

Melody Jun ZHANG

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ACADEMIC APPOINTMENT

2022 – present	Hong Kong Polytechnic University Assistant Professor, Department of Management and Marketing
2018 – 2021	City University of Hong Kong Assistant Professor, Department of Management

EDUCATION

2012 - 2018	Chinese University of Hong Kong Ph.D. in Management
2008 - 2012	Zhejiang University, China B.A. in Human Resources Management

PRIMARY RESEARCH INTERESTS

Melody Zhang's research interests lie in employee motivation and proactivity, creativity and innovation, and leadership in various team contexts, including R&D teams, IT teams, and entrepreneurial teams. Her recent interest has also been on understanding how to facilitate motivation and innovation within the context of digital intelligence. Additionally, Melody's research delves into HRM-related issues, such as enhancing talent utilization for underemployed or overqualified employees and better integrating them with their supervisors, teams, and organizations.

REPRESENTATIVE PUBLICATIONS

(* denotes the coauthor as a PhD student at the time of paper acceptance. †denotes equal contribution.)

Liao M.S.* , **Zhang, M. J.**, Carnevale, J. B., Huang, C.Q., & Wang, L. (in press). Capable Fish or Deficient Ponds? A Meta-Analysis of Consequences, Mechanisms, and Moderators of Perceived Overqualification. *Journal of Management*. Advance online publication. <https://doi.org/10.1177/01492063241239298>

Li, Y.N., Law, K.S., **Zhang, M. J.**, & Yan, N.M. (in-press). The Mediating Roles of Supervisor Anger and Envy in Linking Subordinate Performance to Abusive Supervision: A Curvilinear Examination. *Journal of Applied Psychology*. Advance online publication. <https://doi.org/10.1037/apl0001141>

Duan, C.* , **Zhang, M. J.**, Liu, X., Ling, C. D., & Xie, X.Y. (2023). Investigating the curvilinear relationship between temporal leadership and team creativity: The moderation of knowledge complexity and the mediation of team creative process engagement. *Journal of Organizational Behavior*. 44(4), 717-738.

Zhang, M. J., Zhang, Y., & Law, K. S. (2022). Paradoxical Leadership and Innovation in Work Teams: The Multilevel Mediating Role of Ambidexterity and Leader Vision as a Boundary Condition. *Academy of Management Journal*. 65(5), 1652-1679.

- *Featured in China Business Knowledge, UNSW Businessthink.*

Zhang, M. J., Law, K. S., & Wang, L. (2021). The risks and benefits of initiating change at work: Social consequences for proactive employees who take charge. *Personnel Psychology*. 74(4), 721-750.

Wang, L.†, Law, K.S.†, **Zhang, M.J.**†, Li, Y.N.†, & Liang, Y.† (2019). It's Mine! Psychological Ownership of One's Job Explains Positive and Negative Workplace Outcomes of Job Engagement. *Journal of Applied Psychology*. 104(2), 229.

- *All five authors contribute equally to the manuscript.*
- *Featured in South China Morning Post, I/O at work, Human Resources Director Asia, sina.hk, etc.*

Zhang, M.J., Law, K.S., & Lin, B. (2016). You think you are big fish in a small pond? Perceived overqualification, goal orientations, and proactivity at work. *Journal of Organizational Behavior*. 37: 61–84.

- *A runner-up of 2016 Best Paper in Journal of Organizational Behavior (top 3 papers)*

SELECTED CONFERENCE PRESENTATIONS

Chen, X. Q., **Zhang, M.J.**, Law, K.S., Li, F. L., & Gan, L. W. (2024). Investigating the Benefit of Collaborating with Conversational AI from a Self-Expansion perspective. *Paper to be presented at the Academy of Management conference, Chicago, Illinois.*

Chen, L.M., Ling, C. D., **Zhang, M.J.**, & Wang, N. (2024). Team Formation Strategy and Entrepreneurial Effectiveness: A Dynamic Ambidexterity Perspective. *Paper to be presented at the Academy of Management conference, Chicago, Illinois.*

Zhang, R. X., & **Zhang, M. J.**, (2023). The Joint Influence of Individual and Collective Psychological Ownership and its Social Consequences in Work Teams. *Paper presented at the 2023 Academy of Management conference, Boston, MA.*

