

VITA

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as at Sep 2014

EDUCATION

- 1996 Ph.D. in Management
Krannert Graduate School of Management, Purdue University, West Lafayette, IN, USA.
- 1989 Bachelor of Business Administration (Second Class Upper Honors)
National University of Singapore, Singapore.

ACADEMIC EXPERIENCE

- 2005-present Associate Professor, Singapore Management University, Singapore.
- 2004-2005 Associate Professor and Head of Department, National University of Singapore, Singapore.
- 1996-2003 Assistant Professor, National University of Singapore, Singapore.
- 1990-1992 Senior Tutor, National University of Singapore, Singapore.

RESEARCH GRANT

"Cross-Cultural Investigation of Organizational Trust" - USD 1.28m (2013-2015) with Roger Mayer and David Schoorman by the US Airforce Office of Scientific Research.

PUBLICATIONS

Articles in Referred Journals

- Li, N., and Tan, H.H. (2013). What happens when you trust your supervisor? Mediators of individual performance in trust relationships. Journal of Organizational Behavior, 34(3), 407-425.
- Wasti, S.A., Tan, H.H., and Eser, S. (2010). Antecedents of trust across foci: A comparative study of Turkey and China, Management and Organization Review, 7(2). 279-302.
- Tan, H.H. (2009). Firm-employee relationship strength – Competitive advantage through people revisited: A Commentary. Invited commentary at the Journal of Business Research.
- Tan, H.H., and Lim, A.K.H. (2009). Trust in co-workers and trust in organization. Journal of Psychology: Interdisciplinary and Applied, 143(1), 45-66.

- Tan, H.H., and Tan, M.L. (2008). Organizational citizenship behaviors and social loafing: Personality, motives and contextual factors. Journal of Psychology, 142(1), 89-108.
- Sheldon, K. M. and Tan, H.H. (2007). The multiple determination of well-being: Independent effects of positive needs, traits, goals, selves, and social supports, and cultural contexts. Journal of Happiness Studies, 8(4): 565-592.
- Rudy, D., Sheldon, K. M., Awong, T., and Tan, H.H. (2007). Autonomy, culture, and well-being: The benefits of inclusive autonomy. Journal of Research in Personality, 41(5), 983-1007.
- Wasti, S. A., Tan, H.H., Brower, H.B., and Önder, C. (2007) Cross-cultural measurement of supervisor trustworthiness: An assessment of measurement invariance across three cultures. Leadership Quarterly, 18(5), 477-489.
- Turban, D. B., Tan, H.H., Brown, K.G., and Sheldon, K.M. (2007) Antecedents and consequences of perceived locus of causality. Journal of Applied Social Psychology, 37(10), 2376-2404.
- Elfenbein, H. A., Foo, M. D., White, J.B., Tan, H. H., and Aik, V.C. (2007) Reading your counterpart: The benefit of emotion recognition accuracy for effectiveness in negotiation. Journal of Nonverbal Behavior, 31, 205-223.
- Elfenbein, H. A., Foo, M. D., Boldry, J. G., and Tan, H. H. (2006) Dyadic effects in nonverbal communication: A variance partitioning analysis. Cognition and Emotion, 20(1), 149-159.
- Tan, H. H., and Chee, D. (2005) Understanding interpersonal trust in a Confucian influenced society: An exploratory study. International Journal of Cross Cultural Management, 5(2), 197-212.
- Aryee, S., Srinivas, E.S., and Tan, H.H. (2005) Rhythms of life: Antecedents and outcomes of work-family balance in employed parents. Journal of Applied Psychology, 90 (1), 132-146.
- Foo, M. D., Elfenbein, H. A., Tan, H. H., and Aik, V.C. (2004) Emotional intelligence and negotiation: The tension between creating and claiming Value. International Journal of Conflict Management, 15 (4), 411-429.
- Tan, H.H. and See, H.H. (2004) Strategic reorientation and responses to the Asian financial crisis: The case of the manufacturing industry in Singapore. Asia Pacific Journal of Management, 21(1-2), 189-211.
- Leong, S. M., Tan, H. H., and Loh, M. (2004) When the cat's away: A content analysis of MNC Overseas Recruitment Print Ads. Journal of Business Ethics, 49 (2), 115-127.
- Tan, H. H., Foo, M. D., and Kwek, M.H. (2004) The effects of customer personality traits on the display of positive emotions. Academy of Management Journal, 47 (2), 287-296.
- Tan, H. H., Foo, M. D., Chong, C. L., and Ng, R. (2003) Situational and dispositional predictors of displays of positive emotions. Journal of Organizational Behavior, 24, 961-978.
- Tan, H.H. and Zhao, B. (2003) Individual- and perceived contextual-level antecedents of individual technical information inquiry in organizations. Journal of Psychology, 137 (6), 597-621.
- Tan, H. H., and Aryee, S. (2002). Antecedents and outcomes of union loyalty: A constructive replication and an extension. Journal of Applied Psychology, 87, 715-722.
- Tan, H. H. and Wee, G. (2002). The role of rhetoric content in charismatic leadership: A content analysis of a Singaporean Leader's Speeches. International Journal of Organization Theory and Behavior, 5, 317-342.

