

He (Herb) Huang

Organizations, Strategy and International Management
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ocrid

EDUCATION

- Ph.D. Organizational Behavior, The University of Texas at Dallas, 2021-present
B.S. Human Resource Management, Wuhan University, 2020

RESEARCH AREAS

Employee Mobility: job mobility, team dynamics, turnover
Organizational Cognition: motivation, perception, attribution, appraisal
Interpersonal Processes: social judgment, coworker relationships, LMX

PUBLICATIONS

Journal Articles

- 2022 Hu, L., Jiang, N., **Huang, H.**, & Liu, Y. "Perceived competence overrides gender bias: Gender roles, affective trust and leader effectiveness." *Leadership & Organization Development Journal*, 43(5): 719–733. doi:10.1108/LODJ-06-2021-0312

Conference Proceedings

- 2021 Hu, L., Jiang, N., & **Huang, H.** "Competence-bonus Effects for Female Leaders: Gender Roles, Affective Trust and Leader Effectiveness." *Academy of Management Proceedings*, 11294. A Virtual Experience.
2021 Liu, Y., **Huang, H.**, Jiang, N., & Li, Y. "A Theory of Attribution Profiles and Employee (Dis)trust Reactions to Supervisor Justice Enactment." *Academy of Management Proceedings*, 13078. A Virtual Experience.

Working Projects

- Huang, H.**, Wu, J., Jiang, N., & Liu, Y. [Mutual Efforts in Leader-follower Relationship, Relational Energy, and Resilience.] *Target*.
Wu, J., Song, L., **Huang, H.**, Zhang, Z., & Zhang, A. M., & Liu, Y. [The Trickle-Down Effect of Servant Leadership Revisited: A Longitudinal Investigation.] *Target*.
Huang, H., Takeuchi, R., & Guo, N. [Boomerang Employment and Firm Performance.] *Target*.
Takeuchi, R., Shao, R., **Huang, H.**, Kim, H., & Zhang, R. [High Investment Human Resource System and Culture Values: A Meta-analysis Extension.] *Target*.
Takeuchi, R., Kim, H., **Huang, H.** & Yun, S. [Exchange Ideology (In)congruence] *Target*.

Campus Talks

- 2023 "How do ambivalent leaders influence employee engagement?" PhD Student Poster Competition and Art Showcase. The University of Texas at Dallas. Richardson, TX. Oct 25.

TEACHING

The University of Texas at Dallas

2024F Introduction to Organizational Behavior

2024S Introduction to Organizational Behavior

SERVICE

Board of Directors

2023–24 Vice President of Communications, JSOM PhD Social Club, The University of Texas at Dallas

Peer Review

Academy of Management Proceedings

Leadership & Organization Development Journal

MEMBERSHIPS

Academy of Management

updated April 2025