

Liyan Xi, Ph.D.

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ACADEMIC POSITIONS

Research Fellow	10/2025–Present
Department of Organizational Behavior and Human Resources, Lee Kong Chian School of Business, Singapore Management University Supervisor: Prof. Dr. Filip Lievens	Singapore

EDUCATION

Ph.D. in Psychology & Management (Joint)

Ghent University	10/2025
Department of Work, Organization, and Psychology, Faculty of Psychology and Educational Sciences Advisor: Prof. Dr. Filip Lievens	Ghent, Belgium

University of Science and Technology of China	10/2025
Department of Business Administration, School of Management Advisor: Prof. Dr. Qingxiong Weng	Hefei, China

B.A. in Management

School of Management, Xi'an Jiaotong University	06/2019
	Xi'an, China

RESEARCH INTERESTS

My research lies within the field of Human Resource Management, with a primary focus on talent acquisition and talent assessment. Specifically, my work centers on three questions:

- How can we balance *validity, diversity, and applicant reactions* in personnel selection?
- How do *impression management* and *applicant faking* affect assessment outcomes?
- How can *AI and advanced technologies* be leveraged to enhance personnel assessment?

Keywords: Talent Assessment • Applicant Faking • AI-Enabled Personnel Selection

PUBLICATIONS

- **Xi, L.**, Lievens, F., & Weng, Q. Are situational judgment tests really less fakable? A meta-analysis. Conditionally accepted, *Journal of Applied Psychology* (FT50; ABS 4*; ABDC A*)
- Lievens, F., **Xi, L.**, Zhou, Y., Ng, J. W., Tian, Y., Sackett, P., & Martin-Raugh, M. A meta-analysis of three decades of construct measurement research on situational judgment tests: Toward a balance between construct clarity and predictive power. Conditionally accepted, *Journal of Applied Psychology* (FT50; ABS 4*; ABDC A*)
- Lievens, F., Zhou, Y., Ng, J. W., **Xi, L.**, Tian, Y., Sackett, P., & Martin-Raugh, M. (2026, *in press*). A meta-analytic test of the criterion-related validity and cognitive loading associated with traditional and new situational judgment test paradigms. *Journal of Applied Psychology* (FT50; ABS 4*; ABDC A*)

- **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*, 32(4), 561–578. <https://doi.org/10.1111/ijsa.12482> (ABS 2; ABDC A)
- 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> (ABS 3; ABDC A)
- Chen, L., Weng, Q., & **Xi, L.** (2024). Interest incongruence and employee thriving at work: The roles of job crafting and servant leadership. *Current Psychology*, 43(16), 14553–14566. <https://doi.org/10.1007/s12144-023-05431-1> (ABS 1)

WORKING PAPERS

- **Xi, L.,** Lievens, F., & Weng, Q. Social desirability and situational judgment tests (Exact title removed to protect blind review process). Under review at *Human Resource Management* (FT50; ABS4)

WORKING PROJECTS

AI-Enabled Personnel Selection

- **Xi, L.,** Lievens, F., Fan, J., Zheng, L., & Weng, Q. From one-size-fits-all to targeted warnings: Balancing faking mitigation and applicant perceptions in personality assessment. *Preparing manuscript*. Targeted at: *Journal of Applied Psychology*
- **Xi, L.,** Lievens, F., Wang, Y., & Weng, Q. Open to diversity or open to disparity? Investigating gender differences in large language model-scored open-ended assessments. *Preparing manuscript*. Targeted at: *Journal of Applied Psychology*
- Wang, Y., **Xi, L.,** & Weng, Q. Autoscoring open-ended assessments: Comparing rational, empirical, and theory-driven methods on construct-related validity, criterion-related validity and generalizability. *Preparing to submit*. Targeted at: *Management Science*
- Wang, Y., Weng, Q., & **Xi, L.** From replication to reasoning: Advancing automated scoring of constructed-response situational judgment tests (SJTs). *Preparing to submit*. Targeted at: *Management Science*
- Rolwes, P., Martin-Raugh, M., **Xi, L.,** Lievens, F., & Sackett, P. The good, the bad, and generative AI in SJTs. *Data curation*. Targeted at: *Journal of Applied Psychology*

Applicant Faking and Faking Mitigation

- **Xi, L.,** Lievens, F., & Weng, Q. Clarity or camouflage? Effects of faking on construct-based situational judgment tests. *Preparing to submit*. Targeted at: *Human Resource Management*
- **Xi, L.** Can large language model scoring be fooled? Identifying and mitigating faking strategies in open-ended assessments. *Data analysis*.

