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Chinese Name

黃國華

Qualifications

PhD, Hong Kong University of Science and Technology
Award Date: 31 Jul 2007
CIPD academic member

Employment

Associate Professor
Department of Management, Marketing and Information Systems
Hong Kong Baptist University
1 Sept 2016 → present

Research outputs

Navigating Employment Uncertainty: The Dynamic Impact of Side Hustle Stability on Full-Time Job Insecurity in the Gig Economy

Gan, L., Huang, E. G. & Law, K. S., 12 Aug 2024.

Investigating How Side Hustles Buffer the Negative Impact of Full-Time Job Insecurity on Rumination

Gan, L., Huang, E. G., Law, K. S. & Chen, X., 1 Aug 2024, *Academy of Management Proceedings 2024*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2024, no. 1).

The affect-proactive performance link and its reciprocal process: A hedonic contingency theory perspective

Peng, K. Z. & Huang, G. E., Mar 2024, In: *Asia Pacific Journal of Management*. 41, 1, p. 171–191 21 p.

The Black Sheep in Hospitality Organizations: How and When Coworker Service Sabotage Hinders Employee Service Creativity

Lyu, Y., Zhu, H., Huang, E. G. & Chen, Y., 2 Jan 2024, In: *International Journal of Contemporary Hospitality Management*. 36, 1, p. 312-328 17 p.

Not just for newcomers: Organizational socialization, employee adjustment and experience, and growth in organization-based self-esteem

Gardner, D. G., Huang, G.-H., Pierce, J. L., Niu, X. & Lee, C., 1 Sept 2022, In: *Human Resource Development Quarterly*. 33, 3, p. 297-319 23 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.

Why Do Middle Managers Leave? Middle Managers' Trust in Supervisors and Turnover Intention

Wong, H. & Huang, G. E., 1 Aug 2021, *Academy of Management Proceedings 2021*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2021, no. 1).

How Does the Overqualified Employee Become a Leader? A Dual-strategy Model

Yu, B., Li, Y., Law, K. S. & Huang, G. E., Jul 2021.

Job Insecurity and Discretionary Behaviours at Work: A Discrete Emotions Perspective

Huang, E. G., Yu, B. & Lee, C., 16 Apr 2021, *Emotion and Proactivity at Work: Prospects and Dialogues*. Peng, K. Z. & Wu, C.-H. (eds.). 1st ed. Bristol, UK: Bristol University Press, p. 147-170 24 p.

Job insecurity, commitment and proactivity towards the organization and one's career: Age as a condition

Huang, G. H., Zhang, Y., Zhang, X. & Long, L., Apr 2021, In: *Human Resource Management Journal*. 31, 2, p. 532-552 21 p.

Managing Organizational Change in Hong Kong: The Role of Human Resource Management for Success

Ng, V. M. T., Cheng, D. K. H., Huang, E. G. & Young, M. N., Oct 2020, *Transformational HRM Practices for Hong Kong*. Tsui, A. P. Y. & Wong, W. K. P. (eds.). 1st ed. Hong Kong: Hong Kong University Press, p. 191-211 21 p.

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.

Should I stay or should I go? understanding employees' decisions to leave after mergers in Hong Kong's banking industry

Ng, V. M. T., Huang, G. E. & Young, M., 1 Dec 2019, In: *Asia Pacific Journal of Management*. 36, 4, p. 1023-1051 29 p.

Job Insecurity, Job Insecurity Change, and Job Insecurity Climate: Exploring Moderators & Mediators

Jiang, L., Huang, G. E., Kriz, T., Lu, C., Lyu, C., Petitta, L., Barbaranelli, C., Bettac, E., De Stobbeleir, K., Duan, Y., Ghezzi, V., Jin, P., Jolly, P. M., Lavaysse, L., Lee, C., Liu, S., Ma, J., Probst, T. M., Shoss, M. K. & Wang, L., 1 Aug 2019, *Academy of Management Proceedings 2019*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2019, no. 1).

Job insecurity, knowledge hiding, and team outcomes

Huang, G. E., Lee, C., De Stobbeleir, K. & Wang, L., Aug 2019.

