

Liqun WEI  
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## Chinese Name

魏立群

## Qualifications

PhD  
Award Date: 15 Jul 2004

## Employment

**Professor**  
Department of Management, Marketing and Information Systems  
Hong Kong Baptist University  
1 Sept 2013 → present

## Research outputs

### **Strategic consensus at founding and product innovation performance in high-tech ventures**

Wei, L. Q., Ling, Y., Kellermanns, F. W. & Zhang, Y., Feb 2025, In: *Journal of Business Research*. 188, 15 p., 115082.

### **Celebrating the 41st anniversary of APJM: reflection of our editorial journey**

Wei, L. Q. & Pattnaik, C., Dec 2024, In: *Asia Pacific Journal of Management*. 41, 4, p. 1767–1772 6 p.

### **The Impact of the Top Management Team's Gender Diversity on Target Choice Regarding CSP**

Kim, Y. A., Kim, J., Wei, L. & Zhou, G., 1 Aug 2024, *Academy of Management Proceedings 2024*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2024, no. 1).

### **The Impact of the Top Management Team's Gender Diversity on Target Choice Regarding Corporate-Social-Responsibility Performance**

Kim, J., Kim, Y. A., Wei, L. & Zhou, G., 5 Jul 2024.

### **Reconceptualization of a State Logic: Local SOE Corporatization, Urban Entrepreneurship, and City Mayor Ideology**

Xu, L., Lo, J., Wei, L. & Vedula, S., 4 Jul 2024.

### **When subordinates respond constructively to abusive supervision: the moderating role of performance goal orientation**

Wang, H., Wei, L. Q. & Zhang, R., 22 Jan 2024, In: *Journal of Managerial Psychology*. 39, 1, p. 1-17 17 p.

### **Polychronicity in New Technological Venture Teams: The Influence of Founder-CEOs' Tertius Iungens Orientation and the Implications for Venture Growth**

Carmeli, A., Ling, Y., Wei, L. Q. & Xia, J., Jan 2024, In: *IEEE Transactions on Engineering Management*. 71, p. 452-464 13 p.

### **Senior Leadership Team Composition, CEO/TMT Interfaces and the Potential for Dynamic Capabilities.**

WEI, L. & Ling, Y., 31 Jul 2023, *Senior Leadership Teams and the Agile Organization*. Zaccaro, S. J., Hiller, N. J. & Klimoski, R. J. (eds.). 1 ed. Routledge, p. 223-245 23 p. (SIOP Organizational Frontiers Series).

**Senior Leadership Team Composition, CEO-TMR Interfaces, and the Potential for Dynamic Capabilities**

Ling, Y. & Wei, L.-Q., Jul 2023, *Senior Leadership Teams and the Agile Organization*. Routledge, p. 223-245 23 p. (SIOP Organizational Frontiers Series ).

**Effects of Evolutionarily Novel and Natural Stimuli on Creativity: An Evolutionary Mismatch Framework**

Colarelli, S., Lim, A., Liu, X. X., Li, N., Wei, L., Tsai, M. H. & van Vugt, M., 2 Jun 2023.

**[Book Review] Handbook on HR Process Research , Sandars, K., Yang, H. , & Charmi, P. (Eds.). (2021, p. 224) Edward Elgar Publishing, \$46.52 paperback**

Wei, L. Q., Jun 2023, In: *Personnel Psychology*. 76, 2, p. 725-727 3 p.

**When firms adopt sustainable human resource management: A fuzzy-set analysis**

Jia, J., Yuan, S., Wei, L.-Q. & Tang, G., May 2023, In: *Human Resource Management*. 62, 3, p. 283-305 23 p.

**Founder-CEOS' procedural fairness: How and when it matters to new venture ambidexterity**

Huo, Y., Wei, L. Q., Ling, Y., Chang, S. & Lin, H. C., 15 Mar 2023, (E-pub ahead of print) In: *Journal of General Management*. p. 1-15 15 p.

**Editorial: What Makes A Great Teaching Note?**

Lehmberg, D., Young, M., Southam, C. & Wei, L. Q., Dec 2022, In: *Asian Case Research Journal*. 26, 4, p. 299-308 10 p.

**Workplace ostracism: Its nature, antecedents, and consequences**

Wei, L., Sept 2022, In: *Personnel Psychology*. 75, 3, p. 769-771 3 p.

**CEO consideration of future consequences, TMT promotive voice and firm innovation: An Attentional View**

Wei, L., Liang, J., Huang, G. E., Cheung, S. & Chang, S., Aug 2022.

