

## Hye Jung Eun

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### EDUCATION

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- **Singapore Management University** Singapore  
Ph.D. in Business 2016-2021(expected)  
(Organisational Behaviour and Human Resources)
- **University of Cambridge** United Kingdom  
M.Phil. in Education 2014  
(Arts, Creativity, Education and Culture)
- **Emerson College** United States  
B.A. in Visual Media Arts 2011  
Minor: Marketing Communications

### RESEARCH INTERESTS

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Creativity, Innovation, Gender, Micro-macro connections, Societal problems

### DISSERTATION

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**Title:** Organizational Creativity Pressure: Gender Differences in Employee Responses

**Committee Members:** Roy Chua (Chair), Marko Pitesa, Shereen Fatimah, Angela Leung (External Committee)

Employee creativity is key to innovation, and thus organizational growth and survival. It is thus not surprising that organizations place an emphasis on employee creativity and increase creativity pressure through a host of incentives, policies, and cultural and social factors. Despite the growing pressure for creative performance, there is no research investigating its unique influences on employee experiences. This dissertation introduces and develops a scale for the concept of *organizational creativity pressure* and investigates employee responses to the pressure. Building on research on gender stereotypes and creativity as well as theories on gender bias in the workplace, I further theorize that women and men respond to the pressure differently, broadening the gender gap in workplace experiences. This research shows how the ostensibly gender-neutral workplace stressor may reinforce gender gap, providing insights to understand the glass ceiling phenomenon in creativity-related achievements.

### SELECTED WORKING PAPERS

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- **Eun, H. J.,** Pitesa, M., & Chua, R.Y.J. [title withheld for peer review]. Under review at *Administrative Science Quarterly*
  - ◆ **Winner**, Best Doctoral Student Conference Paper, Samsung Economic Research Institute (SERI), Association of Korean Management Scholars (AKMS), 2019

- **Eun, H. J., & Chua, R.Y.J.** Gender Differences in Responses to Organizational Creativity Pressure [Dissertation chapter]
  - *Manuscript preparation for Academy of Management Journal*
- **Eun, H. J., Derfler-Rozin, R., & Pitesa, M.** The Effects of Childhood Social Class on Instrumental Tie Use
  - *Manuscript preparation for Organizational Science*
- **Eun, H. J.** Factors Reinforcing the Gender Gap in the Phases of Innovation.
  - *Writing, target: Academy of Management Review*
- **Eun, H. J., & Jin, M.** COVID-19 and Creativity (equal authorship)
  - *Data analysis in advanced stage, target: Journal of Applied Psychology*
- **Eun, H. J., Chua, R.Y.J., & Leung, A.** Organizational Creativity Pressure and Self-serving Behaviors
  - *Additional data collection in progress*
  - ◆ **Semi-finalist**, A version presented at the 3 Minute Thesis Competition. *University of Queensland*. Asia Pacific Competition. (October 2019)

## BOOK CHAPTER

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- **Eun, H. J., Chua R.Y.J. & Jin M.** (Forthcoming). Multilevel Analyses of How Gender Influences Trust and Creativity. Book chapter ‘Understanding Trust in Organizations: A Multilevel Perspective’ SIOP Organizational Frontiers Series.

## BUSINESS CASE

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- Women at Work (Forthcoming). Co-authored with Roy Chua and Mengzi Jin

## PRESENTATIONS

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- **Eun, H. J., & Chua, R.Y.J.** Gender Differences in Responses to Organizational Creativity Pressure
  - To be presented for the OB Division, the Academy of Management Annual Meeting (August 2020)
- **Eun, H. J., Chua, R.Y.J., & Leung, A.** Organizational Creativity Pressure and Self-serving Behaviors.
  - Brown bag seminar, Singapore Management University (November 2019)
  - ◆ **Semi-finalist**, A version presented at the 3 Minute Thesis Competition. University of Queensland, Asia Pacific Competition (October 2019)
  - ◆ **1<sup>st</sup> Runner-up**, A version presented at the 3 Minute Thesis Competition. Singapore University of Technology and Design, Singapore National Competition (May 2019)
  - ◆ **Top Finalist**, A version presented at the 3 Minute Thesis Competition. Singapore Management University, SMU Competition (May 2019)
- **Eun, H. J., Chua R.Y.J. & Jin M.** Multilevel Analyses of How Gender Influences Trust and Creativity.
  - Workshop at the Academy of Management, Boston, Massachusetts (August, 2019)
- **Eun, H. J., Pitesa, M., & Chua, R.Y.J.** The Creativity Divide: A Social Sampling Account Explaining How and Why Coming From a Family of Low Socioeconomic Status Impairs Creativity.

