

CURRICULUM VITAE
Vivien K. G. Lim
Updated on 20 June 2024

BUSINESS ADDRESS

Professor
Alice Lee Centre for Nursing Studies
Yong Loo Lin School of Medicine
National University of Singapore (NUS)
Level 3, Clinical Research Centre
Block MD11, 10 Medical Drive
Singapore 117597
Email: bizlimv@nus.edu.sg
Office: (65) 6516-7858

Professor (Joint Appointment)
Department of Management and Organization
NUS Business School
Mochtar Riady Building, BIZ 1 #8-43
15 Kent Ridge Drive
Singapore 119245

DEGREES

1994 Ph.D.	Organizational Behavior	University of Pittsburgh
1986 B. Soc Sc (Hons.)	Sociology	National University of Singapore
1985 B.Arts (1 st place student)	Sociology	National University of Singapore

(Recipient of Tan Boon Khak Gold Medal for 1st place student in Sociology)

ACADEMIC POSITIONS

2014	Professor
Feb 2022 -June 2027	Professor, Dept of Psychology, FASS (Courtesy Appointment) Professor, Institute for Engineering Leadership (IEL), College of Design and Engineering (Courtesy Appointment)
Feb 2019-Dec 2024	Deputy Head, Dept of Management and Organization
2010-2019	Associate Professor, School of Business, NUS
2000-2014	Sub-dean, Research
2008-2010	Assistant Professor, School of Business, NUS
1998-1999	Senior Lecturer, Faculty of Business Administration, NUS
1998	Lecturer, Faculty of Business Administration, NUS
1994-1997	Senior Tutor, Faculty of Business Administration, NUS
1987-1994	

DIRECTOR & INVOLVEMENT IN NUS EXECUTIVE EDUCATION PROGRAMS

2018-present	Director, Emerging Leaders Program
2017	Director for Strategic HRM Program
2013-2015	Women in Leadership
2013-2014	Executive Intelligence Program (NUS-Keppel Land)
2011	Leadership Development Program Taught in various open enrolment (Strategic HRM program, Leadership Development Program, New Managers Program) and customized executive programs such as Sime-Darby, Toshiba, Panasonic PEDP1, CA Technologies, Ministry of Defense, LAUGFS Australia Higher Education Services (LAHES), NUS- LEAP, Sompō –NUS World Class Executive Development Programme

RESEARCH INTERESTS

- Intergenerational transmission of work experiences and values
- Job insecurity, unemployment, gig work
- Impact of ageing on health and work
- Commuting, Work and Well-Being
- Impact of information technology on work and leadership
- Cyberloafing and workplace deviance

RESEARCH AWARDS/RECOGNITION

- Best Paper Award_Facilitating returning customers' content contributions through management responses: an online approach to help hotels cope with the post-pandemic review crisis, *2022 Workshop on Information Systems in Asia Pacific (ISAP)*, Copenhagen, Denmark, December 10, 2022.
- Citation Award for Research Impact as evidence by citation counts of 6,184 and H index of 36 from **IASPER**, 2017
- Dean's Recognition for Outstanding Researcher, 2009
- Runner up for outstanding publication in OB, **Academy of Management Meeting**, August 2006, Atlanta.
- Faculty Recognition for Excellence in Research, 2006
- Best Paper Award for sole-authored paper titled "Face-to-Face with AIDS in the Workplace: Concern for face, fear of AIDS and its Consequences". Healthcare Management Division, **Academy of Management Meeting**, 2005, Honolulu.
- Best Paper Award for sole-authored paper titled "Face-to-Face with AIDS in the Workplace: Concern for face, fear of AIDS and its Consequences" *by the American College of Healthcare Executives (ACHE)*. This award was given for a paper that has significant implication for research and practice.
- Lim, V.K.G. & Loo, G.L. (2003) Effects of parental job insecurity and parenting behaviors on youth's self-efficacy and work attitudes. **Journal of Vocational Behavior**. 63(1), 86-98. Nominated for the **Annual Rosabeth Moss Kanter Award for Excellence in Work-Family Research**. January 5, 2005.
- Citation of Excellence Award for sole-authored (Lim, V.K.G) paper titled "**The IT Way of Loafing on the Job: Cyberloafing, Neutralizing and Organizational Justice**" published in the *Journal of Organizational Behavior*. This paper was recognized by the Emerald Management Reviews' Independent Review Board as the top 50 management articles published in 2002.

TEACHING AWARDS:

- 2015 Faculty Outstanding Educator Award (for teaching achievement in AY 2014/2015)
- 2013 Placed on the University's Honour Roll for Teaching Excellence
- 2013 Annual Teaching Excellence Award (ATEA) (for teaching achievement in AY 2011/2012)
- 2013 Faculty Outstanding Educator Award (for teaching achievement in AY 2011/2012)
- 2012 Annual Teaching Excellence Award (for teaching achievement in 2010/2011)
- 2012 Faculty Outstanding Educator Award (for teaching achievement in 2010/2011)
- 2011 Annual Teaching Excellence Award (for teaching achievement in 2009/2010)
- 2006 Faculty Outstanding Educator Award (for teaching achievement in 2004/2005)
- 2004 Recognition in excellence as outstanding educator (for teaching achievement in 2002/2003)
- 2003 Department Outstanding Educator Award (for teaching achievement in 2001/2002)
- 2001 Dean's Commendation for Teaching Excellence (for teaching achievement in 1999/2000)
- 2000 Dean's Commendation for Teaching Excellence (for teaching achievement in 1998/1999)

EDITORIAL BOARD MEMBER OF INTERNATIONAL JOURNALS

- Advisory Panel for Applied Psychology: An International Review (ongoing)
- Academy of Management Perspectives: (Editorial Board Member, 2015-2019)
- Applied Psychology: An International Review (Editor-in-Chief, April 2011-2015)
- International Journal of Technology Management (Editorial Board Member, 2004-2013)
- Journal of Management (Editorial Board Member, 2002-2005)

COMMITTEE MEMBER OF INTERNATIONAL RESEARCH AWARD/BEST PAPERS COMMITTEES

2021	Member, OB Division Lifetime Achievement Award Committee
2010	Member of committee for Best International Paper (Organizational Behaviour Division), Academy of Management Meeting, Montreal.
2006 -present	Member of judging panel for the Annual Rosabeth Moss Kanter Award for Excellence in Research on Work and Family
2005	Member, Newman Dissertation Award Committee (2005) Academy of Management Meeting, Honolulu, Hawaii
2006	Member, Best Paper Award Committee, Healthcare Division, Academy of Management Meeting, Atlanta

REVIEWER FOR PROMOTION & TENURE, SEARCH COMMITTEES

- Department of Management, Business School, INSEAD
- Department of Psychology, Faculty of Arts and Social Sciences, NUS
- Frank Batten School of Leadership and Public Policy, University of Virginia
- Sunway Business School, Sunway University
- Schulich School of Business, York University
- Alice Lee Centre for Nursing Studies, Yong Loo Lin School of Medicine, NUS

Invited Speakers

- Speaker, Chulalongkorn Business School, 20 Dec 2022
- Speaker, HR Doctoral Consortium, Academy of Management Meeting, 9-13 Aug 2013, Lake Buena Vista (Orlando), Florida.
- Speaker, HR Doctoral Consortium, Academy of Management Meeting, 3-7 Aug 2012, Boston, Massachusetts
- Panelist, HR Doctoral Consortium, Academy of Management Meeting, 12-16 Aug 2011, San Antonio, Texas
- Speaker at SIM Speaker's Series, Wired & rude: Cyber incivility at the workplace and individual responses, Singapore Institute of Management. 30 June 2011
- Speaker, BBA Masterclass, National University of Singapore (NUS) Business School. 2 May 2009
- Panelist at the session on HIV at the workplace. Inaugural AIDS Conference. Suntec City Convention Centre, Singapore. 12 December 1998
- Speaker at the AIDS Business Forum, AIDS Conference. Suntec City Convention Centre, Singapore. 22-23 November, 2002
- Speaker, Surviving the graduate program: How to outwit, outplay and outlast the common pitfalls. 28 October 2003. St. John's College, University of British Columbia

