

Katrina Jia Lin

Department of Management and Marketing,
Faculty of Business, The Hong Kong Polytechnic University,
Phone: (852)3400 3923; Email: katrina.lin@polyu.edu.hk
ORCID: 0000-0002-6108-0708
Scopus Author ID: 56918971900

Updated: November 2023

EDUCATION

PhD in Organizational Behavior	National University of Singapore
MSc in Work and Organizational Psychology	The University of Nottingham
BSc in Applied Psychology	Sun Yat-Sen University

ACADEMIC EXPERIENCE

2023.07 – present	Associate Professor, The Hong Kong Polytechnic University
2017.07 – 2023.06	Assistant Professor, The Hong Kong Polytechnic University

RESEARCH INTERESTS

Helping; Social support; Emotion; Work-family interface; Leadership

PUBLICATIONS

(Google Scholar citation count 484, h index = 7; * denotes equal contribution; underline denotes the coauthor as PolyU student at the start of the research project)

Pan, S.Y.*, **Lin, K. J.***, McAllister, D., & Xia, Y. (in press) Holding abusive managers in contempt: Why and when experienced abusive supervision motivates enacted interpersonal justice toward subordinates. *Journal of Business Ethics*. (*The first two authors contributed equally)

- *An earlier version was selected for the Academy of Management Best Paper Proceedings (OB) in 2020*

Bai, F., **Lin, K. J.**, & Zhang, J. (in press). Self-other agreement and criterion-related validity of moral pride and hubris. *Journal of Personality*.

Tai, K.*, **Lin, K. J.***, Lam, C. K., & Liu, W. (2023). Biting the hand that feeds: A status-based model of when and why receiving help motivates social undermining. *Journal of Applied Psychology*, 108(1), 27–52. (*The first two authors contributed equally)

- *An earlier version was selected for the Academy of Management Best Paper Proceedings (OB) in 2019*

Tang, P. M., Ilies, R., Aw, S. Y., **Lin, K. J.**, Lee, R., & Trombini, C. (2022). How and when service beneficiaries' gratitude enriches employees' daily lives. *Journal of Applied Psychology*, 107(6), 987-1008.

- *Featured in FB Magazine (December, 2021), [INSEAD Knowledge, Inc.](#), [HR Daily Advisor](#)*

Lin, K. J., Savani, K., & Ilies, R. (2019). Doing good, feeling good? The roles of helping motivation and citizenship pressure. *Journal of Applied Psychology*, 104(8), 1020-1035.

- *An earlier version won the OB Track Best Paper Award at the Asia Academy of Management Conference in 2019*
- *Featured in FB Magazine (June, 2019)*

Pan, S. Y., & **Lin, K. J.** (2018). Who suffers when supervisors are unhappy? The roles of leader-member exchange and abusive supervision. *Journal of Business Ethics*, 151(3), 799-811.

Uy, M., **Lin, K. J.**, & Ilies, R. (2017). Is it better to give or receive? The role of help in buffering the depleting effect of surface acting. *Academy of Management Journal*, 60(4), 1442-1461.

- *Honorable Mention for the 2019 Award for Outstanding Published Article in Positive Organizational Scholarship (POS)*
- *Featured in [The Business Times](#), [LSE Business Review](#)*

Lin, K. J., Ilies, R., Pluut, H., & Pan, S. Y. (2017). You are a helpful co-worker, but do you support your spouse? A resource-based work-family model of helping and support provision. *Organizational Behavior and Human Decision Processes*, 138, 45-58.

- *Finalist (top five papers) for the 2018 Rosabeth Moss Kanter Award for Excellence in Work-Family Research*

Pan, S. Y., & **Lin, K. J.** (2015). Behavioral mechanism and boundary conditions of transformational process. *Journal of Managerial Psychology*, 30(8), 970-985.

CONFERENCE PRESENTATIONS

underline denotes the coauthor as PolyU doctoral student at the start of the research project

Hu, X., **Lin, K. J.**, & Liu, W. (2023). Managing prosocial identity threat after saying “no” to coworkers at work. In Y. E. Lee & **K. J. Lin** (Chairs). Rethinking organizational citizenship behavior: Debunking long-held beliefs & revealing new findings. Symposium presented at the 83rd Annual Meeting of the Academy of Management, Boston, Massachusetts.

- *Selected as Showcase Symposium*

Li, D., **Lin, K. J.**, Cheng, B.H., & Tu, Y. (2022). Helping or ostracizing? Employee responses to coworker anxiety expression. Paper presented at the 82nd Annual Meeting of the Academy of

Management (hybrid).

Netchaeva, E., Ilies, R., **Lin, K. J.**, & Aw, S. Y. (2022). An examination of the effects of sharing work events with the spouse at home. Paper presented at the 82nd Annual Meeting of the Academy of Management (hybrid).

- *Selected for the Academy of Management Best Paper Proceedings (OB)*

Lin, K. J., Pan, S. Y., Wang, F. (2021). Daily delegation as an antidote to the negative consequences of ego depletion. Paper presented at the 81st Annual Meeting of the Academy of Management (virtual).

