

Li-Kuo Sung

Curriculum vitae

Peking University HSBC Business School

Room 651, University Town, Nanshan District, Shenzhen, 518055, China

Phone: +86-755-26033627 E-mail: sunglikuo@phbs.pku.edu.cn

ACADEMIC EMPLOYMENT

Peking University, Shenzhen, China

2019 - now Assistant Professor, Peking University HSBC Business School

Shanghai University of Finance and Economics, Shanghai, China

2016 - 2019 Assistant Professor, College of Business

EDUCATION

2015 Ph.D., Owen School of Management, Vanderbilt University, USA

2008 M. A., Human Resources and Industrial Relations, Carlson School of Management,
University of Minnesota, USA

2005 MBA, National Taiwan University, Taiwan

2001 B.S., Psychology, National Chengchi University, Taiwan

B.A., Public Finance, National Chengchi University, Taiwan

RESEARCH INTERESTS

Pay Dispersion

Proactive Behavior

Meta-Analysis

Job Insecurity

Workplace Exclusion

REFEREED PUBLICATIONS

Journal Articles

Park, T. Y., Kim, S., & **Sung, L. K.** (2017). Fair pay allocation decisions: From a regulatory focus theory view. *Organizational Behavior and Human Decision Processes (SSCI)*, 142, 1-11

Carter, R., Badham, R., Parker, S., Nesbit, P., & **Sung, L. K.** (2016). The effects of employee engagement and self-efficacy on job performance: a longitudinal field study. *International Journal of Human Resource Management (SSCI)*, 1-20.

Friedman, R., Liu, W., Chi, S. C, Hong, Y. Y. & **Sung, L. K.** (2012). Cross-cultural management and bicultural identity integration: When does experience abroad lead to appropriate cultural switching? *International Journal of Intercultural Relations (SSCI)*, 36, 130-139

Chen, C. C., Tsai, W. C., Chen, H. Y., & **Sung, L. K.** (2009). Applicant impression management and interviewer decision: the moderating roles of note-taking and warning of verification, *Journal of Management (TSSCI, Journal in Chinese)*, 26, 577-897

Published Proceeding

- Kim, Eunhee, **Sung, L. K.**, & Park, T. Y. (2020). Pay differentials, work effort, and social undermining: Role of envy. In *Academy of Management Proceedings*. Briarcliff Manor, NY 10510: Academy of Management. (Award: Best Paper of the 2020 Academy of Management Meeting, Vancouver, BC, Canada)
- Sung, L. K.**, & Park, T. Y. (2016). The effects of pay differential on social undermining and performance via Envy. In *Academy of Management Proceedings* (Vol. 2016, No. 1, p. 13034). Briarcliff Manor, NY 10510: Academy of Management.

Manuscripts Under Review & R&R

- Sung, L. K.**, & Park, T. Y. (1st R&R, *Organization Science*). Emotion-based model of pay differential: Pay differential, envy, social undermining, and self-esteem.
- Lu, F. C., Nayakankuppam, D., & **Sung, L. K.** (Manuscripts Under Review, *Psychology & Marketing*). How Far Can a Brand Stretch? Effects of Construal Level on Brand Extension Perceived Fit and Evaluation.

Conference Presentations

- Lu, F. C., Nayakankuppam, D., & **Sung, L. K.** (2018). *How Far Can a Brand Stretch? Effects of Construal Level on Brand Extension Perceived Fit and Evaluation*. Paper presentation – the 4th International Conference of Asian Marketing Associations, Bangkok, Thailand.
- Sung, L. K.**, & Park, T. Y. (2016). *The effects of pay differential on social undermining and work effort via envy*. Paper presentation – AOM HR Division International Conference (HRIC 2016), Sydney, Australia. (Best Paper Award)
- Sung, L. K.**, & Park, T. Y. (2015). *The effects of pay differential on social undermining via envy*. Paper presentation – the 5th European Reward Management Conference, European Institute for Advanced Studies in Management, Brussels, Belgium.
- Park, T. Y., **Sung, L. K.**, & Shaw, J. D. (2015). *The effects of pay dispersion: Meta-Analysis*. Paper presentation – the 5th European Reward Management Conference, European Institute for Advanced Studies in Management, Brussels, Belgium.
- Sung, L. K.**, & Yang, M. Y. (2015). *The role of emotion in negotiation*. Paper presentation – 14th European Congress of Psychology, Milan, Italy.
- Park, T. Y., & **Sung, L. K.** (2013). *Pay dispersion and outcomes: A meta-analysis*. Paper presentation – 2013 Emerging Scholar Conference, Institute for Compensation Studies, Cornell University. Ithaca, NY.
- Sung, L. K.**, & Yang, M. Y. (2011). *The relationship between conflict management strategies and team effectiveness*. Paper presentation – 2011 Annual Meeting of the Academy of Management, San Antonio, Texas, USA.
- Chen, C. C., **Sung, L. K.**, & Tsai, W. C. (2006). *Applicant impression management and interviewer decision: The moderating roles of warning of verification and note taking*. Paper presentation – the 26th International Congress of Applied Psychology, Athens, Greece.

