

CURRICULUM VITA

PEI-CHUAN WU

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Department of Management & Organisation
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EDUCATION

Ph.D. Human Resource Management, University of Manchester, UK.
M.B.A. George Washington University, USA.

RESEARCH INTERESTS

- Strategic HRM and firm performance
- Personality, mentoring and career success
- Work-family balance
- Cultural intelligence, expatriate adjustment and performance

TEACHING INTERESTS AND EXPERIENCE

BBA

- Management & Organisation
- Human Resource Management
- Conflict Resolution, Mediation, and Negotiations

MBA

- Talent Management in a globalized environment

EMBA

- Cross-Culturally Human Resource Management

EXECUTIVE PROGRAMS

- Strategic Human Resource Management Program
- Advanced University Management Program
- General Management Program

AWARDS/RECOGNITION

- Best Paper Award (with S.H. Ang). 2008. "An empirical study of the impact of expatriate characteristics on expatriate adjustment and performance in Singapore." Asia Academy of Management Conference, Taipei, Taiwan.
- Carolyn Dexter Award Nominee (HR Division). Wu, P.C. 2004. "Business strategy, human resource management, and firm performance in Singapore." Academy of Management Conference, New Orleans.
- Carolyn Dexter Award Nominee, (HR Division). Wu, P.C. 2003. "Strategic Human Resource Management and Firm Performance in Taiwan." Academy of Management Conference, Seattle.

JOURNAL ARTICLES

Lawler, J., Chang, P., Hong, W., Chen, S., Wu, P.C., and Bae, J. 2012. "Going abroad: A multi-country study of employment practices and unionization in foreign subsidiaries of American multinationals." Industrial and Labor Relations Review (forthcoming).

Wu, P.C. and Ang, S.H. 2011. "The impact of expatriate supporting practices and cultural intelligence on cross-cultural adjustment and performance of expatriates in Singapore". International Journal of Human Resource Management, 22 (13), 2683-2702.

Lawler, J., Chen, S., Wu, P.C., Bae, J., and Bai, B. 2011. "High-performance work systems in foreign subsidiaries of American multinationals: A institutional model". Journal of International Business Studies, 42 (2), 202-220.

Wu, P.C. and Chaturvedi, S. 2009. "The role of procedural justice and power distance in the relationship between high performance work systems and employee attitudes: A multilevel perspective". Journal of Management, 35 (5), 1228-1247.

Wu, P.C., Foo, M.D., Turban, D.B. 2008. "The role of personality in relationship closeness, developer assistance, and career success". Journal of Vocational Behavior, 73, 440-448.

Maznevski, M.L., DiStefano, J.J., Gomez, C.B., Wu, P.C., and Noorderhaven, N.G. 2002. "Cultural dimensions at the individual level of analysis: The cultural orientation framework." International Journal of Cross Cultural Management, 2(3), 275-295.

Sparrow, P.R. and Wu, P.C. 1998. "Does National Culture Really Matter? Predicting HRM Preferences of Taiwanese Employees". Employee Relations, 20 (1), 26-56.

BOOK CHAPTERS

Wu, P C. 2004. HRM in Taiwan. In Managing Human resources in Asia-Pacific, edited by P. Budhwar. Global HRM Series, Schuler, R., Jackson, S., Sparrow, P., and M Poole (Eds.). pp. 93-112. London: Routledge Taylor & Francis Ltd.

Brannen, M Y., Gomez, C., Peterson, M F., Romani, L R., Sagiv, L., and Wu, P C. 2004. People in Global Organizations: Culture, Personality and Social Dynamics, In Blackwell Handbook of Global Management: A Guide to Managing Complexity. Lane, H W., Maznevski, M L., Mendenhall, M., and McNett, J (Eds.). Pp. 26-54. London: Blackwell publishing Ltd.

CONFERENCE PAPERS

Wu, P.C. and Chia, X.L. 2012. "Antecedents and outcomes of short-terms overseas assignments". International Association for Chinese Management Research, Hong Kong.

Wu, P.C., Chen, S.H., Bae, J., Bai, B., Lew, J.Y., Hong, W., Lawler, J.J. 2011. "Performance-based and socially supportive cultures as moderators of the human resource strategy-voluntary turnover strategy: Reexamining the GLOBE cultural dimensions". Academy of International Business, Nagoya, Japan.

Wu, P.C. and Ang, S.H. 2010. "The impact of expatriate supporting practices and cultural intelligence on cross-cultural adjustment and performance". International Association for Chinese Management Research, Shanghai, China.