RESEARCH GRANTS

Principal Investigator

- Impact of parents' job insecurity and expectations on youth's work-related outcomes (HSS Seed Funding)(Feb 2024-Aug 2025 (\$40,000)
- Impact of commuting on work and well-being-Tier 2 MOE grant (Oct 2020-Sept 2023)(\$307, 200)
- Overcoming tough times: Job insecurity, work outcomes and future work selves (June 2019-June 2022)(\$54,800)
- Feeling the heat of the mid-life pause: Impact of menopause on work and well-being (Jan 2017-July 2020)(\$48,185, completed)
- Did you have a good Commute: Antecedents and Outcomes of Commuting Stress (HSS Seed Funding) (Feb 2016-August 2017) (\$40,000, completed)
- Information technology and rude awakenings: Cyber incivility at work (Jan 2014-Jan 2017)(\$20,000)
- Factors affecting mature employees' reemployment success (June 2011-March 2015) (\$200,000)
- Sleep, work and non-work (Jan 2011-Jan 2014, \$28,209, completed)
- Managing workplace deviance (Apr 06-Dec2010, \$58,000, completed)
- Eyeball the media: An exploratory study of media relations for organizations in Singapore (Jul02-Dec06, \$16,350, completed)
- A cross-cultural study of money ethic and motives, work attitudes and unethical behaviors (Nov02-Nov05, \$9,900, completed)
- Managing in an economic crisis (Jul 99 - Jul03, \$116,750, completed)
- Occupational Stress Among Managers in Singapore: An Exploratory Study Jul 1994-Jul 1997, \$9,567,(completed)
- Managing Aids at the Workplace (Jul 97-Jul 2001, \$9,700, completed)

Collaborator

Ministry of Education (Tier 1)

- Job search, job interview and affective experiences of college students (Dec08-Nov11, \$53,400)
- Bringing Work Home: Parents' Work-Family Conflict, Frustration, and Youths' Work Beliefs (Sept 08-Aug2010, HK \$375,776)
- Job stress among nurses in Singapore (Jul 95-Jul 98, \$40,000, completed)
- Aspirations of New Graduates of Tertiary Institutions (Dec 98-Dec 2001, \$9,850, completed)

External Funding

- Equal Opportunities & Career Development (EOCD) and NUHS Women in Science & Healthcare (WISH) Seed Grant 2021: Gender and Technology-Related Stress in the Healthcare Workplace – Impact on Gender Equality, Human Capital and Potential Solutions (\$9,800)(1st Sept 2021-1st Sept 2023)
- Fundamental Research Grant Scheme (FRGS)(Higher Ministry of Education, Malaysia) (RM \$83,800)(July 2021-June 2024)

ACADEMIC PUBLICATIONS

International Refereed Papers

- Nie, Q., Lim, V. K. G., & Peng, J. (2024). The mixed blessing of work connectivity demands: Self-regulatory focus as a moderator. *Journal of Organizational Behavior*, 1–21. <https://doi.org/10.1002/job.2813>
- Wang, Na, Teo, T.S.H. Liu, S. & Lim, V.K.G. (2024). Hotel reviews during the pandemic: Encouraging repeat customers to “speak up” through management response. *International Journal of Hospitality Management*, 120, 1-10.
- Mihelic, K., Lim, V.K.G., Culiberg, B. (2023) Cyberloafing among Gen Z students: The role of norms, moral disengagement, multitasking self-efficacy, and psychological outcomes. *European Journal of Psychology of Education*. <https://doi.org/10.1007/s10212-022-00617-w>
- Lim, V. K. G., & Teo, T. S. H. (2022). Cyberloafing: A review and research agenda. *Applied Psychology: An International Review*. 1-44. doi:[10.1111/apps.12452](https://doi.org/10.1111/apps.12452)
- Qian, S., Lim, V.K.G. & Gao, Y. (2022) Can qualitative job insecurity instigate workplace incivility? The moderating roles of self-compassion and rumination. *Career Development International*. 27(5), 511-525.
- Koay, K.Y, Lim, V.K.G. Soh, P.C.H., Ong, D.L.T.,Ho, J.Z.Y., Lim, P.K.(2022) Abusive supervision and cyberloafing: A moderated moderation model of moral disengagement and negative reciprocity. *Information & Management*. 59(2)<https://doi.org/10.1016/j.im.2022.103600>
- Qian, S., Yuan, Q., Lim, V. K. G., Niu, W., & Liu, Z. (2020). Do Job Insecure Leaders Perform Less Transformational Leadership? The Roles of Emotional Exhaustion and Trait Mindfulness. *Journal of Leadership and Organizational Studies*. 27(4) pp. 376-388 doi:[10.1177/1548051820938327](https://doi.org/10.1177/1548051820938327).
- Wei, P., Teo, S.H. Teo, Lim V.K.G.,Zhang, Q. (2018) The dark triad and knowledge hiding. *International Journal of Information Management*. 42: 36-48.
- Soh, P. C. H., Koay, K. Y., & Lim, V. K. G. (2018). Understanding cyber loafing by students through the lens of an extended theory of planned behavior. *First Monday*, 23(6).
- Rajah, R. & Lim, V.K.G. (2018) Cyberloafing in the Realm of IoPTS: Examining Individual Neutralization and Organizational Citizenship Behavior. Chapter in Simmers, C.A., & Anandarajan, M. (Eds.) *The Internet of People, Things and Services: Workplace Transformations*. Routledge. pp. 67-88.
- Mauno, S., Cheng, T., & Lim, V.K.G. (2017) The Far-Reaching Consequences of Job Insecurity: A Review on Family-Related Outcomes. *Marriage and Family Review*. Review. Volume 53 (8), 717-743.
- Prasad, S., Narayanan, J., Lim, V.K.G., Koh, G.C.H., Koh, D.S.Q., & Mehta, P. H. (2017) Preliminary evidence that acute stress moderates basal testosterone's association with retaliatory behaviour. *Hormones and Behavior*. 92, 128-140. (IF=3.34; 5 year IF=3.923)
- Ferris, D. L, Yan, M, Lim V. K. G., Chen, Y. & Fatimah, S. (2016) An Approach/Avoidance Framework of Workplace Aggression. *Academy of Management Journal*. 59(5). 1777-1800.
- Lim V.K.G., Chen, D., Aw, S., Tan, M.Z. (2016) Unemployed and exhausted: Job search fatigue and unemployment quality. *Journal of Vocational Behavior*. 92, 68-78.
- Ilies, R., Aw, A., & Lim, V.K.G. (2016) A naturalistic multi-level framework for studying transient and chronic effects of

