

JI HYUN KIM

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National University of Singapore Business School
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ACADEMIC EMPLOYMENT

National University of Singapore Business School

July 2022 – Present Assistant Professor, Department of Management & Organization

EDUCATION

2022 Ph.D. Management and Human Resources

Wisconsin School of Business, University of Wisconsin, Madison

2017 M.S. Human Resources and Industrial Relations

School of Labor and Employment Relations, University of Illinois, Urbana-Champaign

2014 B.B.A. Business Administration

B.A. English Interpretation and Translation

College of Business & College of English, Hankuk University of Foreign Studies

RESEARCH INTERESTS

Compensation; Strategic human resource management in the contemporary work environment; High-performance work systems; Entrepreneurship as a career

REFEREED PUBLICATIONS

Fulmer, I. S., Gerhart, B., & Kim, J. H. (2023) Compensation and performance: A review and recommendations for the future. *Personnel Psychology*, 76, 687-718.

Kim, J. H., Gerhart, B., & Fang, M. (2022) Do financial incentives help or harm performance in interesting tasks? *Journal of Applied Psychology*, 107, 153-167.

RESEARCH UNDER REVIEW AND INVITED REVISIONS

Kim, J. H. [Title redacted for blind review process] 3rd round revise and resubmit at *Journal of Applied Psychology*.

Kim, J. H., & Meuris, J. [Title redacted for blind review process] 1st round revise and resubmit at *Personnel Psychology*.

SELECTED RESEARCH IN PROGRESS

Feng, J., & **Kim, J. H.** (equal contribution) Mobility of entrepreneurs
(Stage: Preparing for submission)

Kim, J. H., Jaysinghe, M., & Gerhart, B. Meta-analysis of high-performance work systems.
(Stage: Writing)

Akinsanmi, O. I., **Kim, J. H.**, & Goh, J., HR practices and human capital.
(Stage: Data analysis)

Kim, J. H. Effects of compensation changes on employee performance and attitudes.
(Stage: Field data collection; Data analysis)

Kim, J. H. Review on sorting mechanism of compensation.
(Stage: Conceptual refinement)

Kim, J. H. Perceived firm-specific vs. task-specific human capital and turnover intention.
(Stage: Working paper available upon request)

CONFERENCE ACTIVITIES

Organizer: Kim, J. H. Doctoral Consortium, *Association of Korean Management Scholars Annual Meeting, Chicago, IL. (scheduled)*.

Co-Organizer: Kim, J. H. & H. Shim. Navigating the Unprecedented Workplace Challenges with Compensation Research. *2024 Academy of Management Annual Meeting, Chicago, IL. (scheduled)*.

Co-Organizer: Kim, J. H. & H. Shim. Calibrating Lens of Research in Compensation: Professional Development Workshop. *2023 Academy of Management Annual Meeting, Boston, MA.*

ACADEMIC PRESENTATIONS & INVITED TALKS

(* denotes presenter)

Kim, J. H.* & Meuris, J. Setting the upper bound for hourly workers: Restrictions on discretionary work hours, pay levels, and workforce performance. *Fall 2023 Korea University Business School Brown Bag Seminar Series, Seoul, Korea*

Kim, J. H.* An experiment of incentive and sorting effects of pay-for-performance on creative performance.

- 2022 Academy of Management Annual Meeting, Seattle, WA.
- 2022 Mid-Year Fellows Kelso Workshop: Research on Worker Behavior with Employee Incentives. (Online)
- Fall 2021 Wisconsin School of Business – MHR Department Brown Bag Seminar Series, University of Wisconsin, Madison, WI.

Kim, J. H.* Incentive and sorting effects of pay-for-performance in intrinsically and extrinsically motivating works. Fall 2020 Institute of Global Business Research Seminar Series, Hankuk University of Foreign Studies, Seoul, Korea.

Meuris, J. & **Kim, J. H.*** Does it pay to limit overwork? Productivity implications of overtime and moonlighting restrictions in law enforcement.

- 2019 Wharton People & Organizations Conference, University of Pennsylvania, Philadelphia, PA.
- Fall 2019 Wisconsin School of Business – MHR Department Brown Bag Seminar Series, University of Wisconsin, Madison, WI.

Kim, J. H.*, Gerhart, B., & Fang, M. Do Financial Incentives Help or Harm Performance in Interesting Tasks? 2019 Academy of Management Annual Meeting, Boston, MA.

Kim, J. H.* Perceived Firm-Specific versus Task-Specific Human Capital and Turnover Intention. 2019 Academy of Management Annual Meeting, Boston, MA.

TEACHING EXPERIENCE

National University of Singapore Business School

Instructor : MNO1706 Introduction to Organizational Behavior Fall 2022,
Fall 2023,
Fall 2024

University of Wisconsin, Madison

Teaching Assistant
& Guest Lecturer : MHR610 Compensation Fall 2021

Instructor : MHR628 Negotiations Fall 2020

Teaching Assistant: Compensation, Negotiations, Entrepreneurial Growth Strategies,
Entrepreneurial Management

AWARDS, GRANTS, AND FELLOWSHIPS

University of Wisconsin, Madison

Wisconsin School of Business Distinguished Teaching Award	2021
Wisconsin School of Business Summer Scholarship Award	2018 – 2020
All University Fellowship	2017 & 2019
Wisconsin School of Business Naming Scholarship	2018 & 2020
Research Grant	
MHR Department	2018 & 2019
Wisconsin School of Business	2019
Graduate School, Univ. of Wisconsin	2019

Academy of Management

Best Reviewer Award	
Career Division	2019

Hankuk University of Foreign Studies, Seoul

Research Fellowship	2012 – 2014
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PROFESSIONAL SERVICE

Editorial Board Member

Compensation & Benefits Review (2023 –)

Ad-Hoc Journal Reviewing

Human Resource Management (2023 –)

Conference Submission Reviewing

Academy of Management Annual Meeting (2017 –)

PROFESSIONAL MEMBERSHIP

Academy of Management

Society for Human Resource Management

Society for Industrial and Organizational Psychology

Association of Korean Management Scholars