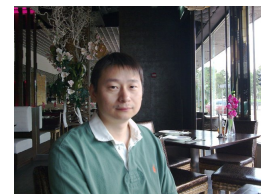


Song CHANG
Head, Associate Professor
Department of Management, Marketing and Information Systems
Department of Management, Marketing and Information Systems
Email: schang@hkbu.edu.hk



Chinese Name

常松

Employment

Associate Professor

Department of Management, Marketing and Information Systems
Hong Kong Baptist University
1 Sept 2021 → present

Head

Department of Management, Marketing and Information Systems
Hong Kong Baptist University
9 Jan 2023 → present

Research outputs

Not all threats are equal: symbolic and realistic threats and the deployment of parent-country nationals

Yao, F. K., Yang, J. Y., Chang, S. & Lu, J. W., Nov 2023, In: Journal of International Business Studies.
Research output: Contribution to journal › Journal article › peer-review

Does firm diversity-enhancement program bundle matter? Firm performance dimensions, employee ownership program, and environmental technological opportunity

Leung, W. K., Yao, F. K., Gong, Y. & Chang, S., 8 Sept 2023, In: International Journal of Human Resource Management. 34, 16, p. 3051-3078 28 p.
Research output: Contribution to journal › Journal article › peer-review

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.
Research output: Contribution to journal › Journal article › peer-review

Firm employee relations system and financial performance: Unfolding the Dual-Causal relationship and the associated temporal and resource boundary conditions

Chang, S., Leung, W. K., Yao, F. K. & Gong, Y., 11 Oct 2022, In: International Journal of Human Resource Management. 33, 18, p. 3591-3628 38 p.
Research output: Contribution to journal › Journal article › peer-review

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.
Research output: Contribution to conference › Conference paper › peer-review

Informal institutions and absorptive capacity: A cross-country meta-analytic study

Yao, F. K., Jiang, K., Combs, D. R. & Chang, S., Aug 2022, In: Journal of International Business Studies. 53, 6, p. 1091-1109 19 p.
Research output: Contribution to journal › Journal article › peer-review

Give a plum in return for a peach: linking employee caring practice to employee voice behavior

Liu, B., Li, F., Chang, S. & Lei, Q., 1 Aug 2021, *Academy of Management Proceedings 2021*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2021, no. 1).

Research output: Chapter in book/report/conference proceeding › Conference proceeding › peer-review

Customer-Contacted Employees' Emotional Intelligence, Attitude toward Change and Service Creative

Qi, L. & CHANG, S., Jun 2021.

Research output: Contribution to conference › Conference paper › peer-review

Team job-related anxiety and creativity: Investigating team-level and cross-level moderated curvilinear relationships

Mao, J., Chang, S., Gong, Y. & Xie, J. L., Jan 2021, In: Journal of Organizational Behavior. 42, 1, p. 34-47 14 p.

Research output: Contribution to journal › Journal article › peer-review

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.

Research output: Contribution to journal › Journal article › peer-review

Team-directed empowering leadership and individual creativity: Creative role identity, power distance, and conformity

Gong, Y., Hon, A. H. Y., Wong, Y. Y. & CHANG, S., Jun 2019.

Research output: Contribution to conference › Conference paper › peer-review

To buy or to grow learning goal-oriented employees? Examining a dynamic moderated mediation model that links employees' learning goal orientation, creative self-efficacy, perceived workplace support, and employee creativity

Wong, M. N., Chang, S., Huang, G. E. & Cheung, S. S. Y., Jun 2019.

Research output: Contribution to conference › Conference paper › peer-review

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.

Research output: Contribution to conference › Conference paper › peer-review

Team Job-Related Anxiety and Creativity: Investigating a Moderated Curvilinear Relationship

Mao, J. & Chang, S., 1 Aug 2018, *Academy of Management Proceedings 2018*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2018, no. 1).

Research output: Chapter in book/report/conference proceeding › Conference proceeding › peer-review

The Elicitation of Frontline, Customer-Contact, Hotel Employee Innovative Behavior: Illuminating the Central Roles of Readiness for Change and Absorptive Capacity

Chang, S., Way, S. A. & Cheng, D. H. K., Aug 2018, In: Cornell Hospitality Quarterly. 59, 3, p. 228-238 11 p.

Research output: Contribution to journal › Journal article › peer-review

Do Individual Employees' Learning Goal Orientation and Civic Virtue Matter? A Micro-Foundations Perspective on Firm Absorptive Capacity

Yao, F. K. & CHANG, S., Oct 2017, In: Strategic Management Journal. 38, 10, p. 2041-2060 20 p.