- psychosocial work stressors on employee health and well-being. *Applied Psychology: An International Review*. 65(2), 223-258.
- Yang, L.Q., Chang, (Daisy) (2016) C.H. , & Lim, V.K.G. Novel Methods in Work and Organizational Health Psychology. *Applied Psychology: An International Review*. 65 (2), 185-189.
- Tang, T.L.P., Sutarso, T., Ansari, M.A., Lim, V.K.G., Teo, T.S.H., (in press) Monetary Intelligence and Behavioral Economics: The Enron Effect—Love of Money, Corporate Ethical Values, Corruption Perceptions Index (CPI), and Dishonesty Across 31 Geopolitical entities. *Journal of Business Ethics*.
- Tang, L.P. T., Sutarso, T., Ansari, M.A., Lim, V.K.G., Teo, T.S.H., (in press) Monetary Intelligence and Behavioral Economics Across 32 Cultures: Good Apples Enjoy Good Quality of Life in Good Barrels. *Journal of Business Ethics*.
- Krishnan, S., Teo, T.S.H., & Lim, V.K.G. (2013) Examining the relationships among e-government maturity, corruption, economic prosperity and environmental degradation: A cross-country analysis. *Information & Management*.
- Lim, V.K.G. & Kim, T.Y. (2014) The long arm of the job: Parents' work-family conflict and youths' work centrality. *Applied Psychology: An International Review*. 63:1,151-167.
- Sun, S., Song, Z.L. & Lim, V.K.G. (2013) Dynamics of the Job Search Process: Developing and Testing a Mediated Moderation Model. *Journal of Applied Psychology*. 98: 5, 771-784.
- Chen, D. J.Q. & Lim, V.K.G. (2012) Strength in Adversity: The Influence of Psychological Capital on Job Search. *Journal of Organizational Behavior*, 33, 811–839.
- Wagner, D.T., Barnes, C.M. Lim, V.K.G. & Ferris, D.L. (2012) Lost sleep and cyberloafing: Evidence from the laboratory and a Daylight Saving Time quasi-experiment. *Journal of Applied Psychology*, 97, 1068-1076.
- Zhao, X., Lim, V.K.G., & Teo, T.S.H. (2012) The long arm of job insecurity: Its impact on career-specific parenting behaviors and youths' career self-efficacy. *Journal of Vocational Behavior*, 80, 619-628.
- Tang, T L P, T Sutarso, M A Ansari, V K G Lim, T S H Teo, F Arias-Galicia, I Garber, P Vlerick, A Akande, M W Allen, A S Alzubaidi, M G Borg, B Charles-Pauvers, B S Cheng, R K Chiu, L Z Du, C G De La Torre, R C Higgs, A H S Ibrahim, C K Jen, A M Kazem, K S Kim, R Luna-Arocas, E Malovics, A S Moreira, R T Mpoyi, A U O Nnedum, J E Osagie, M F Ozbek, A M Osman-Gani, F C Pereira, R Pholsward, H D Pitariu, M Polic, E G Sardzoska, P Skobic, T L N Tang, M Trontelj, C Urbain, L Canova and A M Manganelli (2011). The love of money is the root of all evil: Pay Satisfaction and CPI as moderators. *Best Paper Proceedings of the 71st Academy of Management Conference*, San Antonio, Texas, USA.
- Lim, V.K.G., Teo, T.S.H. and Zhao, X. (2013) Psychological costs of support seeking and choice of communication channel. *Behaviour and Information Technology*. 32 (2) 132-146.
- Lim, V.K.G. and Chen, D.J.Q. (2009) Cyberloafing at the workplace: Gain or drain on work? *Behaviour & Information Technology*, *iFirst Article*, 1 – 11. DOI: 10.1080/01449290903353054
- Aquino, K., Freeman, D., Reed, A. II, Lim, V.K.G., & Felps, W. (2009). Testing a social cognitive model of moral behavior: The interaction of situational factors and moral identity centrality. *Journal of Personality and Social Psychology*. 97(1) 123-141.

- Lim, V.K.G. & Teo, T.S.H. (2009) Mind your E-Manners: Impact of cyber incivility on employees' work attitudes and behaviors. *Information and Management Journal*. 46, 419-425
- Lim, V.K.G. & Teo, T.S.H., Chin, J.Y. (2008) "Bosses and their e-manners: Cyber Incivility and Gender Matters at the Workplace" *Communications of ACM*. 51(12) 1-3.
- Kim, T.Y., Shapiro, D., Aquino, K., Lim, V.K.G., & Bennett, R.J. (2008) Workplace offense and victims' reactions: The effects of victim-offender (dis)similarity, offense-type and cultural differences. *Journal of Organizational Behavior*. 29 (3), 415-433.
- Lim, V.K.G. & Srivastava, A, Sng, Q.S. (2008) Money motives, achievement orientation and motivation to work among youths. *Journal of International Business and Economics*. 8(3), 104-111.
- Lim, V.K.G. & Sng Q.S. (2006) Does parental job insecurity matter? Money anxiety, money motives and work motivation. *Journal of Applied Psychology*. 91(5), 1078-1087.
- Lim, V.K.G. & Teo, T.S.H. (2005) Prevalence, perceived seriousness, justification and regulation of cyberloafing in Singapore: An exploratory study. *Information & Management Journal*. 42(8), 1081-1093.
- Lim, V.K.G. & Loo, G.L. (2003) Effects of parental job insecurity and parenting behaviors on youth's self-efficacy and work attitudes. *Journal of Vocational Behavior*. Vol. 63, 86-98.
- Lim, V.K.G, Teo, T.S.H. & Loo, G.L. (2003) Sex, financial hardship and locus of control: An empirical study of attitudes toward money among Singaporean Chinese. *Personality and Individual Differences*. Vol. 34, 411-429.
- Lim, V.K.G. (2003) Managing HIV at the workplace: An empirical study of HIV and HR managers in Singapore. *Journal of Occupational Health Psychology*. Vol. 8 (4) 235-246.
- Lim, V.K.G (2003) Money matters: An empirical investigation of face, money attitudes and Confucian work ethics. *Personality and Individual Differences*. Vol. 35, 953-970.
- Lim, V.K.G. (2003) An empirical study of older workers' attitudes towards the retirement experience. *Employee Relations*. Vol. 25(4) 330-346.
- Lim, V.K.G. & Feldman, D. (2003) The impact of time structure and time usage on willingness to retire and accept bridge employment. *International Journal of Human Resource Management*. Vol. 14(7), 1178-1191.
- Lim, V.K.G. (2003) War with Sars: An empirical study of knowledge of SARS transmission and effects of SARS on work and the organizations. *Singapore Medical Journal*. Vol. 44(8), 410-417.
- Lim, V.K.G. & Chow, K.B. (2003) The effects of the Asian economic crisis on undergraduates' perceived career opportunities, work values and attitudes. *Management Development Journal of Singapore*. Vol 11 (1), 1-16.
- Lim, V.K.G. (2002) The IT way of loafing on the job: Cyberloafing, neutralizing and organizational justice. *Journal of Organizational Behavior*. Vol. 23, 675-694.
- Lim, V.K.G, Teo, T.S.H. & Loo, G.L. (2002) How do I loaf here? Let me count the ways: Cyberloafing in an Asian context. *Communications of the ACM*. Vol. 45(1), 66-70.
- Lim, V.K.G. (2002) Gender differences and attitudes towards homosexuality. *Journal of Homosexuality*. Vol. 43, 85-97.