- Tan, H. H. and Tan, C. P. (2002). Temporary employees in Singapore: What drives them? Journal of Psychology, 136, 83-102.
- Tan, H. H. and Quek, B. C. (2001). An exploratory study on the career anchors for educators in Singapore. Journal of Psychology, 135, 527-545.
- Zhao, B., and Tan, H. H. (2001). Psychological mechanisms underlying individual knowledge and contribution in learning organizations. Research and Practice in Human Resources Management, 9, 1, 77-100.
- Davis, J. H., Schoorman, F.D., Mayer, R. C., and Tan, H. H. (2000). The trusted general manager and unit performance: Empirical evidence of a competitive advantage. Strategic Management Journal, 21, 563-576.
- Brower, H. H., Schoorman, F. D., and Tan, H. H. (2000). A model of relational leadership: The Integration of trust and leader-member exchange. Leadership Quarterly, 11, 2, 227-250.
- Tan, H. H. and Tan, C. S. F. (2000). Towards the differentiation of trust in supervisor and trust in organization. Genetic, Social, and General Psychology Monographs, 126, 2, 241-260.
- Chong, C. L., Ho, Y. P., Tan, H. H., and Ng, K. K. (2000). A practical model for identifying and assessing work competencies. Management Development Forum, 3, 7-26.
- Campion, M.A., Maertz, C.P., Palmer, D.K., and Tan, H.H. (1997). Rules for references: Suggested guidelines for choosing literature citations for research articles in applied psychology. Personnel Psychology (Editorial), 50, 165-167.
- Aryee, S. N. O., Chay, Y. W., and Tan, H. H. (1994). An examination of the antecedents of subjective career success among a managerial sample in Singapore. Human Relations, 47, 5, 487-509.
- Lee, J. and Tan, H. H. (1993). Rhetorical vision of men and women managers in Singapore. Human Relations, 46, 4, 527-542.
- Lee, J. and Tan, H. H. (1993). Part-time employment - future trends in Singapore. Asia Pacific Journal of Human Resources, 31, 1, 71-81.
- Lee, J. and Tan, H. H. (1993). Business students' perception of women in management - The case in Singapore. Management Education and Development, 4, 24, 373-387.

