

Liyan Xi, PhD

Research Fellow • OBHR Department
Lee Kong Chian School of Business
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ACADEMIC POSITIONS

Research Fellow	10/2025 – Present
Lee Kong Chian School of Business	Singapore
Singapore Management University	

EDUCATION

Ph.D. in Psychology & Management (Joint)

Dissertation: *Behind the Mask: Understanding and Mitigating Faking in Situational Judgment Tests*

Department of Work, Organization, and Psychology	10/2023 – 10/2025
Ghent University	Ghent, Belgium

Advisor: Prof. Dr. Filip Lievens

Department of Business Administration, School of Management	09/2019 – 10/2025
University of Science and Technology of China	Hefei, China

Advisor: Prof. Dr. Qingxiong Weng

Visiting PhD Student	12/2022 – 02/2023
Department of Organizational Behavior and Human Resource Management, Lee Kong Chian School of Business, Singapore Management University	Singapore

B.A. in Management	09/2015 – 06/2019
School of Management, Xi'an Jiaotong University	Xi'an, China

RESEARCH INTEREST

- Personnel selection in high-stakes context
- Socially desirable responding, impression management, and faking
- Trait-expression and situation

PUBLICATIONS

- **Xi, L., Weng, Q., Corstjens, J., Wang, X., Chen, L. (2024).** Effects of a constructed response retest strategy on faking, test perceptions, and criterion-related validity of situational judgment tests. *International Journal of Selection and Assessment*, Advance online publication. <https://doi.org/10.1111/ijsa.12482>

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- Chen, L., Weng, Q., & **Xi, L.** (2024). Interest incongruence and employee thriving at work: The roles of job crafting and servant leadership. *Current Psychology: A Journal for Diverse Perspectives on Diverse Psychological Issues*, 43(16), 14553–14566. <https://doi.org/10.1007/s12144-023-05431-1>
 - Wang, X., Weng, Q., Gao, W., Islam, Z. & **Xi, L.** (2025). Navigating the pitfalls of incivility: The role of resilience in job search behavior. *Personality and Individual Differences*, 235, 112953. <https://doi.org/10.1016/j.paid.2024.112953>

WORKING PAPERS

- **Xi, L.**, Lievens, F., & Weng, Q. Social desirability and situational judgment tests (Exact title removed to protect blind review process). [Under Review]
- **Xi, L.**, Lievens, F., & Weng, Q. Faking in situational judgment tests meta-analysis (Exact title removed to protect blind review process). [Under Review]
- Lievens, F., **Xi, L.**, Zhou, Y., Ng, J. W., Tian, Y., Sackett, P., & Martin-Raugh, M. Meta-analysis in situational judgment tests (Exact title removed to protect blind review process). [R&R]. *Journal of Applied Psychology*.
- Lievens, F., Zhou, Y., Ng, J. W., **Xi, L.**, Tian, Y., Sackett, P., & Martin-Raugh, M. Meta-analysis in situational judgment tests (Exact title removed to protect blind review process). [R&R]. *Journal of Applied Psychology*.

CONFERENCE PRESENTATIONS

- **Xi, L.** (2025, May 21-24). *The double-edged sword of targeting single construct in SJTs: faking effects and mitigation strategy* [Poster presentation]. 22nd European Congress of Work and Organizational Psychology, Prague, Czech Republic.
* *Best Poster Award*
- **Xi, L.**, Lievens, F., Weng, Q. (2024, April 17-20). Social desirability of response options and their effects on situational judgment test scores and criterion-related validity. In M.P. Martin-Raugh, & H.J. Kell (Co-Chairs). *From lead to gold: The hidden promise of the “hot mess” of SJTs construct validity* [Symposium presentation]. 39th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL, United States.
- **Xi, L.**, Weng, Q., Corstjens, J., Wang, X., & Chen, L. (2023). *Testing the efficacy of a new faking-mitigation strategy for optimizing the utility of SJTs* [Paper presentation]. The 83rd Annual Meeting of the Academy of Management, Boston, MA.
<https://doi.org/10.5465/AMPROC.2023.11493abstract>

TEACHING EXPERIENCE

University of Science and Technology of China, School of Management

*AACSB Accredited, QS 5 Star, Association of MBAs accreditation

Co-instructor/ Teaching Assistant

- Leadership Science (EMBA course) 2022
- Organizational Behavior: Fundamental Theories and Research Frontiers (Master course) 2021
- Entrepreneurship Management (Bachelor course) 2019

AWARDS AND SCHOLARSHIPS

- First-Class Academic Scholarship, University of Science and Technology of China, *Awarded 4 times* 2021 - 2025
- National Encouragement Scholarship, Ministry of Education, China, 2018
- Siyuan Scholarship, Xi'an Jiaotong University, *Awarded 3 times* 2015 - 2017
- Outstanding Graduate Student Award, University of Science and Technology of China 2025
- Outstanding Student Award, University of Science and Technology of China 2021
- Outstanding Student Award, Xi'an Jiaotong University, *3 times* 2015 - 2018

GRANTS

- Commission Scientific Research Travel Grant, Ghent University 2025
- Commission Scientific Research Travel Grant, Ghent University 2024
- Excellent PhD Student Conference Funding, University of Science and Technology of China 2024

PROFESSIONAL AFFILIATIONS

- Academy of Management (AOM), US
- Society for Industrial and Organizational Psychology (SIOP), US
- European Association of Work and Organizational Psychology (EAWOP), Europe
- Certified Public Accountant (CPA), China
- Association of Chartered Certified Accountant (ACCA) Qualification, UK

INDUSTRY EXPERIENCE

Consultancy Roles

- HRM Consultancy, Hefei, China (2021 to 2023): Consultant talent assessment methods.

Internship

- KPMG, Beijing, China (Jan to March 2018): Internship in Audit Department by KPMG Elite Program.
- Guoyuan Securities, Hefei, China (Aug to Oct 2020): Internship in IPO Department.

Last updated Oct 2025