- Lim, V.K.G. and See, S.K.B. (2001) Attitudes towards and intentions to report academic cheating in Singapore. ***Ethics and Behavior***, Vol 11(3), 261-274.
- Teo, T.S.H. and Lim, V.K.G. (2001) The effects of perceived justice on satisfaction and behavioral intentions: The case of computer purchase. ***International Journal of Retail & Distribution Management***, Vol 29(2), 109-124.
- Lee, S.H. & Lim, V.K.G. (2001) Attitudes towards money and work: Implications for Asian management style following the economic crisis. ***Journal of Managerial Psychology***, 16 (2), 159-172.
- Lim, V.K.G., Chow, K.B., Pong, K.T., Yeo, A.K.K. (2000) Aspirations of new graduates of tertiary institutions. ***Journal of Youth Studies***, Vol. 3(1), 107-120.
- Lim, V.K.G. and Teo, T.S.H. (2000) Perceived job image among police officers in Singapore: Factorial dimensions and differential effects. ***Journal of Social Psychology***, Vol 140(6), 740-750.
- Lim, V.K.G. and Teo, T.S.H. (2000) *To work or not to work at home: An empirical investigation of factors affecting attitudes towards teleworking*. ***Journal of Managerial Psychology***, Vol 15(6), 560-586.
- Teo, T.S.H. and Lim, V.K.G. (2000) *Gender differences in Internet usage and task preferences*. ***Behavior & Information Technology***, Vol 19(4), 283-295.
- Lee-Partridge, J.E., Teo, T.S.H. and Lim, V.K.G. (2000) *Pushing ahead of competition through information technology: The case of the Port of Singapore Authority*. ***Journal of Strategic Information Systems***, Vol. 9, 85-99.
- Lim, V.K.G. and Loo, G.L. (2000) HIV and the workplace: Organisational consequences of hiring persons with HIV (PWHIV) and attitudes towards disclosure of HIV-related information. ***International Journal of Manpower***, Vol. 21(1), 129-140.
- Teo, T.S.H. and Lim, V.K.G. (1999) *Singapore – An 'intelligent island': Moving from vision to reality with information technology*. ***SPP: Science & Public Policy***, 26: 27-36.
- Lim, V.K.G. and Teo, T.S.H. (1999) *Occupational stress and IT personnel in Singapore: Factorial dimensions and differential effects*. ***International Journal of Information Management***, 19, 227-291.
- Teo, T.S.H., Lim, V.K.G. and Lai, R.Y.C. (1999) Intrinsic and extrinsic motivation in Internet usage. ***Omega – International Journal of Management Science***, 27: 25-37.
- Teo, T.S.H., Lim, V.K.G. and Wai, S.H. (1999) *Assessing attitudes towards teleworking among information technology (IT) personnel*. ***Singapore Management Review***, 21: 33-48.
- Lim, V.K.G., Teo, T.S.H., Teo, A.C.Y, and Tan, K.T.L. (1999) HIV and youths in Singapore – Knowledge, attitudes and willingness to work with HIV-infected persons. ***Singapore Medical Journal***, 40: 410-416.
- Teo, T.S.H. and Lim, V.K.G. (1998) *An empirical study of attitudes towards teleworking among information technology (IT) personnel*. ***International Journal of Information Management***, 18: 329-343.
- Lim, V.K.G. and Teo, T.S.H. (1998) *Effects of individual characteristics on police officers' work-related attitudes*. ***Journal of Managerial Psychology***, 13: 334-342.
- Teo, T.S.H. and Lim, V.K.G. (1998) *Factors influencing personal computer usage among novice and experienced users*. ***Journal of Information Technology Management***, IX: 43-55.

Teo, T.S.H. and Lim, V.K.G. (1998) *Factorial dimensions and differential effects of gender on perceptions of teleworking*. **Women in Management Review**, 13: 253-263.

Teo, T.S.H. and Lim, V.K.G. (1998) *Leveraging information technology (IT) to achieve the IT2000 vision: The case of the intelligent island*. **Behavior & Information Technology**, 17: 113-123.

Teo, T.S.H. and Lim, V.K.G. (1998) *Usage and perceptions of the Internet: What has age got to do with it?* **Cyber Psychology & Behavior**, 1: 371-381.

Lim, V.K.G. and Yuen, E.C.C. (1998) *Doctors, patients and perceived job image: An empirical study of stress and nurses in Singapore*. **Journal of Behavioral Medicine**, 21: 49-62.

Teo, T.S.H., Lee-Partridge, J.E. and Lim, V.K.G. (1998) *Managing information systems at Singapore Airlines*. **International Journal of Information Management**, 8: 195-203.

Lim, V.K.G. (1997) *Moderating effects of work-based support on the relationship between job insecurity and its consequences*. **Work & Stress**, 11: 251-266.

Teo, T.S.H. and Lim, V.K.G. (1997) *Factors influencing personal computer usage: The gender gap*. **Women in Management Review**, 11: 18-26.

Lim, V.K.G. and Teo, T.S.H. (1997) *Sex, money and financial hardship: An empirical study of attitudes towards money among undergraduates in Singapore*. **Journal of Economic Psychology**, 18: 369-386.

Lim, V.K.G. and Teo, T.S.H. (1997) *Stress among sales personnel: Factorial dimensions and gender differences*. **International Review of Women and Leadership**, 3: 32-42.

Lim, V.K.G. and Teo, T.S.H. (1997) *Usage patterns and perceptions of the Internet: The gender gap*. **Equal Opportunities International**, 16: 1-8.

Teo, T.S.H., Lim, V.K.G. and Lai, R.Y.C. (1997) *Users and uses of the Internet: The case of Singapore*. **International Journal of Information Management**, 17: 325-336.

Lim, V.K.G. (1996) *Job insecurity and its outcomes-moderating effects of work-based and non-work based social support*. **Human Relations**, 49: 171-194.

Lim, V.K.G. and Teo, T.S.H. (1996) *Gender differences in occupational stress and coping strategies among information technology (IT) personnel in Singapore*. **Women in Management Review**, 11: 20-28.

Lim, V.K.G. and Teo, T.S.H. (1996) *Occupational stress among information technology (IT) personnel in Singapore*. **International Journal of Management**, 13: 456-465.

Yuen, E.C.C. and Lim, V.K.G. (1992) *Normative and behavioral predictors of effective experiential learning*. **Journal of Management Education**, 16: 72-80.

Non-Refereed Journals

Lim, V.K.G. (2001) *Working ageing and retiring: An empirical study of attitudes towards retirement among older workers in Singapore*. **Delta**, 1: 3-5.

- Lim, V.K.G. (1999) Gender differences and attitudes towards homosexuality among Singapore youth. *The Act*, 3: 6-8.
- Lim, V.K.G. and Loo, G.L. (1999) A study of human resource professionals in Singapore: AIDs and its economic toll on the workplace (Part 1). *The Act*, 1: 5-7.
- Lim, V.K.G. and Loo, G.L. (1999) A study of human resource professionals in Singapore: AIDs and its economic toll on the workplace (Part 2). *The Act*, 2: 5-7.
- Lim, V.K.G. and Teo, T.S.H. (1999) Occupational stress among information technology personnel in Singapore. *Asia Pacific Newsletter on Occupational Health and Safety*, 6: 4-7.
- Lim, V.K.G. and Tan, K.T.L. (1998) Knowledge of and willingness to work with people with HIV (PWHIV). *The Act*, 19: 2-4.
- Lim, V.K.G. and Tan, K.T.L. (1998) Knowledge of HIV transmission and attitudes towards working with HIV-infected people: A study of youth in Singapore. *The Act*, 18: 2-3.
- Lim, V.K.G. and Teo, T.S.H. (1998) Attitudes towards teleworking among IT personnel: An empirical study. *HR Review*, 9-12.
- Lim, V.K.G. and Tan, K.T.L. (1998) HIV transmission and attitudes towards working with HIV-infected people: Preventive measures. *HR Review*, 13-14.
- Lim, V.K.G. and Tan, K.T.L. (1998) Knowledge of HIV transmission and attitudes towards working with HIV-infected people: Some preliminary findings. *HR Review*, 18-19.
- Lim, V.K.G. (1996) What companies can do to reduce stress and improve productivity. *Singapore Institute of Human Resource Management Review*, 6: 10.
- Lim, V.K.G. (1995) Managing stress and improving productivity at the workplace. *Singapore Institute of Human Resource Management Review*, 5: 12-13.

Case Study

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Conference Papers

Han, X., Shen, F. Li, H., Lim V.K.G., Li, J. (2024) CSR and Employee Constructive Deviance: The Roles of Calling and CSR Attribution. Academy of Management Conference, 9-13 August, Chicago, USA.

Han, X., Shen, F. Li, H., Lim V.K.G., Li, J. (2023) You do good and I do good: Investigating how CSR fuels employees' calling and voice. Paper presented at IACMR Conference, 13-18 June 2022, Hong Kong.

Wang, N., Teo, T.S.H., Liu, S., Gao, B., & Lim, V.K.G (2022) Facilitating returning customers' content contributions through management responses: an online approach to help hotels cope with the post-pandemic review crisis" Best Paper Award at 2022 Workshop on Information Systems in Asia Pacific (ISAP), Association for Information Systems Special Interest Group, Copenhagen, Denmark, December 10, 2022.

Qian, S.S., Lim, V.K.G., & Teo, T.S.H. (2023) Impact of paternal job insecurity and youth's perceived employability Academy of Management Conference, 4-8 August, Boston, USA.

Lim, V.K.G., Lua, E., & Teo, T.S.H. (2023) The bright side of commuting: The impact of commute enjoyment on post-commute recovery and work. Academy of Management Conference, AOM Best Paper Proceedings. 4-8 August, Boston, USA.

