

YEA HEE KO

50 Stamford Road, Singapore 178899

☎ (+65) 6826-4933 ✉ yeaheeko@smu.edu.sg

ACADEMIC POSITIONS

Singapore Management University

July 2024 -

Assistant Professor in the Lee Kong Chian School of Business (Organisational Behaviour and Human Resources)

State University of New York, Binghamton

August 2022 - June 2024

Assistant Professor in the School of Management (Leadership and Organizational Science)

EDUCATION

University of Wisconsin-Madison

2022

Ph.D. in Management and Human Resources

Seoul National University

2016

M.S. in Business Administration

Ewha Womans University

2014

B.S. in Business Administration

RESEARCH INTERESTS

I study HR challenges that arise from managing employees with specialized knowledge, creativity, and unobservable skills, particularly as they transition in and out of organizations and between home and office environments. My research topics include turnover, remote work, and compensation, often examined through field data.

PUBLICATIONS

Ko, Y.H., & Baek, I.G. (2025). The effect of computer monitoring on employees' productivity in telecommuting arrangements. *Management Science*, 71, 103-122.

Ko, Y.H., & Trevor, C. O. (2025). Impending-exit period and employee performance: Rethinking human capital disruption. *Journal of Management*, First published online.

- 2020 Strategic Management Society Best PhD Paper nominee
- 2020 Academy of Management Best Paper Proceedings

Oyededeji, B. A., Ko, Y.H., & Lee, S. (2025). Physical work environments: An integrative review and agenda for future research. *Journal of Management*, 51, 2589-2626.

WORKING PAPERS (†manuscript name redacted for review)

[1] Ko, Y.H., & Baek, I.G. [Work from home†]

- First round R&R at *Organization Science*

[2] Oyededeji, B. A., Ko, Y.H., & Harrison, D. Human capital capabilities: Effects of spatial interconnectedness on unit-level performance.

[3] Ko, Y.H. Expertise, exit, and performance. The conditional effects of shared expertise within units.

[4] Ko, Y.H., & Trevor, C.O. The tenuous relationship between working from home and job performance: Lessons from the pandemic.

- 2022 Samsung Global Research Scholarship Award

WORKS IN PROGRESS

“Health and human capital” with Chunghyun Oh, Jinhee Moon, and Rory Eckardt (Writing)

“Pay and team process in creative settings” with Ji Hyun Kim (Data analysis)

“Progression of withdrawal and compensation plans” with Rakoon Piyanontalee (Data cleaning)

“Human capital and AI” with Chunghyun Oh (Data collection)

SELECTED RESEARCH PRESENTATIONS (°: scheduled presentation °: co-author presentation)

Kim, J.H., & **Ko, Y.H.** (equal authorship). The incentive and sorting mechanisms of pay-for-performance designs on team creative performance.

- 2024 Reward Management Conference[°] Brussels, Belgium

Piyanontalee, R., & **Ko, Y.H.** Progression of withdrawal and compensation plans.

- 2024 Academy of Management Meeting Chicago, IL

Ko, Y.H. Working from home and unit performance.

- 2023 Binghamton University LOS Brown Bag Seminar Binghamton, NY

Ko, Y.H., & Liu, H. The impact of initial trainers on employee performance (canceled).

- 2023 Strategic Management Society Conference Toronto, CA

Ko, Y.H., & Trevor, C.O. The tenuous relationship between working from home and job performance: Lessons from the pandemic.

- 2022 Academy of Management Meeting Seattle, WA/Online

Ko, Y.H., & Baek, I.G. The effect of an electronic monitoring system on employees' productivity in telecommuting arrangements.

