

Academic Vitae

NAME: Xiao-Yu Liu

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PRESENT UNIVERSITY POSITION AND DEPARTMENT:

Department of HROB, Business School, University of International Business & Economics

EDUCATION

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

- 2005~2009, Ph.D for OBHR,
School of Labor and Human Resources, Renmin University of China,
Department of Management, Monash University from 2007 to 2008,
Doctoral thesis: Workgroup emotional climate and its effect on workgroup effectiveness.
- 2003~2005, Master of Business Administration
Business School, Renmin University of China
Master's thesis: The effects of emotional intelligence on work stress and job burnout.
- 1999~2003, Bachelor of Business Administration,
Management School, Xiamen University

GENERAL WORK EXPERIENCE

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

From May 2009 to December 2012, Assistant professor in Business School at University of International Business & Economics

From January 2013 to now, Associate professor in Business School at University of International Business & Economics

RESEARCH INTERESTS

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- Emotions in organizations:
Workgroup emotional climate, emotional intelligence, emotional labor, etc.
 - Cross-cultural psychology and management
 - Human Resource Management
 - Psychological contract and employment relationship
 - Leadership

TEACHING INTERESTS

- Organizational Behavior
- Human Resource Management
- Employment Relationship Management

RESEARCH PROJECTS

(Please include academic research projects and entrepreneurial projects, etc.)

- 2014~2017 in charge of the project granted and funded by National Science Foundation “Employee emotional labor at work and home and its influence mechanisms: Theoretic expansion across various interactional contexts and an empirical examination” (grant number 71372005).
- 2013~2016 in charge of the project granted by Program for Young Excellent Talents, UIBE “The two faces of charismatic leadership: socialized leadership and personalized leadership” (grant number 2013YQ04).
- 2011~2013 in charge of the project granted and funded by National Science Foundation, “Workgroup emotional climate, employee emotions and customer emotions: Exploring their interplay from the perspectives of emotional labor and emotional contagion theory”.
- 2010~2011 in charge of the project granted and funded by UIBE, “Workgroup emotional climate and its influencing mechanism on workgroup effectiveness”
- 2008. Project at Monash University “Cross-cultural study of workgroup emotional climate and its relationship with workgroup effectiveness”

GRANTS

HONORS AND AWARDS

- 2013. Case “Smile in the myriametre sky: Emotional labor of flight attendants in Air China Limited” won the National Top 100 Excellent Management Case Award.
- 2012. Research model award for excellent research
- 2010. 10. Won the Excellent Doctor Thesis Prize in Renmin University of China “Workgroup Emotional Climate and its relationship with workgroup effectiveness”.
- 2008. Liu Xiao-Yu, Sun James Jianmin, and Härtel Charmine E. J. Development of the WECS: A Multidimensional Measure of Workgroup Emotional Climate. Winner of the Best Doctoral Paper Award at the Sixth International Conference on Emotions and Worklife: Emonet VI (Fontainebleau, France).
- 2008. Won the Outstanding best paper award in the Department of Labor and Human Resources at Renmin Univerisity.
- 2007. Recipient of nationally competitive scholarship from China Scholarship Council for a joint-Ph.D Program to study at Department of Management, Monash University for a year.
- 2007. Won the Baosteel Excellent Student Scholarship
- 2007. Won the Guanghua Scholarship from Renmin University.
- 2006.12. Beijing Behavior Science Association “Excellent paper” First Prize for paper:
Sun Jianmin, Liu Xiao-Yu, Hu Jia. “The influence factor of the Creativity Tendency of Chinese Science-Technology Talents: The interaction effect of the Individual and District difference.”
- 2006.12. Beijing Behavior Science Association “Excellent paper” Third Prize for paper: Liu Xiao-Yu, Sun Jianmin. “Review on emotional intelligence and its application in management.”
- 2005.7. Excellent Master Thesis Prize in Renmin University of China “The effects of emotional intelligence on work stress and job burnout.” Master thesis

- 2004.5. Won the Excellent Performance, Remarkable thinking and innovation Award for my Investigation on White Elephant Group
- 2001. Won the Triple-A outstanding student Award at Xiamen University.
- 2000. Won the Excellent Student in Summer Social Practice Award at Xiamen University.