**Informal institutions, entrepreneurs' political participation, and venture internationalization**

Li, D., Wei, L., Cao, Q. & Chen, D., Aug 2022, In: *Journal of International Business Studies*. 53, 6, p. 1062-1090 29 p.

**The impact of management support on individual learning opportunity and creativity performance in Hong Kong manufacturing companies**

Sun, H., Ali, Z. & Wei, L., 6 May 2022, In: *Journal of Manufacturing Technology Management*. 33, 4, p. 696-716 21 p.

**From Responsible Scholarship to Responsible Scholar**

Lu, J. W., Wei, L.-Q. & Chen, M. J., Apr 2022, In: *Business and Society*. 61, 4, p. 851-856 6 p.

**Ethical leadership and ambidexterity in young firms: examining the CEO-TMT Interface**

Ling, Y., Hammond, M. & Wei, L., Mar 2022, In: *International Entrepreneurship and Management Journal*. 18, 1, p. 25-48 24 p.

**Theorizing Diversity in Management Studies: New Perspectives and Future Directions**

Post, C., Muzio, D., Sarala, R., Wei, L. & Faems, D., Dec 2021, In: *Journal of Management Studies*. 58, 8, p. 2003-2023 21 p.

**Balancing the Yin and Yang: TMT Gender Diversity, Psychological Safety, and Firm Ambidextrous Strategic Orientation in Chinese High-Tech SMEs**

Tang, S., Nadkarni, S., Wei, L. & Zhang, S. X., 1 Oct 2021, In: *Academy of Management Journal*. 64, 5, p. 1578-1604 27 p.

**The Impact of Strategic Consensus on Product Innovation in Entrepreneurial Firms**

Wei, L., Kellermanns, F., Ling, Y. & Zhang, Y., 19 Sept 2021.

**Expatriate Leadership Behavior Development: A Social Cohort Perspective**

Fan, D., Wei, L. & Qiao, K., 1 Aug 2021, *Academy of Management Proceedings 2021*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2021, no. 1).

**The Anatomy of a Business Case**

Southam, C., Lehmborg, D., Wei, L. Q. & Young, M. N., Jun 2021, In: *Asian Case Research Journal*. 25, 2-3, p. 113-124 12 p.

**The Distinctive Domain of the Sharing Economy: Definitions, Value Creation, and Implications for Research**

Markman, G. D., Lieberman, M., Leiblein, M., Wei, L. Q. & Wang, Y., Jun 2021, In: *Journal of Management Studies*. 58, 4, p. 927-948 22 p.

**Founder need to belong, tertius iungens orientation and new venture performance**

Wei, L., Zou, X. & Ormiston, M., Jan 2021, In: *Journal of Organizational Behavior*. 42, 1, p. 48-67 20 p.

**Ethical Leadership and Ambidexterity in New Ventures: Examining the CEO-TMT Interface**

Ling, Y., Hammond, M. & Wei, L., 1 Aug 2020, *Academy of Management Proceedings 2020*. Taneja, S. (ed.). Academy of Management, (Academy of Management Annual Meeting Proceedings; vol. 2020, no. 1).

**Does being mindful make people more creative at work? The role of creative process engagement and perceived leader humility**

Cheung, S. S. Y., Huang, G. E., Chang, S. & Wei, L., Jul 2020, In: *Organizational Behavior and Human Decision Processes*. 159, p. 39-48 10 p.

**Shareholder involvement and firm innovation performance: Empirical evidence from Chinese firms**

Zhang, F., Zhu, L. & Wei, L., 18 Jun 2020, In: *Chinese Management Studies*. 14, 3, p. 833-855 23 p.

**From the New Editorial Team: Publishing Quality Teaching Cases**

Wei, L., Lehmborg, D., Gupta, V., Young, M. N., Southam, C. & Liang, J., 1 Jun 2020, In: *Asian Case Research Journal*. 24, 1, p. IX-XVII 9 p.

**Connecting Eastern and Western Perspectives on Management: Translation of Practices Across Organizations, Institution and Geographies**

Filatotchev, I., WEI, L., Sarala, R. M., Dick, P. & Prescott, J. E., 1 Jan 2020, In: *Journal of Management Studies*. 57, 1, p. 1-24 24 p.

**Unpacking the mechanism linking market orientation and corporate entrepreneurship: the mediating role of human resource management strength**

Tang, G., Yu, B., Chen, Y. & Wei, L., 15 Sept 2019, In: *Asia Pacific Journal of Management*. 36, 3, p. 593-614 22 p.