Other Articles and Book Chapters

- Wasti, S.A., and Tan, H.H. (2010). Dyadic Trust Formation in Organizations in Transitional Economies: Evidence from Turkey and China. In Organizational Trust: A Cultural Perspective, pp 311-335. Cambridge: Cambridge University Press.
- Tan, H.H. (2008) The Changing Face of Women Managers in Singapore. In The Changing Face of Women Managers in Asia, edited by Chris Rowley and Vimolwan Yukongdi, pp. 123-147. Routledge
- Aryee, S., Budhwar, P., and Tan, H.H. (2004). Leader-Member Exchange and Contextual Performance: Organization-Based Self-esteem as a Mediator. In A Handbook on Organizational Citizenship Behavior: A Review of 'Good Soldier' Activity in Organizations, edited by David Turnipseed, Nova Books.
- Tan, H.H. (2003). Singapore – Mismatch in Labor Market Survey. In Mismatch in Labor Market – Asian Experience, edited by Hiromitsu Muta, pp. 305-353. Asian Productivity Organization

- Foo, M.D. and Tan, H.H. (2002). Critical incidents in high tech start-ups: A Singapore study. In Research in Entrepreneurship and Management, edited by Phan Phillip, pp.185-204. Information Age Publishing: Greenwich, Connecticut.
- Chong, C.L., Ho, Y.P., Tan, H.H., and Ng, K.K. (2001) Modelling Competency: An Example from the Singapore Tourism Industry. In Tourism Management and Policy: Perspectives from Singapore, pp. 130-149. Singapore: World Scientific.
- Kong, Y P and Tan, H.H. East West Executive Travellers Pte Ltd. In Best Practices: Experiences of Successful Local Enterprises, edited by Chong C L and Er J P, pp.115-120. Singapore: Productivity & Quality Research Centre, March 2000.
- Tan, H. H., Metal Component Engineering Pte Ltd. In Best Practices: Experiences of Successful Local Enterprises, edited by Chong C L and Er J P, pp.121-126. Singapore: Productivity & Quality Research Centre, March 2000.
- Tan, H. H. and Lee, W.P.N. Norasprint Consulting Company. In Best Practices: Experiences of Successful Local Enterprises, edited by Chong C L and Er J P, pp.131-134. Singapore: Productivity & Quality Research Centre, March 2000.
- Ling, S. C. and Tan, H.H. Manufacturing Integration Technology Ltd. In Best Practices: Experiences of Successful Local Enterprises, edited by Chong C L and Er J P, pp.121-126. Singapore: Productivity & Quality Research Centre, March 2000.

WORK IN PROGRESS

- McAllister, D. J., Bigley, G.A., Tan, H.H., and Dishan, K. Integrating Two Perspectives on Interpersonal Trust in Predicting Employee Self-Regulation. Revision at Organization Sciences.
- Tan, H.H., and Chung, K.T.T. The impact of personality and transaction characteristics on the display of positive emotions in service encounters.
- Li, N., and Tan, H.H. The moderating role of trust in top management on entrepreneurial orientation of the firm and its performance.
- Rafaeli, A., Fiegenbaum, T., Foo, M.D., and Tan, H.H. May the Angry Man Win? A Cross-Cultural Comparison of the Relationship between Anger, Guilt, and Promotion Decisions.

CONFERENCE PRESENTATIONS

- Fulmer, A., Wasti, S.A., Tan, H.H., Tedja, J., and Tan, B.S.O. Critical Trust Incidents Across Cultures: A Focus on Individualism and Collectivism. Paper presented at the First International Network on Trust Workshop, 21-23 November, 2013, Singapore Management University, Singapore.
- Cho, J., Tan, H.H., Wasti, A., and Savani, K. Cultural differences in trust behaviors with supervisors and subordinates. Paper present as part of the symposium on Interpersonal Trust in Organizations: Dyadic Dynamics and Cross-Referent Relationships at the Academy of Management Meeting 2013, 8-14 August 2013, Lake Buena Vista, Florida, USA.