Wu, P.C., TONG, Y.K. and Arvey, R.D. 2009. "High performance HR climates and employment relationships: An anatomy of the black box". Academy of Management Conference, Chicago, United States.

Wu, P.C. and Song, Z. 2009. "Work-family policies, the psychological contract, and work-family outcomes". Academy of Management Conference, Chicago, United States.

Wu, P.C., Ang, S.H. and Tan, Y. 2008. "The impact of individual characteristics on expatriate adjustment and performance". Academy of Management Conference, Anaheim, CA, United States.

Wu, P.C., Foo, M.D., Turban, D.B., and Teo, L.K. 2008. "Perceived emotions and trustworthiness: Influences on developmental assistance and career success". Academy of Management Conference, Anaheim, CA, United States.

Song, Z., Wu, P.C., and Tong, Y.K. 2008. "The blurred work-family boundary: A study on overtime work and working from home". Academy of Management Conference, Anaheim, California, United States.

Song, Z., Wu, P.C., and Tong, Y.K. 2008. "When work intrudes into family: A study on overtime work and working from home". International Association of Chinese Management Research, Guangzhou, China.

Wu, P.C. and Ang, S.H. 2008. "The Impact of High-Involvement Human Resource Practices Across Three Host Countries: A Contingency Perspective". Asia Academy of Management Conference, Taipei, Taiwan.

Wu, P.C. and Ang, S.H. 2008. "An empirical study of the impact of expatriate characteristics on expatriate adjustment and performance in Singapore". Asia Academy of Management Conference, Taipei, Taiwan.

Wu, P.C., Foo, M.D., Turban, D.B., and Sim, S. 2007. "Personality and career: The role of career developmental relationships and developers' assistance". Academy of Management Conference, Philadelphia, Pennsylvania, United States.

Wu, P.C. and Ang, S.H. 2007. "Moderating effect of high-involvement human resource practices on firm strategy and performance". Academy of International Business Conference, Indianapolis, United States.

Wu, P.C. and Ang, S.H. 2007. "Impact of high-involvement human resource practices across three host countries: A contingency perspective". Academy of International Business Conference, Indianapolis, United States.

Wu, P.C. and Ang, S.H. 2007. "Firm innovation, diversification and performance: Human resource practices as moderators". Academy of Management Conference, Philadelphia, Pennsylvania, United States.

Wu, P.C. and Tan, S. 2007. "The role of justice and support in work-family conflict and psychological contract". Academy of Management Conference, Philadelphia, Pennsylvania, United States.

Wu, P.C. 2006. "The role of organizational justice and power distance in perceptions of HRM practices and outcomes". Academy of Management Conference, Atlanta, Georgia, United States.

Wu, P.C. and Tong, Y.K. 2006. "HRM practices and performance: Testing the mediating role of justice and exchange relationships". Academy of Management Conference, Atlanta, Georgia, United States.

Wu, P.C. and Tong, Y.K. 2006. "The moderating role of HRM practices on employment relationships and citizenship behaviours: An investigation in China". Academy of International Business Conference, Beijing, China.

Wu, P.C. 2005. "Do cultural values and justice moderate the relationship between HRM practices and outcomes?" Academy of Management Conference, Honolulu, Hawaii, United States.

Wu, P.C. 2005. "High Performance Work Systems and Firm Performance: A Cross-Cultural Comparison in Three Countries." Academy of Management Conference, Honolulu, Hawaii, United States.

Wu, P.C. 2005. "Cross-Cultural Variations in Human Resource Practices and Firm Performance: A Comparison of Multinational and Local Firms." Academy of International Business Conference, Quebec City, Canada.

Wu, P.C. 2004. "Business Strategy, Human Resource Management, and Firm Performance in Singapore." Academy of Management Conference, New Orleans, United States.

Wu, P.C. 2004. "Cultural Values, Human Resource Management Practices, and Work-related Outcomes in Taiwan." Academy of Management Annual Conference, New Orleans, United States.

Wu, P.C. 2003. "Strategic human resource management and firm performance in Taiwan". Academy of Management Annual Meeting, Seattle, Washington, United States.

Wu, P.C. 2002. "Influence of cultural values and work value-job satisfaction fit on organizational commitment." Academy of Management Conference, Denver, Colorado, United States.

Wu, P.C. and Sparrow, P. 2001. "Human Resource Management Under Cultural Considerations: A Dialogue with Taiwanese Managers". British Academy of Management Conference, Cardiff, United Kingdom.

Wu, P.C. and Sparrow, P. 2001. "Do Cultural Values and Work Values Predispose Employees to High Organisational Commitment? A Study of Taiwanese Employees". British Academy of Management Conference, Cardiff, United Kingdom.