

# Academic Vitae

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NAME:

Chen Shengjun

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PRESENT UNIVERSITY POSITION AND DEPARTMENT:

Associate Professor, Department of Human Resource and Organizational Behavior

## EDUCATION

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( Please refer from the most recent degree; please indicate research topics and dissertation topics for Doctoral or higher degrees )

### **Post Doctorate Degree, 08/2009-10/2011**

Chinese Academy of Personnel Science

Research topic: Study on the problem of employment of University Students Based on the Perspective of Ecological System

### **Doctor of Economy (Ph.D.), 09/2003-07/2006**

School of Labour and Human Resources

Renmin University of China, Beijing, China

Major: Human Resource Management

Research topic: Relationship Between Ratings of Contextual Performance and Overall Performance of Managers in Enterprises

### **Master of Management (MS), 09/1997-07/2000**

School of Economics and Management

Beijing University of Technology, Beijing, China

Major: Business Management

### **Bachelor of Engineering (BA), 09/1989-07/1993**

Department of Mechanical Engineering

Zhejiang University, Hangzhou, China

Major: Mechanical Manufacture

## GENERAL WORK EXPERIENCE

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(Please list here ONLY general information on your work experiences, explanations are required in later items; please follow the examples as you write.)

June 2000-September 2003, Human Resources Department, Huawei Technologies Co., Ltd.

June 1993-September 1997, Personnel Department, Beijing Shougang Group.

### **RESEARCH INTERESTS**

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1. Human Resource Management
2. Contextual Performance
3. Compensation of high-level managers

### **TEACHING INTERESTS**

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1. Human Resource Management
2. Performance and Compensation
3. Employee Recruitment

### **RESEARCH PROJECTS**

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**(Please include academic research projects, teaching projects and entrepreneurial projects, etc.) Emphasis on the recent 5 years (2008.6-2013.6)**

**Example:**

UIBE 2010 Fund, ¥15,000, The Study of Influence Mechanism of Corporate Social Responsibility on Enterprise's Financial Performance

UIBE 2009 Fund, ¥15,000, The Study on Performance Model-Based on Empirical Study of Middle-level Managers in High-tech Enterprises

UIBE 2007 Fund, ¥8,000, The Study on the Influence of Contextual Performance on Individual's Performance Evaluation.

### **GRANTS (Emphasis on the recent 5 years 2008.6-2013.6)**

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National Social Science Fund, 2011-2014 Funding Cycle: ¥150,000, The Research of Influence and Policy of Executive Compensation Gap on Enterprise's Performance.

Forty-seventh China Postdoctoral Science Foundation, 2010-2011 Funding Cycle: ¥30,000, The Study of Influence Mechanism of Corporate Social Responsibility on Employees' Contextual Performance

## HONORS AND AWARDS

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## FACULTY EXPERINCES

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### ACADEMIC VISITING EXPERIENCE

2012.08-2012.12, Visiting Scholar, Fisher College of Business, The Ohio State University.

### UNIVERSITY ADMINISTRATIVE EXPERIENCE

**(Please explain the administrative positions as part of the faculty responsibilities within the university)**

### TEACHING EXPERIENCE

**(Please indicate the complete teaching experiences)**

(09/2006-Recent) Human Resource Management, University of International Business and Economics (UIBE)

- Taught courses on Human Resource Management to majors in Business School for MBA.

### UNDERGRADUATE LEVEL

(09/2006-Recent) Human Resource Management, University of International Business and Economics (UIBE)

- Taught courses on Human Resource Management to majors in Business School.
- Redesigned my courses in order for them to synergize better with other courses in the curriculum.

## PUBLICATIONS

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**(Please list the publications from the most recent 5 years (2008.6-2013.6) AND the important publications before 2008; follow the categories and examples, write "None" if**

