

Resume

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Education Background

National University of Singapore (Sep. 2025 – onwards)
Ph.D in Management (Management & Organization)
(NUS Research Scholarship)

Lingnan University (Sep. 2012 – Aug. 2014)
Mphil in Psychology
(Full scholarship from Hong Kong UGC-Fellowships Scheme)

Lingnan University (Sep. 2008 – Aug. 2012)
Bachelor of Social Sciences (Hons.)
Major: Behavioral Sciences in Modern Society
Discipline Concentration: Psychology

▼ Research Interests

- Leadership development
- Team dynamics/team network
- Cognitive development
- Research methods in social sciences
- Daily work behaviors

▼ Research-related Experience (Selected)

Lingnan University of Hong Kong

Department of Management

(Oct. 2020 – July. 2025)

Position: Senior Research Officer

Duties:

- Project management and implementation
- Data analytical support for research projects
- Research method consultations
- Paper writing for conference / journal publication

Education University of Hong Kong

Centre for Learning, Teaching and Technology

Artificial Intelligence and Digital Competency Education Centre

(Jun. 2016 – Oct. 2020)

Position: Research Team Leader in *CoolThink* Program (funded by Hong Kong Jockey Club)

Duties:

- Research team supervision and coaching
- Project management and implementation
- Instruments and tests development and validation
- Data analytical support for projects
- Research method consultations for research projects
- Paper writing for conference / journal publication

▼ Research Publications

1. Teacher professional development of digital pedagogy for inclusive education in postpandemic era: Effects on teacher competence, self-efficacy, and work well-being

(Principal researchers: Shi, Y. R., Sin, K.F.K., & Wang, Y.)

Current stage: paper accepted by *Teaching and Teacher Education* in 2025 (Impact Factor: 3.9)

Main contribution: Conceptualization; intervention study design; revised manuscript.

2. The impact of school support for professional development on teachers' adoption of student-centered pedagogy, students' cognitive learning and abilities: A three-level analysis

(Principal researchers: Kong, S. C., & Wang, Y.)

Current stage: paper accepted by *Computers and Education* in 2024 (Impact Factor: 10.5)

Main contribution: Designed the research study; ran data analyses; wrote the manuscript for journal submission; conducted R&R.

3. Dynamic interplays between self-regulated learning and computational thinking in primary school students through animations and worksheets

(Principal researchers: Kong, S. C., & Wang, Y.)

Current stage: paper accepted by *Computers and Education* in 2024 (Impact Factor: 10.5)

Main contribution: Designed the research study; ran data analyses; wrote the manuscript for journal submission; conducted R&R.

4. Monitoring cognitive development through the assessment of computational thinking practices: A longitudinal intervention on primary school students

(Principal researchers: Kong, S. C., & Wang, Y.)

Current stage: paper accepted by *Computers in Human Behavior* in 2023 (Impact Factor: 9.0)

Main contribution: Designed the research study; ran data analyses; wrote the manuscript for journal submission; conducted R&R.

5. Investigating primary school principals' programming perception and support from the perspective of reasoned action: A mixed methods approach

(Principal researchers: Kong, S. C., & Wang, Y.)

Current stage: paper accepted by *Computers & Education* in 2021 (Impact Factor: 10.5)

Main contribution: Designed the research study; ran data analyses; wrote the manuscript for journal submission; conducted R&R.

6. Item response analysis of computational thinking practices: Test characteristics and students' learning abilities in visual programming contexts

(Principal researchers: Kong, S. C., & Wang, Y.)

Current stage: paper accepted by *Computers in Human Behavior* in 2021 (Impact Factor: 9.0)

Main contribution: Designed the research study; ran data analyses; wrote the manuscript for journal submission; conducted R&R.

7. The influence of parental support and perceived usefulness on students' learning motivation and flow experience in visual programming: Investigation from a parent perspective

(Principal researchers: Kong, S. C., & Wang, Y.)

Current stage: paper accepted by *British Journal of Educational Technology* in 2021 (Impact Factor: 8.1)

Main contribution: Designed the research study; ran the data analyses; wrote the manuscript for journal submission; conducted R&R.

8. Self-undermining behaviors in the JD-R theory: Evidence of construct and predictive validity

(Principal researchers: Bakker A.B., & Wang, Y.)

Current stage: paper accepted by *International Journal of Stress Management* in 2020 (Impact Factor: 2.5)

Main contribution: Conducted in-depth interviews for the scale development; revised the Chinese translated scale; carried out data collection and data analyses.

9. Formation of computational identity through computational thinking perspectives: A mediation analysis among primary school students

(Principal researchers: Kong, S. C., & Wang, Y.)

Current stage: paper accepted by *Computers in Human Behavior* in 2020 (Impact Factor: 9.0)

Main contribution: Designed the research study; ran data analyses; wrote the manuscript for journal submission; conducted R&R.

10. Measuring perceptions of programming education among teachers and principals in P-12 schools: A multigroup invariance analysis

(Principal researchers: Kong, S. C., & Wang, Y.)

Current stage: paper accepted by *Journal of Psychoeducational Assessment* in 2019 (Impact Factor: 1.5)

Main contribution: Designed the research study; ran data analyses; wrote the manuscript for journal submission; conducted R&R.

11. Positive youth development from a ‘3Cs’ programming perspective: A multi-study investigation in the university

(Principal researchers: Kong, S. C., & Wang, Y.)

Current stage: paper accepted by *Computer Science Education* in 2019 (Impact Factor: 2.2)

Main contribution: Designed the research study; ran data analyses; wrote the manuscript for journal submission; conducted R&R.

