

Aug. 2024

**Yixin TIAN**

Lee Kong Chian School of Business, Singapore Management University

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**EDUCATION****Singapore Management University**

Singapore

- Ph.D. candidate
- Organizational Behavior and Human Resources

Aug. 2022-Jun. 2027 (expected)

**Renmin University of China**

China

- M.Sc. Human Resource Management
- Human Resources Management

Sep. 2020-Jun. 2022

**University of Cambridge**

U.K.

- Summer Academic Programme
- Business Management

Aug. 2018

**Southwestern University of Finance and Economics**

China

- B.A. in Management
- B.A. in Economics
- Business Administration & Finance (Finance service and management)

Sep. 2016-Jun. 2020

Sep. 2016-Jun. 2020

**RESEARCH INTERESTS**

Gender, Humor, Leadership, Ethics

**PUBLICATION** (\*Denotes equal contribution)

Cai, Z. J.\*, **Tian, Y. X.\***, & Wang, Z. (2023). Career Adaptability and Proactive Work Behavior: A Relational Model. *Journal of Occupational and Organizational Psychology*, 96(1), 182-202.

Recognized as one of the top-cited works published in *Journal of Occupational and Organizational Psychology* between January 1, 2022, and December 31, 2023.

吴论文, 杨付, **田薏欣**, 裴玉蓉. (2021). 工作嵌入的影响结果及其理论解释. *心理科学进展*, 29(5), 15.

Wu, L., Yang, F., **Tian, Y. X.**, & Pei, Y. (2021). Job embeddedness: Consequences and theoretical explanation. *Advances in Psychological Science*, 29(5), 906.

**CONFERENCE PRESENTATIONS**

Ma, A. Y., Feng, Z. Y., & **Tian, Y. X.** (2024). The SPaCE Model of Communality for Gender and Leadership. In Ma & Tian (Chairs), *Gender and leadership: Bringing communal*

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*gender stereotypes into theoretical focus. Symposium presented at the 84th Annual Meeting of Academy of Management, Chicago.*

Ma, A. Y., Feng, Z. Y., & **Tian, Y. X.** (2024). The SPaCE Model of Communalities for Gender and Leadership. Symposium presented at *the 37th Annual Meeting of International Association for Conflict Management, Singapore.*

Lievens, F., Ng, J. W. X., Zhou, Y., **Tian, Y. X.**, Xi, L. Y., & Sackett, P. R. (2024). An Updated Meta-Analysis on Situation Judgment Test Validity. Poster presented at *the 39th Annual Meeting of Society for Industrial and Organizational Psychology, Chicago.*

Wang, Z., **Tian, Y. X.**, Yang, F. (2022). Is faithful encouragement always good for action? A multi-study investigation on the antecedents of career adaptability under the period effects of COVID-19. Paper presented at *the 82nd Annual Meeting of Academy of Management, Seattle.*

### **SELECTED AWARDS AND HONORS**

- Sam and Bonnie Rechter Fellow, University of Louisville College of Business Center for Positive Leadership (£5000), 2024
- Presidential Doctoral Fellowship, Singapore Management University, 2024
- Lim Kim San Fellowship, Singapore Management University, 2024
- Ph.D. Scholarship, 2022, 2023, 2024
- National Scholarship (Master, 2021; Undergraduate, 2019), First-class Academic Scholarship (Master, 2 times; Undergraduate, 3 times), Outstanding Graduate of Sichuan province (2020), University-level Top Ten Advanced Individual (2018), Merit Student (Master, 1 time; Undergraduate, 3 times), Excellent Student Cadre (Master, 1 time; Undergraduate, 2 times), Tang Lixin Scholarship (from Undergraduate to PhD, annually), Academic Innovation Scholarship (Undergraduate, 2 times), Outstanding Volunteer (Undergraduate, 3 times)
- First Prize in 6<sup>th</sup> CFCC National Smart Economy Innovation and Entrepreneurship Competition (2020), Honorable mention in Mathematical Contest in Modeling (2018), A-Level in National Undergraduate Training Programs for Innovation and Entrepreneurship (Undergraduate, 2 times), Provincial First Prize in Marketing Planning Contest (2018)

### **INVITED TALKS**

Speaker, 'The Future of DEI in Workplaces around the World - Challenges, Opportunities, and Innovative Solutions', DEI Division's Plenary, *the 84th Annual Meeting of Academy of Management, Chicago*

### **PROFESSIONAL AFFILIATIONS**

Academy of Management, Student Affiliate

Aug. 2024

**PRACTICAL EXPERIENCE**

**ByteDance, Beijing, China**

Aug. 2019 - Nov.

2019

- HR Internship

**Student Union of School of Business Administration, SWUFE**

Jul. 2018 -

Jul.2019

- President