- Wasti, S.A., Tan, H.H., and Born, M.P. Trust in organizations: A journey through China, India, Turkey and the Netherlands. Paper presented at the 6th workshop on trust within and between organizations, 14-15 June 2012, Milano, Italy.
- Wasti, S.A., and Tan, H.H. Qualitative Queries on Trust Ethics and Emics: Evidence from China, India, Netherlands and Turkey. Presented at the International Association for Cross-Cultural Psychology, 30 June-3 July 2011, Istanbul, Turkey.
- Li, N., and Tan, H.H. What happens when you trust? The role of psychological meaningfulness, safety and availability. Paper presented at the Academy of Management Meeting 2010, 6-9 August 2010, Montreal, Canada.
- Tan, H.H. and Wasti, S.A. Why do I trust my coworkers? Comparison of factors of trustworthiness among peers across Turkey and China. Paper presented at *Building Trust across Cultures: Challenges and Opportunities for Organizational Research and Practice* Symposium at the 27th International Congress of Applied Psychology, 11-16 July 2010, Melbourne, Australia.
- Erdil, S.E., Wasti, S.A., and Tan, H.H. Conceptualizing Trust in Coworkers in Collectivistic Cultures: A Scale Development Study. Paper presented at the 5th Workshop on Trust Within and Between Organizations, The European Institute for Advanced Studies in Management, Madrid, Spain, 28-29 January, 2010.
- Lim, E.P., Nguyen, V.A., Sun, A., Jiang, J. and Tan, H.H. To Trust or Not to Trust? Predicting Online Trusts using Trust Antecedent Framework, IEEE International Conference on Data Mining (ICDM 2009), Miami, FL, December 6-9, 2009. Published in the Conference Proceedings.
- McAllister, D. J., Bigley, G.A., and Tan, H.H. Effects of Interpersonal Trust on Employee Avoidance and Approach Self-Regulation. Paper presented at the Academy of Management Meeting 2009, 7-11 August 2009, Chicago, IL, United States. Published in the *Best Paper Proceedings*.
- Eser, S., Wasti, S.A., and Tan, H.H. Development of Trust in Coworkers in Collectivistic Cultures. Poster presented at the 14th European Congress of Work and Organizational Psychology, Santiago de Compostela, May 13-16, 2009.
- McAllister, D., Lim, I. Pang, K and Tan, H.H. Perceived organizational support and organization-based self esteem: Redundant or complementary? Poster presented at the Society of Industrial-Organizational Psychologists Meeting, April 2009, New Orleans, Louisiana, United States.
- Li, N., and Tan, H.H. The moderating role of trust in top management on entrepreneurial orientation of the firm and its performance. Paper presented at the Academy of Management Meeting 2008, 8-13 August 2008, Anaheim, California, United States.
- Tan, H.H., and Wasti, S.A. Trust in organizations: What is it and does it differ across cultures? Presented at the Academy of Management 2008 Meeting, OB, ODC & HR Division Joint Symposium on Building and Repairing Organization-Level Trustworthiness, 8-13 August 2008, Anaheim, California, United States.
- Li, N., and Tan, H.H. The mediating roles of psychological conditions in the trust and job performance relationship. Paper presented at the IACMR Conference, 19-21 June 2008, Guangzhou, China.
- Wasti, S.A., and Tan, H.H. Dyadic trust formation in collectivist cultures: Evidence from Turkish and Chinese work organizations. Paper presented at the 11th International ISSWOV Conference, 22-25 June, 2008, Singapore.

