

## XIAOXIAO HU

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### EDUCATION

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- Ph.D., Industrial/Organizational Psychology, George Mason University, Fairfax, VA, 2012
  - M.A., Industrial/Organizational Psychology, George Mason University, Fairfax, VA, 2009
  - B.S., Psychology, Peking University, Beijing, China, May 2007

### PEER-REVIEWED PUBLICATIONS (<sup>1</sup>Indicates shared first authorship; \*Denotes student co-authors)

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Jimenez, W. P.\*, Zeytonli, A.\*<sup>1</sup>, Nabulsi, Y.\*<sup>1</sup>, & Hu, X. (2024). (Don't Fear) the Factors: An Item-Level Meta-Analysis of the Fear of COVID-19 Scale's Factor Structure and Measurement Invariance. *Stress and Health (B journal based on college journal list)*.  
<https://doi.org/10.1002/smi.3472>

Jimenez, W. P.\*<sup>1</sup>, Hu, X., Garden, R.\*<sup>1</sup>, & Zeytonli, A.\*<sup>1</sup> (2024). The potential and peculiarities of PERMA: A meta-analysis of two well-being measures with working samples. *Journal of Personnel Psychology (B journal based on college journal list)*, 23, 49-57.

Wei, F., Xu, L., Hu, X., Chang, S.C., & Wu, Y. (2023). Negative Feedback Change and Employee Performance: A Goal-Setting Theory Perspective. *Asia Pacific Journal of Management (A journal based on college journal list)*. <https://doi.org/10.1007/s10490-023-09908-2>

Jimenez, W. P.\*<sup>1</sup>, Hu, X., & Xu, X. (2022). Thinking About Thinking About Work: A Meta-Analysis of Off-Job Positive and Negative Work-Related Thoughts. *Journal of Business and Psychology (A journal based on college journal list)*, 37, 237–262.  
<https://doi.org/10.1007/s10869-021-09742-7>

**Recipient of 2022 Editor Commendation from Journal of Business and Psychology**

Jimenez, W. P.\*<sup>1</sup>, Hu, X., Garden, R.\*<sup>1</sup>, & Xie, X. (2022). Toward a more PERMA(nent) conceptualization of worker well-being? A cross-cultural study of the Workplace PERMA Profiler. *Journal of Personnel Psychology (B journal based on college journal list)*, 21(2), 94–100. <https://doi.org/10.1027/1866-5888/a000288>

Hu, X., Zhan, Y., Jimenez, W. P.\*<sup>1</sup>, Garden, R.\*<sup>1</sup>, & Li, Y. (2021). Fake It Till You Make It With Your Boss? Surface Acting in Interactions With Leaders. *European Journal of Work and Organizational Psychology (A journal based on college journal list)*, 31(4), 596-609.

Burleson, S. D.\*<sup>1</sup>, Major, D. A., Hu, X., & Shryock, K. (2021). Linking Undergraduate Professional Identity Development in Engineering to Major Embeddedness and Persistence. *Journal of Vocational Behavior (A journal based on college journal list)*, 128.

Jimenez, W. P.\*<sup>1</sup>, Hu, X., Kenneally, C.\*<sup>1</sup>, & Wei, F. (2021). Do they see a half-full water cooler?

Relationships among group optimism composition, group performance, and cohesion. *Journal of Personnel Psychology (B journal based on college journal list)*, 20(2), 75–83.  
<https://doi.org/10.1027/1866-5888/a000271>

Kim, S.\*, Zhan, Y., Hu, X., & Yao, X. (2021). Effects of Customer Entitlement on Employee Emotion Regulation, Conceding Service Behaviour, and Burnout: The Moderating Role of Customer Sovereignty Belief. *European Journal of Work and Organizational Psychology (A journal based on college journal list)*. DOI: 10.1080/1359432X.2020.1797680

Howard, L.M.\*, Haislip, B.\*, Heron, K.E. & Hu, X. (2019). Associations among social connections, body dissatisfaction, and disordered eating in African American and European American college women. *Psi Chi Journal of Psychological Research*, 24, 33-42.

Garden, R.\*, Hu, X., Zhan, Y., & Wei, F. (2018). The Role of Workplace Popularity: Links to Employee Characteristics and Supervisor-rated Outcomes. *Journal of Leadership and Organizational Studies*, 25, 9-19.

Hu, X.<sup>1</sup>, Zhan, Y.<sup>1</sup>, Garden, R.\*, Wang, M., & Shi, J. (2017). Employees' reactions to customer mistreatment: moderating role of HRM practices. *Work & Stress (A journal based on college journal list)*, 32, 49-67.

Winslow, C., Hu, X., Kaplan, S. & Li, Y. (2017). Accentuate the Positive: Which Discrete Positive Emotions Predict Which Work Outcomes? *Psychologist-Manager Journal*, 20, 74-89.

