

## HAN Meng

Singapore Management University  
Lee Kong Chian School of Business  
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### EDUCATION

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<b>Singapore Management University</b>	Singapore
<ul style="list-style-type: none"> <li>• Ph.D. in Business</li> <li>• Organizational Behaviour and Human Resources</li> </ul>	2021-now
<b>City University of Hong Kong</b>	Hong Kong
<ul style="list-style-type: none"> <li>• MSocSc in Psychology (with Distinction)</li> <li>• Stream: Applied Psychology</li> </ul>	2018-2019
<b>Singapore Management University</b>	Singapore
<ul style="list-style-type: none"> <li>• BSocSc in Psychology</li> <li>• Second Major: Organizational Behaviour and Human Resources</li> </ul>	2011-2015

### RESEARCH INTERESTS

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Cultural tightness, Creativity, Workplace promotion, Artificial intelligence

### PUBLICATION

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Chua, R.Y.J., Zhao, N., & Han, M. (2024). Cultural Tightness in Organizations: Investigating the Impact of Perceived Formal and Informal Cultural Tightness on Employee Creativity. *Organizational Behaviour and Human Decision Processes* 184. 104338.

### SELECTED WORK IN PROGRESS

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- **Han, M.**, & Chua, R.Y.J. Synchronizing Organizational Cultural Tightness for Employee Creativity.
  - Manuscript preparation for *Academy of Management Journal*
- Tan C.N., **Han, M.**, Chua, R.Y.J., & Cheng, C.Y. ErnieBot Meets ChatGPT: A Cross-cultural Examination of AI biases and Human-AI Creative Collaboration.
  - Manuscript preparation for *Proceedings of the National Academy of Sciences of the United States of America*
- **Han, M.**, Ng, J.W.X., Lievens, F., & Tai, K. The impact of Perceived Similarity between Promotion Supporter and Promotee on Workplace Promotion Decisions (tentative).
  - Additional data collection and advanced data analysis in progress

## TEACHING EXPERIENCE

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**Co-teaching** with Prof. Roy Chua, July 2024  
SMU-CKGSB DBA Course: Business Research

**Micro-teaching** with Prof. Roy Chua, May 2024  
SMU-CKGSB DBA Course: Business Research

## PRESENTATIONS (underline denotes presented by co-authors)

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- **Han, M.**, & Chua, R.Y.J. (2024). Perceiving formal and informal cultural tightness in multinational corporations: A study of its antecedents and consequences.  
- Presented at the *20th Biennial Conference of the Eastern Academy of Management International*.
- Chua, R. Y. J., Zhao, N., & **Han, M.** (2022). Formal and Informal Cultural Tightness and Employee Creativity in Organizations.  
- Presented at the *82nd Academy of Management Annual Meeting*.

## AWARDS & HONORS

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- Recipient, Presidential Doctoral Fellowship 2024-now
- Recipient, Presidential Doctoral Fellowship 2023-2024
- Recipient, Lim Kim San Fellowship July 2023-March 2024
- Recipient, Lee Kong Chian School of Business Full Scholarship, Singapore Management University 2021-now

## PROFESSIONAL MEMBERSHIP

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**Academy of Management, OB & RM Division** 2021-Present  
Member

**Singapore Psychological Society** 2018-Present  
Student member