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EDUCATION BACKGROUND

National University of Singapore (NUS) Singapore (2023-)
PhD in Management & Organization

The London School of Economics and Political Science (LSE) London, The U.K. (2019-2020)
MSc in Human Resource Management (CIPD) (Distinction)

- Thesis: Liking the leader and benefiting the organization: an analysis into the LMX-POS relationship and the effects on pro-organizational outcomes (Distinction)

Renmin University of China (RUC) Beijing, China (2015-2019)
Bachelor of Human Resource Management

- Thesis: The effects of LMX on OCB: Perceived Insider Status and Self-Efficacy as mediators and Employment Status as a moderator (Outstanding Undergraduate Graduation Thesis Award)

RESEARCH INTERESTS & SKILLS

Research Interests

- Physical wellbeing; Interpersonal Capitalization; Leadership

Research Skills

- Literature review; research design; interview; data collection & analysis; writing; **Software:** EndNote, SPSS, Mplus, R

ONGOING RESEARCH PROJECTS

- Physical wellbeing and organizational behaviors (with Christopher Barnes and Feng Qiu) data collection and analysis
- Workplace interpersonal capitalization (with Remus Ilies and Trevor Watkins) data collection
- Leadership emergence under crisis (with Jean Lee and Emily David) submission preparation
- Circadian rhythm and leadership (with Christopher Barnes and Feng Qiu) data collection and analysis

RESEARCH ASSISTANT EXPERIENCE

Global Leadership Project Shanghai, China (2022-2023)
• Collected multi-national team data in a company with participants from 10 countries. Designed the experiments and collected data via Prolific. Analyzed the data with multi-level CFA, path analysis & ANOVA. Drafted the methods part.

Gender Role and Leadership Project Shanghai, China (2023)
• Analyzed the data with discriminant analysis and polynomial regression to test the hypotheses.

TEACHING ASSISTANT EXPERIENCE

- BMA5430 Leadership & Decision Making Under Uncertainty (MBA, instructor: Daniel McAllister) NUS (2024)
- BMA5016 Leading with Impact (MBA, instructor: Noriko Tan) NUS (2024)
- MGMT110 Transformation: Leveraging Talent & Technology (EMBA, instructor: Jean Lee) CEIBS (2023)

WORK EXPERIENCE

China Europe International Business School (CEIBS) Shanghai, China (2022-2023)
Research Assistant for Professor Lee Siew Kim Jean in OBHRM
• Assisted with research projects. Prepared teaching materials for the 2023 EMBA Singapore module.

Longfor Group (Top 10 real estate company in China, Fortune Global 500) Fujian & Beijing, China (2021-2022)
Human Resource Management Trainee ("ShiGuanSheng" – a campus recruitment brand)
• Performed as an HRBP for various departments, supporting HR-related work and learning the logic of the business.
• Talent acquisition/development/retention; performance management; employment relation management
• Had work experiences both in a subsidiary (in charge of more than 100 employees) in Fujian and the group headquarter (in charge of about 1400 employees) in Beijing, developing different perspectives.

TRAINING

2024 RM Division-CARMA Doctoral Student and Junior Faculty Consortium Online (2024)
Participated in breakout sessions: Panel Data Analysis, Cross-level and Multilevel Modeling, Machine Learning and AI, and Polynomial Regression and Response Surface Analysis

International Training Center - International Labour Organization of the United Nations (UN) Turin, Italy (2018)
Participant (with full scholarship)
Topic: International Summer School - Building on youth talent: developing next generation of global leaderships

PROFESSIONAL MEMBERSHIPS

- Academy of Management

OTHER SKILLS & INTERESTS

- **Language:** English (IELTS 7.5); Chinese (Native); Hokkien (Fluent)
- **Personal Interests:** piano, ukulele, singing