

CURRICULUM VITAE

Zhaoli Song

Associate Professor
Department of Management and Organization
School of Business
National University of Singapore
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EDUCATION

- 2004 Ph.D., Human Resources and Industrial Relations
University of Minnesota
- 2004 M.S., Statistics
University of Minnesota
- 1999 M.S., Industrial / Organizational Psychology
Institute of Psychology, Chinese Academy of Sciences
- 1995 B.A., Optics
Department of Optoelectronics, Sichuan University

EMPLOYMENT EXPERIENCE

- 2011-present Associate Professor, National University of Singapore, Singapore.
- 2013- 2017 Academic Director, NUS Chinese EMBA program
- 2004-2011 Assistant Professor, National University of Singapore, Singapore.

RESEARCH INTERESTS

My research areas include behavior genetics, leadership, entrepreneurship, social interactions, newcomer socialization, job search and unemployment experience, momentary emotional experience, work-family boundary, futures, Chinese management, research design and methods.

JOURNAL PUBLICATIONS

Cao, J., & Song, Z. (Accepted). An incoming threat: The influence of automation potential on job insecurity. Asia-Pacific Journal of Business Administration.

Tang, P. K., Klotz, A. C., McClean, S. T., Wang, Y., Song, Z., & Ng, C. T. S. (In press). Who needs nature? The influence of employee speciesism on nature-based need satisfaction and subsequent work behavior. Journal of Applied Psychology.

Ng, W. X., Song, Z., & Lievens, P. (In press). Human capital effects in the job search process for new labor market entrants: A double-edged sword? Journal of Vocational Behavior.

Waldman, D. A., Stephan, U., Song, Z., Erez, M., & Siegel, D. (2023). Organizational behavior and human resource management perspectives on entrepreneurship: Lessons learned and new directions. Personnel Psychology, 1–20.

Deng, W., Hubner, S., Frese, M. & **Song, Z.** (2023). Different ways lead to ambidexterity: Configurations for team innovation across China, India, and Singapore. Journal of International Management, 29(3), 101027.

Jia, H., Chuang, Y., Zheng, L., Xie, X., **Song, Z.**, & Lai, L. (2023). The role of altruistic behavior and genetic influence of DRD4 in resource gain and resource loss spirals. Asia Pacific Journal of Management, 1-23.

Liao, Z., Wu, L., Zhang, H., **Song, Z.**, & Wang, Y. (2023). Exchange through emoting: An emotional model of leader-member resource exchanges. Personnel Psychology, 76(1), 311-346.

Song, Z., Li, W.-D., & Fan, Q. (2022). Reply to Qiu et al.: Hunting for leadership "causal" genes: Mission possible? Proceedings of the National Academy of Sciences, 119(29), e2208115119.

Song, Z., Li, W. D., Li, H., Zhang, X., Wang, N., & Fan, Q. (2022). Genetic basis of job attainment characteristics and the genetic sharing with other SES indices and well-being. Scientific Reports, 12(1), 1-15.

Song, Z. & Fergnani, A. (2022). How pandemic films help us understand outbreaks: Implications for Futures and Foresight. World Futures Review, 14(1), 9-28.

Song, Z., Li, W., Jin, X., Ying, J., Zhang, X., Song, Y., Li, H. & Fan, Q. (2022). Genetics, leadership position, and well-being: An investigation with a large-scale GWAS. Proceedings of the National Academy of Sciences, 119(12), e2114271119.

Hubner, S., Frese, M., **Song, Z.**, Tripathi, N., Kaschner, T., & Le Kong, X. (2022). An Asia-centric approach to team innovation: Cultural differences in exploration and exploitation behavior. Journal of Business Research, 138, 408-421.

Liao, Z., Lee, H. W., Johnson, R., **Song, Z.**, & Liu, Y. (2021). Seeing from a short-term perspective: When and why daily abusive supervisor behavior yields functional and dysfunctional consequences. Journal of Applied Psychology, 106(3), 377-398.

Fergnani, A., & **Song, Z.** (2020). The six scenario archetypes framework: A systematic investigation of science fiction films set in the future. Futures, 124, 102645.

Sun, S., Wang, N., Zhu, J., & **Song, Z.** (2020). Crafting job demands and employee creativity: A diary study. Human Resource Management, 59(6), 569-583.

Wang, N., Zhu, J., **Song, Z.**, Dormann, C., & Bakker, A. B. (2020). The daily motivators: positive work events, psychological needs satisfaction and work engagement. Applied Psychology: An International Review, 69, 508-537.