Dynamics in Individual Differences and Work Behavior

- **Xi, L.,** Steel, P., & Lievens, F. An updated meta-analysis on test-retest reliability of job performance. *Data curation*. Targeted at: *Journal of Applied Psychology*
- Morley, E., Lievens, F., & **Xi, L.** Assess stability and change in interpersonal skills from early career stages to later career outcomes. *Data analysis*.

CONFERENCE PRESENTATIONS (*Speaker)

- **Xi, L.*** (2026, July 31-Aug 4). *Who should be warned with what? Heterogeneous effects of warning messages in personality assessment*. Poster presentation at the 86th Annual Meeting of the Academy of Management, Philadelphia, USA.
- **Xi, L.***, Lievens, F., Weng, Q. (2026, July 17-18). *Open to diversity or open to disparity? Investigating gender differences in large language model-scored constructed-response situational judgment tests*. Paper presented at the European Network of Selection Researchers 2026 Conferences, Rome, Italy.
*** Recipient of the Best Oral Presentation Award**
- **Xi, L.*** (2025, May 21-24). *The double-edged sword of targeting single construct in SJTs: faking effects and mitigation strategy*. Poster presented at the 22nd European Congress of Work and Organizational Psychology, Prague, Czech Republic.
*** Recipient of the Best Scientific 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 at the 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, August 4-8). *Testing the efficacy of a new faking-mitigation strategy for optimizing the utility of situational judgment tests*. Paper presentation at the 83rd Annual Meeting of the Academy of Management, Boston, MA, United States.
- Wang, Y., **Xi, L.**, & Weng, Q. (2026, July 31-Aug 4). From replication to reasoning: Advancing automated scoring of constructed-response SJTs. Paper presentation at the 86th Annual Meeting of the Academy of Management, Philadelphia, USA.
- Wang, Y., **Xi, L.**, & Weng, Q. (2026, April 29- May 2). Scoring constructed-response situational judgment tests: Comparing rational, empirical, and theory-driven methods on construct-related validity, criterion-related validity and generalizability. In M.P. Martin-Raugh, & H.J. Kell (Co-Chairs). *Advancing the Science and Practice of Situational Judgment Tests With AI*. Symposium presentation at the 41st Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA, United States.
- Lievens, F., **Xi, L.**, Ng, J. W. X., Zhou, Y., Tian, Y. X., Sackett, P. R., & Martin-Raugh, M. (2025, May 21-24). *Three decades of construct measurement research on situational judgment tests: Striking a balance between construct clarity and predictive power?* Paper presented at the 40th Annual Conference of the Society for Industrial and Organizational Psychology, Denver, CO, United States.

RESEARCH VISITS

Visiting Scholar

Department of Organizational Behavior and Human Resources,
Haskayne School of Business, University of Calgary

06/2026
Calgary, Canada

Visiting PhD Student

Department of Organizational Behavior and Human Resources,
Lee Kong Chian School of Business, Singapore Management University

12/2022–02/2023
Singapore

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) 2022
- Organizational Behavior: Fundamental Theories & Research Frontiers (Master) 2021
- Entrepreneurship Management (Bachelor) 2019

AWARDS AND SCHOLARSHIPS

- Outstanding Graduate Student Award, University of Science and Technology of China 2025
- First-Class Academic Scholarship, University of Science and Technology of China 2021, 2023, 2024, 2025
- Outstanding Student Award, University of Science and Technology of China 2021
- National Encouragement Scholarship, Ministry of Education, China 2018
- Outstanding Student Award, Xi'an Jiaotong University 2015, 2016, 2018

GRANTS

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

PROFESSIONAL AFFILIATIONS & QUALIFICATION

- Academy of Management (AOM), US
- Society for Industrial and Organizational Psychology (SIOP), US
- European Association of Work and Organizational Psychology (EAWOP), Europe
- Australian Network of Talent Assessment Professionals and Scholars (ANTAPAS), Australia
- Certified Public Accountant (CPA), China
- Association of Chartered Certified Accountant (ACCA) Qualification, UK

INDUSTRY EXPERIENCE

Consultancy Roles

HRM Consultancy: Talent assessment methods, Hefei, China 2021–2023

Internship

KPMG: Audit Intern, KPMG Elite Program, Beijing, China 2018

Guoyuan Securities: IPO Intern, Hefei, China 2020

Last updated August 2026