

Academic Vitae

NAME:

Niu, Xiongying

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010-64494298

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PRESENT UNIVERSITY POSITION AND DEPARTMENT:

Professor and Chair, Department of Human Resource and Organizational Behavior

EDUCATION

Ph.D., Applied Psychology, from Institute of Psychology, Chinese Academy of Sciences

Dissertation topic:

A Study on Characteristics of Downsizing Decision-making of China's SOE Managers and
Psychological Influence of Survivors

GENERAL WORK EXPERIENCE

2012- Professor & Chair, Department of HROB, School of Business, University of
International Business and Economics

2012 Visiting Scholar, London Business School, UK

2009-2010 Visiting Scholar, Business School, Hong Kong Baptist University, HK

2003-2012 Associate Professor, School of Business, University of International Business and
Economics

2000-2003 Assistant Professor, School of Business, University of International Business and
Economics

RESEARCH INTERESTS

My research focuses on Job search behavior, Socialization in early career stages, OBSE, job insecurity, expatriate assignment, Cross-cultural and diverse managerial issues, Mentoring and Learning, and Chinese management.

TEACHING INTERESTS

My teaching interests include OB, HRM, Recruitment and Selection, etc. at Bachelor level; HRM Studies, Organizational Theory, Theories and research methods of Human resource and organizational

behavior, etc. at Master and Doctor level.

RESEARCH PROJECTS

2011-2015 Impact factors of Chinese Graduates Job Search Success Following Background of Globalization: from Behavior and Emotion Perspectives.

2007-2010 A study on top managers' work-family conflicts and their coping strategies.

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

2011-2015 Impact factors of Chinese Graduates Job Search Success Following Background of Globalization: from Behavior and Emotion Perspectives, National Natural Science Foundation of China (Principal investigator: 71172154)

2007-2010 A study on top managers' work-family conflicts and their coping strategies, National Natural Science Foundation of China (Co-investigator: 70672061)

HONORS AND AWARDS

2011: 10% excellent teachers in School of Business, UIBE

2012: Evaluated A-level faculty in School of Business, UIBE

FACULTY EXPERINCES

ACADEMIC VISITING EXPERIENCE

2012 Visiting Scholar, London Business School, UK

2009-2010 Visiting Scholar, Business School, Hong Kong Baptist University, HK

Taught "Human Resource Management in China, HRM3630"

(Undergraduate)

UNIVERSITY ADMINISTRATIVE EXPERIENCE

2010- Present

Chair of HROB Department, Business School, UIBE, Beijing, China: Directed graduate program of HRM, Co-directed undergraduate program of HRM, Recruited faculty members.

2008- 2010

Associate Chair of Management Department, Business School, UIBE, Beijing, China: Co-directed undergraduate program of HRM.

TEACHING EXPERIENCE

Human resource management, Organizational behavior, leadership, compensation and performance management, recruitment and selection, training and development, organizational theories and research methods, human resource management theories and methods, human resource management studies

UNDERGRADUATE LEVEL

Human resource management, Organizational behavior, leadership, compensation and performance management, recruitment and selection, training and development.

PUBLICATIONS

1. PEER REVIEW JOURNAL ARTICLE

Zhao, H., Huang, G., **Niu, X.**, Ashford, S. J., & Lee, C.(2013) “Reducing Affective Job Insecurity and Increasing Performance Ratings: Does Impression Management Matter?”, *Journal of Applied Psychology*, Vol. 98, No. 5, 852–862.;

Huang, G., **Niu, X.**, Lee, C., & Ashford, S. J. (2012)“Differentiating cognitive and affective job insecurity: Antecedents and outcomes”, *Journal of Organizational Behavior*, 33(6), 752-769;

Li, F., **Niu, X.**, & Li, Y.(2011)“Age-Related and Situation-Related Social Desirability Responding Among Chinese Teachers”, *The Journal of Social Psychology*, 151(6), 667-670;