Liao*, Z., Liu, W., Li, X., & **Song***, Z. (2019). Give and take: An episodic perspective on leader-member exchange. Journal of Applied Psychology, 103, 34-51.

Liao, Z., Yam, K. C., Johnson, R. E., Liu, W., & **Song, Z.** (2018). Cleansing my abuse: A reparative response model of perpetrating abusive supervisor behavior. Journal of Applied Psychology, 103, 1039-1056.

Liu, W., **Song, Z.**, Li, X. & Liao, Z. (2017). Why and when leaders' affective states influence employee upward voice. Academy of Management Journal, 24, 238-263.

Li, W., Zhang, Z., Song, Z. & Arvey, R. (2016). It is also in our nature: Genetic influences on work characteristics and in explaining their relationships with well-being. Journal of Organizational Behavior, 37, 868-888.

Sun, S., Chen, H., & **Song, Z.** (2016). Cross-level moderating effects of conscientiousness on within-person relationships of self-efficacy to effort allocation. Human Performance, 29(5), 447-459.

Chi*, W., Li, W., Wang, N. & **Song*, Z.** (2016). Can Genes Play a Role in Explaining Frequent Job Changes? An Examination of Gene-Environment Interaction from Human Capital Theory, Journal of Applied Psychology, 101, 1030-1044.

Li*, W. D., Wang, N., Arvey, R., Soong, R., Saw, S. M., & **Song*, Z.** (2015). A mixed blessing? Dual mediating mechanisms in the relationship between dopamine transporter gene *DAT1* and leadership role occupancy, The Leadership Quarterly, 26(5), 671-686.

Sun, S., **Song, Z.**, & Lim, K, G V. (2013). Dynamics of the job search process: Developing and testing a mediated moderation model. Journal of Applied Psychology, 98(5), 771-784.

Kameyer-Mueller, J., Wanberg., C., Rubenstein, A. & **Song, Z.** (2013). Support, Undermining, Affect, and Newcomer Socialization: Fitting in During the First 90 Days. Academy of Management Journal, 56(4), 1104-1124.

Uy, M., Foo, M., & **Song, Z.** (2013). The moderating role of prior start-up experience on entrepreneurs' coping and psychological well-being. Journal of Business Venturing, 28(5), 583-597.

Li, W., Arvey, R. D., Zhang, Z., & **Song, Z.** (2012). Do leadership role occupancy and transformational leadership share the same genetic and environmental influences? Leadership Quarterly, 23(2), 233-243.

Song, Z., Li, W., & Arvey, R. (2011) Associations between Dopamine and Serotonin genes and job satisfaction, Preliminary evidence from the Add Health Study. Journal of Applied Psychology, 96(6), 1223-1233.

Rajah, R. B., **Song, Z.**, & Arvey, R. D. (2011). Emotionality and leadership: Taking stock of the past decade of research. Leadership Quarterly, 22(6), 1107-1119.

Li, W., Arvey, R., & **Song, Z.** (2011). The influences of general mental ability, self-esteem and family socioeconomic status on leadership role occupancy and leader advancement: The moderating role of gender. Leadership Quarterly, 22(3), 520-534.

Song, Z., Foo, M., Uy, M & Sun, S. (2011). Unraveling the daily stress crossover between the unemployed and their employed spouses. Journal of Applied Psychology. 96(1), 151-168.

Song, Z., Uy, M., Zhang, S., & Shi, K. (2009). Daily distress and job search: Evidence from China. Human Relations, 62, 1171-1197.

Egan, T., & **Song, Z.** (2008). Does facilitation beneficiary: A randomized experimental study on the effectiveness of facilitated mentoring. Journal of Vocational Behavior, 72, 351-362.

Song, Z., Foo, M., & Uy, M. (2008). The spillover and crossover of moods among dual-earner couples: An event sampling cell phone study. Journal of Applied Psychology, 93, 443-452.

Song, Z., Wanberg, C., Niu, X, & Xie, Y. (2006). Action-state orientation and the theory of planned behavior: A study on job search in China. Journal of Vocational Behavior, 68, 490-503.

Wanberg, C.R., Glomb, T., **Song, Z.**, & Sorenson, S. (2005). Job-search persistence during unemployment: A ten wave longitudinal study. Journal of Applied Psychology, 90, 411-430.

McKee-Ryan, F., **Song, Z.**, Wanberg, C. & Kinicki, A. (2005). Psychological and physical well-being during unemployment: A meta-analytic study. Journal of Applied Psychology, 90, 53-76.