**there is no works for particular category; include those which belong to none of the categories in “Others.”)**

### **1. PEER REVIEW JOURNAL ARTICLE**

- (1) Difficulties of transferring the leadership from fathers to sons, PKU Business Review,2013
- (2) Study on the employment of College Students, HR Managers, 2013.
- (3) Influence of Corporate Social Responsibility to Financial Performance from the Perspective of Contextual Performance, Journal of Beijing Technology and Business University(Social Sciences),2013
- (4) Research on the impact of top managers-ordinary employees' Compensation Gap of listed companies on Corporate Performance, Human Resource Management, 2012
- (5) Influence Factors of Chinese Civil Servants' Contextual Performance and Suggestions, Chinese Public Administration 2012.
- (6) “Contextual performance and its relationship with promotion”, Management World,2011.
- (7) “Study on contextual performance model-based on empirical study of middle-level managers in high-tech enterprises”,Soft Science,2010.
- (8) “Research of POS and Its Relationship with Work Performance”, Productivity Research,2010.
- (9) “A study of corporate social performance and employees' contextual performance”,Human Resource Development of China,2009.
- (10)“Study on the Relationship between Contextual Performance and Overall Performance Appraisal”, Journal of Shanxi Finance and Economics University,2008.
- (11)“Smile Chain of HaiDiLao”, Enterprise Management, 2008.
- (12)“Ignite staff's hope”,Human Resources, 2008.
- (13)“Contrast study on Sino-Vietnam human resource management from the investment perspective”, East China Economic Management,2008.

### **2. RESEARCH MONOGRAPH**

Theory and Practice of Contextual Performance,University of International Business and Economics Press,March 2007.

### **3. BOOK**

The introduction of human Human Resource Management(the 2rd edition), University of International Business and Economics Press,2013.

The Training and Development, China Market Press,2010.

### **4. CONFERENCE & MEETING PROCEEDING (PUBLISHED or NOT, Pls list out if have ever been invited to be the speaker or emcee)**

## 5. CASES or a SET of CASES

### PROFESSIONAL EXPERIENCE

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(Please indicate all working experiences in addition to Academic Visiting/University Administrative/Teaching experiences; especially professional experiences within the most recent 5 years. “Entrepreneurial Experiences” includes both full-time and part-time positions, e.g. permanent positions, trainer, etc. “Consulting Experiences” refers to the paid knowledge and information consultancy to achieve business goals. “Significant participation in business professional associations” includes service in commercial or uncommercial associations, participation in related issues and direct contact with business and other organizational leaders. “Community Services” indicates the faculty responsibilities in addition to teaching and researching activities, such as curriculum development, dissertation defense, faculty interview, academic committee membership, etc.)

### ENTREPRENEURIAL EXPERIENCES

June 2000-September 2003, Human Resources Department, Huawei Technologies Co., Ltd.

June 1993-September 1997, Personnel Department, Beijing Shougang Group.

### CONSULTING EXPERIENCES

Serving as a senior adviser in many companies, such as Beijing Century JingTai Company, Beijing ZhiDing Management Consulting Company, Beijing XianFeng RongZhi Management Consulting Center, Qingdao TianZe Company.

Research projects about Human Resources include:

- (1) Strategic planning of Talent Development for CHEMCHINA (a large-scale central enterprise).
- (2) Project of staff competency construction and pay & performance management in Changchun ZhuoZhan Times Square.
- (3) Participating in construction of Competency Models in Hebei Long Great Wall Electrode Co.,Ltd.
- (4) The whole Construction of Human Resources Management System of Beijing Century JingTai Company..

- (5) Test selection for recruiting executives of Performance Assessment of Beijing All Media and Culture Group
- (6) Reform of compensation system of Henan Anyang Iron & Steel (Group) Co. Ltd.
- (7) Diagnosis of human resource management system in Beijing JinXiu Investment Co., Ltd.
- (8) Management Diagnosis and Designing Organizational Structure of Zhangjiagang HuaYuan Chemical Company.
- (9) Overall HRM consultation of Chongqing Dongke Company.
- (10) Overall HRM consultation of Tangshan Zhuheng Iron & Steel Co., Ltd.
- (11) Testing selection of post competition in Bank of China , Yantai Branch.
- (12) Selection of young successor in Bank of China Guangdong Branch .
- (13) Recruitment and selection of auditor and supplementary secretary in Inner Mongolia Branch of China Construction Bank.
- (14) Competency evaluation of senior management of Inner Mongolia Shengjida Commerce Company.

#### **PARTICIPATION IN BUSINESS PROFESSIONAL ASSOCIATIONS**

#### **CUMMUNITY SERVICES**

**(Please indicate faculty responsibilities except teaching and research responsibilities: e.g. curriculum development, dissertation defense, faculty interview, academic committee membership, etc.)**

#### **PROFESSIONAL DEVELOPMENT**

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**(Please indicate the professional activities, especially those within the most recent 5 years (2007-2011); write "None" if no activity is referred.)**

#### **SYMPOSIUMS**

**SEMINARS**

**WORKSHOPS**

**MEETINGS**

**CONFERENCES**

**OTHER EXPERIENCE**

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(Please indicate any experience which is not included in "Faculty Experience," "Professional Experience," or "Professional Development.")