**Section 1: Main Page:**

**Welcome!**

Thank you for visiting my website. My name is **Jia (Jasmine) Hu**, and I am a passionate scholar, curious learner, and explorer of human behavior in the workplace. My research focuses on understanding how people—especially leaders—can help employees, themselves, and their teams and organizations find meaning and purpose in their work.

I currently serve as the **Citi Chair in International Business** and a **tenured Full Professor of Management** at **Tsinghua University**, where I hold a joint appointment at both the **School of Economics and Management** and **Schwarzman College**. Before returning to China, I spent 17 years studying and working in the United States. I was a tenured Full Professor at **Ohio State University’s Fisher College of Business**, and prior to that, a tenured Associate Professor and Assistant Professor at **the University of Notre Dame’s Mendoza College of Business**. I obtained my PhD in Business Administration (Organizational Behavior) from University of Illinois at Chicago.

**Research Interests**

My research explores key questions at the intersection of leadership, workplace behavior, and digital transformation, including:

1. **What leadership qualities and behaviors drive prosocial impact on employees and teams?**
2. **What life and work experiences shape leaders into more prosocial, purpose-driven individuals?**
3. **How do digital technologies—such as information communication technology (ICT) and artificial intelligence (AI)—along with remote and hybrid work experiences, impact leadership effectiveness, employee well-being, and team dynamics?**
4. **What are the unique experiences and challenges of women in leadership positions at the highest levels of organizations?**

I have published **over 30 articles** presenting my research findings in **top-tier academic journals**, including:

* *Academy of Management Journal (AMJ)*
* *Journal of Applied Psychology (JAP)*
* *Organizational Behavior and Human Decision Processes (OBHDP)*
* *Personnel Psychology (PPsych)*

My research has been featured in major media outlets such as **Forbes, Fortune, TIME,** and **The Washington Post**, and has garnered **over 10,000 citations** according to Google Scholar.

**Teaching**

I have taught **leadership courses** at all academic levels, from **EMBA, MBA, and master’s programs** to **advanced Ph.D. seminars**, at Tsinghua, Ohio State, and Notre Dame.

**Professional Service**

I currently serve as:

* **Associate Editor** of *Journal of Applied Psychology (JAP)*
* **Deputy Editor** of *Management and Organization Review (MOR)*
* **Editorial board member** of *Academy of Management Journal (AMJ), Organizational Behavior and Human Decision Processes (OBHDP), Personnel Psychology (PPsych), Journal of Management, Journal of Organizational Behavior,* and *Human Relations*

I actively engage with professional organizations and currently serve as a **Representative-at-Large** for the **Academy of Management’s Organizational Behavior (OB) Division** and **IACMR**.

**Honors & International Recognition**

* **Elected Fellow** of the *Society for Industrial and Organizational Psychology (SIOP)*
* **Ranked among the Top 10 most productive leadership scholars** in Organizational Behavior (2011–2017)
* **Named "Best 40 Under 40 Professor"** by *Poets & Quants*
* **Recognized among the Top 2% of scientists worldwide**, according to *Stanford University’s research*
* **Selected as Mid-Career Standout Scholar** by Network of Leadership Scholars, at *Academy of Management*

I find my profession both exciting and meaningful. I enjoy uncovering new knowledge about **human behavior in the workplace** and sharing these insights with managers and employees who can apply them in real-world settings.

I always welcome and enjoy working with **Ph.D. students and postdoctoral fellows**. If you are interested in applying, please feel free to reach out!

**Section 2: Journal Publications Page:**

**Representative peer-reviewed journal publications:**

**Hu, J.**Kim, D., & Lanaj, K. (2024). The benefits of reflecting on gratitude received at home for leaders at work: Insights from three field experiments. Journal of Applied Psychology, 109, (9)， 1461-1488.

**Hu, J.,**Zhang, S. Lount, R., & Tepper, B. (2024). When leaders heed the lessons of mistakes: Linking leaders' recall of learning from mistakes to expressed humility. Personnel Psychology.  
  
Ren, S., **Hu, J.,** Tang, G., & Chadee, D. (2023). Digital connectivity for work after hours: Its curvilinear relationship with employee job performance. Personnel Psychology, 76, 731-757.  
  
**Hu, J.,** Chiang, T. Liu, Y., Wang, Z., & Liu, Y. (2023). Double challenges: How working from home affects dual-earner couples’ work-family experiences. Personnel Psychology, 76, 141-179.  
  
Jiang, K., Zhang, Z., **Hu, J.,** & Liu, G. (2022). Retirement intention of older workers: The influences of high-involvement work practices, individual characteristics and economic environment. Personnel Psychology, 75, 929-958.  
  
