations, earnings management, as well as on the impact of earnings forecasts and stock price volatility.

### Decision Sciences

Our faculty members are experts in both academic research and applied business consulting projects. Their research focuses on logistics, operations management, supply chain management, statistics, applied probability and optimisation. Faculty are also serving on editorial boards of major academic journals such as Management Science, Operations Research, Mathematics of Operations Research, and Production and Operations Management.

### Finance

The faculty in this department offer expertise in areas such as asset pricing, investment management and corporate finance, and have published in top finance and economics research journals. The department maintains links with its counterparts both inside NUS Business School and other faculties, with some members having joint appointments with Accounting, Decision Sciences, Economics, and Real Estate. The department also maintains connections with the financial industry and policy-makers in Singapore and throughout Asia, through research centres such as the Centre for Asset Management, Research and Investments (CAMRI), the Centre for Governance, Institutions, and Organisations (CGIO), the Asia Centre for Social Entrepreneurship and Philanthropy (ACSEP), and the China Business Centre. Department members also maintain affiliations with the Centre for Quantitative Finance, the Risk Management Institute, and the Centre for Behavioural Finance.

## Management & Organisation

The department offers training in the broad areas of management, organisational behaviour, human resource management and organisation theory. Faculty research interests are diverse, including specialised topics in the areas of leadership, biological foundations for organisational behaviour, entrepreneurship and innovation, negotiation, careers and job search, organisational justice, proactive performance, organisational citizenship behaviour, emotion and self-regulation, and institutional theory, business networks and organisational ecology.

## Marketing

The department is recognised as a leading centre of research in marketing. Faculty members in the department focus their research on quantitative modelling, consumer behaviour, behavioural economics, and marketing strategy. Drawing from an eclectic set of cognate disciplines, they have analysed consumer and firm behaviour and dynamics, pricing, branding, retailing, advertising, marketing channels, networks and two-sided markets, emerging markets, consumer affect and emotions, judgment and decision making, information processing, and services marketing. The department also manages a behavioural laboratory and a subject pool, which are well utilised by faculty and graduate students.

## Strategy & Policy

The NUS doctoral programme in Strategy and Policy is flexible and interdisciplinary, with a focus on understanding how companies develop and sustain competitive advantage in our emerging part of the world. We seek students with not only strong academic backgrounds, but also real-world experience and the initiative and intellectual curiosity to break new ground. Field research that capitalises on our own competitive advantage of being based in emerging Asia is highly encouraged.

The faculty members in the Strategy and Policy group span a broad range of perspectives, including the areas of economics, sociology, political science, and law, as well as the more phenomenologically-oriented fields of international business, entrepreneurship, and innovation. Faculty are actively engaged in applying research methodologies that range from econometric analysis of large data sets to field experiments, firm surveys, and case studies. Furthermore, the combined expertise of our faculty in the unique and dynamic business environments of China, India, Indonesia, Japan, South Korea, Bangladesh, Taiwan, and Vietnam is likely to be unmatched globally.

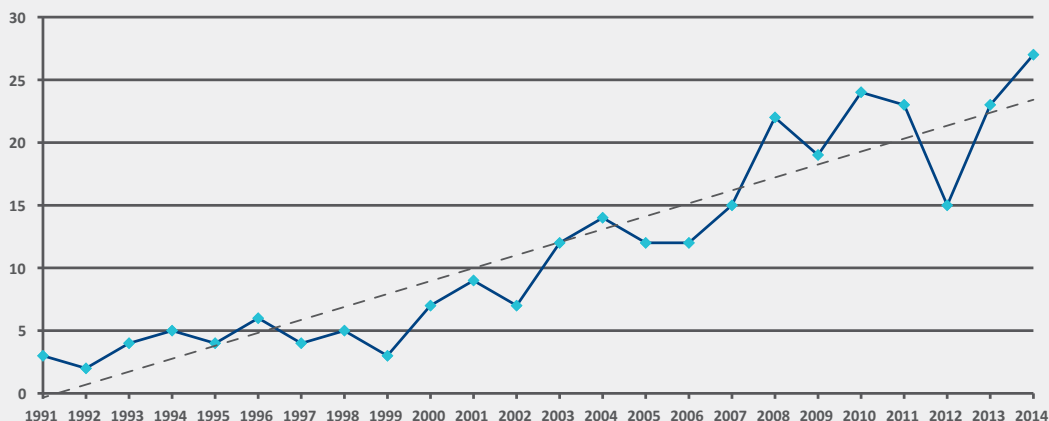
# RESEARCH

## Research Centres

In addition, the School has established six research centres to support specific research programmes and help translate research into implications for industry:

