

Curriculum Vitae

Man-Nok Wong

Assistant Professor

Department of Management and Marketing, Faculty of Business

The Hong Kong Polytechnic University

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ACADEMIC APPOINTMENT

- Feb 2023 – Present: Assistant Professor
Department of Management and Marketing, Faculty of Business
The Hong Kong Polytechnic University
- Jun 2021 – Jan 2023: Assistant Professor
School of Business
Sun Yat-sen University
- Dec 2020 – Jun 2021: Assistant Professor
Lingnan (University) College
Sun Yat-sen University

ACADEMIC DEGREES

- PhD**, Management, Hong Kong Baptist University, November, 2020
BSc (Hons) Computing, Hong Kong Polytechnic University, September, 2015
BBA (Hons) Major in Management, Hong Kong Polytechnic University, September, 2015

RESEARCH INTEREST

Transparency in the Workplace, Compensation and Benefits, Recruitment and Selection,
Leadership, Interpersonal Processes, Research Methods

REFEREED PUBLICATIONS

- Wong, M.-N.**, Kenny, D. A., & Knight, A. P. (2024) SRM_R: A web-based shiny app for social relations analyses. *Organizational Research Methods*. 27(1), 114-139.
- Wong, M.-N.**, Cheng, B. H., Lam, L. W., & Bamberger, P. (2023) Pay transparency as a moving target: A multi-step model of pay compression, i-deals and collectivist shared values. *Academy of Management Journal*. 66(2), 489–520.
- Li, F., Chen, T., Bai, Y., Liden, R. C., **Wong, M.-N.**, & Qiao, Y. (2023). Serving while being energized (strained)? A dual-path model linking servant leadership to leader psychological strain and job performance. *Journal of Applied Psychology*. 108(4), 660–675.

PRACTITIONER ARTICLE(S)

Lam, L., Cheng, B. H., Bamberger, P., & **Wong, M.-N.** (August, 2022) Research: The unintended consequences of pay transparency. *Harvard Business Review*.

COMPUTER PROGRAMS AND DOCUMENTATION

Kenny, D. A. & **Wong, M.-N.** (2016). SRM_R: An interactive tool for estimating the Social Relations Model from directed dyadic data with round-robin-like designs [Computer software]. Available from https://davidakenny.shinyapps.io/SRM_R/

RESEARCH GRANT

Wong, M.-N. (PI). (2024-2026). “The bot that judges you: Applicants’ strategic adaptations to artificial intelligence and human judgments in asynchronous video interviews”, Hong Kong Research Grants Council (RGC), Early Career Scheme (ECS), HKD454,368.

Wong, M.-N. (PI). (2024-2027). “Implementing pay transparency policies in start-ups: An interactionist perspective among founders, developmental networks, and investors”, National Natural Science Foundation of China (NSFC), Young Scientists Fund, RMB300,000.

TEACHING EXPERIENCES**Department of Management and Marketing, Hong Kong Polytechnic University**

MM6004 Research Methods for Behavioural Research (PhD/Mphil)

MM514 Human Resource Management (MSc)

MM5400 Launchpad to Advanced Analytics (MSc), *Guest Instructor*

School of Business, Sun Yat-sen University

Frontiers in Management Research Methods (PhD/Mphil)

Lingnan (University) College, Sun Yat-sen University

Human Resource Management and Organizational Behavior (PhD)

International Human Resource Management (Undergraduate)

SUPERVISORY EXPERIENCE

2024 - present Ms. Yan Qiao, PhD (Co-supervisor)

PROFESSIONAL SERVICES**Journal Reviewer**

Asia Pacific Journal of Management, Human Resource Management,
Journal of Business Research, Journal of Vocational Behavior,
Management and Organization Review

Grant Reviewer

Competitive Research Funding Schemes for the Local Self-financing Degree Sector,
Research Grants Council, Hong Kong

UNIVERSITY SERVICES

Faculty Level

Review Panel Member for DMgt Thesis Proposal (2024)
Review Panel Member for MSc in Human Resource Management Thesis Defense (2024)
Panel Member for MSc in Human Resource Management Admission Interview (2024)
Master of Ceremony and Procession Member for the 30th Congregation, Faculty of Business











Department Level

Coordinator for Personnel Psychology Paper Development Workshop (2025)
Examiner for PhD Qualification Examination
HRM: 2023 – 2024
Behavioral Methodology: 2024
Panel Member for PhD Admission Interview (OB/HRM Area; 2024)
Panel Member for Undergraduate Non-JUPAS Admission Interviews (2024)
Mentor, PhD Student Mentor Rotation (2024 – present)
Supervision of Undergraduate Capstone Project (2023 – present; 7 teams)

PROFESSIONAL AFFILIATIONS

Academy of Management, 2016 – present
Mensa, 2014 – Present

WEBPAGE

 : <https://www.mnwong.com/>
 : <https://github.com/mannokwong>
 : <https://research.polyu.edu.hk/en/persons/man-nok-wong>
 : <https://scholar.google.com/citations?user=qKetrRkAAAAJ>
 : <https://orcid.org/0000-0001-6828-7827>
 : <https://www.scopus.com/authid/detail.uri?authorId=57731442000>
 : <https://www.researchgate.net/profile/Man-Nok-Wong>
 : <https://linkedin.com/in/mannokwong>
 : <https://twitter.com/mannokwong>
 : <https://baike.baidu.com/item/黄文诺/55991893>