Hu, X., Zhan, Y., Yao, X., & Garden, R.\* (2017). Picture This: A Field Experiment of the Influence of Subtle Affective Stimuli on Employee Well-being and Performance. *Journal of Organizational Behavior (A+ journal based on college journal list)*. 38, 895-916.

Garden, R.\*, Hu, X., Zhan, Y. & Yao, X. (2017). Popularity Procurement and Pay Off: Antecedents and Consequences of Popularity in the Workplace. *Journal of Business and Psychology (A journal based on college journal list)*, 33, 297–310.

Hu, X., Gilmore, P. L., Tetrck, L. E., Wei, F., & White, A.\* (2016). On the Functioning of Reciprocity in Organizations: The Moderating Effects of Relationship Orientation and Power Distance. *The Psychologist-Manager Journal*, 19, 123-147.

Hu, X. & Shi, J. (2015). Employees' Surface Acting in Interactions with Leaders and Peers. *Journal of Organizational Behavior (A+ journal based on college journal list)*, 36, 1132-1152.

Hu, X. & Kaplan, S. (2015). Is feeling good good enough? Differentiating discrete positive emotions at work. *Journal of Organizational Behavior (A+ journal based on college journal list)*, 36, 39-58.

Hu, X. & Kaplan, S. (2015). The effects of unconsciously derived affect on task satisfaction and

performance. *Journal of Business and Psychology (A journal based on college journal list)*, 30, 119-135.

**Recipient of 2015 Editor Commendation from Journal of Business and Psychology**

Hu, X., Kaplan, S., Wei, F. & Vega, R. P. (2014). Do employees know how their supervisors view them? A study examining metaperceptions of job performance. *Human Performance (A journal based on college journal list)*, 27, 435-457.

Hu, X., Kaplan, S., Wei, F. & Vega, R. P. (2014). Employees' Metaperceptions of Supervisor Ratings on Job Performance. *Psychologist-Manager Journal*, 17, 30-48.

Gilmore, P. L.<sup>1</sup>, Hu, X.<sup>1</sup>, Wei, F., Tetrck, L. E., & Zaccaro, S. (2013). Positive affectivity neutralizes transformational leadership's influence on creative performance and organizational citizenship behaviors. *Journal of Organizational Behavior (A+ journal based on college journal list)*, 34, 1061–1075.

Hu, X., & Xie, X. (2012). Validation of the Domain-Specific Risk-Taking Scale in Chinese college students. *Judgment and Decision Making (A journal based on college journal list)*, 7, 181-188.

Hu, X., Tetrck, L. E., & Shore, L. M. (2011). Understanding reciprocity in organizations: A US-China comparison. *Journal of Managerial Psychology (A journal based on college journal list)*, 26, 528-548.

Hu, X.<sup>1</sup>, Kaplan, S.<sup>1</sup>, & Dalal, R. (2010). An examination of blue- versus white-collar workers' conceptualizations of job satisfaction facets. *Journal of Vocational Behavior (A journal based on college journal list)*, 76, 317-325.

Gan, Y., Wang, C., & Hu, X. (2007). Theoretical construct of Chinese core self-evaluation. *Advanced in Psychological Science (China)*, 15, 50-56.

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## NON-PEER-REVIEWED PUBLICATION

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Bliss, J.P.<sup>1</sup>, Gao, Q.<sup>1</sup>, Hu, X.<sup>1</sup>, Itoh, M.1.<sup>1</sup>, Long, S.1.<sup>1</sup>, Papelis, Y.1.<sup>1</sup>, & Yamani, Y<sup>1</sup>. (2019). Robot Peacekeepers: An Investigation of Cross-Cultural Trust. *Homeland Defense & Security Information Analysis Center (HDSIAC) Journal*, 6, 20-25.

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## BOOK CHAPTER

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Bliss, J. P., Gao, Q., Hu, X., Itoh, M., Karpinsky-Mosely, N., Long, S. K., Papelis, Y., & Yamani, Y. (2021). Cross-cultural trust of robot peacekeepers as a function of dialog, appearance, responsibilities, and onboard weapons. In Nam, C. S., & Lyons, J. B. (Eds.), *Trust in Human-Robot Interaction*. San Diego, CA: Academic Press.

Klimoski, R., & Hu, X. (2020). Improving self awareness and self insight. In M. London (Ed.), *The Oxford Handbook of Lifelong Learning (2<sup>nd</sup> Edition)*. Oxford, UK: Oxford University Press.

Klimoski, R., & Hu, X. (2011). Improving self awareness and self insight. In M. London (Ed.), *The Oxford Handbook of Lifelong Learning*. Oxford, UK: Oxford University Press.