- (I) The Asia Centre for Social Entrepreneurship and Philanthropy (ACSEP) aims to advance social entrepreneurship and philanthropy research and education, as well as enhance the community development efforts of the University's students, alumni, staff, and other stakeholders.
- (II) The Centre for Asset Management Research & Investments (CAMRI) conducts research in the areas of asset pricing theories, portfolio management, regulation, incentive-compatible compensation structures, information technology and systems.
- (III) The Centre for Governance, Institutions and Organisations (CGIO) studies governance mechanisms and institutional development to improve organisational and economic performance.
- (IV) The China Business Centre (CBC) advances research and teaching on China business to contribute to its transformation and globalisation.
- (V) The Centre for Behavioural Economics (CBE) put theories to the test by collaborating with corporations to design programmes to stimulate positive behavioural change. The Centre also organises talks and activities to introduce their latest findings and stimulate discussion.
- (VI) The Asia Accounting Research Centre (AARC) aims to develop market-relevant research to meet the industry's needs for more applied research that is current, relevant, practical and of market value in the areas of development of standards, best practices, tools and methodologies. The Centre's vision is to be a world-class accounting research centre in Asia, for Asia.

## Numbers of Publications in 24 Premier Journals in Business School



## NUS Business School Productivity (1991-2014)

The University of Texas Dallas 2014 ranking of business schools' research productivity placed NUS Business School 43rd in the world. Our research efforts are also reflected in an increasing number of publications in top-tier academic publications.

## Application Package

1. Your Research Proposal or Statement of Purpose
2. A copy of your undergraduate graduate degree scroll
3. A copy of your undergraduate graduate degree transcripts mark sheets
4. A copy of your Test Taker s GMAT GRE report
5. A copy of your IELTS TOEFL report (if the medium of instructions for your university studies is not in English)
  6. A copy of your resume
7. A copy of your passport or NRIC
8. A passport-size photograph
9. Publications (if any)
10. Two Referee Reports\*\*\*

*\*The official transcripts and attested copy of degree scroll for your application will be required after you are offered a place in the NUS PhD programme. The official transcripts must be sent to NUS Business School directly from the University and the official transcripts must be in English.*

*\*\*You also need to indicate your GMAT/GRE and TOEFL/IELTS results in the application portal under the 'Other Tests' section. Your official score report must be sent to the NUS Business School directly. GMAT/GRE code is 7219. TOEFL code is 9082 Department Code 02. IELTS code is 0677.*

*\*\*\*Two referee reports are required to complete your application. The two referees can come from either the academic sector or from the industry sector. Once referee has been assigned, an automated email will be sent to the referee. You could also initiate to send out the online referee form to your two referees before you complete your online application. The referee will have to complete a referee report form within a 14 days timeline.*



Please note that you will need to upload the supporting documents (size limit: 10 MB) as part of your online application. Please also send the complete application package by post to the following address:

**PhD & Research  
NUS Business School  
National University of Singapore  
1 Business Link, Biz 2 Building, Basement B2-03  
Singapore 117592**

## Application Deadline

Online Application: 15<sup>th</sup> December

# APPLICATION DETAILS

## Decision Processes

Only shortlisted applicants will be notified for an interview. Successful applicants will be notified via email/ letter of the outcome sometime between February and April. If you have not heard from us by the end of April, you may assume that we have rejected your application.

Applicants can log in to the Graduate Admission System [inetapps.nus.edu.sg/GDA2/Home.aspx](http://inetapps.nus.edu.sg/GDA2/Home.aspx) to check their application status. The final status of all applications will be made known after 30 May, once the admissions committee has finalised their decision.