Li, X., Yao, K., Lim, V.K.G. & Shui, X. (2023) Team entrepreneurial resilience and entrepreneurial growth. Academy of Management Conference, 4-8 August, Boston, USA.

Lim, V.K.G., Ng, J.X., Chompukum, P. (2023). Impact of gig work motives on school motivation and perceived employability. Paper presented at the e-Higher Education Campus Conference (HECC), 7-8 December, Singapore.

Lim, V.K.G. and Tee, T.J.L. (2021) Online learning and academic cyberloafing. Paper presented at Pacific Asia Conference on Information Systems (PACIS) Conference. 12-14 July, Dubai.

Tee, T.J.L., & Lim, V.K.G. (2020) Student Engagement in Online Learning: Determinants, Moderators and Effects. Paper presented at the e-Higher Education Campus Conference (HECC), 8-9 December, Singapore.

Lim, V.K.G., Teo, T.S.H. & Lua, E.W.K. (2019) Impact of daily commuting on cyberloafing and procrastination. International Conference on Information Systems (ICIS), 15-18 December 2019. Munich, Germany.

Teng, E., Lim, V.K.G., Li, Z. (2019) The Double-edged Effects of Job Insecurity: An Approach-avoidance Model. Academy of Management Conference, 8 -13 August, Boston, USA.

Lim, V.K.G., Teo, T.S.H., Tripathi, N. (2019) *Conciliatory and Non-Conciliatory Responses to Cyber Incivility*. Pacific Asia Conference on Information Systems. 8 to 12 July 2019. Xi'an, China.

Lim, V.K.G., Teo, T.S.H. (2019) "How Do You Commute? Daily Commuting, in-Commute Activities and Recovery" for 31st APS Annual Convention, May 23-26, 2019, Washington, D.C., USA.

Tang, T L P, Z. Li, M.F. Özbek, P. Vlerik, V K G Lim, T S H Teo, J Chen, N. Tang, T Sutarso, I Garber, R K-K Chiu, B. Charles-Pauvers, R Luna-Arocas, A Ansari, F Arias-Galicia, T L N Tang, C.G. De La Torre, A Akande, M W Allen, A S Al-Zubaidi, M G Borg, B-S Cheng, , R Correia, L Du, A H S Ibrahim, C-K Jen, A M Kazem, K Kim, J Liang, E Malovics, A S Moreira, R Mpoyi, A U O Nnedum, J Osagie, A M Osman-Gani, R Pholsward, M Polic, E G Sardžoska, P Skobic, A F Stembridge, L Canova, A.M Manganelli, (2019) "Corruption visualization: Aspiration and satisfaction on corruption across 32 countries in 3 levels of transparency (Corruption Perception Index)". *International Convention of Psychological Science*, 7-9 March 2019, Paris, France.

Lim, V.K.G., Chan, V. J. T., Teo, T.S.H (2018) Menopause and work: The moderating effects of self-care on social-identity based impression management (SIM) strategies and work. 32nd ANZAM Conference, 4th-7th December, Auckland, New Zealand.

Lim, V.K.G., Chan, V. J. T., Teo, T.S.H (2018) *Impact of Menopause on Women's Work and Well-Being*" 30th APS Annual Convention, May 24-27, 2018, San Francisco, USA.

Lim, V.K.G., Teo, T.S.H., Zheng, X. (2018) Sleep deprived and socially excluded: The moderating effect of loneliness on insomnia and cyberloafing. Pacific Asia Conference on Information Systems. 26-30 June. Yokohama, Japan.

Lim.V.K.G., Teo, T. S.H., & Nishant, R., Teo, T.S.H., (2017) Cyber incivility at the workplace. Paper presented at International Conference on Information Systems (ICIS), Seoul, Korea, 10-13 December.

Nishant, R., Teo, T.S.H., & Lim.V.K.G. (2017) Understanding the Effectiveness of Carbon Management System (CMS): An Empirical Study. Paper presented at the 21st Pacific-Asia Conference on Information Systems (PACIS), Langkawi, Malaysia, 16-20 July.

Rajah, R., & Lim, V. K. G. (2015). Plugging in: Examining the nomological network of job connectedness. 75th Academy of Management Annual Meeting, 2015 Aug 7-11; Vancouver, Canada.

Rajah, R., Ilies, R., & Lim, V. K. G. (2015). Job connectedness and work-life integration: Effects on individual well-being outcomes. VI International Conference of Work and Family, 2015 July 1-2; Barcelona, Spain.

Tripathi, N. & Lim, V.K.G. (2014) Moderating Effect of Machiavellianism and Perceived Similarity on Cyber Incivility & its Outcomes. Paper presented at the 74th Annual Meeting of The Academy of Management, Philadelphia, 1st-5th August.

Lim, V.K.G., Teo, T.S.H., Aw, S. (2014) Future work selves, procrastination, and job search. Paper presented at the Annual Society of Industrial and Organizational Psychology Conference, Honolulu, Hawaii, USA, 15th-17th May.

Lim, V.K.G., Chen, J.Q., & Tan. M.Z. (2013) Unemployed and exhausted? Fatigue during job-search and its impact on reemployment quality. Paper presented at the Academy of Management Annual Meeting, 9-13 August 2013, Lake Buena Vista (Orlando), Florida.

Lim, V.K.G., Rajah, R. & Chong, E.Y.M. (2013). Too Young to Retire, Too Old to Keep the Job: Job Insecurity and Future Work Selves (FWS) Saliency among Mid-Career Employees. Paper presented at the Academy of Management Annual Meeting, 9-13 August 2013, Lake Buena Vista (Orlando), Florida.

Tang, T L P, T Sutarso, M A Ansari, V K G Lim, T S H Teo, F Arias-Galicia, I Garber, P Vlerick, J Liang, A Akande, M W Allen, A S Alzubaidi, M G Borg, B Charles-Pauvers, B S Cheng, R K Chiu, L Z Du, C G De La Torre, R C Higgs, A H S Ibrahim, C K Jen, A M Kazem, K S Kim, R Luna-Arocas, E Malovics, A S Moreira, R T Mpoyi, A U O Nnedum, J E Osagie, M F Ozbek, A M Osman-Gani, F C Pereira, R Pholsward, H D Pitariu, M Polic, E G Sardzoska, P Skobic, F Stembridge, T L N Tang, M Trontelj, C Urbain, L Canova and A M M Manganelli (2013) Are Money Smart People Satisfied with Pay and Life? A Theory of Monetary Intelligence. Paper presented at the Academy of Management Annual Meeting, 9-13 August 2013, Lake Buena Vista (Orlando), Florida.

Lim, V.K.G., Zhu, J.L. Teo, T. S.H., Lau, K. (2012) A diary study of cyberloafing, sleep quality and helping behaviour. Asia Academy of Management Conference, 10-12 December. Seoul, Korea.

Rajah. R., & Lim, V. K. G. (2012) Staying Positive: A Daily Diary Study of Hope on Performance. American Psychological Association Convention, August 2-5. Orlando, Florida.

Chen, D.J.Q. & Lim, V.K.G. (2012) Trying Times, Supportive Family: Job Displacement, Family Relationships and Well-being. Paper accepted for Academy of Management Annual Meeting, August 3-7. Boston, Massachusetts.

Chen, D.J.Q. and Lim, V.K.G. (2012) Positivity in adversity: Psychological capital during job loss and reemployment. 27th Annual Society of Industrial and Organizational Psychology Conference, San Diego, USA, April 26-28.

Chen, D.J.Q. & Lim, V.K.G. (2012) Threats to self-esteem and self-concept: Physical attractiveness and team member preference. IACMR Hong Kong Conference, June 20-24.

Lim, V.K.G. & Zhu J.L. (2012) Conscientiousness, Cyberloafing and Academic Performance. IACMR Hong Kong Conference, June 20-24.

Krishnan S., Teo T.S.H. & Lim, V.K.G. (2012) Contextual Factors, E-Participation, and E-Government Development: Testing a Multiple-Mediation Model. 16th Pacific Asia Conference on Information Systems, Vietnam, July 11-15.

