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## Chinese Name

王思婷

## Employment

### Assistant Professor

Department of Management, Marketing and Information Systems  
Hong Kong Baptist University  
1 Sept 2024 → present

## Research outputs

### Impact of Team Variability in Members' Performance on LMX Differentiation and Leadership Outcomes

Wang, S., Huang, S. & Wayne, S. J., 1 Aug 2024, *Academy of Management Proceedings 2024*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2024, no. 1).

### When self-love is threatened: Adopting a dual-type view to understand leader narcissism and its impacts on LMX and newcomer work outcomes: Adopting a dual-type view to understand leader narcissism and its impacts on LMX and newcomer work outcomes

Liu, H., Liu, Y., Chiang, J. T. J., Wang, S. & Wang, H., Jun 2024, In: *Personnel Psychology*. 77, 2, p. 411-439 29 p.

### Identity-Consistent Self-Image Maintenance Following Leader Abuse: Integrating Self-Presentation and Self-Concept Orientation Perspectives

Huang, L., Paterson, T. A. & Wang, S., Apr 2024, In: *Journal of Management*. 50, 4, p. 1361-1392 32 p.

### The Curvilinear Effect of LMX Differentiation: How Employees Evaluate and Respond to LMXD Legitimacy

Huang, S. & Wang, S., 1 Aug 2023, *Academy of Management Proceedings 2023*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2023, no. 1).

### How Subordinates Evaluate and Respond to the Legitimacy of Leader-Member Exchange Differentiation

Huang, S. & Wang, S., 1 Aug 2022, *Academy of Management Proceedings 2022*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2022, no. 1).

### Supervisors' Gender and Promotion Speed on their Derogation of Subordinates' Promotability

Wang, Y., Liu, Z., Wang, S. & Wang, M., Aug 2022.

### Leader humility and team creativity: The role of team creative efficacy and task interdependence

Li, R., Wang, S. & Wang, H., Jul 2022, In: *Journal of General Management*. 47, 4, p. 246-258 13 p.

### The effect of mindfulness and job demands on motivation and performance trajectories across the workweek: An entrainment theory perspective

Dust, S. B., Liu, H., Wang, S. & Reina, C. S., Feb 2022, In: *Journal of Applied Psychology*. 107, 2, p. 221-239 19 p.

### Employees' Matching Process on Leader Work Competence: The Impact of Match and Mismatch Driven Contempt on Leader-Directed Behavior

WANG, S. & Kluemper, D. H., Jun 2021.

### **Mindfulness and Motivation Trajectories Across the Workweek: An Entrainment Theory Perspective**

Dust, S., Liu, H., Wang, S. & Reina, C., 1 Aug 2020, *Academy of Management Proceedings 2020*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2020, no. 1).

### **Supervisors' Early Perception of Newcomer Ingratiation and Relationship Development: A Dynamic View**

Wang, S. & Liu, H., 1 Aug 2020, *Academy of Management Proceedings 2020*. Taneja, S. (ed.). Academy of Management, (Academy of Management Proceedings; vol. 2020, no. 1).

### **How do leaders react when treated unfairly? Leader narcissism and self-interested behavior in response to unfair treatment**

Liu, H., Chiang, J. T. J., Fehr, R., Xu, M. & Wang, S., Nov 2017, In: *Journal of Applied Psychology*. 102, 11, p. 1590-1599 10 p.

### **Social Media Use in HRM**

Kluemper, D. H., Mitra, A. & Wang, S., 30 Jun 2016, *Research in Personnel and Human Resource Management*. Buckley, M. R., Halbesleben, J. R. B. & Wheeler, A. R. (eds.). Emerald Publishing, Vol. 34. p. 153-207 55 p.

## **Grants**

## **Projects**

### **The Impact of Workplace Gossip on Newcomers' Attitudes and Behaviors toward Supervisor and Organization: The Moderating Effect of Newcomers' Attribution**

WANG, S. (PI)

1/01/24 → 31/12/25