## Financial Support

NUS Business School provides multiple scholarships, awards and schemes to support candidates in Singapore:

- NUS Research Scholarship
- 5<sup>th</sup> Year Financial Assistance
- Lee Kong Chian Scholarships
- President Graduate Fellowship
- Teaching Opportunities
- Part-Time Employment
- Post-Qualifying Examination Top-Up

For more information, please visit our website at [bschool.nus.edu/PhD](http://bschool.nus.edu/PhD)



# DESIRED PROFILE OF PhD STUDENTS

## DEPARTMENT OF ACCOUNTING

Candidates with the following attributes are invited to apply for admission into the PhD programme in Accounting:

- (1) Intellectual curiosity
- (2) GMAT score above 680
- (3) Proficiency in spoken and written English (minimum TOEFL: 660)
- (4) Excellent presentation skills
- (5) Excellent grades in undergraduate studies
- (6) Experience in computer programming would be a plus

## DEPARTMENT OF DECISION SCIENCES

We consider students with very strong academic records and are highly ranked within their cohorts. Their bachelor's/master's degrees should be from technical fields such as mathematics, statistics and engineering. Good GRE and GMAT are useful indicators but not mandatory. Shortlisted candidates should have a reasonably good command of the English language as indicated by their TOEFL scores and ad-hoc interview performance.

## DEPARTMENT OF FINANCE

Applicants to the PhD programme in finance need a solid grounding in quantitative methods in mathematics and/or statistics. Background in finance and/or economics would be additionally useful, but not necessary. Both undergraduate and Masters students will be considered. Research experience (either arising from a thesis at the undergraduate or master's degree programme) will be a strong plus. Applicants who have successfully obtained admission in the past have had undergraduate or graduate degrees in diverse disciplines such as engineering, mathematics, statistics, financial engineering, real estate as well as business.

GRE/GMAT and TOEFL (when necessary) scores are secondary indicators of ability, and there is no minimum requirement for these scores.

Evaluation of the research statement written by the applicant will form an important part of the admission process. Applicants are expected to have spent significant effort in preparing this statement, both in terms of content as well as writing. A candidate's proficiency and depth of understanding of his or her research statement will be tested during a phone interview (for shortlisted candidates).

# DESIRED PROFILE OF PhD STUDENTS

## DEPARTMENT OF MANAGEMENT & ORGANISATION

Management & Organisation department looks for students that meets the following criteria

- (1) A master's or bachelor's degree from top schools (e.g. NUS, NTU, SMU, top 10 business schools in China, IIT from India and so on)
- (2) Strong GMAT or GRE scores (e.g. top 10 percent)
- (3) Proficiency in spoken and written English (minimum TOEFL: 660)
- (4) A solid statement of research that shows potential for serious research
- (5) Strong recommendation letters
- (6) Good command of written and spoken English
- (7) International publications are a plus

## DEPARTMENT OF MARKETING

In general, given the importance of good presentation skills to succeed in the job market, the candidate should have good oral communication skills (in English). Applicants need to have 90+ percentile on GMAT/GRE (95+ percentile in Quant/Analytical Reason and 85+ percentile in Verbal) and 90+ percentile in TSE (Test of Spoken English).

Our programme provides training in two subfields of marketing – marketing modelling and consumer behaviour. An “ideal” Marketing Modelling candidate must have a strong math background. If the candidate is aspiring to be an analytical modeller, it would be good if he/she also has graduate-level economics background. If the candidate is aspiring to specialise in empirical/econometric modelling, it would be good if he/she has a solid statistics background. If the candidate is aiming to be an econometric modeller, it would be good if he/she has prior exposure to programming in C/MATLAB.

### **More specific criteria are listed below:**

**Undergraduate Background:** He/she has an undergraduate bachelor's degree in Engineering/Math/Statistics from a reputable university with good exposure to calculus, differential equation and linear algebra.

**Graduate-level Background:** At the graduate-level, the following background would be good.

**Profile I** Graduate studies in Statistics/Math/Applied Math/Engineering from a very good university/institute. If the candidate lacks prior exposure to Economics and Marketing, he/she will be advised to do background readings in undergraduate Micro-Economics and Marketing before he/she arrives at NUS.