FACULTY EXPERINCES

ACADEMIC VISITING EXPERIENCE

Department of Management, Monash University from November 2007 to November 2008.

Department of Management & Human Resources, Fisher College of Business, Ohio State University from August 2011 to February 2012.

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)

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|------------------------------------|----------------|
| ➤ Organizational Behavior | Bachelor level |
| ➤ Human Resource Management | Bachelor level |
| ➤ Employee Relationship management | Bachelor level |

PUBLICATIONS

(Please list the publications from the most recent 5 years (2005-2009) AND the important publications before 2005; 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.”)

● JOURNAL ARTICLE

- Xiao-Yu Liu, Kwan M. Customer sexual harassment and frontline employees' service performance in China. *Human Relations*. (SSCI cited). Forthcoming.
- Xiao-Yu Liu, Jun Liu. Effects of team leader emotional intelligence and team emotional climate on team member job satisfaction: A cross level study. *Nankai Business Review International*. Forthcoming.
- Xiao-Yu Liu, Jun Liu. Team innovation performance: An examination from the justice and leadership perspectives. *Science Research Management*. 2013, 34(12): 100-109.
- Xiao-Yu Liu, Jing Wang. Abusive supervision and organizational citizenship behaviour: Is supervisor-subordinate *guanxi* a mediator? *International Journal of Human Resource Management* (SSCI cited). Forthcoming.
- Xiao-Yu Liu, Charmine E. J. Härtel. Workgroup emotional exchanges and team performance in China. *Asia Pacific Journal of Human Resources* (SSCI cited). Forthcoming.
- Charmine E. J. Härtel, Xiao-Yu Liu (both authors contributed equally). How emotional climate in teams affects workplace effectiveness in individualistic and collectivistic contexts. *Journal of Management and Organization* (SSCI cited). 2012, 18(4): 573-585.
- Yu Zhou, Xiao-Yu Liu, Ying Hong. When Western HRM Constructs Meet Chinese Context: Validating the Pluralistic Structures of Human Resource Management Systems in China. *International Journal of Human Resource Management* (SSCI cited), 2012, 23(19):3983-4008.
- Jun Liu, Xiao-Yu Liu, Zeng Xianju. Does transactional leadership count for team innovativeness? The moderating role of emotional labor and the mediating role of team efficacy. *Journal of Organizational Change management*, 2011, 24(3): 282-298. (SSCI cited).
- Xiao-Yu Liu, Jian-min Sun, Qin Su. The influence of job feelings and organizational justice on employees' organizational commitment and career commitment: a hierarchical study. *Economic Science*, 2011, 1:114-125.
- Xiao-Yu Liu, Jian-min Sun. The contingency influence mechanism of transformational/transactional leadership on workgroup innovation performance: the moderating role of workgroup emotional climate. *Chinese Journal of management*, 2011, 6: 857-864.
- Xiao-Yu Liu, Jia-qi Xue, Ke Chen. Review and Prospect of the Research on

Emotional Interaction between Service Employee and Customer——from the Perspective of Emotional Labor Theory. *Modernization of Management*. 2011, 2:12-14.