Zhang, S., **Hu, J.**Chuang, J., & Chiao, Y. (2022). Prototypical leaders reinforce efficacybeliefs: How and when leader-leader exchange relates to team performance. Journal of Organizational Behavior, 43, 1136-1151.

**Hu, J.,** Zheng, X., Tepper, B., Li, N., Liu, X., & Yu, J. (2022). The dark side of leadermember exchange: Observers’ reactions to targeted teammates of leader abuse. Human Resource Management, 61, 199-213.

**Hu, J.,**He, W., & Zhou, K. (2020). The mind, the heart, and the leader in times of crisis: How and when mortality salience relates state anxiety, job engagement, and prosocial behavior. Journal of Applied Psychology, 105, 1218-1233.  
  
**Hu, J.,** Zhang, Z., Jiang, K., & Chen, W. (2019). Getting ahead, getting along, and getting prosocial: Examining extraversion facets, peer reactions, and leadership emergence. Journal of Applied Psychology, 104, 1369-1386.  
  
Park, H., Hoobler, J., Wu, J., Liden, R. C., **Hu, J.,**& Wilson, M. (2019). Abusive supervision and employee deviance: A multifoci justice perspective. Journal of Business Ethics, 158, 1113-1131.

Anand, S., **Hu, J.,** Vidyarthi, P., & Liden, R.C. (2018). Leader-follower relationships as linking pins in the idiosyncratic deals - performance relationship in workgroups. The Leadership Quarterly, 9, 98-708.

**Hu, J.,**Erdogan, B., Jiang, K., Bauer, T. N., & Liu, S. (2018). Leader humility and team creativity: The role of team information sharing, psychological safety, and power distance. Journal of Applied Psychology, 103, 313-323.  
  
**Hu, J.**, & Judge, T. (2017). Leader-team complementarity: Exploring the interactive effects of leader personality traits and team power distance value on team processes and performance. Journal of Applied Psychology, 102, 935-955.

Jiang, K., **Hu, J.,** Liu, S., & Lepak, D. (2017). Understanding employees'  perceptions of human resource practices: Effects of demographic dissimilarity to and relationships with managers and coworkers. Human Resource Management, 56, 69-91.

**Hu, J.**, Jiang, K., Mo, S., Chen, H., & Shi, J. (2016). The motivational antecedents and performance consequences of corporate volunteering: When do employees volunteer and when does volunteering help versus harm work performance? Organizational Behavior and Human Decision Processes, 137, 99-111.

Jiang, K., **Hu, J.,** Hong, Y., Liao, H., & Liu, S. (2016). Do it well and do it right: The impact of service climate and ethical climate on business performance outcomes and the boundary conditions. Journal of Applied Psychology, 101, 1553-1568.  
  
**Hu, J.,**Wayne, S. J., Bauer, T., Erdogan, B., &. Liden, R. C. (2016). Senior executive and self perceptions of fit and performance: A time-lagged examination of newly-hired executives. Human Relations, 69, 1259-1286.

**Hu, J.,** Erdogan, B., Bauer, T., Jiang, K., Liu, S., & Li, Y. (2015). There are lots of big fish in this pond: The role of peer overqualification on task significance, perceived fit, and performance for overqualified employees. Journal of Applied Psychology, 100, 1228-1238.

**Hu, J.,**& Liden, R. C. (2015). Making a difference in the teamwork: Linking team prosocial motivation to team processes and effectiveness. Academy of Management Journal, 58, 1102-1127.  
  
Liden, R.C., Wayne, S.J., Meuser, J.D., **Hu, J.,** Wu, J., & Liao, C. (2015). Servant leadership: Validation of a short form of the SL-28. The Leadership Quarterly, 26, 254-269.

Liu, S. , **Hu, J.,** Li, Y., Wang, Z., & Lin, X. (2014). Examining the cross-level relationship between shared leadership and learning in teams: Evidence from China. The Leadership Quarterly, 25, 282-295.

Hong, Y., Liao, H., **Hu, J.**, & Jiang, K. (2013). Missing link in the service profit chain: A meta-analytic review of the antecedents, consequences, and moderators of service climate. Journal of Applied Psychology, 98, 237-267.

**Hu, J.,** & Liden, R. C. (2013). Relative leader-member exchange within team contexts: How and when social comparison impacts individual effectiveness. Personnel Psychology, 66,127-172.

Hoobler, J. M., & **Hu, J.**(2013). A model of injustice, abusive supervision, and negative affect. The Leadership Quarterly, 24, 256-269.

Jiang, K., Lepak, D. P., **Hu, J.,**& Baer, J. (2012). How does human resource management influence organizational outcomes? A meta-analytic investigation of the mediating mechanism. Academy of Management Journal, 55, 1264-1294.   
  
**Hu, J.,**Wang, Z., Liden, R. C., & Sun, J. (2012). The influence of leader core self-evaluation on follower reports of transformational leadership. The Leadership Quarterly, 23, 860-868.

