

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

M.A. IN BUSINESS MANAGEMENT -HUMAN RESOURCE MANAGEMENT

Sep. 2016 - Exp. Jul. 2019

- Major study:
 - Management research methods
 - Research on Organizational Behavior and Human Resource Management
 - Computer Vision: Advanced Topics in Image Analysis, Vision and Image Processing
 - Advanced 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

B.A. IN HUMAN RESOURCE MANAGEMENT

Sep. 2011 - Jul. 2015

- Major study
 - Management
 - Human Resources Management
 - Organizational Behavior
 - 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

- <https://github.com/JaggerWu/weed-recognition>
- 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 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 plan of security guards at the Lanzhou D brand clothing apparel square. Based on internal motivation theory, professional tendency theory, it provides programs for the career design of low-skilled employees, and suggests ways 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?

Honors & Awards

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

Office skill

Word, PPT, Excel, Expert
STATA, Familiar

Language

Chinese, Native Language
English, Fluent in writing and speaking, **IELTS(Overall:6.5, R:8, S:5.5, L:6.0, W:5.5)**