

Dr. Haiyang Liu

Department of Management
The London School of Economics and Political Science
New Academic Building, 54 Lincoln's Inn Fields, London, WC2A 3LJ
Email: H.Liu34@lse.ac.uk

Employment

2018-present Assistant Professor in Management (Organizational Behavior)
Department of Management, London School of Economics and
Political Science

Education

2018 Doctor of Philosophy in Business Administration
Guanghua School of Management, Peking University

2013 Bachelor of Management
School of Labor and Human Resources, Renmin University of China

Academic Positions

2021-present PhD Program Director (Organizational Behavior)
Department of Management, London School of Economics and
Political Science

2016-2017 Visiting Scholar and Research Assistant
Warrington College of Business Administration, University of Florida

2013-2018 Teaching Assistant and Research Assistant
Guanghua School of Management, Peking University

Journal Publications

Key Refereed Articles

Liu, Y., Chiang, J. T-J., Wang, Z., Chen, F. X., & Liu, H. (In press). "Asking how to fish vs. asking for fish": Antecedents and consequences of different help-seeking behaviors in teams. *Personnel Psychology*.

Liu, H., Ji, Y., & Dust, S. (In Press). "Fully recharged" evenings? The effect of evening cyber leisure on next-day vitality and performance through sleep quantity and quality, bedtime procrastination, and psychological detachment, and the moderating role of mindfulness. *Journal of Applied Psychology*.

Dust, S., Liu, H., Wang, S., & Reina, C. (In Press). The effect of mindfulness and job demands on motivation and performance trajectories across the workweek: An entrainment theory perspective. *Journal of Applied Psychology*.

Liu, H., Dust, S., Xu, M., & Ji, Y. (2021). Leader-follower risk orientation incongruence, intellectual stimulation, and creativity: A configurational approach. *Personnel*

Psychology, 74(1), 143-173.

Liu, H., Chiang, J. T-J., Fehr, R., Xu, M., & Wang, S. (2017). How do leaders react when treated unfairly? Leader narcissism and self-interested behavior in response to unfair treatment. *Journal of Applied Psychology*, 102(11), 1590-1599.

Additional Refereed Articles

Higgins, M., Riza, S., Weiner, J., & Liu, H. (In Press). When is psychological safety helpful? A Longitudinal Study. *Academy of Management Discoveries*.

Chiang, J. T-J., Chen, X., Liu, H., Akutsu, S., & Wang, Z. (2020). We have emotions but can't show them! Authoritarian leadership, emotion suppression climate, and team performance. *Human Relations*.

Bai, Y., Dong, Z., Liu, H., Liu, S., (2017) We may be different, but I can help you: The effects that leaders' political skills have on leader-follower power distance value incongruence and withdrawal behavior. *Journal of Leadership and Organizational Studies*, 24, 216-229.

Liu, H., Liu, S., Wang, H., & Xu, M. (2016). The influence of leader-follower value congruence in power distance on follower's performance and its mechanism. *Nankai Business Review*, 19, 55-65.

Guan, Y., Wang, F., Liu, H., Ji, Y., Jia, X., Fang, Z., Li, Y., Hua, H., & Li, C. (2015) Career-specific parental behaviors, career exploration and career adaptability: A three-wave investigation among Chinese undergraduates. *Journal of Vocational Behavior*, 86, 95-103.

Guan, Y., Wen, Y., Chen, S. X., Liu, H., Si, W., Liu, Y., Wang, Y., Fu, R., Zhang, Y., & Dong, Z. (2014). When do salary and job level predict career satisfaction and turnover intention among Chinese managers? The role of perceived organizational career management and career anchor. *European Journal of Work and Organizational Psychology*, 23, 596-607.

Guan, Y., Wang, Z., Zhou, W., Liu, Y., Yue, Y., Zhang, Y., Liu, H., & Liu, H. (2013). Career locus of control and career success among Chinese employees: A multi-dimensional approach. *Journal of Career Assessment*, 21, 295-310.

Manuscripts Under Review

Liu, S., Liu, Z., Liu, X., Williams, M., Liu, H., & Wang, H. "Gender and empowering leadership (Title tentative)." *Academy of Management Journal*, invited for 2nd round Revise & Resubmit.

Liu, H., Li, Y., Wang, S., & Wang, M. "The effects of valence in emotional contagion (Title tentative)." *Journal of Applied Psychology*, invited for 1st round Revise & Resubmit.

†Chiang, J. T-J., †Liu, H., Fehr, R., Wang, Z., & Huang, Q. "Moral identity and punishment (Title tentative)." *Journal of Applied Psychology*, invited for 1st round Revise & Resubmit. († donates co-first authorship)

Dust, S., Resick, C., & Liu, H. "Moral mindfulness and ethical consequences (Title tentative)." *Journal of Applied Psychology*, invited for 1st round Revise & Resubmit.

Liu, H., Liu, Y., Chiang, J. T-J., Wang, S., & Wang, H. "Leader narcissism and newcomer

socialization (Title tentative).” *Personnel Psychology*, invited for 1st round Revise & Resubmit.

Selected Working Manuscripts

Chiang, J. T-J., **Liu, H.**, & Avolio, B. “Leader narcissism and moral punishment”, prepare for submission. (Target at *Academy of Management Journal*)

Liu, H., Dust, S., & Ji, Y. “Cyber loafing and weekday effects”, writing in progress. (Target at *Journal of Applied Psychology*)

Conference Presentations

Liu, S., **Liu, H.**, Ji, Y., Huang, Q., & Liu, S. (2021, August). *National culture and leisure across the workweek: A mean level and trajectory approach*. Paper to be presented at the 81st Annual Meeting of the Academy of Management, USA.