**CEO gender, Female Representation in TMT and Firm Innovation: Examining Organizational and Environmental Boundary Conditions**

Wei, L. & Qiao, K., Sept 2019, *BAM2019 Proceedings: Building And Sustaining High Performance Organisations During Uncertain Times*. British Academy of Management

**Empowering Leadership, Employee Entrepreneurial Orientation and Innovative Performance: A Dyadic Study in China**

WEI, L. & Au, C. K., Sept 2019, *BAM2019 Proceedings: Building And Sustaining High Performance Organisations During Uncertain Times*. British Academy of Management, 31 p.

**When and how CEO procedural fairness matter to firm ambidexterity: Roles of TMT advice seeking and environmental dynamism**

Huo, Y., Wei, L., Chang, S. & Qiao, K., Jun 2019.

**Speed to Legal Registration and Nascent Venture Performance: A Temporal Dilemma for Nascent Entrepreneurs in an Emerging Economy**

Tian, L., Yang, J. Y. & WEI, L., Apr 2019, In: *Journal of Small Business Management*. 57, 2, p. 476-495 20 p.

**How entrepreneurial learning impacts one's intention towards entrepreneurship: A planned behavior approach**

Zhang, F., WEI, L., Sun, H. & Tung, L. C., 26 Mar 2019, In: *Chinese Management Studies*. 13, 1, p. 146-170 25 p.

**Perceptions of organizational politics and organizational citizenship behavior: Age as an antecedent and the moderating role of goal orientation**

WEI, L., Chen, X. & Wang, H., Feb 2019.

**Female Representation in TMT and Firm Innovation: Role of CEO Self-efficacy and Industry Growth**

Wei, L., 1 Aug 2018, *Academy of Management Proceedings 2018*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings).

**Leader's and Followers' Need to Belong and New Venture Performance: Role of Networking Orientation**

Wei, L., Zou, X. & Ormiston, M., 1 Aug 2018, *Academy of Management Proceedings 2018*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings).

**High-performance human resource practices and firm performance: the mediating role of employees' competencies and the moderating role of climate for creativity**

van Esch, E., Wei, L. & Chiang, F., 31 May 2018, In: *International Journal of Human Resource Management*. 29, 10, p. 1683-1708 26 p.

**Roles of Relationships Between Large Shareholders and Managers in Radical Innovation: A Stewardship Theory Perspective**

Zhang, F., WEI, L., Yang, J. & Zhu, L., Jan 2018, In: *Journal of Product Innovation Management*. 35, 1, p. 88-105 18 p.

**How and When TMT Strategic Consensus Impacts Product Innovation in Hi-Tech Ventures**

Wei, L., Ling, Y. & Zhang, Y., 1 Aug 2017, *Academy of Management Proceedings 2017*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2017, no. 1).

**Striving For Goals in Workplace: The Contingent Effects of Abusive Supervision on Voice**

Wang, H., Zhang, R. & Wei, L., 1 Aug 2017, *Academy of Management Proceedings 2017*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2017, no. 1).

**Private Entrepreneurs' Political Participation and Strategy Making of their Firms: Evidence from China**

Lu, J. & Wei, L., Sept 2016.

**How Entrepreneurship Education Impacts Entrepreneurial Orientation: A Planned Behavior Approach**

Zhang, F., Wei, L., Sun, H. & Chan, C. M., 1 Jan 2016, *Academy of Management Proceedings 2016*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2016, no. 1).

**TMT Polychronicity and Firm Performance: The Role of CEO TIO and Industry Growth**

Ling, Y., Wei, L. & Xia, J., 1 Jan 2016, *Academy of Management Proceedings 2016*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2016, no. 1).

**Benefiting from CEO's empowerment of TMTs: Does CEO-TMT dissimilarity matter?**

Ling, Y., Wei, L., Klimoski, R. J. & Wu, L., Dec 2015, In: *Leadership Quarterly*. 26, 6, p. 1066-1079 14 p.

**How effective human resource management promotes corporate entrepreneurship: evidence from China**

Tang, G., Wei, L., Snape, E. & Ng, Y. C., 4 Jul 2015, In: *International Journal of Human Resource Management*. 26, 12, p. 1586-1601 16 p.

**CEO characteristics and corporate entrepreneurship in transition economies: Evidence from China**

Wei, L. & Ling, Y., Jun 2015, In: *Journal of Business Research*. 68, 6, p. 1157-1165 9 p.

**Success of single founders in entrepreneurial firms from the emerging economy of China: The perspective of Tertius lungens Orientation**

Wei, L., Zou, X. & Lan, J., Jun 2015.

