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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

Prosocial behavior; Status; Emotion; Work-family interface; Leadership

PUBLICATIONS

(Google Scholar citation count 586, h index = 7; * denotes equal contribution; underline denotes the coauthor as PolyU student at the start of the research project)

Bai, F., **Lin, K. J.**, Yan, J., Li, H. (in press). How virtue, competence, and dominance conjointly shape status attainment at work: Integrating person-centered and variable-centered approaches. *Journal of Personality and Social Psychology*.

Pan, S.Y.*, **Lin, K. J.***, McAllister, D., & Xia, Y. (2024) Holding abusive managers in contempt: Why and when experienced abusive supervision motivates enacted interpersonal justice toward subordinates. *Journal of Business Ethics*. 192, 341-361 (*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. (2024). Self-other agreement and criterion-related validity of moral pride and hubris. *Journal of Personality*. 92(3), 854-869

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.** (2024). Saying “no” to coworkers at work: The consequences of help request rejection. Paper presented at the 84th Annual Meeting of the Academy of Management, Chicago, Illinois.

Li, D., Lin, K. J., Liu, W., & Lian, H. (2024). Objectify the self or seek affirmation? How and when employees react to organizational objectification. In J. Zhang & S. Yang (Chairs). Human “being” or human “resource”? New research directions in workplace objectification research. Symposium presented at the 84th Annual Meeting of the Academy of Management, Chicago, Illinois.

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

- 2025 – 2026 **General Research Fund**, Research Grants Council of Hong Kong. Topic: Help request rejection (HK\$ 484,367).
- 2024 – 2025 **General Research Fund**, Research Grants Council of Hong Kong. Topic: Effective altruism (HK\$ 620,200). Transferred from Bai, F.; Co-Is: Bai, F. & Uhlmann, E.
- 2020 – 2023 **General Research Fund**, Research Grants Council of Hong Kong. Topic: Newcomer helping (HK\$ 497,250). Co-Is: Bamberger, P., Bolino, M., & Yu, K.
- 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 profiles (HK\$ 227,554). PI: Bai, F.; Other Co-Is: Liu, W. & Yan, J.

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
- 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
(co-teach; Chinese) | Instructor |
| 2021 – present | Frontier of Leadership Research | Instructor |
| 2021 – present | Independent Studies in Business | Advisor |

Undergraduate

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|----------------|-----------------------------|------------|
| 2021 | Management and Organization | Instructor |
| 2018 – present | Managerial Leadership | Instructor |

At NUS

PhD

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|------|-------------------------------------|--------------------|
| 2015 | Seminar in Advanced Research Method | Teaching Assistant |
| 2015 | Seminar in Research Method | Teaching Assistant |

Master

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| 2015 | Management and Organization (MBA) | Teaching Assistant |
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Undergraduate

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| 2015 | Human Capital in Organizations | Tutor |
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2014 – 2015	Experiencing Work: Effects on Behavior and Well-being	Teaching Assistant
2014	Leadership and Ethics	Teaching Assistant

DOCTORAL STUDENT SUPERVISION

2020 – 2024	Xiaofei Hu, PhD (co-supervisor)
2021 – 2024	Diwan Li, PhD (co-supervisor)
2023 –	Jessica Zhang, PhD (<i>Awarded Hong Kong PhD Fellowship</i> ; chief-supervisor)

EXECUTIVE STUDENT SUPERVISION

2022 – 2023	Aaron Ho, DBA (co-supervisor)
2023 – 2024	Weizheng Chen, Doctor of Management (co-supervisor)
2023 – 2024	Junwu Tang, Doctor of Management (co-supervisor)
2023 – 2024	Yanhui Xu, DBA (sole-supervisor)
2024 –	Patrick Sze, DBA (sole-supervisor)
2024 –	Jonathan Siu Sing Chung, DBA (sole-supervisor)
2024 –	Connie Kuang, 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

Academy of Management Journal, Journal of Applied Psychology, 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)
- Reviewer for 2nd PolyU Research Student Conference (2024)

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)
- Program Committee Member, Doctor of Management Program with SAIF (2024 – present)
- Panel Member for Doctor of Management Admission Interview (2024 – present)
- Board of Examiners, DBA Program (2021 – present)
- Board of Examiners, Doctor of Management Program (2022 – present)
- Review Panel Chair/Member for DBA Thesis Proposal (2022 – present; 16 students)
- Review Panel Chair for DBA Thesis Defense (2024 – present; 3 students)
- Review Panel Chair/Member for Doctor of Management Thesis Proposal (2018 – present; 10 students)
- Panel Member for MSc in Business Management Admission Interview (2021 – present)

Department level

- Department Research Committee Member (2020 – present)
- Department Research Coordinator (OBHR area; 2024 – present)
- Department Search Committee Member (OBHR area; 2020 – present)
- Management Speaker Series Coordinator (2020 – 2022)
- Examiner for PhD Comprehensive Exam (OB area; 2021 – 2023; 7 students)
- Review Panel Chair/Member for PhD Confirmation of Registration (2019 – present; 3 students)
- Review Panel Chair/Member for MPhil Confirmation of Registration (2023; 2 students)
- Review Panel Chair/Member for MPhil Thesis Defense (2024; 1 student)
- Mentor for OB PhD students (2022 – present; 5 students)
- Panel Member for PhD Admission Interview (OB area; 2022 – present)
- Panel Member for Undergraduate JUPAS/Non-JUPAS/Non-JEE Admission Interviews (2021 – 2023)
- Supervision of Undergraduate Capstone Project (2020 – present; 10 teams)

- Undergraduate Academic Advisor (2018 – present; 50 students)
- Panel Member for the Outstanding PolyU Alumni Award 2024 (OPAA 2024)

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)