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.

Working with Emotionally Intelligent People: I am 'Energized to' be More Proactive

Peng, K. Z., Huang, G. E. & Wong, C. S., 1 Aug 2018, *Academy of Management Proceedings 2018*. Academy of Management, (Academy of Management Proceedings).

Job Insecurity and the Changing Workplace: Recent Developments and the Future Trends in Job Insecurity Research

Lee, C., Huang, G. H. & Ashford, S. J., Jan 2018, In: *Annual Review of Organizational Psychology and Organizational Behavior*. 5, p. 335-359 25 p.

Job Insecurity, Commitment to Organization and Career, and Pro-organizational, Pro-career behaviors: the Young versus the Old

Huang, G. E., Zhang, Y., Zhang, X., Zhou, J., Lee, C. & Long, L., Aug 2017.

Deviance and exit: The organizational costs of job insecurity and moral disengagement

Huang, G.-H., Wellman, N., Ashford, S. J., Lee, C. & Wang, L., Jan 2017, In: *Journal of Applied Psychology*. 102, 1, p. 26-42 17 p.

The benefits of being holey: The nature and effects of employees' leadership ego-networks

Wellman, N., Schinoff, B., Huang, G. E. & Niu, X. P., Aug 2016.

Asian researchers should be more critical: The example of testing mediators using time-lagged data

Law, K. S., Wong, C. S., Yan, M. & Huang, G., 1 Jun 2016, In: *Asia Pacific Journal of Management*. 33, 2, p. 319-341 23 p.

Organization-Based Self-Esteem, Psychological Contract Fulfillment, and Perceived Employment Opportunities: A Test of Self-Regulatory Theory

Gardner, D. G., Huang, G. H., Niu, X., Pierce, J. L. & Lee, C., 1 Nov 2015, In: *Human Resource Management*. 54, 6, p. 933-953 21 p.

Does supervisor trust in subordinates matter? The role of followers' organization-based self-esteem and narcissism

Gardner, D., Huang, G., Pierce, J. & Lee, C., Jun 2015, p. 56-57. 2 p.

Authentic Leadership and Employee Outcomes: Examining Mediating Effects

YEUNG, C. T., Huang, E. G., SNAPE, E. & Zhu, L., 1 Jan 2015, *Academy of Management Proceedings 2015*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2015, no. 1).

Application of analytic tools for theory testing in organizational behavior research

Law, K. K. S., Huang, G. & Hui, C., Dec 2014, *Proceedings of World Business, Finance and Management Conference*.

Why groups engage in collective deviance? The role of unethical leadership

Huang, G. & Yan, M. N., Aug 2014, *Academy of Management Proceedings 2014*. Academy of Management, (Academy of Management Proceedings).

Job insecurity and employee deviance: A social-cognitive theory explanation

Huang, G., Wu, L., Wellman, N., Ashford, S. J. & Lee, C., May 2014.

Reducing job insecurity and increasing performance ratings: Does impression management matter?

Huang, G. H., Zhao, H. H., Niu, X. Y., Ashford, S. J. & Lee, C., 2013, In: *Journal of Applied Psychology*. 98, 5, p. 852-862 11 p.

Can counterproductive work behavior be shared in groups? a study of construct validation

Chen, H., Huang, G. & Snape, E. J., Dec 2012.

Longitudinal effects of job insecurity on employee outcomes: The moderating role of emotional intelligence and the leader-member exchange

Cheng, T., Huang, G. H., Lee, C. & Ren, X., Sept 2012, In: *Asia Pacific Journal of Management*. 29, 3, p. 709-728 20 p.

Differentiating cognitive and affective job insecurity: Antecedents and outcomes

Huang, G.-H., Niu, X., Lee, C. & Ashford, S. J., Aug 2012, In: *Journal of Organizational Behavior*. 33, 6, p. 752-769 18 p.

Job insecurity in the Chinese context: A critical review

Huang, G. H., Zhao, H. H. & Lee, C., 2012, *Handbook of Chinese Organizational Behavior: Integrating Theory, Research and Practice*. Edward Elgar Publishing Ltd., p. 343-356 14 p.