# DESIRED PROFILE OF PhD STUDENTS

Profile II Graduate studies in Economics from a very good university/institute. Concern in this case would be lack of prior exposure to Marketing. The candidate will be advised to do background reading in Marketing before they arrive at NUS.

Profile III MBA from a very good university/institute. Concern in this case would be lack of prior exposure to Economics. The candidate will be advised to do background reading in undergraduate Micro-Economics before they arrive at NUS.

An “ideal” Marketing Consumer Behaviour candidate must have a strong grounding in cognitive and social psychology. Candidates with a Communications degree are also encouraged to consider this research track. Undergraduate and graduate level exposure to information processing, experimental design and behavioural decision-making modules would be good. Statistical knowledge is essential with basic command in the popular social science statistical packages like SAS, SPSS or STATA.

## DEPARTMENT OF STRATEGY & POLICY

Ideal Strategy & Policy student profile:

- (1) Strong GMAT and TOEFL scores
- (2) Rigorous academic training reflected in transcripts
- (3) Mature students (who have a minimum of two years’ work experience or two years’ graduate work, master’s degree)

# INTERNATIONAL FACULTY



**Lim Wei Shi (Singapore)**  
*(PhD, London School of Economics)*

Associate Professor Lim Wei Shi is currently a faculty member in the Department of Marketing at the NUS Business School. Prior to joining the Marketing department, she was with the Decision Sciences department in the same university. Her research interests are in the areas of marketing and operations interface, in particular, advance selling, pricing strategies and game-theoretic applications.

Wei Shi has published in journals such as Marketing Science, Management Science, Academy of Management Review, Operations Research, Advances in Applied Probability, European Journal of Operational Research, Marketing Letters and others. In 2003, she was awarded the Outstanding Researcher award in the department.

Wei Shi has taught BZD6001 Model Building Workshop I, an introduction to non-cooperative game theory, which provides a scientific approach in the analysis of situations “involving two or more participants, each trying to influence, to outguess, or to adapt to the decision or lines of behaviour that others have just adopted, or are expected to adopt” (Thomas Schelling).



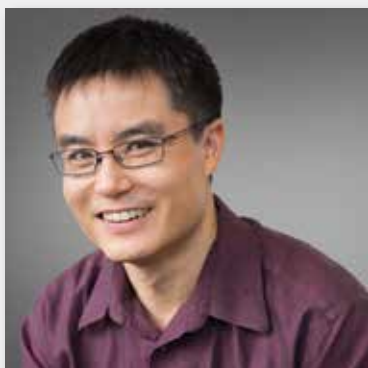
**Gao Xiaodan (China)**  
*(PhD, University of British Columbia)*

Dr Gao Xiaodan is currently a faculty member in the Department of Strategy & Policy at the NUS Business School. In June 2013, Xiaodan has graduated from the PhD Economics programme at the University of British Columbia.

Her research interests are in the areas of macroeconomics and corporate finance and she has published in the Journal of Economic Dynamics and Control.

Xiaodan has taught BZD6000 Applied Economics. This module covers the practical applications of microeconomic theory needed by doctoral students in Business Administration. It addresses broad topics including consumer theory, production theory, theory of the market, choice under uncertainty, and information economics. This course aims to get students familiar with basic economic concepts that underpin business research, prepare them to apply and communicate basic business principles in their research on consumers and firms, and equip students with the knowledge of constrained optimisation and how it is used.

# INTERNATIONAL FACULTY



**Andrew Lim (Australia)**  
*(PhD, Australian National University)*

Professor Andrew Lim is a faculty member in the Department of Decision Sciences and the Department of Finance at the NUS Business School. Prior to joining NUS, he was an Associate Professor in the Department of Industrial Engineering and Operations Research at University of California (Berkeley).

His research interests are in the areas of financial engineering, portfolio choice problems, stochastic models and decision making under uncertainty. Andrew has published in many journals including Management Science, Operations Research, and Mathematical Finance.



**David Mitchell Reeb (USA)**  
*(PhD, University of South Carolina)*

Professor David Mitchell Reeb is a faculty member in the Department of Finance and Mr and Mrs Lin Jo Yan Professorship in Banking and Finance at the NUS Business School. He is also the Director for the PhD Programme at the same school. Prior to that, David was Provost's Chair in the Department of Finance and a Fuller Senior Research Fellow at Fox School of Business at Temple University in Philadelphia.

