

He (Herb) Hunag

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

Mobility: job mobility, team dynamics, turnover

Organizational cognition: motivation, perception, attribution, appraisal

Interpersonal processes: social judgement, 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 Papers

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?" UT Dallas PhD Student Poster Competition and Art Showcase. Richardson, TX. Oct 25.

TEACHING

The University of Texas at Dallas

2024 F Introduction to Organizational Behavior

2024 S Introduction to Organizational Behavior

SERVICE

Board of Directors

2023–2024 Jindal School of Management PhD Social Club

PEER REVIEW

Academy of Management Proceedings

Leadership & Organization Development Journal

MEMBERSHIPS

Academy of Management

Updated February 2025