

JIA HUI LIM

Singapore Management University
Lee Kong Chian School of Business
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EDUCATION

- 2016 – 2021 (Expected) Singapore Management University; Ph.D. in Business (OBHR)
- Visiting Scholar, Michael G. Foster School of Business,
University of Washington, Department of Management and
Organization (2019)
- 2011 – 2015 National University of Singapore; B.Sc. in Psychology (Hons)

RESEARCH FOCUS

I study how employees can be managed to promote autonomous and self-directive behaviors that will simultaneously increase workplace effectiveness as well as inclusion. For example, through a series of multi-source longitudinal field studies, I examine when and why workers from underprivileged backgrounds and older workers face challenges through self-inflicted behaviors. I then develop scalable psychological interventions that boost the psychological and cultural toolkit of such workers, closing the performance, achievement, and inclusion gaps caused by the issues detected.

PUBLICATIONS

Lim, J. H., Tai, K., & Kouchaki, M. Ambivalent bosses: An examination of supervisor expressed emotional ambivalence on subordinate task engagement. (Conditionally Accepted). *Organizational Behavior and Human Decision Processes*.

Lim, J. H., Tai, K., Bamberger, P., & Morrison, E. W. (2020). Soliciting resources from others: An integrative review. *Academy of Management Annals*, 14, 122-159.

PRESENTATIONS & CONFERENCES (*presented by coauthor)

- 2020 Agentive and/or communal? Pathways to Status and Leadership Outcomes for Men versus Women Implementors. *Academy of Management Meeting*.
- When virtual work goes viral: How employees respond to a forced change from physical to virtual work set-ups. *Microsoft New Future of Work Symposium*.*
- 2019 To ask or not to ask: Effect of age on advice seeking. *Academy of Management Meeting, Boston, MA*.

Have you heard? Examining the relationship between leader positive gossip and prosocial behavior. *Academy of Management Meeting, Boston, MA**

2018 Envy my subordinate: Effects of leader envy on information deprivation and positive gossip (symposium paper). *Academy of Management Meeting, Chicago, IL.*

2017 Lower employee socioeconomic status elicits suspicion of unethical behavior at the workplace (symposium paper). *Academy of Management Meeting, Atlanta, GA.*

TEACHING EXPERIENCE (*ratings mentioned if available)

2021 Graduate Instructor

- Bachelor of Business Management: Management of People at Work [6.88/7.0]

Teaching Assistant

- Master of Human Capital Leadership: Capstone Project

2020 Graduate Instructor

- Master of Human Capital Leadership: Capstone Project
 - Guest lecturer on Quantitative Research Methods [6.2/7.0]
 - One-on-one consulting on student projects

Teaching Assistant

- Master of Business Administration: Organizational Behavior and Leadership
- Master of Science in Innovation: Creativity as Precursor to Innovation
- Bachelor of Business Management: Management of People at Work

2019 Teaching Assistant

- CKGSB-SMU DBA: Global & Asian Perspectives
- Master of Human Capital Leadership: Human Capital Analytics & Research for Management Insights
- Bachelor of Business Management: Management of People at Work
 - Guest lecturer on Organizational Culture [6.5/7.0]

2018 Teaching Assistant

- Bachelor of Business Management: Leadership and Team Building
- Bachelor of Business Management: Ethics and Corporate Responsibility

HONORS & AWARDS

2021 Ministry of Social and Family Development Social and Family Research Fund with Dr. M. Pitesa and Dr. J. Nai

2020 ASEAN Business Research Initiative (ABRI) Grant with Dr. M. Pitesa

2019 Singapore Management University Presidential Doctoral Fellowship

2019 Singapore Management University Internal Research Grant with Dr. N. Sirola

2019 Singapore Management University Lim Kim San Fellowship Award

2018 Singapore Management University Internal Research Grant with Dr. K. Tai

2018 Singapore Management University Lim Kim San Fellowship Award

- 2017 Singapore Management University Internal Research Grant with Dr. M. Pitesa and Dr. A. K. Vadera
- 2016 Lee Kong Chian School of Business Full Scholarship, SMU
- 2014 Psychology Prize Donated by Singapore Prison (Best Student), NUS
Dean's Scholars List (Top 1% in Faculty), NUS
Dean's List (Top 5% in Faculty), NUS

REFERENCES

Dr. Marko Pitesa
Associate Professor and Lee Kong Chian Fellow
Organisational Behaviour & Human Resources
Lee Kong Chian School of Business
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Dr. Roy Chua
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Dr. Gokhan Ertug
Professor of Strategic Management
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Dr. Madan Pillutla
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