David's research interests are in the areas of family-controlled, publicly-traded firms and encompass financial markets and financial disclosure choices. David has published in several journals including Journal of Finance, Journal of Financial Economics, Journal of Accounting and Economics, Accounting Review, Administrative Science Quarterly, Journal of Law and Economics, and the Journal of International Business Studies.



**Ishtiaq P Mahmood (Bangladesh)**  
*(PhD, Harvard University)*

Associate Professor Ishtiaq P Mahmood is a faculty member in the Department of Strategy & Policy at the NUS Business School. He is also the the PhD Coordinator who oversees the overall PhD programme of the department.

His research interests are in the areas of innovation and strategy in the context of emerging markets. Pasha has published in journals such as Management Science, Academy of Management Journal, Academy of Management Review, Strategic Management Journal, Organization Science, and Research Policy. Pasha teaches strategy seminar modules to PhD students at NUS Business School.

# INTERNATIONAL FACULTY



**Teo Chung Piaw** (*Singapore*)

PhD, Massachusetts Institute of Technology

**Melvyn Sim** (*Singapore*)

PhD, Massachusetts Institute of Technology



**Zhang Hanqin** (*China*)

PhD, Chinese Academy of Sciences (CAS)

**Robert Kimmel** (*Ireland*)

PhD, University of Chicago, Graduate School of Business



**Jayanth Narayanan** (*India*)

PhD, London Business School

**Chang Sea-Jin** (*South Korea*)

PhD, University of Pennsylvania



**Daniel J McAllister** (*Canada*)

PhD, University of California

**Chung Chi-Nien** (*Taiwan*)

PhD, Stanford University



# STUDENT TESTIMONIALS



I applied to NUS because of its reputation for quality research and curriculum. On a typical day as an accounting PhD student, I read research, work on data and discuss my studies with schoolmates and professors. What I enjoy the most as a PhD student here is the highly collaborative environment with my professors and peers - they provide great insights to my work.

**Ma Jiameng** (*Department of Accounting*)

I fostered an interest in academic research and teaching while pursuing my MBA, so a PhD was a natural next step for me. I think the NUS PhD programme provides an ideal platform for those who have a true passion for cutting-edge business research. Known for its research excellence, I have access to insights and advice from top-tier scholars all over the world. Being located in Singapore, a strategic business hub of Asia, NUS offers students an opportunity to get a real taste of how businesses operate in a fast-growing multicultural environment.



**Wei Jie** (*Department of Marketing*)



The most impressive aspect of NUS Business School is its culture of collaboration among faculty members. Through frequent interaction with them, I learned invaluable lessons regarding research methods and philosophies. By interacting with the invited scholars, I obtained fruitful feedback on my research projects. Overall, NUS has provided a conducive environment for me to develop as a researcher.

**Choi Dongwon** (*Department of Management & Organisation*)

When I decided to pursue a PhD, I found NUS Business School interesting because of its location and the quality of its research. In addition, NUS has remarkable faculty members studying various business environments including China, India, and Japan. The most important benefit I feel in NUS is that we are at the frontiers of research. The faculty's extensive networks ensure that we are connected with renowned scholars worldwide. With quality training, mentors and international connections, it is a great place for us to learn and improve ourselves tremendously.



**Toshimitsu Ueta** (*Department of Strategy & Policy*)

# ALUMNI TESTIMONIALS



**Jiang Zhiying**  
*Assistant Professor*  
*Department of Business and Economics*  
*Erasmus University Rotterdam*

The PhD programme in NUS Business School is an enriching and fulfilling journey. Nourished by world-class scholars, my intellectual curiosity is safeguarded with rigour and profundity. The stimulating and collegial research environment with my excellent fellow students keeps me well motivated all time. The solid academic training enables me to embark upon my academic career with confidence.



