

JO K. OH

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School of Business, Department of Management
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ACADEMIC POSITIONS

University of Connecticut, School of Business

Assistant Professor

2018 - Present

EDUCATION

Michigan State University – Broad College of Business, East Lansing, Michigan (2018)
Ph.d in Organizational Behavior and Human Resource Management

Advisory Committee:

John R. Hollenbeck (Chair), Crystal I. C. Farh, Russel E. Johnson, Brent A. Scott

Cornell University – School of Industrial and Labor Relations, Ithaca, New York (2012)
Masters of Industrial and Labor Relations (Focus: Human Resources & Organizations)

Hankuk University of Foreign Studies –Seoul, S. Korea (2006)
Bachelor of Business Administration

RESEARCH INTERESTS

- Mistreatment in the workplace
- Affect
- Workgroups

REFERRED PUBLICATIONS

Porck, J. P., Matta, F. K., Hollenbeck, J. R., **Oh, J. K.**, Lee, S. M., & Lanaj, K. Social identification in multiteam systems: The role of depletion and task complexity. *Conditional acceptance at Academy of Management Journal*.

Oh, J. K., & Farh, C. I. C. (2017). An emotional process theory of how subordinates appraise, experience, and respond to abusive supervision over time. *Academy of Management Review*, 42(2), 207-232.

Peng, A. C., van Dyne, L., & **Oh, J. K.** (2016). The influence of motivational cultural intelligence on cultural effectiveness based on study abroad: The moderating role of participants' cultural identity. *Journal of Management Education*, 39(5), 1-25.

MANUSCRIPTS UNDER REVIEW

Farh, C. I. C., **Oh, J. K.**, Hollenbeck, J. R., Yu., A., Lee, S. M., & King, D. [Voice behavior and gender integration]. 2nd round revise-and-resubmit at *Academy of Management Journal*.

Matusik, J., Hollenbeck, J. R., Matta, F. K., & **Oh, J. K.** [Change in Multi-team systems: Dual perspective]. 1st round revise-and-resubmit at *Academy of Management Journal*.

Chong, S., Kim, Y. J., Van Dyne, L., & **Oh, J. K.** [Proactive behavior and sales performance]. 1st round revise-and-resubmit at *Human Relations*.

WORKING MANUSCRIPTS

Oh, J. K., Hays, N. A., & Lee, H. W. [Abusive supervision and Status]. Writing phase.

Oh, J. K., Tong, J. & Johnson, R. E., [Being mindful at work]. Revising for resubmission.

Hays, N. A., Jamieson, B., **Oh, J. K.**, Hollenbeck, J. R., & Yu, A. [Social hierarchy in teams]. Revising for resubmission.

CURRENT RESEACH PROJECTS

Oh, J. K., Lin, S.-H., Johnson, R. E., & Kim, Y. J. [Different effects of supervisor mistreatment]. 2nd data collection complete.

Oh, J. K., Yu, A., & Hollenbeck, J. R. [Dynamics of voice and silence behaviors in teams]. Data analysis phase.

Matta, F. K., Sleesman, D. J., Hollenbeck, J. R., Conlon, D. E., **Oh, J. K.**, & Lin, S.-H. [The role of power, leadership structure, and motivation on negotiations and multi-team systems]. Data collection complete.

Zhu, J., Kim, E., Kim, Y.J., & **Oh, J. K.** [Customer mistreatment and voice behavior, an ESM perspective]. 1st data collection complete.

Oh., J. K., Liao, Z., Lee, H. W., & Kim, Y.J. [Perspective taking, abusive supervision, and emotions]. Data collection complete.

Kim, Y.J., Lee, H. W., **Oh., J. K.**, & Liao, Z. [The effects of Procrastination in the workplace]. Data collection complete.

CONFERENCE PRESENTATIONS

Farh, C. I. C., **Oh, J. K.**, Hollenbeck, J. R., Yu, A., Lee, S. M., King, D. D. (2017). How and when does gender integration enhance team performance? The role of female voice enactment, leader's gender beliefs, and task complexity. Paper presented at the 32nd Annual Society for Industrial and Organizational Psychology Conference, Orlando, FL.

Oh, J. K. & Farh, C. I. C. (August, 2014). *An emotional appraisal theory of how subordinates experience abusive supervision over time*. Paper presented in OB divisional paper session at the 74th Annual Conference of the Academy of Management. Philadelphia, Pennsylvania.

Kim, Y. J., Van Dyne, L., Chong, S. & **Oh, J. K.** (May, 2014). *What makes proactive individuals better performers?* In Chamberlin, M. Examining its Role as a Motivational Concept, In J. A. LePine (Chair) Engagement: Examining its Role as a Motivational Concept, Symposium paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP). Honolulu, Hawaii.

Peng, A. C., Van Dyne, L. & **Oh, J. K.** (August, 2013). *The influence of motivational cultural intelligence on cultural effectiveness based on study abroad: The moderating role of participants' cultural identity*. In G. Stahl, Developing Intercultural Competencies through Cross-Cultural Management Education, presented at the 31st Annual Conference of the Academy of Management. Orlando, Florida.

AWARDS

- 2013 Global Forum Best Symposium Award, symposium panelist. Management Education & Development Division, Academy of Management meeting, Orlando, Florida.

GRANTS & FELLOWSHIPS

- 2017 Spring Dissertation Completion Fellowship (\$4,000). The Eli Broad College of Business, Michigan State University.

PROFESSIONAL AFFILIATIONS

- Academy of Management (AOM)
- Society for Industrial and Organizational Psychologists (SIOP)

GRADUATE ASSISTANT & TEACHING EXPERIENCE

Full-time MBA Graduate Assistant, (Instructor: *John R. Hollenbeck*)
(Course – Leadership & Teamwork)

- Fall semester, 2017
- Fall semester, 2016
- Fall semester, 2015
- Fall semester, 2014
- Fall semester, 2013

Weekend MBA Graduate Assistant, (Instructor: *Linn van Dyne*)
(Course – International Strategies)

- Spring semester, 2015
- Summer semester, 2013

MSU Executive Education Graduate Assistant, (Instructor: *John R. Hollenbeck*)
(Course – Adaptive Leadership: Enhancing Individual and Team Performance)

- Nov., 2016
- Nov., 2015
- April, 2014
- June, Aug., Nov., 2013

Instructor, Introduction to Organizational Behavior, (Undergraduate level)

- Evaluation: 4.4/5.0 (Instructor), 4.3/5.0 (Course) (Summer, 2016)

Instructor, Managing Human Resources and Organizational Behavior (Undergraduate level)

- Evaluation: 4.43/5.0 (Instructor), 4.00/5.0 (Course) (Summer, 2013)

PROFESSIONAL WORK EXPERIENCE

Institute for Compensation Studies, Cornell University, Ithaca, New York

- Graduate Research Assistant (2010 – 2012)

Hyundai Motor Group (HQ), Seoul, S. Korea (Jan. 2006 – Oct. 2009)

- Global Policy Coordination Team, Strategic Corporate Planning Division
- General HR Team, Kia Motors, (HQ)
- Overseas HR Team, Hyundai Global Strategic HR Division

Republic of Korea (ROK) Army, S. Korea (2002 – 2004)

- Dept. of HR Planning, Aviation Operations Command

LETTERS OF RECOMMENDATION

For professional letters of recommendation, please contact:

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 Professor of Management
 Michigan State University
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 (517) 355-2413

Russel E. Johnson
 Associate Professor
 Michigan State University
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 Assistant Professor
 University of Washington
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