Liu, S., **Liu, H.**, Liu, S., Huang, Q., & Ji, Y. (2021, August). *Seeing through politics-colored glasses: The dark side of follower political skill*. Paper to be presented at the 81st Annual Meeting of the Academy of Management, USA.

Liu, Y., Chiang, J. T-J., Chen, F-X., Wang, Z., & **Liu, H.** (2021, August). *asking how to fish vs. asking for fish: An investigation of different help-seeking behaviors*. Paper to be presented at the 81st Annual Meeting of the Academy of Management, USA.

Liu, H., Ji, Y., & Scott, D. (2020, August). *mindfulness and motivation trajectories across the workweek: An entrainment theory perspective*. Paper to be presented at the 80th Annual Meeting of the Academy of Management, USA.

Liu, H., Chiang, T-J., & Wang, S. (2020, August). *Narcissistic leaders and their newcomers? The interplay between different facets of narcissism*. Paper to be presented at the Symposium “Socialization from Socializing: Interpersonal Influences on Newcomer Socialization” at the 80th Annual Meeting of the Academy of Management, USA.

Wang, S. & **Liu, H.** (2020, August). *Supervisors’ early perception of newcomer ingratiation and relationship development: a dynamic view*. Paper to be presented at the 80th Annual Meeting of the Academy of Management, USA.

Liu, H., Ji, Y., Huang, Q., Liu, S., & Dong, Z. (2019, August). *Does evening cyber leisure “eat up” your sleep and work? A dual-path model of evening cyber leisure*. Paper to be presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Huang, L., Shapiro, D., ... **Liu, H.**, & Avolio, B. (2019, August). *Why and when is narcissistic leader harmful: Exploring mediating mechanisms and boundary conditions*. Symposium Conducted at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Liu, H., Li, Y., & Wang, S. (2019, August). *The asymmetrical effects of valence in affect transfer: A motivated information processing angle*. Paper to be presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Liu, H., & Liu, S. (2018, August). *Understanding how a paradoxical leader helps a diversified team better create*. Paper to be presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.

Liu, H., Chiang, J. T-j., & Wang, S. (2018, August). *Disentangling the two faces of leader*

narcissism on reactions to newcomers. Paper to be presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.

Liu, H., Chiang, J. T-J., Wang, S., & Wang, H. (2017, August). *The sorting game: A longitudinal study on newcomer competence and narcissistic leaders' evaluation*. Paper to be presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

Chiang, J. T-J., **Liu, H.**, Zhang, Y., Akutsu, S. & Katsumura, F. (2017, August). *The dual inferences for authoritarian leaders' negative emotional labor on follower OCB and CWB*. Paper to be presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

Chen, L., Akutsu, S., Katsumura, F., **Liu, H.**, & Zhang, Y. (2017, August). *Leading with emotional labor: Gender differences in leader emotional labor and employee performance*. Paper accepted for the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

Chiang, J. T-J., **Liu, H.**, Zhang, Y., Liu, S., & Wang, S. (2016, August). *Leading against gender stereotypes: The positively deviant effect of leader epistemic motivation*. Paper presented at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.

Zhang, Y., Chiang, J. T-J., Guo, L., **Liu, H.**, Liu, S., & Chen, L. (2016, August). *Love is over: The moderating role of relationship tenure on leader narcissism and LMX*. Paper presented at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.

Liu, H., Liu, S., Wang, H. (2016, June). *The influence of leader-follower value congruence in power distance on follower's performance and its mechanism*. Paper presented at the 7th Biennial Conference of the International Association for Chinese Management Research (IACMR), Hangzhou, China.

Liu, H., Chiang, J. T-J., & Xu, M. (2015, August). *Selfless leaders and their selfless followers: the trickle-down effect of leader perceived fairness*. Paper presented at the 75th Academy of Management Annual Meeting, Vancouver, BC.

Sharif, M., Goldberg, C., Huang, J., **Liu, H.**, & Coglisier, C. (2015, October). *New avenues in LMX agreement research*. Symposium Conducted at the Southern Management Association Conference, St. Pete's Beach, FL.

Teaching Experience

Department of Management, London School of Economics and Political Science (LSE)

Core Teaching

- ◆ Organizational Behavior (MG4C2, 2018-2021)
 - ◆ Core Course, MSc in Human Resources and Organizations.
- ◆ Management of Human Resources: Strategies and Policy (MG480, 2018-2021)
 - ◆ Core Course, MSc in Human Resources and Organizations.
- ◆ Dissertation (MG493, 2018-2019)
 - ◆ Core Course, MSc in Human Resources and Organizations.

Guanghua School of Management, Peking University

Guest Lecturer

- ◆ Social Psychology (Undergraduate core), *Spring 2016*

Professional Service & Affiliations

Ad hoc reviewer

- ◆ Personnel Psychology
- ◆ Annual Meetings of the Academy of Management
- ◆ Journal of Occupational and Organizational Psychology

Professional Affiliations

- ◆ Academy of Management
- ◆ International Association for Chinese Management Research

References

Dr. Mo Wang

Lanzillotti-McKethan Eminent Scholar Chair and Chair of Management Department

University of Florida Research Foundation Professor

Warrington College of Business, University of Florida

Gainesville, FL, 32611-7165

(+1)-352-846-2054

mo.wang@warrington.ufl.edu

Dr. Yanjun Guan

Professor in Management

Durham University Business School

Millhill Ln, Durham DH1 3LB

(+44)-191-334-5765

yanjun.guan@durham.ac.uk

Dr. Jack Ting-Ju Chiang

Associate Professor of Organization Management

Executive Director of International MBA Program

Guanghua School of Management

Peking University

Beijing, China, 100871

(+86)-186-1078-3381

tjchiang@gsm.pku.edu.cn