- Tan, H.H., Wasti, S.A., and Eser, S. Location, location, location: Antecedents of trust across hierarchical and geographical positions. Paper presented at the 23rd European Group for Organizational Studies (EGOS) Colloquium, 5-7 July 2007, Vienna, Austria.
- Tan, H.H., and Lim. A.K.H. Trust in Co-Workers and Trust in Organization. Paper presented at the Fifth Asia Academy of Management Meeting 2006, 19-21 December 2006, Tokyo, Japan.
- Tan, H.H. and Chung, K.T.T. The Impact of Personality and Transaction Characteristics on the Display of Positive Emotions. Paper presented at the Academy of Management Meeting 2006, 11-16 August 2006, Atlanta, Georgia, United States.
- McAllister, D., Pang, K., Tan, H.H. and Ruan, Y. Social Dynamics of Paranoia and Distrust in Teams, Paper presented at the Academy of Management Meeting 2006, 11-16 August 2006, Atlanta, Georgia, United States.
- Tan, H.H., Brower, H.H, and Wasti, S.A. A Cross-Cultural Model of Organizational Trust, Paper presented at the 18th International Congress of the International Association for Cross-Cultural Psychology, July 11-15, 2006, Isle of Spetses, Greece.
- Turban, D. B., Tan, H.H., Brown, K.G., and Sheldon, K.M. Antecedents and Consequences of Perceived Locus of Causality: An Application of Self-Determination Theory. Paper presented at the Academy of Management Meeting 2005, 5-10 August 2005, Honolulu, Hawaii, United States.
- Elfenbein, H. A., Foo, M. D., Tan, H. H., and Aik, V.C. The Benefit of Understanding Others' Emotions for Effectiveness in Negotiation. Paper presented at the Symposium co-sponsored by the Organizational Behavior Division, the Managerial and Organizational Cognition Division and the Organization and Management Theory Division at the Academy of Management Meeting 2005, 5-10 August 2005, Honolulu, Hawaii, United States.
- Rafaeli, A., Fiegenbaum, T., Foo, M.D., and Tan, H.H. May the angry man win? A cross-cultural comparison of the relationship between anger, guilt, and promotion decisions. Paper presented at the 4th Conference on Emotions and Organizational Life, Birkbeck College, London, England, June 27-29, 2004.
- McAllister, D.J., Tan, H.H., Bigley, G.A., and Lewicki, R. J. Understanding Cynicism Through The Lens of Distrust, Paper presented at the Showcase symposium of both Organizational Behavior and Conflict Management Division, Academy of Management Meeting 2004, 6-11 August 2004, New Orleans, Louisiana, United States.
- Foo, M. D., Elfenbein, H. A., Tan, H. H., and Aik, V.C. Emotional Intelligence and Negotiation: The Tension Between Creating and Claiming Value. Paper presented at the Academy of Management Meeting 2004, 6-11 August 2004, New Orleans, Louisiana, United States. ***Nominated by the Conflict Management Division for the Carolyn Dexter Award.***
- Aryee, S., Tan, H.H. and Debrah, Y.A., Family-Supportive Work Environment and Perceived Organizational Support: Mechanisms and Outcomes. Paper presented at the Academy of Management Meeting 2004, 6-11 August 2004, New Orleans, Louisiana, United States.
- Wasti, S.A., Tan, H.H., Brower, H.H., and Önder, C. The Construct of Trust: An Assessment of Measurement Invariance Across Three Cultures. Paper presented at the Academy of International Business Meeting 2004, 10-13 July, 2004, Stockholm, Sweden.
- Elfenbein, H. A., Foo, M. D., Tan, H. H, and Boldry, J. G. Accuracy in communicating emotion within and across cultural groups: A Social Relations Analysis. Poster presented at the Fifth Annual Meeting of the Society for Personality and Social Psychology, 29-31 January, 2004, Austin, Texas, United States of America.

