

# Katrina Jia Lin

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Updated: April, 2022

## EDUCATION

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

## ACADEMIC EXPERIENCE

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2017 - Assistant Professor, The Hong Kong Polytechnic University

## RESEARCH INTERESTS

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Helping; Social support; Emotions; Work-family issues; Leadership

## PUBLICATIONS

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Google Scholar citation count 296, h index = 5

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

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

**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

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)

**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

## **PRACTITIONER ARTICLE**

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Uy, M., **Lin, K. J.**, & Ilies, R. (2017). How to counter the exhaustion of always having to be positive with customers. *LSE Business Review*. October 2017. Link:

<http://blogs.lse.ac.uk/businessreview/2017/10/20/how-to-counter-the-exhaustion-of-always-having-to-be-positive-with-customers/>

## **CONFERENCE PRESENTATIONS**

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

Li, D., **Lin, K. J.**, Cheng, B.H., & Tu, Y. (2022). Helping or ostracizing? Employee responses to coworker anxiety expression. Paper will be presented at the 82<sup>nd</sup> 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 will be presented at the 82<sup>nd</sup> 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 81<sup>st</sup> 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 80<sup>th</sup> 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 80<sup>th</sup> 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 79<sup>th</sup> 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 11<sup>th</sup> 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 77<sup>th</sup> 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 76<sup>th</sup> 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 76<sup>th</sup> 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 75<sup>th</sup> 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 74<sup>th</sup> 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 29<sup>th</sup> 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 73<sup>rd</sup> 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 28<sup>th</sup> 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 8<sup>th</sup> 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**

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### *External Grants*

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

2020 – 2022 PI, **General Research Fund**, Research Grants Council of Hong Kong: Newcomer helping (HK\$ 497,250)

2018 – 2021 PI, **Early Career Scheme**, Research Grants Council of Hong Kong: Receiving help and status threat (HK\$ 385,947)

### *Internal Grants*

2022 – 2024 PI, Departmental General Research Fund: Help quality (HK\$ 50,000)

2020 – 2021 PI, Departmental General Research Fund: Abusive supervision and interpersonal justice (HK\$ 30,000)

2017 – 2019 PI, Departmental General Research Fund: Outsourcing self-regulation (HK\$ 30,000)

2017 – 2021 PI, Start-up Grant, Hong Kong Polytechnic University (HK\$ 250,000)

## **AWARDS & HONOURS**

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2022 Faculty Prize for Outstanding Achievement in Research and Scholarly Activities (Outstanding Young Researcher)

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

2018 Finalist for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research

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**

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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**

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### *At Hong Kong PolyU*

#### *DBA/Dmgt level*

2022	Current Issues in Organizational Behavior	Instructor
2021	Frontier of Leadership Research	Instructor
2021	Independent Studies in Business	Advisor

#### *Undergraduate level*

2021	Management and Organization	Instructor
2018 – 2022	Managerial Leadership	Instructor

### *At NUS*

#### *PhD level*

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

#### *Master level*

2015	Management and Organization (MBA)	Teaching Assistant
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#### *Undergraduate level*

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

## **GRADUATE STUDENT SUPERVISION**

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2020- Xiaofei Hu, PhD (co-supervisor)  
2021- Diwan Li, PhD (co-supervisor)

2022-

Aaron Ho, DBA (co-supervisor)

## **PROFESSIONAL SERVICE**

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### ***Editorial Board Member***

- Journal of Managerial Psychology (2016 – present)
- Management and Organization Review (2017 – present)

### ***Ad Hoc Reviewer***

Applied Psychology: An International Review  
British Journal of Psychology  
Current Psychology  
European Journal of Work and Organizational Psychology  
Human Resource Management  
International Journal of Psychology  
Journal of Experimental Social Psychology  
Journal of Management  
Journal of Occupational and Organizational Psychology  
Organizational Behavior and Human Decision Processes  
Academy of Management Annual Conference  
Asia Academy of Management Biennial Conference

### ***Award Committee Member***

- Rosabeth Moss Kanter Award for Excellence in Work-Family Research (2018 – 2022)

## **UNIVERSITY SERVICE**

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### ***Faculty level***

- Board of Examiners, DBA Program (2021)
- Panel Member for DBA Thesis Proposal (2022; 3 proposals)
- Panel Member for Doctor of Management Thesis Proposal (2018 – present; 6 proposals)
- Panel Member for MSc in Business Management admission interview (2021-2022)

### ***Department level***

- Departmental Research Committee Member (2020 – 2022)
- Management Speaker Series Coordinator (2020 – 2022)
- Panel Member for PhD Confirmation of Registration (2019 – present; 4 students)
- Examiner for PhD Comprehensive Exam (OB area; 2021-2022)

- Panel Member for JUPAS admission interview (2021)
- Supervision of Undergraduate Capstone Project (2020 – present; 3 teams)
- Undergraduate Academic Advisor (2018 – present; 33 students)

## **PROFESSIONAL AFFILIATIONS**

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Academy of Management (2013 – present)

Society of Industrial and Organizational Psychology (2014 – 2015)

International Association for Chinese Management Research (2018 – 2021)

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