**Determinants of high-performance work systems in small and medium-sized private enterprises in China**

Qiao, K., Wang, X. & WEI, L., 1 Apr 2015, In: *Asia Pacific Journal of Human Resources*. 53, 2, p. 185-203 19 p.

**Resolving Paradoxes in Top Management Team Dynamics: The Role of CEO Tertius lungens Orientation**

Ling, Y., WEI, L., Xia, J. & Chan, C. M., 1 Jan 2015, *Academy of Management Proceedings 2015*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2015, no. 1).

**Profiting from CEOs' empowerment of TMTs: Does the social context matter?**

Ling, Y., Wei, L. & Klimoski, R. J., Aug 2014, *Academy of Management Proceedings 2014*. Academy of Management, (Academy of Management Proceedings; vol. 2014, no. 1).

**Influence of CEO demography on entrepreneurial orientation: The moderating role of competitive intensity**

Yang, J. & Wei, L., Sept 2013, In: *Frontiers of Business Research in China*. 7, 3, p. 356-381 26 p.

**Ingratiation in the workplace: The role of subordinate and supervisor political skill**

Wu, L. Z., Kwan, H. K., WEI, L. & Liu, J., Sept 2013, In: *Journal of Management Studies*. 50, 6, p. 991-1017 27 p.

**Private entrepreneurs' political participation and firm strategy making in China**

Cao, Q., Wei, L. & Chen, D., Aug 2013, *Academy of Management Proceedings 2013*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2013, no. 1).

**The role of sole founders' characteristics in the creation of ambidexterity: Evidence from China**

Ling, Y., Wei, L. & Cao, Q., Aug 2013, *Academy of Management Proceedings 2013*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2013, no. 1).

**What a Diverse Top Management Team Means: Testing an Integrated Model**

WEI, L. & Wu, L., May 2013, In: *Journal of Management Studies*. 50, 3, p. 389-412 24 p.

**The Impact of Human Resource Management Practices in the Entrepreneurial Process: Evidence from China**

Wei, L., 1 Mar 2013, In: *Journal of General Management*. 38, 3, p. 73-89 17 p.

**CEO characteristics and corporate entrepreneurship: Evidence from China**

Ling, Y. & Wei, L., Aug 2012.

**Profiting from empowerment at the top: The role of CEO-TMT members dissimilarity**

Ling, Y., Wei, L. & Klimoski, R. J., Aug 2012, *Academy of Management Proceedings 2012*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2012, no. 1).

**Effective teamwork at the top: The evidence from China**

WEI, L. & Lau, C. M., May 2012, In: *International Journal of Human Resource Management*. 23, 9, p. 1853-1870 18 p.

**Developing and Utilizing Network Resources: Roles of Political Skill**

Wei, L., Chiang, F. & Wu, L. Z., Mar 2012, In: *Journal of Management Studies*. 49, 2, p. 381-402 22 p.

**Efficiency of Chinese enterprises: Does human resource management matter?**

NG, Y. C. & WEI, L., Jan 2012, In: Applied Economics Letters. 19, 1, p. 35-39 5 p.

**Knowledge Resources, Learning Orientation and Firm Performance: The mediating effect of organisational capability**

WEI, L., Wu, L. Z., CHEUNG, J. Y. H. & CHIU, R. K., 1 Dec 2011, In: Journal of General Management. 37, 2, p. 69-88 20 p.

**SHRM and corporate entrepreneurship: The role of hr political skill**

Tang, G., Wei, L., Snape, E. J. & Ng, Y. C., Dec 2011.

**Employee experienced HPWPs and job performance: Roles of person-job fit and intrinsic motivation**

Wu, L., Wei, L., Zhang, Y. & Han, T., Sept 2011, In: Frontiers of Business Research in China. 5, 3, p. 344-363 20 p.

**Dispositional antecedents and consequences of workplace ostracism: An empirical examination**

Wu, L., Wei, L. & Hui, C., Mar 2011, In: Frontiers of Business Research in China. 5, 1, p. 23-44 22 p.

**Shrm and product innovation: Testing the moderating effects of organizational culture and structure in Chinese firms**

Wei, L.-Q., Liu, J. & Herndon, N. C., Jan 2011, In: International Journal of Human Resource Management. 22, 1, p. 19-33 15 p.

**High performance work systems and performance: The role of adaptive capability**

WEI, L. & Lau, C. M., Oct 2010, In: Human Relations. 63, 10, p. 1487-1511 25 p.