- Liu Jun, Liu Xiao-Yu, Liu Song-bo. Review and reflection on the socialized and personalized leadership in organizations. *Foreign Economics & Management*, 2010, 32(3): 46-51.
- Sun Jian-min, Liu Xiao-Yu, Hu Jia. Factors Influencing the Creativity Tendency of Chinese Scientists and Technicians: The Interaction Effect of the Individual and Regional Differences. *Economics & Management*, 2009, 12:1-7.
- Liu, Xiao-Yu, Sun, Jianmin & Härtel Charmine E.J. Developing a measure of workgroup emotional climate in China. *International Journal of Psychology*, 2008, 43 (3-4): 285. (SSCI cited).
- Liu, Xiao-Yu & Zhang, Kai. The effects of emotional intelligence on job burnout: An analysis of work stress as a mediator. *Journal of Southwest China Normal University (Natural Science Edition)*, 2008, 33(3): 148-154.
- Liu, Xiao-Yu, Liu, Jun & Yu, Guangtao. Pre-employment beliefs, organizational inducement and psychological contract change: A longitudinal study. *Acta Psychologica Sinica*. 2007, 39(5):500-510. (Top-tier Chinese journal in OB field).
- Liu, Xiao-Yu, Liu, Jun. Employment relationship change: Research on the influence of employee gender, values, and working experience. *Systems Engineering: Theory & Practice*, 2008, 28(5): 27-36, 76. (EI cited).
- Liu, Xiao-Yu & Sun Jianmin. Review of emotional intelligence. *Social Psychology Research*. 2007, 1: 79-90.
- Liu, Jun, Liu Xiao-Yu & Ren Bin. Employee turnover: A longitudinal examination within the frame of the employment relationship. *Management World*. 2007.11. (Top-tier Chinese journal in management field)
- Liu, Xiao-Yu. A procedural remedy for the common method variance in self-report research. *Statistical Decisions*, 2007.4: 19-20.
- Liu, Jun, Liu, Xiao-Yu & Bai, Xinwen. An empirical study of employment relationship change and its antecedents. *Economic Science*. 2007, 2: 68-76.
- Sun, Jianmin, Liu, Xiao-Yu & Hu, Jia. Individual difference on creativity tendency of science-technology talents. *Science and Science and Technology Management*, 2007.2: 170-174.
- Liu, Xiao-Yu & Sun, Jianmin. The feasibility and implementation condition of the application of skill-based pay in enterprises of manufacturing industry of our country. *Human Resource Management in China*. 2006.9: 25-28.
- Liu, Jun & Liu, Xiao-Yu. A critical review of leadership research development. *International Journal of Business and Management*, 2006, 1(4): 3-12.
- Zhang Kai, Wang Xia, Zhang Huicheng, Liu Xiao-Yu. Examination and implication of self-organization goal hypothesis of human motivation. *International Journal of Psychology*, 2004, 39(5-6):136. (SSCI cited).
- Liu, Xiao-Yu. Emotion management and its application in human resource management. *Chinese Western Science and Technology*, 2004.10:40-42.

- Liu, Xiao-Yu. Mission management and its countermeasure in China. *Chinese Western Science and Technology*, 2003.6: 88-91.

- RESEARCH MONOGRAPH

Xiao-Yu Liu. "Emotions in organizations: cultural perspective and empirical studies". China Economic Publishing House. 2010.

- BOOK

None

- CHAPTERS IN BOOK

None

- CONFERENCE & MEETING PROCEEDING

- Xiao-Yu Liu. **A dyadic study of customer and employee personality on service employee affective delivery.** The 8th International Conference on Service Systems and Service Management, June 25-27, 2011 in Tianjin, China. EI cited.
- Liu Jun, Liu Xiao-Yu, Tao Xiao-bo. **Two-side Charismatic Leadership, Organizational Politics Perception, and Employee Innovation: A Mediation Model.** 2010 IEEE International Conference on Advanced Management Science (IEEE ICAMS 2010), Chengdu, China, July 9-11, 2010. EI cited.
- Liu Xiao-Yu. **The Effects of Machiavellianism on Employee's Political Behavior and Career Development: the Moderating Role of Emotional Labor.** The 2010 International Conference on Management and Service Science (MASS 2010) held on August 24-26, 2010 in Wuhan, China. EI cited.
- Sun, James Jianmin, Liu Xiao-Yu, Hu Jia. **Creativity Tendency of Chinese**

Science-Technology Talents: The Individual and Regional Influencing Factors and Their Interaction Effect. Proceedings of the 4th International Conference on Product Innovation Management VOL. II : 1500-1505. (ISTP cited). 2009, August, Wuhan.

- Liu Xiao-Yu, Zhang Kai. *How does emotional intelligence regulate emotional exhaustion? The mediating role of work stress*. Presented at the 3rd International Conference on Bioinformatics and Biomedical Engineering in Beijing, China. (EI cited) 2009, June, Beijing.
- Sun, Jianmin & Liu, Xiao-Yu. *The moderating effect of emotional labor upon the relationship between emotional intelligence and job behaviors*. Presented at the 6th International Conference on Management. August 3rd-5th, 2007, Wuhan, China. Paper was embodied in the “Proceedings of ICM’2007”. Index in ISTP.
- Liu, Jun & Liu, Xiao-Yu, *Joint effects of emotional intelligence, machiavellianism and emotional labor on performance: Evidence of Chinese civil servants*. Presented at the 2007 International Conference on Public Administration (ICPA 3rd), October 21-22, 2007, Chengdu, P.R. China. Paper was embodied in the “Proceedings of 2007 International conference on Public Administration (3rd) (Volume I)” Index in ISSHP / ISTP.