- Wasti, S.A., Brower, H.H., and Tan, H.H. The Development of Trust across Cultures: The Influence of Individualism and Collectivism. Paper presented at the 2nd Workshop on Trust Within and Between Organizations, The European Institute for Advanced Studies in Management, Amsterdam, The Netherlands, 23-24 October, 2003.
- Tan, H.H., Foo, M. D., and Kwek, M.H. The Role of Customer Personality Traits on the Display of Positive Emotions. Paper presented at Academy of Management Meeting 2003, 4-6 August 2003, Seattle, Washington, United States. Published in the **Best Paper Proceedings. Nominated by the Organizational Behavior Division for the Carolyn Dexter Award.**
- Tan, H.H., McAllister, D.J., and Bigley, G. Trustworthiness, Trust, and Risk-taking in Work Relationships: A Regulatory Focus Perspective. Paper presented at Academy of Management Meeting 2003, 4-6 August 2003, Seattle, Washington, United States.
- Aryee, S., Budhwar, P., and Tan, H.H. Leader-Member Exchange and Contextual Performance: Organization-Based Self-esteem as a Mediator. Paper presented at Academy of Management Meeting 2003, 4-6 August 2003, Seattle, Washington, United States.
- Tan, H.H. and See, H.H. Corporate Responses to Environmental Jolts. Paper presented at the Asia Pacific Journal of Management Turnaround Conference 2002, Bangkok, Thailand.
- Tan, H. H., Foo, M. D., Chong, C. L., and Ng, R. Getting Positive Emotions at Work. Paper presented at the Asia Academy of Management Meeting 2002, Bangkok, Thailand.
- Aryee, S., Budhwar, P., and Tan, H.H. The Role of Organization-Based Self-Esteem in the Relationship Between Organizational Justice and Work Behaviors: Towards a Nonsocial Exchange Basis of Citizenship Behaviors. Paper presented at the Asia Academy of Management Meeting 2002, Bangkok, Thailand.
- Aryee, S., Tan, H.H., and Budhwar, P. Antecedents of Leader-Member Exchange and Explanation of its Relationship with Citizenship Behavior. Paper presented at Academy of Management Meeting 2002, 11-14 August 2002, Denver, Colorado, United States. *Nominated by the Organizational Behavior Division for the Carolyn Dexter Award.*
- Tan, H.H., McAllister, D.J., and Bigley, G.A. The Integrative Model of Organizational Trust: A Reassessment. Paper presented at Academy of Management Meeting 2002, 11-14 August 2002, Denver, Colorado, United States.
- Tan, H.H., and Foo, M.D. Effects of Perceived Service Norms and Employee Personality on Displayed Positive Emotions. Paper presented at the XXV International Congress of Applied Psychology, 7-12 July 2002, Singapore.
- Tan, H.H. The Determinants of Trust: How Do the Factors of Trustworthiness Combine? Poster presented at the XXV International Congress of Applied Psychology, 7-12 July 2002, Singapore.
- Tan, H. H., and Chee, D., Understanding Interpersonal Trust in a Confucian Influenced Society: An Exploratory Study. Paper presented at the Academy of International Business Meeting 2001, 16-19 November 2001, Sydney, Australia.
- Zhao, B. and Tan, H. H. Individual and contextual level antecedents of individual technical information inquiry in organizations. Paper presented at Academy of Management Meeting 2001, 6-8 August 2001, Washington D.C., United States.