**Hu, J.,**& Liden, R. C. (2011). Antecedents of team potency and team effectiveness: An examination of goal and process clarity and servant leadership. Journal of Applied Psychology, 96, 851-862.  
  
Hoobler, J. M., **Hu, J.,** & Wilson, M. (2010). Do workers who experience conflict between the work and family domains hit a "glass ceiling?": A meta-analytic examination. Journal of Vocational Behavior, 77, 481-494.

**Section 3: Book and Media Mentions**

**Please put the photo of my upcoming book and pre-order code here.**

**Media Mentions:**

**These are some of media mentions of my research:**

**(Please list my media mentions by HBR (two in Chinese, and one in English), other media outlets (choose a few from below, such as Forbes, Fortune, Times, US Chamber, Ohio State News, Huffingtonpost ,Yahoo?) with photos and links. )**

*Good things happen when leaders reflect on their mistakes*

[https://news.osu.edu/good-things-happen-when-leaders-reflect-on-their-mistakes/#:~:text=Findings%20showed%20that%20managers%20who,related%20behaviors%20and%20better%20performance](https://news.osu.edu/good-things-happen-when-leaders-reflect-on-their-mistakes/" \l ":~:text=Findings%20showed%20that%20managers%20who,related%20behaviors%20and%20better%20performance).

By Ohio State News

*Men do less WFH housework, it’s true, but don’t bins count for extra brownie points?*

<https://www.thetimes.co.uk/article/men-do-less-wfh-housework-its-true-but-dont-bins-count-for-extra-brownie-points-cjxxt70pw>

By the Times, UK

*Work from home husbands slack off on chores when wives are there too*

<https://www.telegraph.co.uk/news/2023/01/22/work-home-husbands-slack-chores-when-wives/>

By Telegraph, UK

*Remote work turns out to be a much better deal for men than for women, new study on ‘gendered differences’ finds.*

<https://fortune.com/2023/01/05/remote-work-for-women-leads-to-more-household-family-tasks-than-men/>

By Fortune

*How working from home affects household gender roles, based on a new study*

[*https://www.ctvnews.ca/lifestyle/how-working-from-home-affects-household-gender-roles-based-on-a-new-study-1.6216224*](https://www.ctvnews.ca/lifestyle/how-working-from-home-affects-household-gender-roles-based-on-a-new-study-1.6216224)

By CTV News

*Working From Home Is A Better Deal For Husbands Than Wives, Study Shows*

[*https://www.huffpost.com/entry/study-on-work-from-home-and-housework\_l\_63bdb53ce4b0ae9de1c23377*](https://www.huffpost.com/entry/study-on-work-from-home-and-housework_l_63bdb53ce4b0ae9de1c23377)

By Huffpost

*Couples don’t have the same experience when both work from home 1/3/2022*

[*https://news.osu.edu/couples-dont-have-the-same-experience-when-both-work-from-home/*](https://news.osu.edu/couples-dont-have-the-same-experience-when-both-work-from-home/)

By Ohio State News

*Shifting Our Aging Society From A Burden To An Asset 07/25/2022*

[*https://www.forbes.com/sites/adigaskell/2022/07/25/shifting-our-aging-society-from-a-burden-to-an-asset/?sh=3170486e2756*](https://www.forbes.com/sites/adigaskell/2022/07/25/shifting-our-aging-society-from-a-burden-to-an-asset/?sh=3170486e2756)

By Forbes

*What makes good leadership?* Fall 2021

<https://www.osu.edu/alumni/news/ohio-state-alumni-magazine/issues/fall-2021/jia-hu-leadership.html?utm_campaign=umar_osam-subjects_fy22>

By Ohio State Alumni magazine

*2020: The Year Human Leaders Stepped Forward: 12/17/2020*

[*https://www.forbes.com/sites/gregorme/2020/12/17/2020-the-year-human-leaders-stepped-forward/?sh=6a7c55e176ca*](https://www.forbes.com/sites/gregorme/2020/12/17/2020-the-year-human-leaders-stepped-forward/?sh=6a7c55e176ca)

By Forbes

*4 Things You're Doing That Are Stressing Your Employees Out (And How to Stop!): 11/4/2020*

<https://www.uschamber.com/co/run/human-resources/management-tips-minimizing-employee-stress/amp>

By US chamber

Fisher Forefront. *11/16/2020.*

<https://fisher.osu.edu/node/11771>

By Fisher college of Business

The right leader can ease COVID-19-induced stress, researchers say. *10/21/2020.* <https://www.hrdive.com/news/the-right-leader-can-ease-covid-19-induced-stress-researchers-say/587464/>

By HR Drive.