Hui, C. , & Lee, C., **Niu, X.** (2010) “The Moderating Effects of Task Variety, Polychronicity and Achievement Striving On Organization-Based Self-Esteem and Employee Outcomes”, *Human Relations*, 63(9), 1395-1416;

Niu X., Song K., Lee C., & Huang G. (2009) “A Study of the Antecedents and Consequences of C-JI and A-JI in a Typical Chinese Machine Tool Company”, *Proceedings of 2009 International Conference on Management Science & Engineering*, 398-407;

Zeng, C., **Niu, X.**, & Xu, J. (2009) “The relationship between work characteristics and employees’ mental health”, *Progress in Modern Biomedicine*, 9(16), 3135-3138;

Niu, X., & Shi, K. (2009) Conceptual Model of the Relationship between Corporate Downsizing Communication and Laid-offs Reemployment. *Journal of East China Economic Management* 23(11), 109-116

Niu, X., & Yin, J. Z. (2009) Trends of Offshore Outsourcing in the Perspective of Globalization and Countermeasures. *Journal of Reform*, 8, 111-118.

Niu, X. & Wang, H.(2007).Exploring the Chinese Way of Downsizing in Transitional Era: Two Case Studies.*Proceedings of International Conference on Management Science and Engineering*, 642-649;

Song, Z., Wanberg, C. R., **Niu, X.** & Xie, Y.(2006) “Action-state orientation and the theory of planned behavior: A study of job search in China”. *Journal of Vocational Behavior*, 68, 490-503;

Lee, C., Hui, C., Tinsley, C., & **Niu, X.** (2006) “Goal Orientations and Performance: Role of Temporal Norms”. *Journal of International Business Studies*, 37(4), 484-498, 2006;

Song, Z., **Niu, X.**, Xie, Y., & Shi, K. (2004) “Using the Planned Behavior Theory to Model Job-search Behavior among Chinese Unemployed Job-seekers”. *International Journal of Psychology*, 39(5/6), 469-470.

Niu, X., Shi, K., & Zheng, X. (2000) “Perception of Crisis of Managers from China’s State-owned Enterprises When Making Downsizing Decisions”. *International Journal of Psychology*, 35(5/6): 311.

2. RESEARCH MONOGRAPH

Niu, X., & Mao, Y. (2013) Chinese Workers Abroad: Conditions, Problems and Suggestions. *Human Resource Development in Non-Ferrous Metals Industry*, 5, 146-147.

Mao, Y., Niu, X., & Cao, H. (2013) Sustainable Student Interns as an HR source Decreasing Employment Rate of Graduates. *Journal of Human Resource Management*, 5, 146-147.

Cao, H., Niu, X., & Mao, Y. (2013) Emotion Management in Managing Call-Center Employees. *Journal of Human Resource Management*, 5, 219-220.

Niu, X., & Zhou, Y. (2010) Issues on How to Improving the Organizational Learning and Construct Normalized Learning Organizations. *Journal of Human Resource Development of China*, 8, 15-18.

Zhou, Y., & Niu, X. (2010) The Art of War Shedding Light on Modern Business, *Management Observer*, 8, 133-134.

Su, Q., & Niu, X. (2010) Human or Machine: Implications from Series of Suicides of Foxconn Young Workers. *Management@People*, 61(6), 29-31

Niu, X., & Chen, H. (2009) Issues on Managing Downsizing Executioners. *Journal of Human Resource Development of China*, 11, 45-47.

3. BOOK

Niu, X. (2011) *Organizational Changes and Downsizing in Chinese State-owned Enterprises Following Trend of Globalization*. Beijing: China Book Press.

Niu, X. (2011) "Chapter 7: Motivation Theories" in Hao X. (Eds.) *Organizational Behavior*(174-201). Beijing: The Press of University of International Business & Economics.

Niu, X. (2010) *Reemployment Issues in China under Globalization*. Beijing: China Economic Publishing House.

Niu, X. (2007) *Modern Leadership*. Beijing: The Press of Tsinghua University.