- Foo, M. D. and Tan, H. H. Teething issues in high tech start-ups: A Singapore study. Paper presented in Technological Entrepreneurship in the Emerging Regions of the new Millennium, 28 June - 1 July 2001, Singapore.
- Tan, H. H. and Wee, G. The role of rhetoric content in Charismatic Leadership: A theoretical extension and an exploratory study. Paper presented at the Asian Academy of Management Meeting 2000, 15-17 December 2000. Shangri-La Hotel, Singapore, Singapore.
- Leong, S. M., Tan, H. H., and Loh, M. When the cat's away: A content analysis of MNC Overseas Recruitment Print Ads. Paper presented at Academy of Management Meeting 1999, 6-11 August 1999, Hyatt Regency, Chicago/IL, United States.
- Chong, C. L., Ho, Y. P., Ng, K. K., and Tan, H. H. Developing A Competency Model in the Tourism Industry. In Proceedings of the Conference on Interconnected Worlds: South East Asian Tourism in the 21st Century, 6 September 1999. Paper presented at Interconnected Worlds: South East Asian Tourism in the 21st Century, 6-7 September 1999, Hilton Hotel, Singapore.
- Brower, H. H., Schoorman, D. and Tan, H. H. Re-interpreting dyadic leadership from a trust perspective: Leader-member exchange as a domain specific model of trusting behaviour. Paper presented at Academy of Management Meeting 1998, 9-12 August 1998, San Diego, California, United States.
- Tan, H. H. and Schoorman, D. A typology of contingent work arrangements with dimension-specific predictions for individual and organisational outcomes (Abstract). Paper presented at International Society for the Study of Work and Organisational Value 1998, 12-15 July 1998, Istanbul, Istanbul, Turkey.
- Tan, H. H. and Schoorman, F. D. The contingent workforce: A typology and test. Paper presented at the Academy of Management Meeting 1997, 8-13 August 1997, Boston, Massachusetts, United States.
- Schoorman, F. D., Tan, H. H., and Davis, J. Gaining strategic flexibility through a contingent workforce. Paper presented at Strategic Management Conference, 9-11 November 1996, Phoenix, Arizona, United States.
- Palmer, D. K., Maertz, C.P., Tan, H. H., and Campion, M. A. Citation behaviour and norms as a window on the development of I/O psychology. Paper presented at 17th Annual IOOB Graduate Student Conference, 1996, Toledo, Ohio, United States.
- Tan, H. H., The effects of demography on the differentiation and integration of work groups. Paper presented at 15th Annual IOOB Graduate Student Conference, 1994, Chicago, Illinois, United States.
- Lee, J. S. K., Tan, H. H. and Tan, C. H. Constraints in a tight labour market: The Singapore experience. In Proceedings of Academy of International Business Southeast Asia Regional Conference, 21-24 June 1992, Brisbane, Australia, edited by O. You and W. Shepherd, pp. 60-64. Brisbane: Griffith University and University of Southern Queensland, 21 June 1992.
- Lee, J. S. K. and Tan, H. H. Perceptions of women in management. In Academy of International Business Southeast Asia Regional Conference, 21-24 June 1992, Griffith University, Brisbane, Australia, edited by O You and W Shepherd, pp. 238-242. Brisbane: USQ Press, June 1992.
- Lee, J. S. K. and Tan, H.H., Part-time employment - the trends in Singapore. In Proceedings of Academy of International Business Southeast Asia Regional Conference, edited by Wee Chow-Hou and Hui Tak-Kee, pp. 322-326. Singapore: Faculty of Business Administration, NUS, 1 June 1991.
- Tan, H. H., The use of metaphors in small-group teaching (Abstract). Paper presented at First International Organisational Behaviour Teaching Conference, December 1990, Singapore.

RESEARCH INTERESTS

- Interpersonal trust and distrust in organizations, attachment and outcome of the use of contingent workforce in organizations, emotions and leadership.

EDITORIAL RESPONSIBILITIES

- Consulting Editor, *Journal of Applied Psychology*, 2014-present.
- Editorial Board, *Journal of Management*, 2009-present.
- Principal Reviewer, *Journal of Applied Psychology*, 2011-2013.
- Asia Pacific Editor, *Journal of World Business*, 2000-2004.
- Editorial Board, *Asia Pacific Business Review (UK)*, 2001-present.
- Editorial Board, *Journal of Business Research (Strategic Management and Organizational Studies)*, 2008-present.
- Ad Hoc Reviewer, *Journal of Applied Psychology*, *Academy of Management Journal*, *Asia Pacific Journal of Management*, *Asian Case Research Journal*, *Research and Practice in Human Resource Management*, *Journal of Occupational and Organizational Psychology*, *Organization Studies*.

