

# Qi Shao

BUSINESS MANAGEMENT · MASTER STUDENT

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*“Never be afraid of telling the world who you are.”*

## Education

### Lanzhou University

Lanzhou, China

MASTER IN BUSINESS MANAGEMENT -HUMAN RESOURCE MANAGEMENT

Sep. 2016 - Exp. Jul. 2019

- Major study:
  - Management research methods
  - Study of Organization Theory
  - Study on Organizational Behavior and Human Resources Management
  - Advanced Management
  - Decision Theory Method
  - Specialized English (Management)
  - Econometrics
  - Intermediate Micro and Macroeconomics
- Master Thesis: The Influence of Time Leadership on the Remodeling of Employees: Based on Resource Conservation Theory

### Lanzhou University

Lanzhou, China

BACHELOR IN HUMAN RESOURCE MANAGEMENT

Sep. 2011 - Jul. 2015

- Major study
  - Mathematics: Advanced Mathematics, Linear algebra, Probability theory and mathematical statistics
  - Principles of Management Science
  - Human Resources Management
  - Organizational Behavior
  - Labor regulation and police
  - Job analysis and job design
  - Multiple regression & results equation model
  - Employee and compensation management
  - Strategic Management
- Graduated from Theory based classes program (The best 25 students selected from overall 200 students).
- Bachelor Thesis: The job prospects of low-skilled workers

## Research Experience

### The Influence of Temporal Leadership on Employees' job crafting: Based on Resource Conservation Theory

Lanzhou, China

MASTER THESIS

Sep. 2017 - Now

- Abstract: Thesis content: This research is based on theory of resource conservation and uses time pressure, time attitude and work passion as mediating variables to explore the relationship between temporal leadership and employees' job crafting behavior and its internal mechanism of action from a temporal perspective.

### Can Similarity Bring More Voice? An Investigation of The Relationship Between Relational Demography and Subordinates' Voice Behavior

Wuhan, China

IACMR CONFERENCE PRESENTATION PAPER

Jun. 2017

- [http://iacmr.cnjournals.com/en/ch/index.aspx?parent\\_id=20170915032310239&meeting\\_id=IACMR2018](http://iacmr.cnjournals.com/en/ch/index.aspx?parent_id=20170915032310239&meeting_id=IACMR2018)
- Abstract: Based on similarity-attraction paradigm and social identity theory, this article investigated the relationship between relational demography and subordinates' voice behavior, and the mediating effect of voice self-efficacy and voice psychological safety.
- The empirical results showed that
  1. The similarity between supervisors and subordinates in age and professional tenure both positively predict subordinates' voice behavior (promoting voice and prohibitive voice).
  2. The similarity in age and professional tenure have significant positive effects on subordinates' voice self-efficacy and psychological safety.
  3. Both voice self-efficacy and psychological safety mediate the relationship between the similarity of age, professional tenure and promoting voice, and voice self-efficacy plays a mediating role in the relationship between the similarity of age, professional tenure and prohibitive voice.

## The job prospects of low-skilled workers

Lanzhou, China

BACHELOR THESIS

Sep. 2014 - Jun. 2015

- Abstract: The case study was mainly conducted on the career planning of security guards at the Lanzhou D brand clothing apparel square. Based on internal motivation theory, professional tendency theory, it provides plans for the career design of low-skilled employees and suggestions for companies to retain low-skilled employees and increase their loyalty to the company.

## Research on the Relationship between Work Motivation and Emotional Labor Strategy of Front-line Employees

Lanzhou, China

SUCCESS PLAN OF SCHOOL OF MANAGEMENT

Apr. 2013 - Nov. 2013

- The article tries to answer what kind of relationship between front-line service employees' motivation for work and the emotional work strategies they use?
- Research shows that
  1. External work motivation has a significant positive effect on surface behavior.
  2. Internal work motivation has a significant positive effect on neutral adjustment and deep behavior.

## Social Experience

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### Graduate Student Association of school of Management

Lanzhou, China

VICE CHAIRMAN

Jan. 2017 - PRESENT

- Responsible for the daily work of the two departments of the Public Relations Department and the Culture and Sports Department
- Responsible for the selection and training of new members
- Planned and Organized 2017 multi-school joint New Year's party
- Planned and Organized 2018 multi-school joint New Year's party
- Planned and organized a tourism bazaar event jointly held by Eastern Airlines and Lanzhou University School of Management

## Honors & Awards

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2017	<b>Award</b> , Graduate First Class Scholarship (CNY 12,000)	Lanzhou, China
2017	<b>Award</b> , Outstanding Student Council Officer of Lanzhou University	Lanzhou, China
2017	<b>Award</b> , SANHAO graduate of Lanzhou university	Lanzhou, China
2016	<b>Award</b> , Graduate Secondary Scholarship (CNY 10,000)	Lanzhou, China
2013	<b>Award</b> , The scholarship for Success Plan of school of management (CNY 1,200)	Lanzhou, China
2013	<b>Award</b> , The scholarship for Innovation and Entrepreneurship. (CNY 1,200)	Lanzhou, China

## Office skill

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**Word, PPT, Excel**, Expert  
**STATA**, Familiar

## Language

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**Chinese**, Native Language  
**English**, Fluent in writing and speaking, **IELTS(6.5)**