- Feng, W., **Zhang, M. J.**, Wang, X., & Xie, X.Y. (2023). The Impact of COVID-19 on New Venture Teams: Role Ambiguity and Power Hierarchy. *Paper presented at the 2023 Academy of Management conference, Boston, MA.*
- Zhang, M. J.**, Ling, C. D., Lam, C. K., & Lam, C. F. (2022). How and When are Frequent Voicers Treated Badly? Employee Voice Behavior and Coworker Victimization. *Paper presented at the 2022 Academy of Management conference (hybrid).*
- Ling, C.D., **Zhang, M.J.**, Liu, W. & Xie, X.Y. (2019). Affective mechanisms linking team voice to performance in work teams: The moderating role of team reflexivity. Paper presented *at the 2019 Asia Academy of Management conference, Bali, Indonesia.*
- Law, K.S., **Zhang, M.J.**, Li, Y. N., & Wang, L. (2018). I Identify with My Organization, I Volunteer, or vice versa: Employee Corporate Volunteering, Organizational Identification and Work Outcomes. *Paper presented at the 78th annual meeting of the Academy of Management, Chicago, IL.*
- Zhang, M.J.**, Ling, C.D., Xie, X.Y., & Liu, W. (2017). Different types of voice lead to different outcomes: An investigation of team-level voice. Paper presented *at the 77th annual meeting of the Academy of Management, Atlanta, GA.*
- Zhang, M.J.**, Wang, L., Li, Y. N., & Law, K.S. (2016). Empowering leadership behavior and proactive work behavior: A dual-tuning model. Paper presented *at the International Association for Chinese Management Research (IACMR), Hangzhou, China.*
- Zhang, M.J.**, Law, K.S., & Yan, M. (2015). Benefiting others at work as a drive: Job prosocial impact and employee proactive work behavior. Paper presented *at the 75th annual meeting of the Academy of Management, Vancouver, Canada.*
- *Selected for the Academy of Management Best Paper Proceedings (OB)*

EXTERNAL RESEARCH GRANTS

PI: “The bright and dark sides of temporal leadership on innovation in work teams: Based on the dialectic perspective of innovation,” Young Scientists Fund of NSFC, China, Amount: RMB 300,000 (2024-2026)

PI: “Being an extra miler when feeling overqualified? Overqualification, extra-role behavior, career development, and the moderation of leader humility,” Early Career Scheme - Research Grants Council (RGC) of Hong Kong, Amount: HKD 534,600 (2019-2022)

TEACHING EXPERIENCES

The Hong Kong Polytechnic University

2022-present Organization and Management (Full-time & Part-time master) Instructor

City University of Hong Kong

2018-2021 High Performance Collaborations (Full-time master) Instructor

2018-2021 Loving Work, Working to Love (Undergraduate)	Instructor
2019-2021 Staffing (Undergraduate)	Instructor
2018-2019 Human Resource Management (Part-time master)	Instructor

Chinese University of Hong Kong

2015-2016 Principles of Management (Undergraduate)	Instructor
2012-2016 Research Methodology (PhD)	Teaching Assistant
2014-2015 Human Resource Management (Undergraduate)	Teaching Assistant
2012-2014 Principles of Management (Undergraduate)	Teaching Assistant

PROFESSIONAL SERVICES

- Editorial Board Member, *Management and Organization Review*
- Ad-hoc reviewer for Journals
 - o *Organization Science*
 - o *Information System Research*
 - o *Personal Psychology*
 - o *Journal of Organizational Behavior*
 - o *Journal of Management Studies*
 - o *Human Relations*
 - o *Asia Pacific Journal of Management*
 - o *International Journal of Human Resource Management*
 - o *Acta Psychologica Sinica (心理學報)*
- Conference reviewer
 - o *Academy of Management Annual Meeting*
 - o *International Association for Chinese Management Research Biennial Meeting*

SELECTED HONOURS, AWARDS, AND SCHOLARSHIPS

- Best Reviewer Award for *Management and Organization Review*, 2022
- Runner-up of Best Paper in *Journal of Organizational Behavior*, 2016
- CUHK Golden Jubilee Postgraduate Scholarship & Postgraduate Research Output Award, 2015
- Best Reviewer of Academy of Management Annual Meeting (OB division), 2014