- OB Division, the Academy of Management Annual Meeting, Boston, Massachusetts (August, 2019)
- The 35<sup>th</sup> EGOS Colloquium, Edinburgh, United Kingdom (July, 2019)
- Brown bag seminar, Singapore Management University (April, 2019)

## TEACHING EXPERIENCES

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- Graduate Instructor, *Capstone Project* 2020
  - Master of Human Capital Leadership Core Module
  - ◆ **Instructor rating:** 6.5/7.0
- Guest Lecturer/Teaching Assistant, *Creativity Research: Global and Asian Perspectives* 2018, 2020
  - DBA
- Teaching Assistant, *Organizational Behaviour and Leadership* 2018-2020
  - MBA Core Module
- Teaching Assistant, *Leading in A Global Environment* 2019-2020
  - EMBA Core Module
- Teaching Assistant, *Managing People and Organisations* 2020
  - Master of Science in Management Core Module
- Teaching Assistant, *Ethics and Corporate Responsibility* 2019
  - Undergraduate Core Module
- Teaching Assistant, *Leading People and Organizations* 2018
  - IE-SMU MBA Core Module
- Teaching Assistant, *Global & Asian Perspectives* 2018
  - CKGSB-SMU DBA
- Teaching Assistant, *Leading Change and Creativity in Asia* 2017
  - Cranfield-SMU MBA Exchange Program
- Teaching Assistant, *Working and Leading in High-Performance Teams* 2016
  - Undergraduate
- Coaching full-time research assistants 2018-2020

## TEACHING INTERESTS

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Organizational Behavior, Creativity, Innovation, Gender, Globalization, Leadership

## AWARDS & GRANTS

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- **Winner**, Samsung Economic Research Institute (SERI) Best Doctoral Student Conference Paper Award, Association of Korean Management Scholars (AKMS) 2019
- **Semi-Finalist**, 3MT (Three Minute Thesis) Competition, Asia-Pacific Competition 2019
- **1<sup>st</sup> Runner-up**, 3MT (Three Minute Thesis) Competition, Singapore Competition 2019
- **Top Finalist**, 3MT (Three Minute Thesis) Competition, SMU Competition 2019
- **Recipient**, Lim Kim San Fellowship Award, Singapore Management University 2019
- **Recipient**, Lim Kim San Fellowship Award, Singapore Management University 2018

- **Collaborator**, Women in innovation and entrepreneurship: Understanding the barriers and opportunities in Singapore, Social Science Research Thematic (SSRTG), Singapore Ministry of Education, CAT A, External Grant 2018-2021
- **Collaborator**, The effect of relative socioeconomic status (SES) in social network on Creativity, MOE: SMU Internal Grant (Tier 1) 2017
- **Recipient**, Lee Kong Chian School of Business Full Scholarship, Singapore Management University 2016-present
- **Recipient**, Zacharis Memorial Scholarship, Emerson College 2009-2010
- Dean's list, Emerson College 2008-2010

### **PROFESSIONAL SERVICES**

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- Reviewer for Academy of Management Conference OB Division 2018-Present
- Reviewer for Academy of Management Conference GDO Division 2019-Present
- Mentoring, OB Division's Adopt-A-Member Program at the AOM Annual meeting 2019
- Career Expo Committee Member, Faculty of Education, University of Cambridge 2014

### **OTHER EXPERIENCES**

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- Independent Short Film Producer 2016-present
  - Animated short film "Stars on the Sea (S.O.S.)" (2020)
  - Animated short film "The Angler" (2018)
    - ◆ Jury Prize at the 20<sup>th</sup> Bucheon International Animation Festival (2018) (Oscar-Qualifying Film Festival)
- Film Programming Intern, Sundance Film Festival 2010  
LA, CA, USA
- Production Assistant, "The Company Men" by Director John Wells 2009  
Boston, MA, USA
- Manager/Coordinator, Hospitality Team, Seoul International Film Festival 2007  
Seoul, South Korea

### **REFERENCES**

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- **Roy Chua**  
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Singapore Management University  
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- **Marko Pitesa**  
Associate Professor of Organisational Behaviour & Human Resources  
Singapore Management University  
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- **Angela Leung**  
Associate Professor of Psychology  
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