Krishnan S., Teo T.S.H. & Lim, V.K.G. (2012) E-Government Maturity, Corruption, and Eco-Efficiency. 16th Pacific Asia Conference on Information Systems, Vietnam, July 11-15.

Tang, T L P, T Sutarso, M A Ansari, V K G Lim, T S H Teo, F Arias-Galicia, I Garber, P Vlerick, J Liang, A Akande, M W Allen, A S Alzubaidi, M G Borg, B Charles-Pauvers, B S Cheng, R K Chiu, L Z Du, C G De La Torre, R C Higgs, A

H S Ibrahim, C K Jen, A M Kazem, K S Kim, R Luna-Arocas, E Malovics, A S Moreira, R T Mpoyi, A U O Nnedum, J E Osagie, M F Ozbek, A M Osman-Gani, F C Pereira, R Pholsward, H D Pitariu, M Polic, E G Sardzoska, P Skobic, F Stembridge, T L N Tang, M Trontelj, C Urbain, L Canova and A M M Manganelli, (2011) Is the love of money the root of all evil? A cross-level study of love of money, pay satisfaction, and CPI on corrupt intent across 31 geopolitical entities. Paper presented at the 71st *Academy of Management Conference*, 12 - 16 Aug, San Antonio, Texas, USA.

Chen, D.J.Q & Lim, V.K.G. (2011) Impact of Cyberloafing on Psychological Engagement. *71st Academy of Management Meeting*, San Antonio, Texas, USA, 12th – 16th Aug, 2011.

Zheng, X., Lim, V.K.G., Chen, D.J.Q. Social and Sleep Deprivation: the Effect of Social Exclusion and Insomnia on Cyberloafing Behavior (2011). Paper presented at the International Association for Conflict Management Conference, 3-6 July, Istanbul, Turkey.

Chen, D.J.Q. and Lim, V.K.G. (2011) Strength in adversity: Psychological capital and job search during unemployment. 26th Annual Society of Industrial and Organizational Psychology Conference, Chicago, USA, 8th – 10th Apr.

Rajah, R. and Lim, V.K.G. (2011) Resume embellishment in job search behaviour: A social network perspective. 26th Annual Society of Industrial and Organizational Psychology Conference, Chicago, USA, 8th – 10th Apr.

Wagner, D.W., Barnes, C., Lim, V.K.G., Ferris, L. (2011) Saving Daylight, Losing Motivation: Daylight Saving Time and Workplace Loafing. 26th Annual Society of Industrial and Organizational Psychology Conference, Chicago, USA, 8th – 10th Apr.

Leavitt, K., Lim, V.K.G., Barnes, C., and Schilpzand, P. (2010) Cheaters never prosper but their in-groups do: Differential effects of threats to social and moral identity. Symposium presentation at the 70th *Academy of Management Annual Meeting*, 6-10 Aug, Montreal, Canada.

Tang, T L P, T Sutarso, M A Ansari, I Garber, P Vlerick, F Arias-Galicia, V K G Lim, T S H Teo, A Akande, M W Allen, A S Alzubaidi, M G Borg, L. Canova, B Charles-Pauvers, B S Cheng, R K Chiu, L Z Du, C G De La Torre, R C Higgs, A H Safwat Ibrahim, C K Jen, A M Kazem, K S Kim, R Luna-Arocas, E Malovics, A M Manganelli, A S Moreira, R T Mpoyi, A U O Nnedum, J E Osagie, A M Osman-Gani, F C Pereira, R Pholsward, H D Pitariu, M Polic, E G Sardzoska, P Skobic, A F Stembridge, T L N Tang, M. Tombolani, M Trontelj and C Urbain "Whoever loves money is never satisfied with his or her pay: Income and CPI as moderators". (2010) Paper presented at the 70th *Academy of Management Annual Meeting*, 6-10 Aug, Montreal, Canada.

Zheng, X. & Lim, V.K.G. (2010) Sleepless and lonely: The moderating role of social exclusion on insomnia and cyberloafing. 7th Asia Academy of Management Conference, 11-14th Dec, Macau, China.

Rajah, R. & Lim, V.K.G. (2010) Looking at the stars: The effects of induced hope on task performance. 7th Asia Academy of Management Conference, 11-14th Dec, Macau, China.

Chen, D.J.Q. and Lim, V.K.G. (2010) Taking a virtual break: Cyberloafing as on-the-job recovery mechanism. 25th Annual Society of Industrial and Organizational Psychology Conference, Atlanta, USA, 8th – 10th Apr.

Khoo, H.S. & Lim, V.K.G. (2010) Negative impression management and Machiavellinism. 25th Annual Society of Industrial and Organizational Psychology Conference, Atlanta, USA, 8th – 10th Apr.

Sun, S.H, Song, Z.L., Lim, V.K.G, Chen, D.J.Q and Li, X. (2010) Positive and negative self-efficacy effects revisited: A longitudinal field study. 25th Annual Society of Industrial and Organizational Psychology Conference, Atlanta, USA, 8th – 10th Apr.

Prasad, S., Lim, S., Lim, V.K.G. (2010) Incivility: A qualitative analysis across differential power distributions. 27th International Conference of Applied Psychology (ICAP), Melbourne, Australia, 11th - 16th July.

Prasad, S., Lim, S., Lim, V.K.G., Ramchandani, B. (2010) The effects of differential power relationships on coping with disrespect. Association for Psychological Society (APS) 22nd Annual Convention, Boston, USA, 27th-30th May.

Prasad, S., Lim, V.K.G., Chen, D.J.Q. (2010) Self-regulation, individual characteristics and cyberloafing. Proceedings of the 14th Pacific Asia Conference on Information Systems, Taipei, Taiwan, 9th - 12th July.

Krishnan, S., and Lim, V.K.G. (2010) Moderating Effects of Extroversion and Neuroticism on Sleep Deprivation and Cyberloafing," in *Proceedings of the 14th Pacific Asia Conference on Information Systems*, Taipei, Taiwan, 9th-12th July.

Lim, V.K.G & Chen, D.J.Q (2009) The wired workplace: Impact of cyberloafing on affect, work depletion, facilitation and engagement. Paper presented at the 24th Annual Society for Industrial and Organizational Psychology Conference, 2nd-4th April. New Orleans, USA

Khoo, H.S., & Lim, V.K.G. (2009) Reducing one's guilt: A Neutralization model. Paper presented at the 24th Annual Society for Industrial and Organizational Psychology Conference, 2nd -4th April. New Orleans, USA

Lim, S.G.P., Lim, V.K.G, Cortina, L., Magley, V. (2009) Reactions to Interpersonal and Cyber-Incivility: The Role of Perceived Injustice. Paper presented at the 24th Annual Society for Industrial and Organizational Psychology Conference, 2nd-4th April.. New Orleans, USA

Lim, V.K.G & Chen, D.J.Q (2009) Impact of cyberloafing on emotions and work. **14th Annual Asia Pacific Decision Sciences Conference, Shanghai**, China, 4th – 8th July.

Tang , T. L.P, Sutarso, T., Vlerick, P., Lim, V.K.G., A Akande, M W Allen, A S Alzubaidi, M A Ansari, F Arias-Galicia, M G Borg, L Canova, B Charles-Pauvers, B S Cheng, R K Chiu, L Du, I Garber, C G D L Torre, R C Higgs, A H S Ibrahim, C K Jen, A M Kazem, K S Kim, V K G Lim, R Luna-Arocas, E Malovics, A M Manganelli, A S Moreira, A U O Nnedum, J E Osagie, A M Osman-Gani, F C Pereira, R Pholsward, H D Pitariu, M Polic, E Sardzoska, A F Stembridge, T L N Tang, T S H Teo, M Tombolani, M Trontelj, C Urbain. (2009). A Cross-Level Study of Entity Affluence, Money Attitude, Pay Satisfaction, and Corrupt Intent. **69th Academy of Management Conference**, Chicago. 7-11 August.

