

# XINGJIAN ZHANG

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## EDUCATION

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Sciences Po, School of Research, Paris, France

2020 - 2022

*Research Master in Economics*

GPA: 4.0/4.0

- **Dissertation:** The Impact of Civil Conflict on Domestic Violence: Evidence from Kenya (*Grade: 17/20*)
- **PhD-level courses:** Graduate Econometrics 1,2 &3; Graduate Microeconomics 1,2 &3; Graduate Macroeconomics 1,2 &3; Mathematical Economics; Labor Economics; Political & Organizational Economics; Urban & Regional Economics; Public & Environmental Economics

Guangdong University of Foreign Studies, Guangzhou, China

2015 -2019

*Bachelor in Economics*

GPA: 3.5/4.0

## RESEARCH INTERESTS

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Strategic human capital, Human resources management, Inequality in workplace

## ACADEMIC EXPERIENCE

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Pre-Doctoral Fellow in Management, HEC Paris, France

June 2022 - Present

*Advisor: Prof. Federica De Stefano and Prof. Roxana Barbulescu*

- Contribute to research projects that investigate: 1) how employee training affects firm performance, 2) how does the long-term strategic plan shape firm's human capital investment
- Constructed large-scale administrative panel data of financial report, employee turnover rates and employee training expenses in French firms in 1990-2013; regression analysis between using Stata and R

Research Associate, IESR, Jinan University, China

Sep 2018 - Sep 2021

*Advisor: Prof. Shu Cai*

- Co-author a paper studying discrimination against migrant workers in urban China by decomposing wage gap between local and migrant workers
- Conducted literature review independently; constructed datasets; conducted regression analysis using Stata; drafted the final manuscript; revised paper under referee reports

Research Assistant, Department of Economics, Sciences Po, France

May 2021 - Sep 2021

*Advisor: Prof. Benjamin Marx*

- Web-scraped information including names, locations and capacities of over 300,000 mosques in 1994-2018 using *rvest* in R
- Analyzed the web-scraped data and merged with Indonesia National Socioeconomic Survey data; constructed year-district panel data of internet access in Indonesia using Stata and R

## WORKING PAPER

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Cai, Shu and Xingjian Zhang.(2021) "Anatomy of the Wage Gap between Local and Migrant Workers in Urban China." [[paper](#)]

Revised & Resubmitted, *China Economic Review*

## SKILLS

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<b>Computer</b>	Stata (proficient) , R (proficient), L <sup>A</sup> T <sub>E</sub> X(proficient), Julia (intermediate), Git
<b>Language</b>	English (fluent), Mandarin (native), Cantonese (native), French (beginner)
<b>Interest</b>	Chinese calligraphy, Specialty coffee brewing