Research output: Contribution to journal › Journal article › peer-review

Understanding Students' Intentions to Join the Hospitality Industry: The Role of Emotional Intelligence, Service Orientation, and Industry Satisfaction

Walsh, K., Chang, S. & Tse, E. C. Y., 1 Nov 2015, In: Cornell Hospitality Quarterly. 56, 4, p. 369-382 14 p.

Research output: Contribution to journal › Journal article › peer-review

Validation of a Multidimensional HR Flexibility Measure

Way, S. A., Tracey, J. B., Fay, C. H., Wright, P. M., Snell, S. A., Chang, S. & Gong, Y., 1 May 2015, In: Journal of Management. 41, 4, p. 1098-1131 34 p.

Research output: Contribution to journal › Journal article › peer-review

Understanding the Initial Career Decisions of Hospitality Graduates in Hong Kong: Quantitative and Qualitative Evidence

Chang, S. & Tse, E. C. Y., 8 Feb 2015, In: *Journal of Hospitality and Tourism Research*. 39, 1, p. 57-74 18 p.
Research output: [Contribution to journal](#) › [Journal article](#) › [peer-review](#)

Which comes first? And how long? A study on people management and firm financial performance

CHANG, S., Leung, W. K. & Yao, F. K., 2015, p. 283-288. 6 p.
Research output: [Contribution to conference](#) › [Conference paper](#) › [peer-review](#)

Do high-commitment work systems affect creativity? A multilevel combinational approach to employee creativity

Chang, S., Jia, L., Takeuchi, R. & Cai, Y., Jul 2014, In: *Journal of Applied Psychology*. 99, 4, p. 665-680 16 p.
Research output: [Contribution to journal](#) › [Journal article](#) › [peer-review](#)

Flexibility-Oriented HRM Systems, Absorptive Capacity, and Market Responsiveness and Firm Innovativeness

Chang, S., Gong, Y., Way, S. A. & Jia, L., Nov 2013, In: *Journal of Management*. 39, 7, p. 1924-1951 28 p.
Research output: [Contribution to journal](#) › [Journal article](#) › [peer-review](#)

Core Knowledge Employee Creativity and Firm Performance: The Moderating Role of Riskiness Orientation, Firm Size, and Realized Absorptive Capacity

Gong, Y., Zhou, J. & Chang, S., Jun 2013, In: *Personnel Psychology*. 66, 2, p. 443-482 40 p.
Research output: [Contribution to journal](#) › [Journal article](#) › [peer-review](#)

Promoting innovation in hospitality companies through human resource management practices

Chang, S., Gong, Y. & Shum, C., Dec 2011, In: *International Journal of Hospitality Management*. 30, 4, p. 812-818 7 p.
Research output: [Contribution to journal](#) › [Journal article](#) › [peer-review](#)

High performance work system and collective OCB: A collective social exchange perspective

Gong, Y., Chang, S. & Cheung, S. S. Y., Apr 2010, In: *Human Resource Management Journal*. 20, 2, p. 119-137 19 p.
Research output: [Contribution to journal](#) › [Journal article](#) › [peer-review](#)

Human Resources Management and Firm Performance: The Differential Role of Managerial Affective and Continuance Commitment

Gong, Y., Law, K. S., Chang, S. & Xin, K. R., Feb 2009, In: *Journal of Applied Psychology*. 94, 1, p. 263-275 13 p.
Research output: [Contribution to journal](#) › [Journal article](#) › [peer-review](#)

How do high performance work systems (HPWS) affect collective organizational citizenship behavior (OCB)? A collective social exchange perspective

Gong, Y. & Chang, S., 1 Aug 2008, *Academy of Management Proceedings 2008*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2008, no. 1).
Research output: [Chapter in book/report/conference proceeding](#) › [Conference proceeding](#) › [peer-review](#)

Institutional antecedents and performance consequences of employment security and career advancement practices: Evidence from the People's Republic of China

Gong, Y. & Chang, S., Jan 2008, In: *Human Resource Management*. 47, 1, p. 33-48 16 p.
Research output: [Contribution to journal](#) › [Journal article](#) › [peer-review](#)

The relationships of cross-cultural adjustment with dispositional learning orientation and goal setting: A longitudinal analysis

Gong, Y. & Chang, S., Jan 2007, In: *Journal of Cross-Cultural Psychology*. 38, 1, p. 19-25 7 p.
Research output: [Contribution to journal](#) › [Journal article](#) › [peer-review](#)

Activities

Journal of Management Studies (Journal)

Song CHANG (Member of editorial board)
2018

Prizes

Michael Poole award for 2022 (2nd runner up)
CHANG, Song (Recipient), 31 Dec 2022

Grants

Projects

Enhancing the Competitiveness of the Hong Kong Hotel Industry through Human Resource Management Practices: The Intra-Organizational Fit and Adoption Perspectives
CHANG, S.
1/01/14 → 30/06/16