● **PAPER & PRESENTATION**

- Liu, X-Y., Kwan, H. K., & Wu L-Z. *Emotional labor and family quality: The work-family spillover effect*. IACMR Beijing Conference on June 18-22, 2014.
- Liu, X-Y. & Liu, Y. *The Service Smile Chain: The Emotional Contagion and Carryover Effects that Link Leader to Customer*. 2013 Academy of Management Annual Meeting.
- Liu, X-Y. & Kwan, H. K. *Work-Family Spillover Effects of Emotional Labor*. 2013 Academy of Management Annual Meeting.
- Liu, X-Y., Liu, Y. *The vicious cycle: the interplay between customer and employee emotions before, during, and after service transactions, and the role of emotional labor*, Eighth International Conference on Emotions and Worklife (“EMONET VIII”), Helsinki, Finland, 2012.07.02-03.
- Liu, X., & Kwan, H. K. *Customer Sexual Harassment and Frontline Employees’ Affective Delivery in China*. Society for Industrial and Organizational Psychology Conference, San Diego, California. 2012, April 26-28.
- Yu Zhou & Xiao-Yu Liu. **When Western HRM Constructs Meet Chinese Context: Validating the Pluralistic Structures of Human Resource Management Systems in China**. 2011 Academy of Management Annual Meeting. San Antonio, Texas, August 12-16.
- Yu Zhou & Xiao-Yu Liu. **How do HRM archetypes effect firm innovation and performance? An interaction-mediation model test**. 2010 Academy of Management Annual Meeting. Montréal, Canada - August 6-10, 2010.
- Xiao-Yu Liu and Charmine Hartel. **Team member emotional exchanges and**

workgroup performance: Workgroup emotional climate and emotional labor as important team features. The Seventh International Conference on Emotions and Worklife: EMONETVII. Montreal, Canada, August 4-5, 2010.

- Xiao-Yu Liu, Jianmin Sun, H ärtel Charmine E. J. **Workgroup emotional climate and workgroup performance: Moderating role of emotional labor and mediating role of group efficacy.** International Association for Chinese Management Research. 2010 IACMR June 16th to 20th, 2010
- Liu, Xiao-Yu, Sun, James Jianmin & H ärtel, Charmine E.J. **Development of the WECS: A Multidimensional Measure of Workgroup Emotional Climate.** Winner of the Best Doctoral Paper Award at the Sixth International Conference on Emotions and Worklife: Emonet VI. 2008. July 17-19.
- H ärtel, Charmine E.J. & Liu Xiao-Yu. **National culture influences on workgroup emotional climate and its relationship with workgroup effectiveness.** Presented at the Sixth International Conference on Emotions and Worklife: Emonet VI. 2008. July 17-19.
- Liu, Xiao-Yu, Sun, Jianmin & H ärtel Charmine E.J. (2008). **Developing a measure of workgroup emotional climate in China.** Presented at the XXIX International Congress of Psychology (ICP), Berlin. (SSCI cited.)
- Liu, Xiao-Yu & Liu, Jun. **Psychological contract change of new employees and its antecedents: An empirical investigation.** First Chinese annual academy of management meeting in December 2006.
- Liu Xiao-Yu, Zhang Kai. **The effects of emotional intelligence on job burnout: An analysis of work stress as a mediator.** 26th International Congress of Applied Psychology. Athens, Greece, July 16-21, 2006.
- Liu Xiao-Yu, Zhang Kai. **The effects of emotional intelligence on job burnout: An analysis of work stress as a mediator.** 2006 Conference of International Association for Chinese Management Research, IACMR. Nanjing China, June 2006.
- Zhang Kai, Wang Xia, Zhang Huicheng, Liu Xiao-Yu. **Examination and implication of self-organization goal hypothesis of human motivation.** The 28th International congress of psychology, Beijing, China, August 2004.

