

**NORIKO TAN**

Department of Management & Organisation  
National University of Singapore Business School  
BIZ1-08-41, Mochtar Riady Building, 15 Kent Ridge Drive, Singapore 119245  
Email: norikotan@nus.edu.sg

**ACADEMIC HISTORY**

Ph.D. National University of Singapore, 2015 – 2020  
NUS Business School  
Department of Management and Organisation  
Dissertation Committee Chair: Remus Ilies

**EMPLOYMENT HISTORY**

2023 – Present Lecturer  
2020 – 2022 Adjunct Instructor  
NUS Business School  
National University of Singapore  
  
2020 – 2022 Postgraduate Research Fellow  
Lee Kong Chian School of Business  
Singapore Management University  
  
2014 Project Manager  
Willis Towers Watson & Co.  
  
2012 – 2014 Senior Consultant  
Spire Research & Consulting

**TEACHING INTERESTS**

Organizational Behavior; Leadership; Judgment and Decision Making; Negotiation;  
Groups & Teams

**TEACHING EXPERIENCE**

Aug – Dec 24 NUS BBA, Negotiations & Conflict Management  
NUS BBA, Leadership & Decision-making Under Uncertainty  
NUS BBA, Field Service Project (Clients: Henatenn Holdings, Supreme  
Components International, Khaitan)  
  
Jan – May 24 NUS MBA, Leading with Impact  
  
Aug – Dec 23 NUS BBA, Leadership & Decision-making Under Uncertainty  
  
Jan – May 23 NUS MBA, Leading with Impact  
NUS BBA, Leadership & Decision-making Under Uncertainty

- Aug – Dec 22 NUS BBA, Leadership & Decision-making Under Uncertainty  
NUS BBA, Field Service Project (Clients: Mothership; KinderWorld International Group; Almarc Engineering)
- Jan – May 22 NUS BBA, Leadership & Decision-making Under Uncertainty
- Aug – Dec 21 NUS BBA, Field Service Project (Client: PAZZION)  
NUS BBA, Leading Groups and Teams  
NUS BBA, Leadership & Decision-making Under Uncertainty
- Jan – May 21 NUS MBA, Leading with Impact
- Aug – Dec 20 NUS BBA, Leading Groups and Teams  
NUS MBA, Leading with Impact
- Aug – Dec 17 NUS BBA, Human Capital in Organizations

## RESEARCH INTERESTS

Mindfulness; Workplace Gossip; Leadership; Moral Objection

## HONORS AND AWARDS

- Best Paper Award, Organizational Behavior Division, Asia Academy of Management Conference, 2019
- Best Paper Award, Psychology-Sociology Track, NUS Ph.D. Annual Research Day 2018
- Research Scholarship, National University of Singapore, 2015 – 2020

## PUBLICATIONS

Reb, Nai, Sim, Masters-Waage, Narayanan & **Tan, N.** (2021). Going far together by being here now: Mindfulness increases cooperation in negotiations. *Organizational Behavior and Human Decision Processes*.

**Tan, N.**, Yam, K.C., Zhang, P. & Brown, D. (2020). Are You Gossiping About Me? The Costs and Benefits of High Workplace Gossip Prevalence. *Journal of Business & Psychology*.

Zheng, M. X., Masters-Waage, T. C., Yao, J., Lu, Y., **Tan, N.**, & Narayanan, J. (2020). *Frontiers in Psychology*, 11, 610156.

## CONFERENCE PAPERS

**Tan, N.** & Yao, J. (2024). *A Within-Individual Examination of How Employees Cope With Injustice Through Gossip*. Paper presented at 39<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois, USA.

- Yao, J. & **Tan, N.** (2018). *Speaking Up as A Mixed Blessing: Within-Individual Consequences of Voice Behavior*. Paper presented at 39<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois, USA.
- Tan, N.**, Yao, J., Lu, Y., & Narayanan, J. (2022). Is “Zoom fatigue” real? Video conferencing boosts productivity but worsens well-being. Paper presented at 82nd Annual Meeting of the Academy of Management, Seattle, Washington, USA.
- Tan, N.** & Vadera, A. K., Morse, L., Tenbrunsel, A.E (2021). Moral Objection in The Workplace: A Review and Synthesis with A New Paradigm (included in symposium *Managing Voices for the Greater Good: Insights on the Risks and Consequences of Speaking Up*) to be presented at 81<sup>st</sup> Annual Meeting of the Academy of Management
- Tan, N.** & Yao, J. (2020) Gossip as a Coping Mechanism for Supervisory Injustice. Paper (included in symposium *Understanding Workplace Gossip: Novel Antecedents, Consequences, and Functions of Gossip at Work*) to be presented at 80th Annual Meeting of the Academy of Management
- Yao, J. & **Tan, N.** (2019). Employees Speaking Up, Leaders Threatened: How Leaders Respond Negatively to Prohibitive Voice. Paper presented at 79th Annual Meeting of the Academy of Management, Boston, Massachusetts, USA.
- Tan, N.**, Yam, K. C., Tang, P. M., & Yao, J. (2019) Perceived Gossip Prevalence in the Workplace: Implications on OCB, Work Engagement, and Well-being. Paper (included in the symposium *The Functions of Workplace Gossip*) presented at 79th Annual Meeting of the Academy of Management, Boston, Massachusetts, USA.
- Yao, J. & **Tan, N.** (2019). Conceptualization and Implications of Leader Perceived Network Structure. Paper presented at 11th Asia Academy of Management Conference, Kuta, Bali, Indonesia.
- Tan, N.** & Cao, J (2018). *LMX As a Mixed Blessing: Support Reception, Support Provision and Strain*. Paper presented at 78th Annual Meeting of the Academy of Management, Chicago, Illinois, USA.
- Yao, J. & **Tan, N.** (2018). *Conceptualization and Implications of Leader Perceived Network Structure*. Paper presented at 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois, USA.
- Tan, N.**, & Yao, J. (2018). *LMX and Strain: Integrating LMX Agreement, Support Reception, and Support Provision*. Paper presented at 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois, USA.
- Tan, N.**, Yam, K. C., Nai, J., Lam C. F., (2017). *Are You Gossiping About Me? The Costs and Benefits of High Workplace Gossip Prevalence*. Paper presented at 77th Annual Meeting of the Academy of Management, Atlanta, Georgia, USA.
- Tan, N., **Yao, J.**, Ilies, R. (2017). *Telecommuting and Work-Family Conflict: The Moderating Role of Work-Family Integration*. Paper presented at 77th Annual Meeting of the Academy of Management, Atlanta, Georgia, USA.

**Tan, N.**, Yam, K. C., Nai, J., Ilies, R. (2017). *Gossip Prevalence and Work Outcomes: The Mediating Role of Performance Pressure*. Paper presented at 10th Asia Academy of Management Conference, Fukuoka, Japan

Nai, J., Narayanan, J., **Tan, N.**, & Reb, J. (2016). *The Influence of Mindfulness on Cooperative Intentions and Behavior*. Paper presented at 76th Annual Meeting of the Academy of Management, Anaheim, California, USA.

## **PROFESSIONAL AFFILIATIONS**

Academy of Management (AOM)

Society for Industrial and Organizational Psychology (SIOP)

Social Psychological and Personality Science (SPSP)

Academy of International Business (AIB)

## **RESEARCH SKILLS**

Tools: SPSS, Mplus, AMOS, HLM, Qualtrics

Methods: structural equation model, hierarchical linear modelling, experience sampling method (ESM), meta-analysis