

JUNHYOK YIM

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EDUCATION

Texas A&M University, College Station, USA Ph.D., Organizational Behavior and Human Resource Management	2021
Korea University, Seoul, South Korea M.S., Management, Human Resource Management	2016
Korea University, Seoul, South Korea B.S., Political Science & International Relations Business Administration	2013

ACADEMIC EMPLOYMENT

City University of Hong Kong, Hong Kong
Assistant Professor (2021 – Present)

Texas A&M University, USA
Instructor (2018-2021)

RESEARCH INTERESTS

Leadership
Non-work-to-work Interface
Employee Engagement
HR Practices (Performance Management, Selection, and Pay)

PUBLICATIONS

- Klotz, A. C., McClean, S. T., **Yim, J.**, Koopman, J., & Tang, P. 2023. Getting outdoors after the workday: The affective and cognitive effects of evening nature contact. *Journal of Management*, 49(7): 2254-2287. <https://doi.org/10.1177/0149206322110643>
- McClean, S. T., **Yim, J.**, Courtright, S. H., & Dunford, B. B. 2021. Transformed by the family: An episodic, attachment theory perspective on family-work enrichment and transformational leadership. *Journal of Applied Psychology*. 106(12): 1848-1866. <https://doi.org/10.1037/apl0000869>
- McClean, S. T., Courtright, S. H., **Yim, J.**, & Smith, T. A. 2021. Making nice or faking nice? Exploring supervisors' two-faced response to their past abusive behavior. *Personnel Psychology*. 74(4): 693-719. <https://doi.org/10.1111/peps.12424>
- McClean, S. T., Koopman, J., **Yim, J.**, & Klotz, A. C. 2021. Stumbling out of the gate: The energy-based implications of morning routine disruption. *Personnel Psychology*. 74(3): 411-448. <https://doi.org/10.1111/peps.12419>

Schleicher, D. J., Baumann, H. M., Sullivan, D. W., & **Yim, J.** 2019. Evaluating the effectiveness of performance management: A 30-year integrative conceptual review. *Journal of Applied Psychology*, 104(7): 851-887. <https://doi.org/10.1037/apl0000368>

MANUSCRIPTS UNDER REVIEW

Yim, J., Call, L. M., Sullivan, D. W., Kim, Y., & Sha, Y. (2nd Revise-and-resubmit). [*HR practices*]. *Human Resource Management*.

Yim, J., Foulk, T. A., Klotz, A. C., & Schilpzand, P. (1st Revise-and-resubmit). [*Workplace events*]. *Journal of Management*.

Sullivan, D. W., **Yim, J.**, & Sven. [*Evidence-based Performance Management*]. Invited to write a book chapter for the *SIOP Book Chapter Series*.

SELECTED PRACTITIONER ARTICLES

McClellan, S. T., Courtright, S. H., Smith, T. A., & **Yim, J.** (2021) Stop making excuses for toxic bosses. *Harvard Business Review*. <https://hbr.org/2021/01/stop-making-excuses-for-toxic-bosses>

McClellan, S. T., Koopman, J., **Yim, J.**, & Klotz, A. C. (2020). Hold Fast to those Morning Routines. *Harvard Business Review: Idea Watch*. <https://mays.tamu.edu/maysnet/wp-content/uploads/sites/42/2020/11/Hold-fast-to-those-morning-routines.pdf>

McClellan, S. T., Koopman, J., **Yim, J.**, & Klotz, A. C. (2020). How Disruptions to our Morning Routines Harm Daily Productivity, and What We Can Do About It. *LSE Business Review*. <https://blogs.lse.ac.uk/businessreview/2020/09/17/how-disruptions-to-our-morning-routines-harm-daily-productivity-and-what-we-can-do-about-it/>

AWARDS, HONORS, & GRANTS

Network of Leadership Scholars

- Finalist, Alvah H. Chapman Jr. Outstanding Dissertation Award 2023

City University of Hong Kong

- PI, Strategic Research Grant (HKD \$ 100,000) 2023-2024
- Co-Investigator, Grand Research Fund (PI: Chak Fu Lam; HKD \$ 467,106) 2024-2025
- PE Fund, City University of Hong Kong (HKD \$100,000) 2021
- PI, Start-up Grant, City University of Hong Kong (HKD \$ 300,000) 2021-2024

Texas A&M University

- Mays Innovation Research Center Ph.D. Student Grant (USD \$4,000) 2020
- Dean's Award for Outstanding Research by a Doctoral Student 2020
- Dissertation Research Grant (USD \$3,000) 2020
- Research Development Grant (USD \$3,800) 2020
- PhD Enhancement Fellowship 2016-2021
- Travel Grant 2017-2019

Korea University Business School

- International Conference Travel Grant 2015-2016
- Graduate Assistant Scholarships 2014-2015

CONFERENCE PRESENTATIONS (*Denotes presenter)

Kim, J*., **Yim, J.**, & Jang H. 2022. *How does the volatile nature of gig work affect workaholic state and work-related behaviors?* Paper presented at the 82nd Annual Meeting of the Academy of Management.