**Zheng Weiting**  
*Assistant Professor*  
*Department of Management & Marketing*  
*The Hong Kong Polytechnic University*

I was a PhD student at NUS Business School between 2002 and 2008. It is true that pursuing a PhD means plenty of solitary time working and struggling in my office or at the kitchen table, but the best resources that NUS offers me are in fact people and an intellectual network. Being a student with the Department of Strategy & Policy, I benefited from interactions with a culturally diverse and academically distinguished set of faculty. Being a student here, I was also fortunate enough to interact with some of the world's greatest minds from both academic and corporate worlds. This is exactly how I developed my PhD dissertation. The journey has been challenging but it has also been a truly rewarding experience.



**Shirish Chandra Srivastava**  
*Associate Professor*  
*Operations Management & Information Technology*  
*Hautes Études Commerciales (HEC), Paris, France*

The PhD programme at NUS Business School is truly world class. The programme is more of a self-discovery process by continuously challenging oneself with a variety of problems; the student realises his or her strengths and weaknesses. The NUS PhD programme provides an opportunity for students to conduct quality research.



**Navid Asgari**  
*Assistant Professor*  
*Management System*  
*Gabelli School of Business Fordham University*

The doctoral programme at NUS Business school was challenging, yet rewarding. Rigorous coursework, world-class faculty, and state-of-the-art facilities will bring out the best in you. Combine these with the experience of living in Singapore and you will realise that being trained at NUS Business School is one of the best decisions you will make.

# ALUMNI TESTIMONIALS



**Ang Siah Hwee**

*Professor*

*The Bank of New Zealand Chair in Business in Asia*

*School of Marketing & International Business*

*Victoria University of Wellington*

I'm one of the early batch of PhD graduates from NUS Business School. In a PhD programme, what's important is the research environment, and the academic and support staff involved. In the NUS Business School programme, these boxes are often ticked and well resourced. The research environment is one that encourages high levels of intellectual exchange. Academic staff and other PhD students come from well-known universities and arrive at the same institution to exchange ideas and work collaboratively. You will have no shortage of people providing ideas and feedback. The supervisors are of high quality and supervision standards are good. The great supporting staff are always there to ensure all processes and arrangements are smooth. The PhD programme can be said to be less lonesome than those in many other institutions. I have enjoyed my time here and made many friends in the process. We are still in touch over the last decade or so, despite residing in different continents.



**Rohit Nishant**

*Assistant Professor*

*Logistics & Supply Chain Management*

*ESC Rennes School of Business*

As the top-ranked school in Asia, NUS Business School provided me with an opportunity to pursue academic studies amid this transformation. NUS students have access to professors renowned for their research excellence and academic qualifications from schools across the world. Here, supervisors work very closely with their students to develop their research skills. I am also able to meet students from different nationalities, exposing me to diverse cultures and ideas.





**Lin Yupeng**  
*Assistant Professor*  
*Department of Accountancy*  
*City University of Hong Kong*

I joined the NUS PhD programme five years ago, the first two years of the programme focused on theory and course work, while the remaining three years really honed my practical research capabilities and methodologies. Throughout this time, I worked closely with my supervisors who provided me with invaluable advice and guidance on effective learning and research skills. Collaborating with an international group of students also created an environment for sharing different experiences and ideas. I truly believe that my NUS Business School PhD journey has provided me with the right knowledge and skills, laying a strong foundation that allowed me to take on a job at City University of Hong Kong.



**Sankalp Chaturvedi**  
*Associate Professor*  
*Organisational Behaviour & Leadership*  
*Imperial College Business School*

Intellectually stimulating, international and supportive - these words encompass my experience of the NUS PhD programme as a whole. The structural design of the programme was intellectually invigorating and challenging, and made sure that we are internationally competitive. We were learning from renowned international scholars and students. And finally, NUS gave me access to one of the best supportive environments (scholarships, conference funding, etc.) to enable learning. The whole experience was truly exceptional and has given me a lifelong memory to cherish. I am proud to be an NUS alumnus.

# GRADUATE STUDENT NETWORK WORLDWIDE

Our student placement record has been strong, with many graduates holding faculty appointments in leading institutions.