ADMINISTRATIVE EXPERIENCE AND SERVICE

- Singapore Medical Council, Complaints Committee member, 2010-present.
- Institutional Review Boards Chairperson, SMU, July 2008 – Dec 2009.
- Institutional Review Board Deputy Chairperson, SMU, Jan 2007- July 2008.
- Senate Member, SMU, 2007-2009.
- Head, Department of Management and Organization, NUS Business School, 2004-2005.
- Member, Search Committee, Department of Management and Organization, NUS Business School, 2000-2005.
- Director, NUS Business School Alumni, 2000-2005.
- Sub-Dean, Faculty of Business Administration, NUS Business School, 1999-2000.
- OB Department Seminar Co-ordinator, 1997-1999.

COURSES TAUGHT

- **Graduate level:** MBA (Leading Organizations and Teams – 2009-2010), EMBA (Leadership in a Global Environment-2012-13), EMBA (in Chinese – NUS, Leadership), MSc Communications Management (together with USI, Lugano – Leading Organizations Across Cultures-2012-13), EMBA program (Cross Cultural Communication, Sogang University - 2012).
- **Undergraduate level:** Socio-Psychological Foundations of Management, Management and Organization, Management of People at Work, Cross Cultural Management and the Management of Diversity, Organizational Behavior and Leadership and Management (in Chinese).

EXECUTIVE EDUCATION

Diploma Programs

- SMU-SID Executive Diploma Program with the Singapore Institute of Directors, Module on *Executive Succession Planning and Compensation Decisions*, 2011-present.
- BCA-SMU-WDA Advanced Management Programme on Productivity, Module on *Managing Professional Work Relationships & Cross Cultural Management*, 2008-present.

- SingHealth Graduate Diploma in Healthcare Management and Leadership on Leadership, 2009-present.
- SPRING-SMU NextGen Program, Module on *Managing Diversity*, 2013-present.

Executive Development Programs

- Executive development programs (English-SMU, 2006-present); clients include ABB, Asia Capital Reinsurance Group (ACR), Coface Services South Asia, Far East Academy, IE Singapore, IMC Corp, Infineon, International SOS, Keppel Offshore and Marine, Ministry of Foreign Affairs, Motorola, MSIG, Sembcorp Marine, OCBC, Sentosa Development Corporation, Schneider Electric, Singapore Airlines, Singapore Management University, Singapore National Employers Federation, SingTel, SingHealth, SPRING Singapore, Tata Consultancy Services, Telus International, United Overseas Bank.
- Executive program on leadership development with Shiseido Japan – 2011.
- Director, Chinese executive development programs (Qi Ye Guan Li-NUS), 1999-2001.
- Executive development programs (Chinese) and the Advanced Chinese Management program, 1997-2005, NUS.
- Executive Development Programs (English-NUS) and for SAF and Alcatel group.
- Learning Organizations - 2 day program conducted with the Policy Division of the Monetary Authority of Singapore (MAS), Jan 2000.
- Seminar Director, Leadership Development Program, March 2000.
- Diploma Program with the Singapore Institute of Labour Studies (SILS)

CONSULTING EXPERIENCE

- APEC Secretariat Structure Study - Asia Pacific Economic Cooperation – 2006-2007.
- APEC Support Staff Study – Asia Pacific Economic Cooperation – 2005.
- Skills Competence Project of the Trading Industry – IE Singapore – 2001-2002.
- Skills Competence Project of the Tourism Industry – Tourism Development Board – 2000.
- Electronic Workers of the Future Survey – Economic Development Board, 1997-1998.

AWARDS

- Dean's Honor Teaching List, Top 20 Teachers, 2006-2008; 2010, 2012, Lee Kong Chian School of Business, Singapore Management University.
- Outstanding Educator Award (Department Level), School of Business, National University of Singapore, 2003.
- Outstanding Researcher Award (Department Level), School of Business, National University of Singapore, 2003.
- National University of Singapore Overseas Graduate Scholarship, 1992-1996.

PUBLIC TALKS

- SingHealth Academy Brownbag Symposium – Leadership in Academic Medicine: Perspectives and Reflections, Apr 19, 2012 at the National Cancer Centre, Singapore.