Zhen Wang

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EDUCATION

Renmin University of China 985 & 211 | 2021.09—2023.06
Master of Human Resource Management (HRM Major ranked 1st in China), GPA: 3.94/4.00 | *China*
- **Relevant Courses:** Strategic Management and Organization Theory (93), Organizational Behavior (92), Talent Assessment (90), Performance and Rewards Management (98), Data Analysis in Management Studies (94)
- **Teaching Assistant:** Human Resource Training and Development (2021 Fall), Labor Economics (2021 Spring)

Aalborg University Business School | 2022.02—2023.02
Exchange with Presidential Scholarship, Dual majors in Business Data Science & International Business | *Denmark*
- **Relevant Courses:** Data Exploration and Applied Machine Learning (A), Natural Language Processing and Network Analysis (A), Equity and Non-Equity Modes of Internationalization (A), Sales Enablement and Marketing (Outstanding Case Study)
- **Training:** Finished '*Data Scientist in Python*' career course track in Datacamp, approx. 180 hrs

Renmin University of China | 2017.09—2021.06
Bachelor of Human Resource Management, Minor in Laws | *China*
- **Speaker of outstanding bachelor graduates** at the college graduation ceremony
- **Awarded 5+ Scholarships & 10+ Honors,** incl. Merit Student of Beijing (Top 1‰), Academic Excellence Scholarship (Top 5%)
- **President of College Student Union** (2019-2020), **Head of Volunteer Activities Department** (2018-2019)

Université de Montréal | 2019.07-2019.08
Summer University with College Scholarship, Human Resource Management | *Canada*

Chinese College Entrance Examination | 2017.06
Ranked 1st in high school, with full-score in Mathematics | *China*

RESEARCH INTEREST

- **Human resource analytics:** Generate insights employing computational techniques on unstructured multimodal data
- **Individual emotional/attitudinal/behavioral outcome** from applying advanced technologies in HRM

RESEARCH EXPERIENCE *[Project Portfolio]*

Reducing Employees' Time Theft through Supervisor Developmental Feedback: A Serial Multiple Mediation Model of Perceived Insider Status and Work Passion | 2022.09—2024..02
First-author, Under SSCI journal review
- Drawing the intensified 'cat-and-mouse game' between leaders and employees in combating time theft with the evolution of monitoring technologies, this study aims to identify how to encourage employees to proactively perform work roles more appropriately instead of using punitive actions. Study 2 further employed Topic Analysis techniques (Sentence-BERT+LDA) to analyze feedback topics and the differential influence

Does Inside CEO Matter for Chinese Family Firm Innovative Performance: The Moderating Role of Market Turbulence and CEO Overconfidence | 2023.12—2024.02
Research Assistant & Co-author, Submitted to SSCI journal
- Collected relevant literature from FT50 index journals, summarized research progress of existing studies, and strengthened theoretical background to be logical and supported with solid research evidence
- Developed smart Excel workbooks to automatically analyze and visualize reference

***Recruitment and Configuration* Book Revision Project** [Publisher: Renmin University of China Press] | 2023.03—2023.08
Research Assistant
- Drafted 6 case study examples, e.g., Haier Co.'s recruitment module integration based on digital systems

Leadership Research Progress in the past 5 years (Natural Language Processing & Network Analysis) | 2022.10—2022.11
Danish data science project, Grade: A
- Employed NLP models to identify key research topics in the leadership field (OB area) based on Scopus publication data, and analyzed the dynamic trend over the past 5 years. Applied Network Analysis on top author/author corporation analysis

Employee Attrition Analysis (Machine Learning) | 2022.09—2022.10
Danish data science project, Grade: A
- Employed machine learning on employees' feature data to analyze attrition antecedents and identified salary fairness problems
- Developed compensation predicting programs, and conducted model fine-tuning to improve the model accuracy, further designed front-end pages for HR to visualize potential salary design 'Pay Down' problems across job levels and positions

A Literature Review of Supervisor Developmental Feedback | 2021.01—2021.06
Bachelor's thesis, Garde: A
- Based on massive supervisor developmental feedback (SDF) studies published in SSCI/CSSCI journals over the past two decades, this study clarifies the concept and measurements of SDF, categorizes existing research theories, and summarizes influential mechanisms. Following these, various future research directions are proposed

The Effects of Internet Use on Elderly Care Anxiety: A Moderated Mediation | 2018.09—2019.03
Research Assistant & Co-author, Working paper
- Conducted field investigation in Beijing, inc. collected data through an offline questionnaire on elderly people, and conducted semi-structured interviews. Performed statistical analysis using SPSS

Chinese Undergraduate Academic Innovation Project with National Fund [ID: 201910002069] | 2019.05—2020.08
Core-participant, Completed quantitative study section, Grade: A (1st in Faculty)
- Applied psychology theories and quantitative research methods on residents' inheritance attitude and behavior in music folklore study innovatively, and the findings provided local government with novel perspectives for music folklore inheritance

