

ONG Wei Jee

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ACADEMIC EMPLOYMENT

National University of Singapore Business School, Department of Management & Organisation
Assistant Professor 2021 - Present

EDUCATION

University of Washington, Michael G. Foster School of Business

Ph.D., Organizational Behavior and Human Resource Management
MS, Business Administration

National University of Singapore

B.Eng., Industrial & Systems Engineering, Honours (Highest Distinction)

RESEARCH INTERESTS

Autonomy, leadership, ethics.

PUBLICATIONS

Ong, W. J. & Reynolds, S. J. When Does Rule-Breaking Hurt Performance? Evidence from Judo, Soccer, and Organizational Settings. *Academy of Management Discoveries (in press)*.

Johnson, M. D., Awtrey, E., & **Ong, W. J.** Verdicts, Elections, and Counterterrorism: When Groups Take Unofficial Votes. *Academy of Management Discoveries (2023)*.

Ong, W. J. & Johnson, M. D. Towards a configural theory of job demands and resources. *Academy of Management Journal (2023)*.

Ong, W. J. Gender-contingent effects of leadership on loneliness. *Journal of Applied Psychology (2022)*.

Ong, W. J., Yam, K. C., Barnes, C. M. Moral evaluations of humor apply beyond just those telling the joke. *Social Cognition (2022)*.

Guarana, C. L., Barnes, C. M., & **Ong, W. J.** The effects of blue light suppression on sleep and work outcomes. *Journal of Applied Psychology (2021)*.

MANUSCRIPTS UNDER REVIEW

Ong, W. J. & Lim, G. Leader punishment. 1st revise-and-resubmit, *Academy of Management Journal*.

Lim, J. H. & **Ong, W. J.** How SES affects leader effectiveness. Under first review, *Academy of Management Journal*.

Ong, W. J., Schäpers, P., Lievens, F., Gupta, A., & Barnes, C. M. CEO-employee congruence. Under first review, *Organization Science*.

Li, L., Gao, X., & **Ong, W. J.** Configurations of proactivity. Under first review, *Academy of Management Journal*.

Ong, W. J. & Lim, G. Leader autonomy and charisma. Under first review, *Organization Science*.

Khan, U. A., Barnes, C. M., Moy, J., & **Ong, W. J.** Effects of food insecurity. Proposal under review, *Journal of Applied Psychology*.

SELECTED WORK IN PROGRESS

Ong, W. J. & Lim, G.. Smoking and leader attainment. *Preparing for submission.*

Yan, L., Lim, J. H., & **Ong, W. J.** Impression management across SES levels. *Preparing for submission.*

Heng, Y. T., Chawla, N., **Ong, W. J.**, Oliver, A., & Patel, C. Menopause symptoms at work. *Preparing for submission.*

Ong, W. J. Remote work and job attitudes. *Collecting Study 2.*

Ong, W. J. & Shi, B. Types of work autonomy. *Collecting Study 2.*

CONFERENCES

Yan, L., Lim, G. J. H., & **Ong, W. J.** The role of class privilege and humility in leadership. 2024 (*Aug*). AOM paper presentation.

Heng, Y. T., Chawla, N., **Ong, W. J.**, Oliver, A., Patel, C. Embracing Silver Linings: Understanding When Menopause Facilitates Women's Generative Behaviors at Work. 2024 (*Jun*). IACM poster session.

Heng, Y. T., Chawla, N., **Ong, W. J.**, Oliver, A., Patel, C. Embracing Silver Linings: Understanding When Menopause Facilitates Women's Generative Behaviors at Work. 2024 (*Jun*). SMS Special Conference.

Eng, A., He, T., & **Ong, W. J.** Joint Effects of Accuracy and Equity on Fairness: Judgments of Algorithmic and Human Decisions. 2023. AOM paper presentation.

Li, L., **Ong, W. J.**, & Gao, X. Careful or Reckless? A Configural Approach to Understanding Proactivity Process and Its Mechanism. 2023. AOM paper presentation.

Ong, W. J. Competing Perspectives on Leaders' Self-Regulation of Leniency in Light of Their Own Past Misconduct. 2023. AOM symposium paper.

Ong, W. J. More or less lenient? Disentangling competing perspectives on leaders' self-regulation of past misconduct. 2023. EURAM paper presentation.

Ong, W. J. How Leaders' Past Misconduct Affects Leniency towards Subordinates. 2022. AOM symposium paper.

Ong, W. J., Yam, K. C., & Barnes, C. M. Moral evaluations of humor apply beyond just those telling the joke. 2021. AOM symposium paper.

Ong, W. J. & Johnson, M. D. Configural Effects of Job Demands and Resources on Exhaustion. 2020. AOM paper presentation.

Guarana, C. L. O., Barnes, C. M., & **Ong, W. J.** Chronobiology & Sleep @ Work. 2020. AOM symposium paper.

Ong, W. J. & Reynolds, S. J. How Loneliness at Work Leads to Unethical Behavior Via Distress. 2019. AOM symposium paper.

Ong, W. J. & Schabram, K. F. Alone in a Crowded Office: Antecedents and Consequences of Loneliness in the Workplace. 2019. AOM symposium co-chair.

TEACHING EXPERIENCE

National University of Singapore

MNO2705: Leadership and Decision Making under Uncertainty (4.6/5.0)

2021-2024

BMS5411: Judgment and Decision Making Under Uncertainty (4.5/5.0)	2021-2022
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University of Washington

MGMT 300: Leadership and Organizational Behavior (4.6/5.0)	2019-2021
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AWARDS

NUS Inauguration Grant (S\$200,000)	2021
NUS Start-up Grant (S\$90,000)	2021
Dean's Achievement Award	2020
Terry Mitchell Endowed PhD Fellowship	2018-2020
Evert McCabe Endowed Fellowship in Private Enterprise (US\$5,000)	2017-2018

SERVICE

Reviewer, Carolyn Dexter Award	2022
Brownbag coordinator, NUS	2021 - 2023
Reviewer, Academy of Management Annual Meetings (OB, MOC divisions)	2018-Present