Selected Research in Progress

- Park, T. Y., & **Sung, L. K.** Alternative conceptualization of pay dispersion, contextualized theory, and meta-evidence. Status: Working paper available. Target Journal: *Academy of Management Review*
- Sung, L. K.**, Ouyang, K., Wu, C. H., & Li, C. With the job preservation perspective, how a team supervisor coping the job insecurity? Status: Ready for data collection. Target Journal: *Academy of Management Journal*
- Ouyang, K., Wu, C. H., **Sung, L. K.**, & Li, C. How do employees respond to the failure of proactive behavior? Status: Finished the pilot study. Target Journal: *Academy of Management Journal*
- Sung, L. K.**, Ouyang, K., & Wang, G. F. Will your team members appreciate your constructive voice? Status: Working on the manuscript. Target Journal: *Academy of Management Journal*
- Wu, C. H., Weisman, H., & **Sung, L. K.** How organizations manage employees' reactions to psychological contract breach during the COVID19 crisis? Status: Done with the first wave data collection. Target Journal: *Journal of Applied Psychology*
- Sung, L. K.**, Ouyang, K., & Xu, W. Y. Mechanisms linking proactive personality and career success: A two and half year longitudinal study. Status: Working paper available. Target Journal: *Asia Pacific Journal of Management*
- Sung, L. K.** & Yang, M. Y. The Relationship between Conflict Management Styles and Team Effectiveness: A Twenty-year Meta-Analysis. Status: Working paper available. Target Journal: *Journal of Applied Psychology*
- Ouyang, K., **Sung, L. K.**, & Wang, K. F. Why employees' constructive voices do not bring positive responses: Status: Preparation for data collection
- Sung, L. K.**, Lu, F. -C. & Hsu, S. W. Workplace Ostracism: The Moderating Role of Source of Ostracism. Status: Preparation for data collection

Book Revision

Revision, *Human Resource Management* for National Open University

MEDIA

Jumping out of your "comfortable" home environment - The experience sharing of managerial job searching over the world. (2018) TaiwanGPS, Ministry of Education, R.O.C.

<https://twgps.moe.edu.tw/m/406-1000-418,r21.php?Lang=zh-tw>

https://www.youtube.com/watch?v=9keA_t3aM08

INVITED TALKS

National Sun Yat-sen University (NSYSU), Institute of Human Resource Management. (October, 2019)

National Changhua University of Education (NCUE), College of Management. (October, 2019)

National Taiwan University, NTU Management Review (TSSCI). *Pay Dispersion - Contextualized theory, and Meta-Evidence*. (May, 2019)

Peking University, HSBC Business School. (April, 2018)

Harbin Institute of Technology, School of Management. (December, 2015)

TEACHING EXPERIENCE

Graduate Courses

Psychometric Methods in Management

Peking University HSBC Business School, 3rd Module 2019

Strategic Human Resource Management

Peking University HSBC Business School, 2nd Module 2019

Strategic Human Resource Management

Shanghai University of Finance and Economics, Fall 2016; 2017; 2018

PhD Seminar in Human Resource Management

Shanghai University of Finance and Economics, Fall 2016; 2017

Management Science

Shanghai University of Finance and Economics, Fall 2018

Undergraduate Courses

Scientific Management Method

Shanghai University of Finance and Economics, Spring 2017; 2018

Seminar on Human Resource Management

Shanghai University of Finance and Economics, Spring 2017; 2018

Management

Shanghai University of Finance and Economics, Spring 2018

RESEARCH GRANTS

How organizations manage employees' reactions to psychological contract breach during the COVID19 crisis? (2020). Dean's Research Fund, Peking University HSBC Business School, Peking University (CN¥ 34,000)

Junior faculty annual research grant. (2019, 2020) Peking University HSBC Business School, Peking University (CN¥ 50,000)

The new perspective to explore why pay dispersion brings in the opposite predictions toward the consequences: The Meta-Analysis Evidence (2018). School of Business, Shanghai University of Finance and Economics (CN¥ 30,000)

The emotional mechanism between pay dispersion and social undermining (2017). School of International Business Administration, Shanghai University of Finance and Economics (CN¥ 30,000)

Pay dispersion and outcomes (2016). School of International Business Administration, Shanghai University of Finance and Economics (CN¥ 36,000)

SERVICES TO PROFESSION

Ad-hoc Reviewer

Frontiers Psychology

Academy of Management Conference (AOM)

HR Division International Conference (HRIC)

International Association for Chinese Management Research (IACMR)

HONORS & AWARDS

Best Undergraduate Thesis Supervisor (2019). School of Business, Shanghai University of Finance and Economics

Best Undergraduate Thesis Supervisor (2018). School of Business, Shanghai University of Finance and Economics

Excellence in Teaching, Top 5% in University (2017). Shanghai University of Finance and Economics

Best Undergraduate Thesis Supervisor (2017). School of International Business Administration, Shanghai University of Finance and Economics

ACHIEVEMENTS & AFFILIATIONS

Fellowship for annual doctoral consortium by the Southern Management Association (SMA), 2008

Doctoral Fellowship, Owen Graduate School of Management, 2008-2013

Suji Lee Scholarship, Taiwanese Association of America Minnesota Chapter, Dec. 2007

The Outstanding Master Thesis Award, 104 Job Bank, 2005

Outstanding Student Award, The Chailease Youngster foundation, 2005

Fellowship, Graduate Institute of Business Administration National Taiwan University, 2005

The Presidential Awards, National Taiwan University, 2004-2005

The Presidential Awards, National Chengchi University, Undergraduate

OTHER EXPERIENCES

Expert Advisory

Survey expert for the Chihlee Institute of Technology (2010).