PROFESSIONAL EXPERIENCE

Siemens Advanta Consulting
Summer Associate Consultant
2023.07—2023.09
Beijing, China
- **Soft PLC Market Study:** Derived hypothesis based on desktop research, incl. market outlook, competition analysis, business models. Compiled the survey questionnaire for info-brokers
- **Digitalization Strategy for Online platform User Experience:** Leveraged user footprint data analytics, benchmarking, and co-creation workshops to diagnose and enhance mobile and web UX, aiming at increasing customer conversion rates
- **Research on Industrial Metaverse Laboratory:** Analyzed policies and distinctive resource advantages for developing the industrial metaverse in Shenzhen Qianhai. Drafted discussion material for the municipal leadership

China Academy of Information and Communications Technology
Researcher Intern
2022.11—2023.02
Remote
- **Intelligent Connected Vehicle (ICV) Computility Research:** Supported the supervisor in modeling the compatibility requirements for the ICV industry in Hefei City, employing various methods for cross-validation
- **Green/Low-carbon Technology Industry Research Project:** Charted the policies and literature about green/low-carbon technology, clarified the scope of low-carbon technology and the definition for specific categories

Boston Consulting Group
Part-time Consulting Assistant
2021.05—2021.10
Beijing, China
- **Customer Experience Strategic Optimization for a Chinese Leading Bank:** Utilized desk research, expert interviews, and BCG's prior project expertise to distill best practices for bank branch customer journeys and APP journeys. Developed an initial handbook for bank customer experience monitoring system module
- **Strategy Analysis for a Third-party Payment Company:** Participated in collecting and analyzing industrial data, mapping market players' strategic layout, and forecasting market trends under the penetration of the latest techniques(SaaS, Face Recognition, etc.). Evaluated the competitiveness of the client's value proposition

Deloitte Consulting
Management Consulting Intern, Enterprise Technology & Performance
2021.02—2021.05
Beijing, China
- **Telecom R&D System Solution-Batch I:** Participated in the system implementation of 2 subsidiaries, handling data transformation, UAT, SIT tests, and weekly reporting. Developed an Excel dashboard for streamlined progress checks
- **Telecom R&D System Optimization-Batch II:** Based on the functions of batch I, interviewed clients to collect system optimization requirements. Conducted requirement analysis, and drafted system design doc and prototypes

Aon Hewitt Consulting
Management Consulting Intern, Organization & Talent Consulting
2020.10—2021.02
Beijing, China
- **Internet Company Organization Transformation:** Contributed to the redesign of organizational structure, ranks, and position systems. Drafted the employee career development manual
- **New Retail Company Executive Long-term Incentive Plan:** Conducted a detailed analysis of executive compensation data and benchmark practices, compiling comprehensive compensation data analysis reports
- **Online Education Company Talent Review:** Analyzed personality and ability test results for the senior management team, formulated recommendations for individual development, and crafted a succession plan

Tik-Tok
HR CoE Intern, Talent Acquisition & Development
2020.03—2020.08
Beijing, China
- **Business Analysis on Online Recruitment Efficiency:** Analyzed the usage data and recruitment effect of global HRBP team recruitment accounts, assisted supervisor in figuring out online recruitment pain points and gave suggestion
- **Global Talent and Marketing Survey:** Research on the best practice of talent acquisition and development (e.g. Background check, Inclusion & Diversity) of 15+ global benchmarking enterprises from 5 countries. Employed big data analytics tools and published structural or unstructured data (e.g., job title) to gain talent and organizational profiles

SOCIAL SERVICE EXPERIENCE

User Analysis for The Safe Delivery App of Maternity Foundation (Danish NGO)
Semester project, aiming to identify & find ways to reactivate dormant App users
2022.11—2022.12
Aalborg, Denmark
- Conducted user journey, profile and usage analysis with App footprint data. Employed machine learning on dormant user identification and feature analysis. Leveraged results with customized suggestions for different user profiles
- Applied a hybrid model of CRISP-DM and agile method as the main guideline of project management

Volunteer Project Consultant at A Better Community (Chinese NGO)
Funded Project Impact Evaluation for Relay China Foundation, awarded with "Special Award of Merit"
2021.08—2022.01
Beijing, China
- Engaged in the design of project impact evaluation methodology, e.g., indicators, scale
- Took charge of time management and quality control of deliverables. The final client report was well-received

COMPETITION EXPERIENCE

'Excellent Case Study' in Bain Cup Case Competition 2021 (Top 10%)
First prize in the Fifth Chinese College Student HR Skills (HRU) Competition (1/22)

SKILLS & INTERESTS

Computer: Python, SPSS, Mplus, Stata, Cite-Space, Nvivo, Zotero, SQL, Tableau, MS Office (Think-cell, Excel VBA), LaTeX
Language: Mandarin (Native), English (Full professional proficiency, IELTS 7), Danish (Basic)
Interest: Les Mills RPM (part-time instructor 2021 summer), Swimming, Piano, Cooking, Backpacking, Programming