

## ZIXU ZHANG

Institute of Organization and Human Resources  
School of Public Administration and Policy | Renmin University of China  
zzx2016201884@ruc.edu.cn

### EDUCATION

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#### Renmin University of China

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

GPA: 4.0/4.0 (Top 1)

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 1%)

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

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Bao, Y. J., Liu, Y., **Zhang, Z. X.** (2021). The psychology of fear of COVID-19. [Full title omitted to protect blind review process]. *1<sup>st</sup> 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. (Writing stage, target at ***Public Administration Review***).

### RESEARCH EXPERIENCE

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#### Research Assistant

**Oct' 2019 – Present**

*Professor Ying Liu at Renmin University of China*

- Reviewed literature on *Public Service Motivation* and translated its measures into Chinese
- Managed data collection for multiple research projects; developed online surveys, oversaw data collection, cleaned data using Excel and formed measures of interest
- Performed statistical analyses using SPSS and Mplus, including CFA, reliability, correlations, ANOVA, regression, mediation, moderation, and moderated mediation analysis
- Conducted 40+ BEI interviews; transcribed and qualitatively coded data to form ***competency models*** of civil servants and firefighters and ***job description reports*** of doctors

## Research Assistant

Sep' 2020 – Present

*Professor Yuanjie Bao at Renmin University of China*

- Conducted literature review for research on flexible work arrangements, work-family enrichment, and psychological capital
- Reviewed literature, analyzed data, and drafted the manuscript for a research paper
- 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)

## MA Thesis, School of Public Administration and Policy

Aug' 2021 – Present

- Proposed design for a meta-analytic study to investigate the magnitude of transformational leadership's effect on various outcomes in public administration literature
- Systematically reviewed public administration literature and created a database of publications on transformational leadership
- Analyzed the data using R, including publication bias analysis, heterogeneity test, main effect analysis, sub-group analysis, and meta-regression

## 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 to examine competencies that foreign language learners need to spread Chinese stories
- Interviewed 18 professors and surveyed 291 students from 3 geographically diverse universities in China to form an intercultural communicative competency model
- Wrote academic reports and presented the findings to the program committee
- Awarded as a national project with ¥20,000 research grant

## TEACHING EXPERIENCE

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### 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

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### Management Consulting Intern

Jan' 2021 – Apr' 2021

*ByteDance (Tik Tok), Beijing*

- Transcribed over 20 interviews, qualitatively coded 156 response data, and did follow-up research to help develop a high-performing tech leader competency model (similar to Google's *Project Oxygen*)
- Independently researched *Google* and *Facebook* on the organizational structure, team management, and business development of the *Privacy and Security Engineering Department* and wrote in-depth industry reports
- 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 *Amazon*, *Alibaba* and *Huawei*; 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

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First-class Academic Scholarship for Graduate Students (Top 1%)	2020 2021
National Academic Scholarship for Undergraduates (Top 1)	2019
Undergraduate Innovative Program (National project with ¥20,000 research grant)	2018
National Endeavour Scholarship (Top 10%)	2017 2018
Merit Student	2017 2018 2019

### RESEARCH SKILLS AND QUALIFICATIONS

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**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 analysis; experience in meta-analysis and SEM.

**Languages:** English (Fluent), Chinese (Native), Spanish (Basic)