

HAN Meng

Singapore Management University
 Lee Kong Chian School of Business
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EDUCATION

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

RESEARCH INTERESTS

Cultural tightness, Creativity, Human-Artificial intelligence collaboration

PUBLICATION

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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- 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 under review at *PNAS Nexus*
 - **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. Thinking versus Feeling: The Role of Task Type in Human-AI Creative Collaboration.
 - Manuscript preparation for *Journal of Applied Psychology*
 - **Han, M.**, & Chua, R.Y.J. Cultural Intelligence in AI Models: Implications for Cross-Cultural Human-AI Creative Collaboration (tentative).
 - Additional data collection and data analysis in progress
 - **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 data analysis in progress

TEACHING EXPERIENCE

Co-teaching with Prof. Roy Chua, SMU DBA Course: Cross-Cultural Management Research	May 2025
Co-teaching with Prof. Roy Chua, SMU-CKGSB DBA Course: Business Research	July 2024
Micro-teaching with Prof. Roy Chua, SMU-CKGSB DBA Course: Business Research	May 2024

CONFERENCE PRESENTATIONS (underline denotes presented by co-authors)

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- **Han, M.**, & Chua, R. Y. J. (2025). Synchronizing Organizational Cultural Tightness for Employee Creativity.
- To be presented at the 85th *Academy of Management Annual Meeting*.
 - Tan C.N., **Han, M.**, Chua, R.Y.J., & Cheng, C.Y (2025). ErnieBot Meets ChatGPT: A Cross-cultural Examination of AI biases and Human-AI Creative Collaboration.
- To be presented at the 85th *Academy of Management Annual Meeting*.
 - **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 |

RESEARCH FUNDINGS

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| Tier-2 Grant, Ministry of Education, Singapore
Assisted PhD supervisor with a successful collaborative bid for SGD 522,340 | 2024-now |
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