7. BOOK REVIEW

None

8. OTHERS (peer reviewed cases with instructional materials, instructional software, publicly available material describing the design and implementation of new curricula or courses, technical reports related to funded projects, publicly available research working papers, etc. please specify)

None

PROFESSIONAL EXPERIENCE

(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. “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

- 2010 October~present. On the editorial board of JMO (Journal of management and organization), mainly review the papers on emotions in organizations and leadership.
- 2007.5 ~ present. Reviewer of the “Acta Psychologica Sinica” (“Acta Psychologica Sinica”, top-tier Chinese journal in OB field).
- 2006.1~present. Researcher of corporate pensions and annuities for Banker Corporation and Chinese annuities net
- 2006.12~present. Editor of the XinRenli (“New Manpower”)magazine
- 2005.6-7 & 10-11. Internship in MOTOROLA Company Department of Strategic Planning, provided supporting work on their Strategic Planning, maintaining the relationship between the company and related governments and major clients, and supporting work for the Motorola University’s DBA thesis.
- 2004.7&8. Internship in the Department of Human Resource Management Agricultural Bank of China, Beijing Branch. I assisted the section chief to establish the training program for the different levels of employees, designed questionnaire for the investigation on training program, finalized the outline of the training courses, contacted the training professors and associate affairs.
- 2003.1-6 Secretary at Beijing Alison Trading Company Xiamen Branch. I was in charge of the certificate management, certificate making and declaring, and handing the routine of the office.
- 2000.7 ~ 9. Internship at the Department of Finance, Chongqing Xinhua Bookstore. I made and double checked vouchers, made and analyzed the financial statements. Won the Excellent Student in Summer Social Practice Award.

CONSULTING EXPERIENCES

None

CUMMUNITY SERVICES

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

Curriculum development, dissertation defense, faculty interview, Academy of Management (AOM) member, The International Association for Chinese Management Research (IACMR) member

PROFESSIONAL DEVELOPMENT

(Please indicate the professional activities, especially those within the most recent 5 years (2005-2009); write "None" if no activity is referred.)

SYMPOSIUMS

SEMINARS

WORKSHOPS

Case teaching and writing Workshop July 4 to July 8, 2011, at Qinghua University
OB Junior Faculty Workshop August 12 to August 13, 2011 at 2011 Annual Meeting of the Academy of Management, San Antonio, Texas, U.S.
OB Junior Faculty Workshop August 9 to August 10, 2013, at 2013 Annual Meeting of the Academy of Management, Orlando, U.S.

MEETINGS

CONFERENCES

- The International Association for Chinese Management Research (IACMR) Beijing Conference on June 18-22, 2014.
- 2013 Annual Meeting of the Academy of Management. Capitalism in Question. Theme for the 73rd Annual Meeting of the Academy of Management August 9-13.
- Eighth International Conference on Emotions and Worklife (“EMONET VIII”), Helsinki, Finland, 2012.07.02-03.
- Society for Industrial and Organizational Psychology Conference, San Diego, California. 2012, April 26-28.
- 2011 Annual Meeting of the Academy of Management San Antonio, Texas, August 12-16, 2011
- 2010 Academy of Management Annual Meeting. Montréal, Canada - August 6-10, 2010.
- The Seventh International Conference on Emotions and Worklife: EMONETVII. Montreal, Canada, August 4-5, 2010.
- International Association for Chinese Management Research. 2010 IACMR June 16th to 20th, 2010
- The Sixth International Conference on Emotions and Worklife: Emonet VI. 2008. July 17-19.
- XXIX International Congress of Psychology (ICP), Berlin.
- the 6th International Conference on Management. August 3rd-5th, 2007, Wuhan, China.

- the 2007 International Conference on Public Administration (ICPA 3rd), October 21-22, 2007, Chengdu, P.R. China.
- First Chinese annual academy of management meeting in December 2006.
- 26th International Congress of Applied Psychology. Athens, Greece, July 16-21, 2006.
- 2006 Conference of International Association for Chinese Management Research, IACMR. Nanjing China, June 2006.

OTHER EXPERIENCE

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