Lim V. K. G., Zhao, X., & Teo T. S. H. 2009. Psychological costs of seeking social support: Scale development and factor analysis. **Institute For Operations Research and The Management Sciences (INFORMS) Annual Meeting**, San Diego, 11th-14th Oct.

Zhao, X., Lim V. K. G., & Teo T. S. H. 2009. Talk or email? Support seeking cost and the choice of communication channel. **Pacific Asia Conference on Information Systems (PACIS) Meeting**. Hyderabad, India, 10th-12th Jul.

Zhao, X., Lim V. K. G., & Teo T. S. H. 2009. Seeking support face-to-face or via email? The role of support seeking costs. **Institute For Operations Research and The Management Sciences (INFORMS) Annual Meeting**, San Diego, 11th-14th Oct.

Lim V. K. G., Zhao, X., & Teo T. S. H. 2008. Impact of parents' work-family conflict and burnout on youths' life satisfaction. **Asia Academy of Management (AAOM) Meeting**. Taipei, Taiwan, 14th-16th Dec.

Lim, V.K. G & Paraskevi, C. (2008) Abusive supervision: Employees' response to anger and frustration. Paper presented at the Society for Industrial and Social Psychology Conference, 8-10 April. San Francisco.

Lim, A., Uy, M., Lim, V.K.G. Flaming Asia: An exploratory study of perceived flaming behavior in Singapore, Phillipines and India (2008). Paper presented at the **Society for Industrial and Social Psychology Conference**, 9-11 April, San Francisco.

Lim, V.K.G., Srivastava, A, & Sng, Q.S. (2008) Money motives, achievement orientation and motivation to work among youths. Paper presented at the **International Association of Business and Economics**. 19-22 October. Las Vegas, USA.

Lim, V.K.G. & Khoo, H.S. Neutralization techniques and CEO's misbehavior: The case of a non-profit organization (National Kidney foundation) (2008). *Association of International Business (AIB)*. 30 June - 3 July. Milan, Italy.

Lim, V.K.G., & Low, J. W. (2008) Effect of self-control and neutralization techniques on resume embellishment. Paper presented at the **6th Asia Academy of Management**, December 14-16, 2008, Taipei, Taiwan.

Tang, T L P, T Sutarso, A Akande, M W Allen, A S Alzubaidi, M A Ansari, F Arias-Galicia, M G Borg, L Canova, B Charles-Pauvers, B S Cheng, R K Chiu, L Du, I Garber, C G D L Torre, R C Higgs, A H S Ibrahim, C K Jen, A M Kazem, K S Kim, V K G Lim, R Luna-Arocas, E Malovics, A M Manganelli, A S Moreira, A U O Nnedum, J E Osagie, A M Osman-Gani, F C Pereira, R Pholsward, H D Pitariu, M Polic, E Sardzoska, A F Stembridge, T L N Tang, T S H Teo, M Tombolani, M Trontelj, C Urbain and P Vlerick. Antecedents and Consequences of Unethical Behavior: Does the Level of CPI Make a Difference? (2008) Paper presented at the **68th Annual Meeting of the Academy of Management**, 8-13 August, Anaheim, California.

Tang, T. L.P, Sutarso, T., Vlerick, P., Lim, V.K.G., A Akande, M W Allen, A S Alzubaidi, M A Ansari, F Arias-Galicia, M G Borg, L Canova, B Charles-Pauvers, B S Cheng, R K Chiu, L Du, I Garber, C G D L Torre, R C Higgs, A H S Ibrahim, C K Jen, A M Kazem, K S Kim, V K G Lim, R Luna-Arocas, E Malovics, A M Manganelli, A S Moreira, A U O Nnedum, J E Osagie, A M Osman-Gani, F C Pereira, R Pholsward, H D Pitariu, M Polic, E Sardzoska, A F Stembridge, T L N Tang, T S H Teo, M Tombolani, M Trontelj, C Urbain. (2008) The Love of Money and Pay Level Satisfaction: Does GDP per Capita Make a Difference. Paper presented at the **68th Academy of Management Conference**, 8-13 August, Anaheim, California.

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Lim, V.K.G & Chin, J.Y. (2007) Wired and rude: Cyber incivility at the workplace and individual responses. Paper presented at the **67th Annual Meeting of the Academy of Management**, August 3-8, Philadelphia, Pennsylvania.

Lim, V.K.G & Kim, T.Y. (2007) Bringing work home: Parents' work-family conflict, frustration, and youths' work beliefs. Paper presented at the **67th Annual Meeting of the Academy of Management**, August 3-8, Philadelphia, Pennsylvania.

Tang, T L P, T Sutarso, A Akande, M W Allen, A S Alzubaidi, M A Ansari, F Arias-Galicia, M G Borg, L Canova, B Charles-Pauvers, B S Cheng, R K Chiu, L Du, I Garber, C G D L Torre, R C Higgs, A H S Ibrahim, C K Jen, A M

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Lim, V.K.G. (2007) Prevalence, intention to report and rationalizing academic dishonesty among students in Singapore, **7th Association of the Southeast Asian Institutions of Higher Learning (ASAIHL) Conference**, 9-11 May, Lingnan University, Hong Kong.

Lim, V. K. G & Chin, J.Y. (2006) Mind your E-manners: Impact of cyber incivility on justice, emotions, and individual responses. **66th Annual Academy of Management Meeting**. Atlanta, Georgia.

Aquino, K. and Lim, V.K.G. (2006) Justice and the self: Moral identity, fairness perceptions, and deviant behaviors. **66th Annual Academy of Management Meeting**. Atlanta, Georgia.

Tang, T L P, T Sutarso, A Akande, M W Allen, A S Alzubaidi, M A Ansari, F Arias-Galicia, M G Borg, L Canova, B Charles-Pauvers, B S Cheng, R K Chiu, L Du, I Garber, C G D L Torre, R C Higgs, A H S Ibrahim, C K Jen, A M Kazem, K S Kim, V K G Lim, R Luna-Arocas, E Malovics, A M Manganelli, A S Moreira, A U O Nnedum, J E Osagie, A M Osman-Gani, F C Pereira, R Pholsward, H D Pitariu, M Polic, E Sardzoska, A F Stembridge, T L N Tang, T S H Teo, M Tombolani, M Trontelj, C Urbain and P Vlerick. (2006) The love of money to pay level satisfaction relationship. **66th Annual Meeting of the Academy of Management**, 11 - 16 Aug Atlanta, Georgia.

Lim, V.K.G. (2005). Face to face with AIDS in the workplace: Concern for face, fear of AIDS and its consequences. Paper presented at the **Academy of Management Conference**. Honolulu, Hawaii. This paper won **Best Paper Award** for the Healthcare Management Division.

Lim, V.K.G. & Chin, J.Y. (2005) Neutralizing antisocial workplace behaviour: The role of organizational politics and control. Paper presented at the **Academy of Management Conference**. Honolulu, Hawaii.

Lim, V.K.G. (2005) The moderating effect of neutralization technique on organizational justice and cyberloafing. July 7-10. **9th Pacific-Asia Conference on Information Systems (PACIS)**. Bangkok.

Lim, V.K.G., Srivastava, A., & Sng, Q.S. (2005) Money Motives, Achievement Orientation, and Motivation to Work among Youths. **Society for Industrial and Organizational Psychology Meeting**, Los Angeles, US.

Aquino, K. & Lim, V.K.G. (2004) Moral identity and the self-regulation of antisocial workplace behaviour. Paper presented at the **Academy of Management Conference**. New Orleans.

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Cyberloafing at work boosts productivity, researchers find, 17th Aug 2011

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Job loss anxiety hurts your kids too. **The New Paper**, 12 July 2007. (with Sng, Q.,S.)

Wired & rude. **Digital Life -The Straits Times**, April 18th 2006. (with Chin, J.Y.)

Bosses behaving badly in **Digital Life (Straits Times supplement)** on 18 April 2006. This report featured the findings of my research on cyber incivility at the workplace.