- 2022 RMIT University[°] Online
- 2022 Academy of Management Meeting Seattle, WA/Online
- 2021 Wharton People & Organizations Conference Online

Ko, Y.H. Knowledge specialization, employee turnover, and unit performance.
(previously titled, “opportunities and costs of knowledge specialization”)

- 2021 Wharton People & Organizations Conference Online
- 2021 Wisconsin School of Business Research Blitz Madison, WI
- 2021 Academy of Management Meeting (Best Paper Proceedings) Online
- 2021 University of Wisconsin-Madison MHR Brown Bag Seminar Online
- 2021 Labor and Employment Relations Associations Annual Meeting Online

Akinsanmi, O.I., **Ko, Y.H.**, & Harrison, D.A. Human capital capabilities: Spatial interconnectedness and unit-level performance.

- 2023 Binghamton Interdisciplinary Talk Series Binghamton, NY
- 2022 Strategic Management Society Conference[°] London, UK
- 2022 Academy of Management Meeting Seattle, WA/Online
- 2021 University of Michigan Ross Strategy Virtual Seminar[°] Online
- 2021 London Business School Strategy and Entrepreneurship Seminar[°] Online
- 2021 Pension Real Estate Association Conference[°] Austin, TX
- 2021 Strategic Management Society Human Capital IG Brown Bag Series[°] Online
- 2021 Austin Technology & Entrepreneurship Conference[°] Austin, TX

Ko, Y.H., & Trevor, C.O. Impending exit and employee effort: Do leavers phone it in?

- 2020 Wharton People & Organizations Conference Online
- 2020 Strategic Management Society Conference (Best PhD Paper nominee) Online
- 2020 Academy of Management Meeting (Best Paper Proceedings) Online
- 2019 University of Wisconsin-Madison MHR Brown Bag Seminar Madison, WI

Ko, Y.H., Ngo, D.-T., & Coff, R. (equal authorship). Hiring and collaboration to create knowledge: Antecedents of post-mobility knowledge recombination.

- | | |
|---|--|
| <ul style="list-style-type: none">• 2020 Bocconi Assembly for Innovation and Cooperation Webinar^c• 2019 Strategic Management Society Conference• 2019 Drexel University^c• 2018 Academy of Management Meeting (full paper)^c• 2018 University of Wisconsin-Madison MHR Brown Bag Seminar^c• 2017 Academy of Management Meeting (research proposal in symposium) | Online
Minneapolis, MN
Philadelphia, PA
Chicago, IL
Madison, WI
Atlanta, GA |
|---|--|

GRANTS, SCHOLARSHIP, & RECOGNITION

- 2025 Singapore Management University LKCSB Dean's Teaching Honour List
- 2022-2024 Binghamton University SOM Teaching Honor Roll
- 2022 Samsung Global Research Scholarship Award (lead author)
- 2021 Academy of Management Best Paper Proceedings, HR Division (solo author)
- 2020 Academy of Management Best Paper Proceedings, HR Division (lead author)
- 2020 Wisconsin Alumni Research Foundation (WARF) Grant (amount \$29,876)
- 2019-2020 Wisconsin Student Research Grants Competition Award
- 2019 Outstanding Reviewer, Academy of Management Meeting, HR Division
- 2017-2019 Wisconsin School of Business PhD Travel Fund Grant
- 2014-2015 Seoul National University, TA/RA scholarship
- 2010-2013 Ewha Womans University, Dean's List for academic excellence for six semesters

DOCTORAL WORKSHOPS & OTHER PROFESSIONAL CONFERENCES

- 2021 Strategic Management Society Doctoral Workshop
- 2021 Academy of Management HR Division Late Stage Doctoral Consortium
- 2020 Labor and Employment Relations Associations Doctoral Consortium
- 2019 Intellectual Property Scholars Conference
- 2018 Academy of Management HR Division Mid Stage Doctoral Consortium

TEACHING EXPERIENCE

Instructor *Singapore Management University, Lee Kong Chian School of Business*

- | | |
|---|-------------|
| • Human Capital Management (G1 & G2; In-person) Overall instructor rating: 6.90/7.0 | Spring 2025 |
|---|-------------|