Name	Department	Year of Conferment	Appointment held upon graduation
Xiao Li	Decision Sciences	2015	Research Assistant Professor, Department of Decision Sciences and Managerial Economics, The Chinese University of Hong Kong
Xu Weibiao	Finance	2015	Assistant Professor, Department of Finance, Nankai University
Hossein Eslami Dizeje	Marketing	2015	Assistant Professor, Department of Hospitality and Marketing, School of Business, Lebanese American University
Zhang Xing	Marketing	2015	Postdoctoral Researcher, ETH Singapore
Chen Jiaqing	Management & Organisation	2015	Senior Research Associate, SMU Human Capital Leadership Institute
Lu Qian	Management & Organisation	2015	Assistant Professor, Nanjing University
Rashimah Binte Rajah	Management & Organisation	2015	Research Associate, Koblenz University of Applied Sciences, Business & Social Sciences
Wang Nan	Management & Organisation	2015	Research Assistant, Department of Management & Organisation, NUS Business School
Ni Chenkai	Accounting	2014	Assistant Professor, Department of Accounting, School of Business, Renmin University of China
Rohit Nishant	Decision Sciences	2014	Assistant Professor, Supply Chain, ESC Rennes School of Business, France
Qi Jin	Decision Sciences	2014	Visiting Fellow, Department of Management Sciences, City University of Hong Kong
Zhang Meilin	Decision Sciences	2014	Postdoctoral Research Fellow, Department of Decision Sciences, NUS Business School
Liu Xin	Finance	2014	Assistant Professor, Research School of Finance, Actuarial Studies & Applied Statistics (RSFAS), College of Business and Economics, Australian National University
Lu Ruichang	Finance	2014	Assistant Professor, Department of Finance, Guanghua School of Management, Peking University
Du Zhe	Finance	2014	Investment Analyst, China Life Investment Holdings

# GRADUATE STUDENT NETWORK WORLDWIDE

Name	Department	Year of Conferment	Appointment held upon graduation
Lin Yupeng	Finance	2014	Assistant Professor, City University of Hong Kong
Yan Zheng	Strategy & Policy	2014	Assistant Professor, Strategy and International Business, School of Business, University of Hong Kong (HKU)
Li Shuping	Strategy & Policy	2014	Visiting Associate Professor at Kansas State University, Department of Management
Navid Asgari	Management & Organisation	2014	Assistant Professor, Management Systems Department, Fordham University Schools of Business
Jiang Zhiying	Marketing	2014	Assistant Professor, Department of Business Economics, Erasmus School of Economics, Erasmus University Rotterdam
Yuan Xuchuan	Decision Sciences	2013	Associate Professor, School of Economics and Management, Harbin Institute of Technology, China
Hung Yu-Chen	Marketing	2013	Lecturer, Newcastle Business School, Faculty of Business and Law, The University of Newcastle, Australia
Song Liang	Marketing	2013	Lecturer, School of Tourism Management, Beijing International Studies University
Hu Rong	Finance	2013	Assistant Professor, University of New South Wales, Sydney Australia
Kenneth Tai	Management & Organisation	2013	Assistant Professor, Department of Organisational Behaviour and Human Resources, Lee Kong Chian School of Business, Singapore Management University
Zheng Zhichao	Decision Sciences	2013	Assistant Professor, Operations Management, Lee Kong Chian School of Business, Singapore Management University,
Long Zhuoyu	Decision Sciences	2013	Assistant Professor, Department of Systems Engineering and Engineering Management (SEEM), The Chinese University of Hong Kong (CUHK)
Huang Junfei	Decision Sciences	2013	Assistant Professor, The Chinese University of Hong Kong, Department of Decision Sciences and Managerial Economics