**TMT Educational and Functional Background Diversity, Team Mechanisms and Firm Performance: The Moderating Role of CEO Empowering Leadership**

Wu, L. Z., Wei, L. & Lau, C. M., 1 Aug 2010.

**Dispositional antecedents and consequences of workplace ostracism**

Wu, L. & Wei, L., Aug 2010.

**TMT diversity, team mechanisms and firm performance: The moderating role of CEO leadership**

Wu, L., Wei, L. & Lau, C.-M., Aug 2010.

**Knowledge-based resources, organizational learning orientation and firm performance: The mediating effect of organizational capability**

Wei, L. & Chiu, K. K. R., Jun 2010, *Proceedings of the 52nd Annual Meeting of the Academy of International Business: "International Business in Tough Times"*. Academy of International Business, p. 43-43 1 p. (Proceedings of the Annual Meeting of the Academy of International Business).

**TMT diversity and firm performance: Testing an integrative model in China**

Wei, L., Wu, L. & Qiao, K. J., Jun 2010, *Proceedings of the 52nd Annual Meeting of the Academy of International Business: "International Business in Tough Times"*. Academy of International Business, p. 236-236 1 p.

**Political skill, supervisor-subordinate guanxi and career prospects in Chinese firms**

Wei, L., Liu, J., Chen, Y.-Y. & Wu, L.-Z., May 2010, In: Journal of Management Studies. 47, 3, p. 437-454 18 p.

**On whistleblowing judgment and intention: The roles of positive mood and organizational ethical culture**

Zhang, J., CHIU, R. K. & WEI, L., Jul 2009, In: Journal of Managerial Psychology. 24, 7, p. 627-649 23 p.

**Decision-making process of internal whistleblowing behavior in China: Empirical evidence and implications**

Zhang, J., Chiu, R. K. & Wei, L., Apr 2009, In: Journal of Business Ethics. 88, SUPPL. 1, p. 25-41 17 p.

**The role of corporate culture in the process of strategic human resource management evidence from chinese enterprises**  
Wei, L., Liu, J., Zhang, Y. & Chiu, R. K., Dec 2008, In: Human Resource Management. 47, 4, p. 777-794 18 p.

**The impact of market orientation and strategic HRM on firm performance: The case of Chinese enterprises**  
Wei, L. Q. & Lau, C. M., Sept 2008, In: Journal of International Business Studies. 39, 6, p. 980-995 16 p.

**IKEA in China: Facing Dilemmas in an Emerging Economy**  
Wei, L. & Zou, X., Jun 2007, In: Asian Case Research Journal. 11, 1, p. 1-21 21 p.

**Market orientation, HRM importance and competency: Determinants of strategic HRM in Chinese firms**  
Wei, L. Q. & Lau, C. M., 1 Oct 2005, In: International Journal of Human Resource Management. 16, 10, p. 1901-1918 18 p.

**The Impact of Top Management Team Demography on Firm Performance in China**  
Wei, L., Lau, C. M., Young, M. N. & Wang, Z., 11 Aug 2005, In: Asian Business and Management. 4, 3, p. 227-250 24 p.

## Activities

**Asia Pacific Journal of Management (Journal)**  
WEI, L. (Editor in chief)  
18 Nov 2023

**Asia Pacific Journal of Management (Journal)**  
WEI, L. (Editor in chief)  
Jan 2023 → Dec 2024

**Asia Pacific Journal of Management (Journal)**  
WEI, L. (Editor in chief)  
1 Jan 2022 → 31 Dec 2024

**Asian Case Research Journal (Journal)**  
WEI, L. (Editor in chief)  
1 Jan 2020 → 1 Jan 2023

**Group and Organization Management (Journal)**  
WEI, L. (Member of editorial board)  
1 Jan 2020 → 1 Jan 2024

**Journal of Management Studies (Journal)**  
WEI, L. (Member of editorial board)  
1 Jan 2018 → 31 Dec 2024

**International Journal of Human Resource Management (Journal)**  
WEI, L. (Member of editorial board)  
1 Jan 2016 → 1 Jan 2024

**Journal of Management Studies (Journal)**  
WEI, L. (Associate editor)  
1 Jan 2016 → 31 Dec 2018

## Prizes

**Emerald Literati Awards**

WEI, L. (Recipient), 2020

## Grants

## Projects

### **Evolution of Social Networks in New Ventures: A Longitudinal Research**

WEI, L. (PI)

1/12/13 → 31/05/17

### **Top management team diversity, team mechanisms, and firm performance: The moderating role of CEO empowering leadership**

WEI, L. (PI)

1/10/09 → 30/09/12

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