

KEN (XINGJIAN) ZHANG

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EDUCATION

University of Toronto - Rotman School of Management

Ph.D. student in Strategic Management

Toronto, Canada

2023 - Expected 2028

Sciences Po

M.A. in Economics

Paris, France

2020 - 2022

Guangdong University of Foreign Studies

B.A. in Economics

Guangzhou, China

2015 - 2019

RESEARCH INTERESTS

Strategic human capital, Human resources management, Inequality in workplace

ACADEMIC EXPERIENCE

HEC Paris

Pre-doc Fellow in Management

Paris, France

Sep 2022 - June 2023

- Contribute to research projects with Professor Federica De Stefano 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 using Stata and R

Jinan University

Research Assistant

Guangzhou, China

Sep 2018 - Sep 2021

- Co-author a paper with Professor Shu Cai 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

Sciences Po

Research Assistant

Paris, France

May 2021 - Sep 2021

- Work with Professor 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

PRE-DOCTORAL PUBLICATION

Cai, Shu and Xingjian Zhang.(2024) "Anatomy of the Wage Gap between Local and Migrant Workers in Urban China.", *Asian Development Review*

SKILLS

Computer

Stata (proficient) , R (proficient), L^AT_EX(proficient), Julia (intermediate), Git

Language

English (fluent), Mandarin (native), Cantonese (native), French (beginner)

Interest

Chinese calligraphy, Specialty coffee