

Jingfeng Yin

Department of Management and Marketing | Faculty of Business

The Hong Kong Polytechnic University

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Academic Employment

The Hong Kong Polytechnic University **May 2024 – present**
Assistant Professor

Education

University of Illinois Chicago **Aug 2020 – May 2024**

Ph.D., Business Administration (OB/HR)

University of Science and Technology of China **Sep 2014 – Aug 2020**

Ph.D., Business Administration (OB/HR)

Georgia State University **Sep 2017 – Jul 2020**

Visiting Scholar

China University of Geosciences **Sep 2010 – Jun 2014**

B.A., Business Administration

Research Interests

- Newcomer socialization (newcomer proactivity, star newcomer, and orientation program)
- Leadership (leader-member exchange, abusive supervision, and strategic leadership)
- Workplace relationships (friendship, conflict, and social networks)

Journal Publications

- **Yin, J.**, Wu, Y., Liden, R. C., Kluemper, D., Sauerwald, S., & Gu, J. (in press) The interactive effects of abusive CEOs and philanthropic corporate social responsibility on organizational innovation and performance. *Academy of Management Journal*.
- **Yin, J.**, Liden, R. C., Wayne, S. J., Wu, Y., Liu, L. A., Guo, R., & Gu, J. (2024) How are newcomer proactive behaviors received by leaders and peers? A relational perspective. *Journal of Applied Psychology*, 109(2), 283–292.

- Boulamatsi, A., Liu, S., Zhou, L., **Yin, J.**, Yao, X., Guo, R. (in press) Newcomers building social capital by proactive networking: A signaling perspective. *Journal of Applied Psychology*.
- Liu, S., Watts, D., Feng, J., Wu, Y., & **Yin, J.** (2024) Unpacking the effects of socialization programs on newcomer retention: A meta-analytic review of field experiments. *Psychological Bulletin*, 150(1), 1–26.
- Boulamatsi, A., Liu, S., Lambert, L. S., Yao, X., Guo, R., & **Yin, J.** (2021). How and when are learning-adaptable newcomers innovative? Examining mechanisms and constraints. *Personnel Psychology*, 74(4), 751–772.

Conference Presentation

- **Yin, J.**, Wayne, S. J., Liden, R. C., Wu, Y. (2024). The effects of star newcomers on team performance. Symposium conducted at *the 84th annual meeting of the Academy of Management*, Chicago, IL.
- Keeler, K., Puranik, H., Wang, Y., & **Yin, J.** (2024). Effects of daily workplace background music need-supply (mis)fit on employees. Symposium conducted at *the 84th annual meeting of the Academy of Management*, Chicago, IL.
- **Yin, J.**, Wayne, S. J., Liden, R. C., Wu, Y., & Guo, R. (2023). The direct and indirect effects of leader-star exchange on nonstar individual and team performance. Symposium conducted at *the 83rd annual meeting of the Academy of Management*, Boston, MI.
- **Yin, J.**, Wayne, S. J., Liden, R. C., Wu, Y., & Guo, R. (2022). The direct and indirect effects of leader-star exchange on nonstar individual and team performance. Paper presented at *the 82nd annual meeting of the Academy of Management*, Seattle, WA.
- **Yin, J.**, Liden, R. C., Wayne, S. J., Wu, Y., Liu, L. A., Guo, R., & Gu, J. (2022). How Are Newcomer Proactive Behaviors Received by Leaders and Peers? A Relational Perspective. Paper presented at *the 82nd annual meeting of the Academy of Management*, Seattle, WA.
- **Yin, J.**, Liden, R. C., Wayne, S. J., Wu, Y., Liu, L. A., Guo, R., & Gu, J. (2022). The effects of social networks on individual unethical behavior: A multilevel network perspective. Paper presented at *the 82nd annual meeting of the Academy of Management*, Seattle, WA.

- **Yin, J.**, Wayne, S. J., Liden, R. C., & Wu, Y. (November, 2021). Reconciling the effects of leader-member exchange and differentiation on individual performance: The effects of leader-star exchange. Presented at *the Southern Management Association Annual Conference*, New Orleans, LA.
- Liu, S., Wu, Y., **Yin, J.**, & Boulamatsi, A. (2019). The effectiveness of newcomer retention interventions: A multilevel meta-analysis. Symposium conducted at *the 34th Annual Conference of Society for Industrial and Organizational Psychology*, Washington DC.

Teaching Experience

Georgia State University, J. Mack Robinson College of Business

- International Business Negotiation (Teaching Assistant, 2019)

University of Illinois Chicago, College of Business Administration

- Introduction to Organizations (Guest Speaker, Fall 2022)
- Human Resource Management (Instructor, Summer 2023, Teaching quality: 4.7/5)
- Organizational Behavior (Instructor, Spring 2024)

References

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