Lin, K. J., Wu, W., Xia, Y., Yu, K., Bamberger, P. (2020). An examination of newcomer helping behavior in reaction to veteran helping norms. In A. M. Zabinski, K. Byron, & D. Bergeron, (Chairs). New Directions in Understanding the Dynamics of Helping at Work. Symposium presented at the 80th Annual Meeting of the Academy of Management, Vancouver, BC, Canada (virtual).

Pan, S.Y., Xia, Y., **Lin, K. J.** (2020). Holding abusive managers in contempt: Why and when abusive supervision begets interpersonal justice. Paper presented at the 80th Annual Meeting of the Academy of Management, Vancouver, BC, Canada (virtual).

- *Selected for the Academy of Management Best Paper Proceedings (OB)*

Tai, K., **Lin, K. J.**, & Lam, C. K. (2019). Envy in response to help: A helping as status relations model. Presented at the 79th Annual Meeting of the Academy of Management, Boston, Massachusetts.

- *Selected for the Academy of Management Best Paper Proceedings (OB)*

Lin, K. J., Savani, K., & Ilies, R. (2019). Doing good, feeling good? The roles of helping motivation and citizenship pressure. Presented at the 11th Asia Academy of Management Conference, Bali, Indonesia.

- *Selected as Asia Academy of Management Conference OB Track Best Paper*

Choi, D., Ilies, R., & **Lin, K. J.** (2017). A novel mechanism linking emotional demands, citizenship behaviors, and well-being. Presented at the 77th Annual Meeting of the Academy of Management, Atlanta, Georgia.

Lin, K. J., Ilies, R., & Pluut, H. (2016). A resource-based work-family model of helping and support provision. Presented at the 76th Annual Meeting of the Academy of Management, Anaheim, California.

Pan, S. Y., & **Lin, K. J.** (2016). Who suffers when supervisors are unhappy? The roles of LMX and abusive supervision. Presented at the 76th Annual Meeting of the Academy of Management, Anaheim, California.

- Uy, M., **Lin, K. J.**, & Ilies, R. (2015). Restorative interactions at work: Is giving more beneficial than receiving? Presented at the 75th Annual Meeting of the Academy of Management, Vancouver, BC, Canada.
- Lin, K. J.**, Uy, M., & Ilies, R. (2014). Waking up on the wrong side of the bed, ending up a worse day? Helping as a moderator. Presented at the 74th Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania
- Ilies, R., & **Lin, K. J.** (2014). Positive affective experience at home and at work: Contrast effect on job satisfaction. In Ilies, R. (Chair). Novel Approaches to Affective Spillover. Symposium presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii
- Lin, K. J.** (2013). Collective hope: Conceptualization, emergence and development in teams. Presented at the 73rd Annual Meeting of the Academy of Management, Orlando, Florida
- Ilies, R., Goh, Z., & **Lin, K. J.** (2013). Hours and affective experiences at work influence employees' family life: A daily study. In Culbertson, S (Chair), Affect, Guilt, Shame, and Ruminations: Exploring Emotions in Work–Family Interactions. Symposium presented at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Pan, S. Y. & **Lin, K. J.** (2012). Transformational leadership and feedback-seeking behavior: How is performance enhanced and whether leader-member exchange matters. Presented at the 8th Asia Academy of Management Conference, Seoul, Korea
- Deng, X. & **Lin, K. J.** (2009). Regulating anger and sadness: Exploring the way to promote interpersonal relationship and reduce loneliness. Presented in 2009 World Congress of the World Federation for Mental Health, Athens, Greece

GRANTS

External Grants as PI

- 2020 – 2023 **General Research Fund**, Research Grants Council of Hong Kong. Topic: Newcomer helping (HK\$ 497,250).
- 2018 – 2021 **Early Career Scheme**, Research Grants Council of Hong Kong. Topic: Receiving help and status threat (HK\$ 385,947).

External Grant as Co-I

- 2021 – 2023 **General Research Fund**, Research Grants Council of Hong Kong. Topic: Status attainment (HK\$ 227,554).

Internal Grants as PI

2023 – 2025	2023 GRF/ECS 3.5 Fund (HK\$ 50,000)
2022 – 2024	2022 GRF/ECS 3.5 Fund (HK\$ 50,000)
2022 – 2024	Departmental General Research Fund (HK\$ 50,000)
2020 – 2021	Departmental General Research Fund (HK\$ 30,000)
2017 – 2019	Departmental General Research Fund (HK\$ 30,000).
2017 – 2021	Start-up Grant, Hong Kong Polytechnic University (HK\$ 250,000).