*Pandemic-related stress leads to less employee engagement: 10/12/2020*

[*https://news.osu.edu/pandemic-related-stress-leads-to-less-employee-engagement/*](https://news.osu.edu/pandemic-related-stress-leads-to-less-employee-engagement/)

By Ohio State News

*Servant leadership can dampen emotional COVID impact: 12/16/2020*

[*https://fisher.osu.edu/blogs/leadreadtoday/servant-leadership-can-dampen-emotional-covid-impact*](https://fisher.osu.edu/blogs/leadreadtoday/servant-leadership-can-dampen-emotional-covid-impact)

By Lead Read Today

*Selected as “best ideas of the day”*. *05/14/2019*

<https://www.aspeninstitute.org/ideas/>

By The Aspen Institute.

The perils of a leader who is too extroverted. *05/06/2019*

<https://news.osu.edu/the-perils-of-a-leader-who-is-too-extroverted/>

By Ohio State News

*Research: When being a humble leader backfires*. *4/4/2018*

<https://hbr.org/2018/04/research-when-being-a-humble-leader-backfires>

By Harvard Business Review

*Is a Humble Boss a Better Boss?* *It depends on employee expectations, concludes an Ohio State University study. 2/19/2018*

*<http://www.columbusceo.com/business/20180219/is-humble-boss-better-boss>*

By Columbus CEO magazine

*Research shows the secret to fostering creativity in your office could be as simple as being humble: 11/29/2017*

[*https://moneyish.com/upgrade/bosses-should-do-this-simple-thing-to-make-their-employees-more-creative/*](https://moneyish.com/upgrade/bosses-should-do-this-simple-thing-to-make-their-employees-more-creative/)

By moneyish at Dow Jones & Company

*Sometimes, it pays for the boss to be humble*

*Study finds employee expectations are key 11/28/2017*

[*https://news.osu.edu/news/2017/11/28/humble-boss/*](https://news.osu.edu/news/2017/11/28/humble-boss/)

By Ohio State News

*4 Smart Management Strategies for the Modern Leader:* 04/25/2017

<http://www.businessnewsdaily.com/9901-modern-leadership-strategies.html>

By Business News Daily

*When hiring a manager, look to the team, new study advises*: 03/03/2017

<http://news.nd.edu/news/when-hiring-a-manager-look-to-the-team-new-study-advises/>

By Notre Dame News

*A culture of ethical behavior is essential to business success: 09/21/2016*

<http://www.businessnewsdaily.com/9424-business-ethical-behavior.html>

By Business News Daily

*Do it well and do it right: Business success requires top notch service and ethics: 09/14/2016*

<http://news.nd.edu/news/69694-do-it-well-and-do-it-right-business-success-requires-top-notch-service-and-ethics/>

By Notre Dame News

*Why you should give “overqualified” job candidate a second look: 01/05/2016*

<http://fortune.com/2016/01/05/hiring-overqualified-job-candidates/>

By Fortune

*Why helping others at work creates higher performing teams: 01/05/2016*

<http://www.huffingtonpost.com/douglas-labier/why-helping-others-at-wor_b_8917010.html>

By Huffingtonpost

*Hiring overqualified employees might be good for your business: 12/21/2015*

<http://www.businessnewsdaily.com/8672-overqualified-employee-benefits.html>

By Business News Daily

*Business may benefit from “overqualified” employees: 12/10/2015*

<http://news.nd.edu/news/63164-businesses-may-benefit-from-overqualified-employees/>

By Notre Dame News, Science News Line, and Bangalore Mirror, and others

*Google searches itself to build more productive teams: 11/17/2015*

[*https://www.cnsnews.com/news/article/google-searches-itself-build-more-productive-teams*](https://www.cnsnews.com/news/article/google-searches-itself-build-more-productive-teams)

By New York Times; Washington Post; ABC News; CNBC; MSN; CNS News, Yahoo! Finance; Chicago Tribune; Business News Daily; Salon; Miami Herald; Houston Chronicle; San Francisco Chronicle; San Jose Mercury News; Kansas City Star; Sacramento Bee; St. Louis Post-Dispatch; Modesto Bee; Charlotte Observer; San Antonio Express News; Arizona Daily Sun; The San Diego Union-Tribune; Elkhart Truth; and others.

*Motivation to help others improves team performance: 11/14/2015*

<http://economictimes.indiatimes.com/magazines/panache/motivation-to-help-others-improves-team-performance/articleshow/49779709.cms>

By Economic Times

**Section 4: Contact**

**Please only list my email there:** [**hujia@sem.tsinghua.edu.cn**](mailto:hujia@sem.tsinghua.edu.cn) **or** [**jasminehu@sc.tsinghua.edu.cn**](mailto:jasminehu@sc.tsinghua.edu.cn)

**As well as the boxes you already have.**