The role identity process in organizational socialization improvement: An interactionist perspective

Yan, M. N., Huang, G., Chen, Y. & Zhou, M., Aug 2011.

A study of the antecedents and outcomes of job insecurity: Differences between cognitive and affective job insecurity

Huang, G., Niu, X. Y., Ashford, S. J. & Lee, C., Aug 2010.

Organization-based self-esteem, psychological contracts and perceived employment opportunities

Gardner, D. G., Huang, G., Pierce, J. L., Niu, X. & Lee, C., Aug 2010.

The symbiosis of Yin/yang, a tale of two Asian cities on organizational architecture

Li, J., Huang, G., Chen, Y. & Tang, G., Aug 2010.

Alternative methods assessing the emotional intelligence of Chinese respondents

Wong, C. S., Peng, K. Z. & Huang, G., Jul 2010.

Affective Job Insecurity: A mediator of cognitive job insecurity and employee outcomes relationships

Huang, G. H., Lee, C., Ashford, S., Chen, Z. & Ren, X., 1 Apr 2010, In: *International Studies of Management and Organization*. 40, 1, p. 20-39 20 p.

Paternalistic leadership and its impact on organizational effectiveness

Liu, Y., Zhang, J. & Huang, G., Jan 2010, *Proceedings, IFERA@China 2010 Family Business Forum : opportunities and challenges of family business (FBF 2010), Zhuhai, China, January 13-15, 2010*. Academy Service Group Limited, p. 260-266 7 p.

The differential effects of general mental ability and emotional intelligence on academic performance and social interactions

Song, L. J., Huang, G. H., Peng, K. Z., Law, K. S., Wong, C. S. & Chen, Z., Jan 2010, In: *Intelligence*. 38, 1, p. 137-143 7 p.

Organization-based self-esteem: Relationships with psychological contracts and perceived employment opportunities

Gardner, D. G., HUANG, G. E., Pierce, J. L., Niu, X. & Lee, C., 2010.

A study of the antecedents and consequences of C-JI and A-JI in a typical Chinese machine tool company

Niu, X. Y., Song, K., Lee, C. & Huang, G. H., 2009, *2009 International Conference on Management Science and Engineering - 16th Annual Conference Proceedings, ICMSE 2009*. p. 398-407 10 p. 5317417. (2009 International Conference on Management Science and Engineering - 16th Annual Conference Proceedings, ICMSE 2009).

On the importance of conducting construct-level analysis for multidimensional constructs in theory development and testing

Wong, C.-S., Law, K. S. & Huang, G.-H., Aug 2008, In: *Journal of Management*. 34, 4, p. 744-764 21 p.

The effects of emotional intelligence on job performance and life satisfaction for the research and development scientists in China

Law, K. S., Wong, C.-S., Huang, G.-H. & Li, X., Mar 2008, In: *Asia Pacific Journal of Management*. 25, 1, p. 51-69 19 p.

Activities

Asia Pacific Journal of Management (Journal)

HUANG, G. E. (Associate editor)

1 Jan 2022 → 1 Jan 2025

Grants

Projects

A Process Model of Job Insecurity: The Mediating Role of Affective Job Insecurity.

HUANG, G. E. (PI)

1/08/09 → 31/12/12

Being proactive when feeling insecure? The role of proactive personality on the relationships between job insecurity and employee voice, feedback seeking, political behavior, and leadership skill development

HUANG, G. E. (PI)

1/09/14 → 31/08/17

Collective Misbehavior: The Causes and Consequences of Collective Organizational Deviance in Work Groups

HUANG, G. E. (PI)

1/01/20 → 30/12/22

Job Insecurity Climate, Knowledge Sharing/Hiding, and Team Outcomes

HUANG, G. E. (PI)

1/09/17 → 31/01/21

The effect of job insecurity on counterproductive work behavior: The mediating role of moral disengagement and moderating role of ethical climate and individual differences

HUANG, G. E. (PI)

1/09/11 → 31/08/14