

THE HONG KONG POLYTECHNIC UNIVERSITY DEPARTMENT OF MANAGEMENT AND MARKETING

Departmental Research Seminar

Re-Search as if, playing kaleidoscopes?!
By



Prof. Chia-Huei Wu
King's College London

Date : 16 Apr 2026 (Thu)
Time : 10:30 am – 12 noon
Venue : GH120c, PolyU

Abstract

In this presentation, Prof. Wu draws on his personal experiences and reflections, using the metaphor of playing with kaleidoscopes to highlight the intrinsic motivations behind re-search. He will apply this metaphor to explore the research process, the structure of an academic paper, and key aspects of peer reviews, leading to a differentiation between 'So what' and 'What' in the academic process, writing, and reviewing. He will use simple examples to illustrate the differences between 'So what' and 'What' and provide suggestions for crafting an academic paper that supports these two conversations.

Prof. Chia-Huei Wu is Professor at King's Business School, King's College London and Visiting Professor at Leeds University Business School, University of Leeds. His research in organizational behaviour concerns the person–environment dynamics and has two research streams: Employee Proactivity (i.e., why, when, and how employees can use their proactivity to change and improve the work environment) and Work and Personality Development (i.e., whether and how work experiences shape one's personality development). Prof. Wu has published over 100 journal articles and book chapters. His work has appeared in various journals, including the *Academy of Management Journal*, *Journal of Applied Psychology*, *Journal of Management*, *Human Resource Management*, and *Human Resource Management Journal*, among others. He served as an associate editor for the *Journal of Management* between 2020 to 2023 and is an editorial board member for *Journal of Management*, *Human Relations*, the *Journal of Business and Psychology*, and the *Journal of Business Research*.

All interested are welcome.



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