# GRADUATE STUDENT NETWORK WORLDWIDE

Name	Department	Year of Conferment	Appointment held upon graduation
Chan Meow Lan Evelyn	Management & Organisation	2013	Lecturer, The Australian National University, College of Business and Economics, Research of School of Management
Khoo Hwee Sing	Management & Organisation	2013	Research Fellow, Saw Swee Hock School of Public Health, National University of Singapore
Sun Shuhua	Management & Organisation	2013	Assistant Professor, School of Business and Economics, Maastricht University, The Netherlands
Li Wendong	Management & Organisation	2013	Assistant Professor, Kansas State University, United States of America
Wang Tao	Finance	2013	Junior Trader, Jane Street Capital, Hong Kong
Cheng Si	Finance	2013	Assistant Professor, Queen's University Management School, Queen's University Belfast, United Kingdom
Zheng Xue	Management & Organisation	2012	Postdoctoral researcher, Business & Society Department, Rotterdam School of Management, Erasmus University, The Netherlands
Vinit Kumar Mishra	Decision Sciences	2012	Postdoctoral Research Fellow, The University of Sydney Business School, Australia
Lin Chunmei	Finance	2012	Assistant Professor, Erasmus School of Economics, University of Rotterdam, The Netherlands
Zhang Weiqi	Finance	2012	Assistant Professor, Muenster University of Germany, Germany
Thomas Suman Ann	Marketing	2012	Assistant Professor, Indian School of Business, India
Gu Qian	Strategy & Policy	2012	Assistant Professor, Georgia State University, Atlanta
Tanmay Satpathy	Finance	2012	Senior Associate, Quantitative Risk Modeling Group, Nomura, India
Lim Cui Fang, Angeline	Management & Organisation	2012	Research Associate, Centre for Creative Leadership, Singapore
Xu Weiwei	Strategy & Policy	2012	Consultant, Hay Group, Singapore
Deeksha Singh	Strategy & Policy	2012	Assistant Professor, Fox School of Business Management, Temple University, Philadelphia
Kong Qingxia	Decision Sciences	2012	Assistant Professor, Adolfo Ibanez University, Chile

***Ilies, R., Keeney, J., & Goh, Z. (2014) Capitalizing on positive work events by sharing them with family. Applied Psychology: An International Review***

The authors integrate existing theory on work–family integration and interpersonal capitalisation on positive work events by examining the effects of sharing positive work events with one’s spouse on employee life satisfaction. A field study was conducted with 131 employees of a large Midwestern university, who completed surveys online. Participants provided accounts of their most important positive event during the prior week and indicated whether they had shared this event with their spouse. They also retrospectively rated their positive affect and life satisfaction over the course of the study. Results based on hierarchical regression analysis indicated that having shared that event with one’s spouse was positively associated with positive affect and life satisfaction after controlling for personality and event characteristics. These results were corroborated in a subsample of 99 employees whose spouses provided independent reports of whether the event was shared with them. This research reveals that sharing positive events with others has unique and significant contributions to positive affect and life satisfaction. More importantly, these findings show that the interpersonal act of sharing is effective when conducted cross-domain: the act of sharing positive work events with family members increases positive affect and life satisfaction.

***Goh, Z., Ilies, R. & Wilson, K.S. Supportive Managers Improve Employees’ Daily Lives: The Role Managers Play in the Impact of Daily Workload on Life Satisfaction via Work-Family Conflict. Journal of Vocational Behavior (in press).***

Abstract: This article presents a multilevel approach that uncovers how day-to-day variations in workload influence life satisfaction by creating work-family conflict, as well as the role supportive supervisors play in influencing these daily relationships. In this experience-sampling study, 135 employees responded to 2 daily surveys (one at work and one at home) for 5 days and a one-time post-study survey. With a total of 810 surveys, hierarchical linear modeling revealed that employees’ daily perceived workload positively predicted daily work-family conflict, which in turn negatively predicted daily life satisfaction. Importantly, we found support for a cross-level interaction where supervisor work-family specific support (measured once in the post-study survey) negatively moderated the relationship between daily workload and work-family conflict, attesting the importance of supervisory support in reducing interference between work and family.

# IDEAL ACCOMMODATION



The NUS University Town (UTown) located across the Kent Ridge campus is where some 2,400 undergraduate students, 1,700 graduate students and 1,000 researchers work, live and learn in close proximity.

## Graduate Residence

The Graduate Residence, equipped with seminar rooms and student lounges, can house up to 1,700 residents, with units for single and married graduate students. Resident advisors live alongside graduate residents. The design of the complex emphasises open common areas, and the architecture fosters a sense of community and cross-disciplinary discussion.



For more details on accommodation, please refer to [nus.edu.sg/osa/housing/graduate/index.html](https://nus.edu.sg/osa/housing/graduate/index.html)



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