Yim, J*., Kim, J., Klotz, A. C., Jang, H., & Call, M. L. 2021. *When and why does safety compliance lead to one's well-being.* Paper presented at the 81st Virtual Annual Meeting of the Academy of Management.

Baumann, H, M*., Schleicher, D. J., Robin, J., Sullivan, D. W., & **Yim, J.** 2021. *Two hats are better than one: How managers' role identity complexity impacts performance management.* Paper presented at the 81st Virtual Annual Meeting of the Academy of Management.

- Selected for Academy of Management Proceedings (Best Conference Paper)

Yoon*, S., **Yim, J.**, & Courtright, S. **When a leader is ostracized: A multilevel model of leader's experienced ostracism at work.** 2021. In Yoon, S. (Chair), *The third-decade of the affective revolution: How affect and emotions extend organizational research.* Paper presented at the symposium at the 81st Virtual Annual Meeting of the Academy of Management.

Yim*, J., Sullivan, D. W., Baumann, H, M., Schleicher, D. J., Lucianetti, L., & Koufteros, X.A. 2020. *Performance management and innovation: A human capital perspective.* Paper presented at the 80th Virtual Annual Meeting of the Academy of Management.

- Selected for Academy of Management Proceedings (Best Conference Paper)

Klotz*, A., McClean, S. T., & **Yim, J.** 2020. *When does a daily dose of nature matter? Linking extra-work contact with nature to employee behavior.* Paper presented at the 80th Virtual Annual Meeting of the Academy of Management.

- Selected for Academy of Management Proceedings (Best Conference Paper)

Yim*, J., Barrick, M., Call, M., & Kim, Y. 2020. *Testing and extending the theory of purposeful work behavior with high-performance work practices.* Poster accepted at the Society for Industrial and Organizational Psychology Conference. Austin, TX.

McClean*, S. T., **Yim, J.**, & Smith., T. 2019. *With an open hand and a clenched fist: Supervisors' two-faced response to past abusive behavior.* Paper presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Yim*, J., McClean, S. T., & Courtright, S. *Predicting an unpredictable leader: The role of daily relational uncertainty.* 2019. In S. T. McClean (Chair), *Setting the clock on dynamic leader behaviors: Empirical and theoretical extensions.* Paper presented at the showcase symposium at the 79th Annual Meeting of the Academy of Management. Boston, MA.

- Yim*, J.**, Barrick, M., Call, M., & Kim, Y. 2018. *The joint effects of personality and HR practices on job performance: Extending the TPWB*. Paper presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.
- Selected for Best Ph.D. Student Conference Paper (AKMS/POSCO Research Institute, with a cash prize of \$2,000)
- McClellan*, S. T., **Yim, J.**, Courtright, S., & Dunford, B. 2018. *Inspired to inspire: An attachment theory view of family enrichment and inspirational leadership*. Paper presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.
- Selected for Academy of Management Proceedings (Best Conference Paper)
- Yim*, J.** & Bae, J. 2017. *Promise kept or broken? The effects of continued (and discontinued) investments in HRM practices*. Paper presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.
- Kim, K., **Yim*, J.**, & Bae, J. 2016. *A multilevel investigation of high-commitment HRM systems influences on psychological well-being and sales performance*. Paper presented at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.
- Yim*, J.**, Ok, C., & Bae, J. 2015. *The trajectory of high-performance work systems (HPWS) and financial performance: A longitudinal study from 2005 to 2011*. Paper presented at the 75th Annual Meeting of the Academy of Management, Vancouver, BC, Canada.

TEACHING EXPERIENCE

City University of Hong Kong

- CB2300 – Introduction to Management
- MGT 5313 – International Organizational Behavior
- MGT 5204 – Organizational Behavior

Texas A&M University

- MGMT 373 – *Managing Human Resources*

INVITED ACADEMIC PRESENTATIONS

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| • Korea University, Department of Management (BUSS800) | 2022 |
| • Korea University, Center for High-Performance Organizational Research | 2022 |
| • City University of Hong Kong Departmental Brown Bag | 2021 |
| • City University of Hong Kong, Department of Management | 2020 |
| • Hong Kong Polytechnic University, Department of Management | 2020 |

SERVICE ACTIVITIES

City University of Hong Kong

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| • Research Committee | 2022-present |
| • Speaker for Outreach Program, Discovery Bay International School | 2023 |
| • Speaker for Doctoral Seminar “Time management for academic career” | 2021 |

Texas A&M University

- Texas A&M University Management Department Productivity Rankings 2016
- Management Ph.D. Brown Bag Professional Development Coordinator 2017-2018

Southern Management Association

- Surviving the Pandemic. Panelist in the Late-Stage Doctoral Consortium 2020

Ad Hoc Reviewer

- *Journal of Management*
- *Journal of Organizational Behavior*
- *Human Resource Management*
- *Asia Pacific Journal of Management*
- *Business Ethics, the Environment & Responsibility*
- *Academy of Management*

ACADEMIC AFFILIATIONS

- Academy of Management (OB, HR, & MOC Divisions) 2015-present
- Society for Industrial and Organizational Psychology (SIOP) 2019-present
- Association of Korean Management Scholars (AKMS) 2015-present