Wanberg, C.R., Hough, L., & **Song, Z.** (2002). Predictive validity of a multidisciplinary model of reemployment success. Journal of Applied Psychology, 87, 1100-1133.

BOOK CHAPTERS

Li, W-D., **Song, Z.**, Arvey, R. (in press). Organizational research, genetics, and the possible coming era of organizational genomics. *Oxford Handbook of Individual Differences in Organizational Contexts*. Oxford University Press.

Song, Z., Ma, Y. (2021) An Asian-Centric View of Cross-Culture Leadership Research. In De Cremer, D. (Ed), *On the Emergence and Understanding of Asian Global Leadership*, (pp.3-30). De Gruyter.

Li, W-D., Zhang, X., **Song, Z.** & Wang, Y. (2020). Behavioral genetics and affect at work: A review and directions for future research. In *The Cambridge Handbook of Workplace Affect* (pp. 64-75). Cambridge University Press.

Song, Z., Sun, S., & Li, X. (2018). Job search behaviors of the unemployed: A dynamic perspective. In U-C., Klehe, & E. van Hoft (Eds.), *Handbook of Job Loss and Job Search*, (pp.417-432). Oxford University Press.

Li, X. & **Song, Z.** (2017). Recruitment, job search and job choice: An integrated literature review. In N. Anderson, C. Viswesvaran, H. K. Sinangil & D.S. Ones (Eds), *Handbook of Industrial, Work and Organizational Psychology (2nd)*, (pp.489-507). Sage Publications.

Song, Z., Li W., & Wang, N. (2014). Progress in molecular genetics and its potential implications to OB research. In R. D. Arvey & S. M. Corlarelli (Eds), *Biological Foundations of Organizational Behavior* (pp. 23-46). Chicago University Press.

Arvey, R., Wan, N., **Song, Z.**, & Li, W., (2014). Sociobiology of Leadership. In D. V. Day (Ed), *Handbook of Leadership in Organizations* (pp.73-92). Oxford University Press.

Butler, A., **Song, Z.**, & Ilies, R. (2013). Experience Sampling Methods for Work-Family Research: A Review and Research Agenda. In J. G. Grzywacz, & E. Demerouti (Eds.), *New Frontiers in Work and Family Research*, (pp.133-149). Psychology Press and Routledge.

AWARDS

2014 Best Micro Paper, Biannual Conference of the International Association for Chinese Management Research.

2015 Best Paper, OB Division, Annual Conference of the Academy of Management

2016 NUS Business School Research Excellence Award

GRANTS

2022-2024 Principal investigator for the grant T1 02/2022/115: The extension to the genome wide association study on leadership and health. (co-PI Qiao Fan). S\$ 40,000.

2020-2024 Principal investigator for the grant R-317-000-162-720: A genome wide association study on leadership and health. (co-PI Qiao Fan). S\$ 75,000.

2020-2023 Principal investigator for the grant R-317-000-156-720: Perceived AI functions, job characteristics and work outcomes (Collaborator: Chi Wei). S\$ 89,000.

2018-2023 Principal investigator for the grant R-311-000-029-119: Enhancing productivity of innovations across cultures for Singapore (EPICS) (co-PIs: Michael Frese, Kenneth Huang, Ishtiaq Mahmood, Dieleman Marleen, Leonard Lee, Krishna Savani). S\$ 2,267,497.

2018-2021 Principal investigator for the Grant R-317-000-138-112: A Genome Wide Association Study of Occupational Well-Being Based on UK Biobank Data. (co-PI Qiao Fan). S\$ 48,000.

2017-2020 Principal investigator for the Grant R-317-000-129-112: How does the shared leadership shape up the new venture performance over time. S\$ 31,960.

2016-2019 Principal investigator for the Grant R-317-000-119-112: Follow up of the Genetics and social relationship study. S\$45,000.

2013-2016 Principal investigator for the Grant R-317-000-110-112: Leadership development: A comparison of India and China. S\$37,000.

2012-2016 Principal investigator for the Grant R-317-000-102-112: Genetics and social relationships: a social genomic panel study. (co-PIs: Dr. Jayanth Narayanan, Dr, Fang Ruolian, collaborators: Prof. Richard Arvey, Prof. Richard Ebstein, Prof. Chew Soo Hong, A/P. Richie Soong, A/P, Lai Poh San), S\$543,750.

