

JINGJING MA

Department of Management, School of Business and Management

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ACADEMIC EMPLOYMENT

The Hong Kong University of Science and Technology

Assistant Professor, Department of Management

2019-Present

EDUCATION

Michigan State University, East Lansing, MI

Ph.D. in Industrial and Organizational Psychology

2019

Peking University, Beijing, China

M.S. in Applied Psychology

2014

B.S. in Psychology

2011

RESEARCH INTERESTS

Leadership; Work stress; Business ethics

REFEREED JOURNAL PUBLICATIONS

Lin, S.-H., **Ma, J.**, Johnson, R. E. (2016). When ethical leader behavior breaks bad: How ethical leader behavior can turn abusive via ego depletion and moral licensing. *Journal of Applied Psychology, 101*, 815-830.

Yu, K., Lin, W., Wang, L., **Ma, J.**, Wei, W., Wang, H., Guo, W., & Shi, J. (2016). The role of affective commitment and future work self salience in abusive supervision – job performance relationship. *Journal of Occupational and Organizational Psychology, 89*, 28-45.

Lin, W., **Ma, J.**, Wang, L., & Wang, M. (2015). A double-edged sword: The moderating role of conscientiousness in the relationships between work stressors, psychological strain, and job performance. *Journal of Organizational Behavior, 36*, 94-111.

MANUSCRIPTS UNDER REVIEW

Schaubroeck, J., Peng, A. C., Hannah, S. T., **Ma, J.**, & Cianci, A. (revise and resubmit, 1st round).
TITLE REMOVED FOR BLIND REVIEW. *Academy of Management Journal*.

WORKING MANUSCRIPTS

- Ma, J.**, Lin, S.-H., Johnson, R. E., & Chang, C.-H. Daily investigation of leader behaviors. (Current stage: Data analysis) Target: *Journal of Applied Psychology*
- Ma, J.**, Schaubroeck, J., Peng, A. C., Li, Y., & Zeng, W. Norms of unethical behavior. (Current stage: Additional data collection) Target: *Organizational Behavior and Human Decision Processes*
- Schaubroeck, J., **Ma, J.**, Mitchell, R., & Riolli, L. Work stress and gossip. (Current stage: Writing) Target: *Journal of Management*
- Ma, J.** Coworkers' organizational citizenship behavior. (Current stage: Writing) Target: *Journal of Applied Psychology*
- Nye, C. D., Wee, S., & **Ma, J.** Meta-analysis about job performance. (Current stage: Writing) Target: *Personnel Psychology*
- Ma, J.** Leaders' unethical pro-organizational behavior. (Current stage: Writing) Target: *Journal of Applied Psychology*

BOOK CHAPTERS

- Ma, J.**, Schaubroeck, J., & LeBlanc, C. (2019). Interpersonal trust in organizations. In *Oxford Research Encyclopedia of Business and Management*. Oxford University Press.
- Wang, L., **Ma, J.**, & Li, C. J. (2014). Human resource strategy in China. In P. A. Bamberger., M. Biron., & I. Meshoulam (Eds.), *Human Resource Strategy: Formulation, Implementation, and Impact* (2nd ed., pp. 238-245). New York: Routledge.

CONFERENCE PRESENTATIONS

- Nye, C. D., Wee, S., & **Ma, J.** (April 2019). Reexamining the relationship between narrow cognitive abilities and job performance. In Kell, H. J. & Wee, S. (Co-chairs), *Very much more than g: Further evidence for the importance of specific abilities*. Symposium presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Ma, J.**, Schaubroeck, J., Peng, A. C., Li, Y., & Zeng, W. (August 2018). Whose norms promote unethical behavior? The role of ethical leadership. In Liang, L. H. & Ferris, D. L. (Co-chairs), *New developments in counterproductive workplace behavior (CWB) research*. Symposium presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.
- Ma, J.** (April 2018). *Unpacking differentiated leader-member exchange (LMX) in teams: A multi-level model*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Ma, J.**, Zhang, Q., & Lin, W. (April 2017). *Curvilinear relationship between proactive personality and job performance*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Ma, J.**, Johnson, R. E., Lin, S.-H., & Chang, C.-H. (April 2016). *Commute stressor and effective*

leader behaviors: An ego depletion perspective. Poster presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Lin, S.-H., **Ma, J.**, Johnson, R. E. (August 2015). When ethical leadership turns abusive: Role of ego depletion and moral licensing. In Lian, H. & Liang, L. H. (Co-chairs), *New development in self-control theory and its applications in organizational research.* Symposium presented at the 75th Annual Meeting of the Academy of Management, Vancouver, BC.

Ma, J., & Wang, L. (April 2015). *Linking core self-evaluation and innovation: Communication and psychological safety matter.* Poster presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Yu, K., Lin, W., Wang, L., **Ma, J.**, & Wei, W. (April 2015). *The role of identity in abusive supervision – job performance relationship.* Poster presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Lin, W., Zhang, Q., Wang, L., Yu, K., **Ma, J.**, Wei, W. (May 2014). *Leader coaching and employee performance: A multilevel moderated mediation model.* Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Wang, L., Lin, W., & **Ma, J.** (April 2013). *The moderating role of conscientiousness as a double-edged sword.* Poster presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

SELECTED AWARDS, GRANTS, AND SCHOLARSHIPS

Outstanding Reviewer, Organizational Behavior Division, Academy of Management	2016, 2017
Graduate Student Travel Grant, Michigan State University	2015-2019
Graduate Student Fellowship, Peking University	2011-2014
Distinguished Graduates Award, Peking University	2011
Outstanding Student Service Award, Peking University	2010
<i>Yang & Wang Academician</i> Scholarship, Peking University	2009, 2010
<i>Chun-Tsung</i> Research Grant & Summer Scholarship, Peking University	2009

TEACHING EXPERIENCES

Michigan State University

Instructor, Data Analysis in Psychological Research Summer 2016

- Ratings by students: Course organization (4.8/5), Instructor involvement (4.9/5), Student-instructor interaction (4.7/5)

Peking University

Teaching Assistant, Contemporary Topics in Strategic Human Resource Management Fall 2013

- Professor: Peter Bamberger

APPLIED EXPERIENCES

Ford Motor Company, MI

Research Associate

2017

Microsoft Search Technology Center Asia, Beijing, China

User Experience Researcher

2013

PROFESSIONAL SERVICE

Reviewer, Academy of Management Annual Meeting

2016-2019

Reviewer, Society for Industrial and Organizational Psychology Annual Conference

2016-2018