Instructor *Binghamton University, School of Management*

- | | |
|---|-------------|
| • Global Strategic Management (Sec 07; In-person) Overall instructor rating: 4.95/5 | Spring 2024 |
| • Global Strategic Management (Sec 11; In-person) Overall instructor rating: 5.0/5 | Spring 2024 |
| • Advanced Regression (In person) Overall instructor rating: 5.0/5 | Fall 2023 |
| • Global Strategic Management (Sec 02; In-person) Overall instructor rating: 5.0/5 | Fall 2023 |
| • Global Strategic Management (Sec 07; In-person) Overall instructor rating: 4.96/5 | Spring 2023 |
| • Global Strategic Management (Sec 11; In-person) Overall instructor rating: 4.88/5 | Spring 2023 |
| • Global Strategic Management (Sec 03; In-person) Overall instructor rating: 4.94/5 | Fall 2022 |
| • Global Strategic Management (Sec 07; In-person) Overall instructor rating: 4.95/5 | Fall 2022 |

Graduate Student Instructor *University of Wisconsin-Madison, Wisconsin School of Business*

- | | |
|-----------------------------------|-------------|
| • Managing Organizations (Online) | Summer 2020 |
| • Managing Organizations (Hybrid) | Fall 2017 |

Teaching Assistant *University of Wisconsin-Madison, Wisconsin School of Business*

- | | |
|--|--|
| • Staffing (MHR611) | Spring 2022 |
| • Labor and Employment Relations (MHR612) | Spring 2020 |
| • Strategic Management of Technology and Innovation (MHR715) | Spring 2019 |
| • Compensation (MHR610) | Fall 2018 |
| • Negotiation (MHR628) | Fall 2018, Spring 2019, Spring 2020, Spring 2022 |
| • Managing Organizations (MHR300) | Fall 2016, Spring 2017 |

PROFESSIONAL SERVICE

Academy of Management Conference

- Reviewer & Ad Hoc Reviewer 2025, 2017-2022
 - HR Division (2025, 2017-2022), STR Division (2017-2022), CAR Division (2021)
 - Outstanding Reviewer Award from the STR Division (2022)
 - Outstanding Reviewer Award from the HR Division (2019)
- Co-organizer of a paper symposium on “Navigating the intended and unintended consequences of compensation strategies in organizations” 2024
- Panel for the Association of Korean Management Scholars (AKMS) Doctoral Consortium 2023
- Co-organizer of a paper symposium on “Human capital mobility and competitive advantage” 2017

Strategic Management Society Conference

- Reviewer (Human Capital Track) 2024-2025

Labor and Employment Relations Associations Conference

- Session chair for LERA Best Papers: Nature of Work Part A 2021
- Session chair for LERA Best Papers: Gender Gaps at Work 2020
- Co-organizer of the 22nd Annual Doctoral Consortium 2020

UNIVERSITY SERVICE

Singapore Management University

- OBHR Faculty Recruitment Committee | Member 2025-

Binghamton University

- Master’s Program Committee | Member 2023-2024
- LOS Faculty Hiring Committee (Assistant Professor position) | Member 2022
- Strategic Planning Committee | Member 2022-2023

University of Wisconsin-Madison

- Wisconsin School of Business Teaching Improvement Program | Discussion Panel 2021, 2019
- Undergraduate Research Scholars Program | Mentor 2018

PROFESSIONAL MEMBERSHIPS

- Academy of Management (AOM)
- Society for Human Resource Management (SHRM)
- Labor and Employment Relations Association (LERA)
- Strategic Management Society (SMS)

REFERENCES

Charlie Trevor, Ph.D.

Professor of Management
Ruth L. Nelson Chair in Business
University of Wisconsin-Madison
975 University Ave.
Madison, WI 53706
charlie.trevor@wisc.edu

Barry Gerhart, Ph.D.

Professor of Management
Bruce R. Ellig Distinguished Chair in Pay and Organizational Effectiveness
University of Wisconsin-Madison
975 University Ave.
Madison, WI 53706
barry.gerhart@wisc.edu

Russ Coff, Ph.D.

Professor of Management

Thomas J. Falk Distinguished Chair in Business

University of Wisconsin-Madison

975 University Ave.

Madison, WI 53706

russ.coff@wisc.edu