

ZIXU ZHANG

Institute of Organization and Human Resources
School of Public Administration and Policy | Renmin University of China
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EDUCATION

Renmin University of China

M.S. in Management (Public Organization and Human Resource Management) 2020 – 2022

GPA: 4.0/4.0

Coursework: OB; Research Methods I & II; HRM; Performance; Compensation etc.

B.A. in English Language and Literature 2016 – 2020

GPA: 3.8/4.0 (Top 3)

Coursework: Macroeconomics; Microeconomics; Academic Writing; Public Speaking etc.

IELTS – 8.0/9.0 (Reading 9; Listening 8; Speaking 7.5; Writing 7.0) Aug' 2021

GRE – 326/340 (Math 167; Verbal 159; Writing 4) Jun' 2021

MANUSCRIPTS IN PROGRESS

Bao, Y. J., Liu, Y., **Zhang, Z. X.** (2021). The psychology of fear of COVID-19. [Full title omitted to protect blind review process]. *1st Revise & Resubmit at **Public Performance and Management Review**.*

Bao, Y.J., **Zhang, Z. X.**, Yang, C. A meta-analytic examination of transformational leadership in public administration literature. (Data collection, target at ***Review of Public Personnel Administration***).

RESEARCH EXPERIENCE

Research Assistant Oct' 2019 – Present

Professor Ying Liu at Renmin University of China

- Conducted literature reviews for research on the psychological perception of pilots and rural revitalization.
- Translated multiple measures of *Public Service Motivation* into Chinese.
- Managed data collection and used Excel to clean data and form measures of interest in preparation for analysis.
- Performed statistical analysis using SPSS and Mplus, including CFA, reliability, correlations, independent t-test, one-way ANOVA, regression, mediation, moderation, moderated mediation analysis.

- Performed and transcribed 40+ BEI interviews; qualitatively coded interview data to form competency models of civil servants, doctors, and firefighters.

Research Assistant

Sep' 2020 – Present

Assistant Professor Yuanjie Bao at Renmin University of China

- Conducted literature reviews for research on flexible work arrangements, work-family enrichment, and psychological capital.
- Wrote 3 chapters (“Foundations of Individual Behavior”, “Employee motivation”, and “Effective leadership”) of *Experimental and Training of Case Analysis in Management* (In Hu, X. D. (Ed.), Wuhan: Huazhong University of Science & Technology Press). (Revision phase).

MA Thesis, School of Public Administration and Policy

Aug' 2021 – Present

- Proposed design for a meta-analysis study to investigate how effective transformational leadership is in public administration literature, its relationship with perceptual, motivational, attitudinal and performance variables.
- Analyzed the data using R, including publication bias analysis, heterogeneity test, main effect analysis, and sub-group analysis.

Undergraduate Research Project

May 2018 – May 2019

Project Leader, a survey on foreign language students' competency model to tell Chinese stories well

- Led a 5-person research team examining key abilities that foreign language learners need to spread Chinese stories.
- Developed a survey with 290+ students and conducted in-depth interviews with 18+ professors and students.
- Developed the competency model by qualitative and quantitative (using SPSS) data analysis.
- Wrote reports and presented findings to the university board.
- Ranked as a first-class project with Fund (¥20,000).

TEACHING EXPERIENCE

Teaching Assistant, Renmin University of China

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| • Leadership in Public Organizations (MPA) Ying Liu | 2021 spring |
| • Recruiting and Selection (MPA) Yuanjie Bao | 2021 spring |
| • Principles of Management (undergraduate) Yuanjie Bao | 2020 fall |

PROFESSIONAL EXPERIENCE

Management Consulting Intern

Jan' 2021 – Apr' 2021

ByteDance (Tik Tok), Beijing

- Participated in High-Performance Tech Leader Project (similar to Google's **Project Oxygen**), transcribed 20+ interviews, qualitatively coded 160+ interview data and did follow-up research on cross-functional cooperation, MVV implementation and consensus.
- Independently did industry research on org structure, team management and business development of *Privacy and Security Engineering Department* of **Google** and **Facebook**.
- Conducted manager surveys and provided feedback reports on the promotion process.

Organizational Development Intern

Jul' 2020 – Aug' 2020

Oneplus, Shenzhen

- Conducted research on Top Management Teams in *Huawei, Alibaba* and *Amazon*; wrote 1 report on TMT building.
- Assisted in 2 leadership development workshops for 40+ top-performing managers to help them improve project & team management skills and cross-department collaborations.

HR Intern

Aug' 2019 – Nov' 2019

ByteDance (Tik Tok), Beijing

- Assisted with full-circle recruitment of 15 HRBP positions in Dubai, India, Thailand and China; Sourced resumes, contacted applicants, and scheduled interviews for managers; successfully offered 13 employees and 2 interns.

AWARDS AND HONORS

First-class Academic Scholarship for Graduate Students (Top 1%)	2020 2021
National Academic Scholarship for Undergraduates (Top 1)	2019
National Merit Scholarship (Top 10%)	2017 2018
Merit Student	2017 2018 2019

RESEARCH SKILLS AND QUALIFICATIONS

Computer Skills: Fluency in SPSS and Excel; experience using R, Mplus and STATA.

Data Analyses: Proficient in CFA, reliability, correlations, independent t-test, one-way ANOVA, regression, mediation, moderation, moderated mediation; experience in meta-analysis.

Languages: English (Fluent), Mandarin (Native), Spanish (Basic)