AWARDS & HONOURS

2023	Best Reviewer Award, Management and Organization Review
2022	Faculty Prize for Outstanding Achievement in Research and Scholarly Activities (Outstanding Young Researcher), The Hong Kong Polytechnic University
2019	OB Track Best Paper Award, Asia Academy of Management Conference
2019	Best Reviewer Award, Asia Academy of Management Conference
2019	Honorable Mention for the 2019 Award for Outstanding Published Article in Positive Organizational Scholarship, Center for Positive Organizations, University of Michigan
2018	Finalist (top five papers) for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research, Center for Families, Purdue University
2018	Finalist for Wang Gungwu Medal and Prize (best PhD thesis in the Social Sciences/ Humanities), National University of Singapore
2017	Outstanding Reviewer Award, Journal of Managerial Psychology

INVITED RESEARCH TALKS

2024	Shanghai Jiao Tong University (scheduled)
2023	Singapore Management University
2023	University of Macau
2023	Peking University
2020	Nanjing University (virtual)
2020	Tsinghua University (virtual)
2016	Hong Kong Baptist University
2016	The Hong Kong Polytechnic University
2016	City University of Hong Kong

TEACHING EXPERIENCES

At Hong Kong PolyU

DBA/Doctor of Management (Executive programs)

2022 – present Current Issues in Organizational Behavior Instructor (Latest rating: 5/5; top 10%)
(co-teach; Chinese)

2021 – present Frontier of Leadership Research Instructor (Latest rating: 5/5; top 10%)

2021 – present Independent Studies in Business Advisor

Undergraduate

2021 Management and Organization Instructor (Latest rating: 4.4/5; top 10-25%)

2018 – present Managerial Leadership Instructor (Latest rating: 4.8/5; top 10%)

At NUS

PhD

2015 Seminar in Advanced Research Method Teaching Assistant

2015 Seminar in Research Method Teaching Assistant

Master

2015 Management and Organization (MBA) Teaching Assistant

Undergraduate

2015 Human Capital in Organizations Tutor

2014 – 2015 Experiencing Work: Effects on Behavior and Well-being Teaching Assistant

2014 Leadership and Ethics Teaching Assistant

DOCTORAL STUDENT SUPERVISION

2020 – Xiaofei Hu, PhD (co-supervisor)

2021 – Diwan Li, PhD (co-supervisor)

2023 – Jessica Zhang, PhD (*Awarded Hong Kong PhD Fellowship*; chief-supervisor)

EXECUTIVE STUDENT SUPERVISION

2022 – 2023 Aaron Ho, DBA (co-supervisor; completed)

2023 – Weizheng Chen, Doctor of Management (co-supervisor)

2023 – Junwu Tang, Doctor of Management (co-supervisor)

2023 – Yanhui Xu, DBA (sole-supervisor)

PROFESSIONAL SERVICES

Editorial Board Member

Journal of Management (2023 – present)

Applied Psychology: An International Review (2023 – present)

Management and Organization Review (2021 – present)

Journal of Managerial Psychology (2017 – present)

Ad Hoc Journal Reviewer

Organizational Behavior and Human Decision Processes, Personnel Psychology, Journal of Organizational Behavior, Human Resource Management, Journal of Business Ethics, Journal of Management Studies, Journal of Occupational and Organizational Psychology, European Journal of Work and Organizational Psychology, Journal of Experimental Social Psychology, Journal of Personality, British Journal of Psychology, Asia Pacific Journal of Management, Current Psychology, International Journal of Psychology

Award Committee Member

- Rosabeth Moss Kanter Award for Excellence in Work-Family Research (2018 – present)

UNIVERSITY SERVICES

University level

- University Ethics Committee: Adviser/conciliator for Resolving Allegations Concerning Sexual Harassment and Violation of the Code of Ethics (2022 – present)

Faculty level

- Faculty Management Committee (2023 – present)
- Program Committee Member, Doctor of Management Program with SUSTech (2023 – present)
- Program Committee Member, Doctor of Management Program with RU (2023 – present)
- Board of Examiners, DBA Program (2021 – present)
- Board of Examiners, Doctor of Management Program (2022 – present)
- Panel Member for DBA Thesis Proposal (2022 – present; 10 students)
- Panel Member for Doctor of Management Thesis Proposal (2018 – present; 8 students)
- Panel Member for MSc in Business Management Admission Interview (2021 – present)

Department level

- Department Research Committee Member (2020 – present)
- Department Search Committee Member (OBHR area; 2020 – present)

- Management Speaker Series Coordinator (2020 – 2022)
- Examiner for PhD Comprehensive Exam (OB area; 2021 – present; 7 students)
- Panel Chair for MPhil Confirmation of Registration (2023 – present; 1 student)
- Panel Member for PhD Confirmation of Registration (2019 – present; 2 students)
- Panel Member for MPhil Confirmation of Registration (2019 – present; 3 students)
- Mentor for OB PhD students (2022 – present; 4 students)
- Panel Member for PhD Admission Interview (OB area; 2022)
- Panel Member for Undergraduate JUPAS/Non-JUPAS/Non-JEE Admission Interviews (2021 – 2023)
- Supervision of Undergraduate Capstone Project (2020 – present; 7 teams)
- Undergraduate Academic Advisor (2018 – present; 50 students)

PROFESSIONAL AFFILIATIONS

Academy of Management (2013 – present)

Society of Industrial and Organizational Psychology (2014 – 2015)

International Association for Chinese Management Research (2018 – 2021; 2023 – present)

Asia Academy of Management (2012 – 2013; 2019 – 2021)