4. CONFERENCE & MEETING PROCEEDING

Huang, G., Niu, X., Zhao, H.H., Song, S., & Lee, C. (August, 2011) Reducing affective job insecurity: How can I impress you? Paper presented at the *Annual Academy of Management Meetings*, San Antonio, Texas, USA.

Huang, G., Niu, X., Ashford, S. J., & Lee, C. (August, 2010) "A study of the antecedents and outcomes of job insecurity: Differences between cognitive and affective job insecurity," *Academy of Management Meetings*, Montreal, Canada.

Gardner, D., Huang, G., Pierce, J. L., Niu, X., & Lee, C. (August, 2010) "Organization-based self-esteem: Relationships with," *Academy of Management Meetings*, Montreal, Canada.

Niu, X., & Huang, G. (June, 2010) "I-deals in Mainland China: special characteristics and cultural effects", *the 2010 IACMR Conference*, Shanghai, China.

Huang, G., & Niu, X. (June, 2010) "I-deals in Mainland China: visibility matters", *the 2010 IACMR Conference*, Shanghai, China.

Song K., & Niu X. (October, 2010) The Impact of Subordinate-Superior Trust and Team Climate on Front-Line Employees' Innovative Behavior, paper presented at *China Association for Management of Technology 2010 International Conference*, Shanghai, China.

Huang, G., Niu, X., Lee, C., & Rousseau, D. M. (August, 2009) "A Study Of the Antecedents and Consequences of Ex-post and Developmental I-deals in Chinese Context", *the 2009 Academy of Management Annual Meeting*, Chicago, USA.

Niu, X., Wei, L., & Huang, G. (October, 2009) "A study on the relationship between job insecurity and innovative performance in downsizing context", *International Conference on the Cultivation and Education of Creativity and Innovation*, Xi'an, China.

Wei, L., Niu, X., & Yong, N. M. (October, 2009) "How can employees make more innovations: the organizational perspective", *International Conference on the Cultivation and Education of Creativity and Innovation*, Xi'an, China.

Niu X., Song K., Lee C., & Huang G. (September, 2009) A Study of the Antecedents and Consequences of C-JI and A-JI in a Typical Chinese Machine Tool Company, *Paper presented atf 2009 International Conference on Management Science & Engineering*, Moscow, Russia;

Niu, X., & Yin, Z. J. (August, 2008) Trends & Features of Offshore Outsourcing from Globalization Perspective, and Advice to China. Presented at *the Annual Conference of The Chinese Economist Society*, Regina, Canada.

5. CASES or a SET of CASES

Xin Ao Group's strategic HRM system.

PROFESSIONAL EXPERIENCE

ENTREPRENEURIAL EXPERIENCES

None

CONSULTING EXPERIENCES

1. 2013: Improving communication system of Guizhou Shuangjing company
2. 2012: advising competency model of international talents in China Life
3. 2011: advising competency model of international talents in CNPC

PARTICIPATION IN BUSINESS PROFESSIONAL ASSOCIATIONS

2014: Training in JD.com;

2013: Training in CNPC;

2012: Training entrepreneurs in Zhongshan City

CUMMUNITY SERVICES

EVERY YEAR: Much work and time on curriculum development, dissertation defense, faculty interview, academic committee membership, etc.

PROFESSIONAL DEVELOPMENT

SYMPOSIUMS

2010: IACMR symposiums in Shanghai

SEMINARS

2009, seminar about job search of Chinese unemployed people in HKBU,

2010, Seminar about I-DEALS in Hongkong PolyU

WORKSHOPS

2009, internet and computer training workshop in UIBE

2009, publishing in English workshop in UIBE.

2010, how to apply grant from Chinese government, in UIBE

MEETINGS

2011, Teaching skills meeting in Peking U

CONFERENCES

2010, AOM annual conference in CANADA

2010, IACMR conference in Shanghai, China.

OTHER EXPERIENCE

NONE