12. Nurture interest-driven creators in programmable robotics education: An empirical investigation in primary school settings

(Principal researchers: Kong, S. C., & Wang, Y.)

Current stage: paper accepted by *Research and Practice in Technology Enhanced Learning* in 2019 (Impact Factor: 3.0)

Main contribution: Designed the research study; ran data analyses; wrote the manuscript for journal submission; conducted R&R.

▼ Ongoing Research

1. How artificial intelligence mindfulness inspires creativity: The role of technological entitlement

(Principal researchers: Wang, Y., Jeong, I., & Wu, W.)

Current stage:

1) Manuscript was rejected by *Academy of Management Journal* in August 2025

2) Manuscript is revised and will be submitted to *Journal of Management*

Main contribution: Conceptualization; Designed the research study; ran data analyses; wrote the manuscript for journal submission.

2. Navigating new leader onboarding: Unveiling the dynamic effects of servant leadership on exchange relationships and team performance

(Principal researchers: Chen, T., Li, F., **Wang, Y.**, Li, W. D., Liden, R.C., & Liang, Y.)

1) Manuscript was rejected by *Academy of Management Journal* in September 2025

2) Manuscript is revised and will be submitted to *Organization Science*

Main contribution: Conducted model analyses; wrote Method and Results sections.

3. Dancing with proactive members in the party of creativity: Examining the creativity catalyst network and team creative efficacy development

(Principal researchers: Jeong, I., Shin, S., **Wang, Y.**, Keem, S., Sung, W., & Wu, W.)

Current stage: Manuscript is under review in *Personnel Psychology*

Main contribution: Conducted model analyses and wrote the Method and Results sections.

4. Enhancing computational thinking development with effective designs of the intervention: A cross-cultural meta-analytic review

(Principal researchers: **Wang, Y.** & Kong, S.C.)

Current stage: Manuscript is under review in *Review of Educational Research*

Main contribution: Designed the research study; ran data analysis; and wrote manuscript.

5. Developmental trajectories of self-regulated learning in animation-supported computational thinking education: A latent growth curve analysis

(Principal researchers: Kong, S. C., & **Wang, Y.**)

Current stage: Manuscript is under review in *Learning and Individual Differences*

Main contribution: Designed the research study; ran data analysis; and wrote manuscript.

6. Antecedents and cognitive outcomes of animation facilitated self-regulated learning in computational thinking: A growth mixture investigation of primary students

(Principal researchers: Kong, S. C., & **Wang, Y.**)

Current stage: Manuscript is under review in *Computers & Education*

Main contribution: Designed the research study; ran data analysis; and wrote manuscript.

7. Authentic leaders and their influence on members' resource-building: A Job resources and demands perspective

(Principal researchers: **Wang, Y.**, Bakker A.B., & Chen, J.)

Current stage: Manuscript is submitted to *Journal of Occupational and Organizational Psychology*

Main contribution: Designed the research study; collected data; ran data analyses; wrote manuscript.

8. When switching hurts: Daily crafting variability as a micro-stressor on affect and crafting choice

(Principal researchers: **Wang, Y.**, Chen, N.Y., & Song Z.)

Current stage: Data exploration and analyses

Main contribution: Conceptualization; Designed the research study; collected data; ran data analyses.

9. Breaking boundaries or building barriers? The impact of generative AI on cognitive fixation and creativity in product design

(Principal researchers: **Wang, Y.**, Chen, T., Wei, L., & Lin, X.)

Current stage: Data exploration and analyses

Main contribution: Conceptualization; Designed the research study; collected data; ran data analyses.

10. Leader in power: A multiplex network perspective on team innovation diffusion processes

(Principal researchers: **Wang, Y.**, Jeong, I., Kilduff, M., & Wen, W.)

Current stage: Data exploration and analyses

Main contribution: Conceptualization; Designed the research study; ran data analysis.

▼ Conference Presentations

1. Jeong, I., Shin, S., **Wang, Y.**, Keem, S., Sung, W., & Wu, W. (2024). Dancing with proactive members in the party of creativity: Examining the creativity catalyst network and team creative efficacy development. *Symposium conducted at 84th Annual Meeting of the Academy of Management, 2024.*
2. **Wang, Y.**, Chen, J., & Bakker A.B. (2017). Authentic Leadership and Follower's Work Well-being: A Multilevel Moderated Mediation Analysis. *Full paper presentation at 77th Annual Meeting of the Academy of Management, 2017.*
3. **Wang, Y.**, Cheung, Y., & Siu, O. (2013). Authentic leadership brings new hope. *Poster presentation at the 3rd World Congress on Positive Psychology, Los Angeles, USA, 2013.*
4. Wang, H., & **Wang, Y.** (2013). Why is proactive personality related to positive work outcomes? The role of job crafting and job autonomy. *Poster presentation at 3rd World Congress on Positive Psychology, Los Angeles, USA, 2013.*

▼ Analytical Skills

- Confirmatory factor analysis/ exploratory factor analysis
- Item response analysis
- Moderated mediation analysis
- Mixture models and cluster analysis
- Structural equation modeling
- Latent growth curve modeling/ growth mixture modeling
- latent change score modeling
- Multilevel analysis
- Sample planning and missing data handling
- Meta-analysis/ Meta-SEM
- Dynamic structural equation modeling
- Social network analysis

▼ Statistical Software

- R
- Mplus
- Stata
- SPSS
- Amos

▼ Language

- Native Chinese
- Proficient English
- Fluent Japanese