2011-2014 Principal investigator for the Grant R-317-000-099-112: A pilot study of neurogenetics of leadership (co-PI: Richard Arvey), S\$30,500

2010-2012 Principal investigator for the Grant R-545-000-024-733: Association Between Health Behaviors and Intra-Day Work Performance: A Mobile Survey Study of Nurses (co-PI: Saw Seang Mei, collaborators: Eric Andrew Finkelstein, Vicki Blair Drury), S\$50,000

2010-2011 Principal investigator for the Grant R-317-000-085-112: Identifying genetic causes of psycho-social and economic behaviors (co-investigator: Dr. Jayanth Narayanan, A/P Richie Soong), S\$34,000

2009-2011 Principal investigator for the Grant R-317-000-080-112: An event sampling and genomic study on affective dynamics between couples (co-investigator: Prof. Richard Arvey, A/P Saw Seang Mei), S\$53,600

- 2008-2011** Principal investigator for the Grant R-317-000-078-112: Job search, job interview, and affective experiences of college graduates (co-investigator: Dr. Vivien Lim), S\$53,400
- 2009-2011** Co-Principal investigator for the Grant R-317-000-076-112: Food culture, food choice and wellbeing of employees in organizations (principle-investigator: Prof. Richard Arvey), S\$41,914
- 2007-2010** Principal investigator for the Grant R-317-000-071-112: An empirical study on work-family cross-boundary behaviors (co-investigator: Dr. Peichuan Wu), S\$34,674
- 2006-2008** Co-Principal investigator for the Grant R-317-000-061-112: Dynamic Coping Study Using a Multi-wave Panel Design (principle-investigator: Dr. Foo Maw Der), S\$36,855.
- 2005-2007** Principal investigator for the Grant R-317-000-059-112: Understanding the” roller coaster” of job search experience: A daily repeated measure study, S\$58,263.

COURSES TAUGHT

Undergraduate:

MNO3301 Organizational Behavior

MNO3113F Managing high performance teams

MNO4313C Compensation and performance management

Master:

BMH5110: Compensation and performance management

PhD:

BMO6007 Advanced quantitative method seminar

BMO6003 PhD Seminar in human resource management

EMBA:

BMC5008A: Cross-culture human resource management (in Chinese).

BMC5008B: Organization and change consultancy (in Chinese)

PHD STUDENTS SUPERVISED

Current:

Zhu Yimo (Year 3)

Past:

Yating Wang (Assistant Professor, Remin University, China)

Alessandro Fergnani (Associate Professor, Rabat Business School, Morocco)

Jieqiong Cao (Lecturer, Singapore University of Social Sciences)

Ng Wei Xuan (Assistant Professor, The International Business School, Zhejiang University)

Jingxian Yao (Senior Lecturer, Singapore University of Social Sciences)

Neha Tripathi (Assistant Professor, IIM, Ahmedabad, India)

Zhenyu Liao (Assistant Professor, Northeastern University, U.S.)

Jinlong Zhu (Associate Professor, Remin University, China)

Jiaqing Chen (Visiting Assistant Professor, Singapore Management University)

Nan Wang (Assistant Professor, Hong Kong Lingnan University)

Xian Li (Vice President, Goldman Sachs China)

Shuhua Sun (Associate Professor, Tulane University, U.S.)
Wendong Li (Associate Professor, Chinese University of Hong Kong)

POSTDOCTORAL FELLOWS SUPERVISED

Ameek Kaur (2021-2022)
Wei Xuan Ng (2020-2022)
Neha Tripathi (2019-2020)
Sylvia Hubner (2019-2021)

EDITING AND REVIEW EXPERIENCE

Guest editor: Personnel Psychology Special Issue: Organizational Behavior and Human Resource Management Perspectives on Entrepreneurship

Associate Editor: Applied Psychology: An International Review (2014-2017)

Editorial Board: Personnel Psychology

Ad Hoc Journal Review

Academy of Management Journal
Academy of Management Review
Organizational Behavior and Human Decision Processes
Personal Psychology
Human Relations
Journal of Vocational Behavior
Journal of Organizational Behavior
Journal of Occupational and Organizational Psychology
Social Science & Medicine
International Journal of Selection and Assessment
Asian Case Research Journal

Review for professional conference

Academy of Management, Organizational Behavior Division, 2003-2007, 2010
Academy of Management, Human Resource Division, 2003-2005, 2010
Society of Industrial and Organizational Psychology, 2006, 2008, 2009
International Association for Chinese Management Research, 2004, 2010

Review for research grant

NSF (U.S.), RGS (Hong Kong)

PROFESSIONAL AFFILIATIONS

Academy of Management (HRM, OB, and Research Method divisions)
Society of Industrial and Organizational Psychology
International Association for Chinese Management Research

Note: * denotes corresponding author or co-corresponding authors of the paper or manuscript.