Digital abuse or being candid? **Digital Life (The Straits Times supplement)** on 18 April 2006 reported findings of a study on digital abuse in the workplace.

Cyberloafers use up 20 working days yearly: Study, in **Straits Times** on 1st February 2006 featured results of a cyberloafing survey which focused on activities that individuals engaged in during cyberloafing.

Cyberloafers at work. **Digital Life (The Straits Times supplement)** on 31 January 2006 cited a study which found that workers in Singapore spend more than three hours every week cyberloafing or using the Internet for personal purposes.

AIDS awareness lacking; Campaigns targeted at youth may go unheeded in **Today** on 3rd June 2005. This report featured results of AIDS attitudes among undergraduate students.

Undergrads think they are less prone to getting AIDS in **Straits Times** on 3rd June 2005 reported survey findings of attitudes and awareness of undergraduate students towards AIDS.

AIDS ignorance high in Singapore: survey. In **Agence France Presse** on 17th December 2004. . This report was based on findings of a survey on AIDS awareness among educated young adults in Singapore.

Most women accept HIV test. In **Straits Times** on 17th December 2004 quoted a survey on misconceptions of individuals towards HIV.

SARS stigma fears remain. In **Straits Times** on 10th October 2003 reported a study on respondents attitudes towards fears of discrimination regarding SARS and attitudes towards SARS.

Government more open to employing gays now. In **Straits Times** on 4th July 2003 featured a study done in 1999 on students' attitudes towards homosexuals.

Investment-National 1 slow to issue guidance-News-Beyond porn-cyberloafers in firing line. In **Australian Financial Review** on 6th June 2003 quoted a survey that concluded that employees' motivation for wasting time on the Internet and email was to even out perceived imbalances in the employment relationship.

A question of SARS-sibility in **Sunday Mail** on 18th May 2003. This report featured results of a survey on attitudes towards SARS.

Handling fears of SARS in the workplace in **Business Times** Singapore on 28th May 2003 reported a study on knowledge of SARS, attitudes towards issues of privacy and disclosure of medical information and the effect of the disease on organizations and lifestyles.

Neighbors want to be in the know in **Straits Times** on 14th May 2003 revealed the findings of a survey on respondents' attitudes towards receiving or being informed of neighbors receiving quarantine orders for SARS.

Teaching AIDS in **Straits Times** on 1st December 2002 featured a study on managers' attitudes towards hiring HIV sufferers.

Group sets out to debunk HIV myths in the workplace in Straits Times on 23rd November 2002 quoted findings of a study on concerns of human resource managers regarding hiring individuals with HIV.

Singaporeans conservative when it comes to money. In Straits Times on 13th October 2001 referred to the findings of a study on the conservative and pragmatic attitudes of Singaporeans towards money.

Making an exit before 55 in Straits Times on 29th July 2001 reported findings of a survey related to attitudes towards work and retirement, where a majority of the respondents stated that they wanted to retire at 55, while nearly a quarter of them wanted to continue until age 60.

Most Singaporeans want to retire before age 62 in Straits Times on 31st January 2001 mentioned the findings of a survey which found that Singaporeans want to retire before the official retirement age, but they also wanted to be occupied with part-time work, and few had planned retirement finances, since work was a source of significant value to the respondents.

Tuition-boon or bane-may be here to stay in Straits Times on 29th November 2000 reported parents' and children's views regarding tuitions.

What's next along the scholarship trail? In Straits Times on 22nd July 2000 featured views on student attitudes towards academic scholarship.

Survey shows young people have conservative view of gays. In Straits Times on 22nd June 2000 cited a study that found that young Singaporeans hold negative and conservative attitudes towards homosexuals.

Are you a cyberloafer? In Straits Times on 6th May 2000 referred to a survey on cyberloafing in the workplace.

Firms here reluctant to hire HIV-sufferers. In Straits Times on 29th April 1999 mentioned a study done on HR practitioners' views with respect to hiring HIV-infected individuals.

My secret-New boss doesn't know. In Straits Times on 29th April 1999 quoted a survey of 161 HR practitioners which showed that almost half wanted potential employers to know the results of an employee's AIDS test, even under anonymity.

Singapore firms reluctant to hire HIV-sufferers, in Straits Times on 29th April 1999 referred to a survey on human resource executives and their fears surrounding hiring individuals who suffer from HIV.

Letter-Books remain in "new" libraries in Straits Times on 23rd February 1999 featured response to views on the library system.

Saving money is important-undergrads in Straits Times on 7th November 1996 reported a study on students' attitudes towards money, satisfaction with life and concerns about the future.

Singaporeans conservative when it comes to money. *The Straits Times*, 13 October 2001

Firms here reluctant to hire HIV sufferers. *The Straits Times*, 29 April 1999.

AIDS still elicits mixed feelings. *The Straits Times*, 20 October 1998.

List of Research Students Supervised (1996-present)

Doctoral Students Supervision/Co-supervision) (NUS Business School/external)

2022-present: Catherine Lai Hui Yi (co-supervisor): The effects of socially responsible human resource management on cyberloafing among knowledge workers in Malaysia. Sunway Business School

2014: Don Chen Jiaqing (co-supervisor): Dyadic coping and recovery among couples during unemployment: A daily diary study approach

2014: Rashimah Rajah (co-supervisor): Job connectedness: Engagement in the virtual era

2011: Zhao Xiuxi: The impact of parental job insecurity on youths' career development (co-supervisor)

PhD Committee

2005: Grace Lee Chau-Ching: Organizational Restructuring and Social Network Changes: Implications on Work Performance, Work Satisfaction and Satisfaction with Changes

2012: Zheng Xue: Power and Forgiveness in Interpersonal Relationships

Doctoral Students Supervision (China Scholarship Council (CSC) Doctoral Joint Training Program)

Name (Period hosted by NUS)

Teng Eryue (23 Aug 2017 to 24 Aug 2018) Harbin Institute of Technology

Qian Shanshan (26-Aug-18 to 25-Aug-19) Nankai University

Wang Rui Meng (Jan 2021-Dec 2021) Renmin University

Na Wang (Aug 2021-Aug 2022)

Qi Nie (March 2021-March 2022) Nanjing University of Aeronautics and Astronautics

Guo Limin (Oct 2021 - Oct 2022) Tongji University

Han Xue (Nov 2021 - Oct 2022) Renmin University

Li Xiaolin (Aug 2021-Aug 2022) Fudan University

Xue Han (Aug 2021-Aug 2022) School of Labor and Human Resources, Renmin University of China

Li Xin (Aug 2022 to 26 Aug 2023) Jinan University

Tian Zhehui (Oct 2022-Oct 2023) School of Business, Nankai University)

MSc (Management) Supervision

1. 2012: Smrithi Prasad (co-supervisor): Role of stress and testosterone in predicting rejection of unfair offers in an ultimatum game

2. 2006: Ruth Chin Jen Yui: Mind your E-manners: Impact of cyber incivility on justice, emotions and individual responses: Mind your E-manners: Impact of cyber incivility on justice, emotions and individual responses.
3. 2005: Sng Qing Si: Does parental job insecurity matter? Money anxiety, money motives and motivation to work
4. 2000: Victor Tay: Job insecurity and its moderators: A justice and social exchange perspective
5. 1998: Sean See Khong Boon: The antecedents of academic cheating

MSc (Management) Examiners

1. 2007: Stewart Tan: Socialization of new doctors and lawyers: The mediating role of knowledge
2. 2005: Fang Ruolian: Social construction of organizational justice: A social network perspective
3. 2006: Jacqueline Chow: Thesis title: Consumer Online Privacy: Viewing Through Customer Relationship Management Lens.
4. 2003: Usa Skulkerewathana: Effectiveness of Training Interventions

Research Students Supervised (BBA and Psychology Undergraduate Honors Theses)

2021-2022 Jacyline Ong Jia Lin Impact of commuting on organizations, work and well-being
2019/2020

-Amanda Choy Yuan Lin: When having less is more: How lower identification and self-compassion can protect menopausal women from workplace discrimination

-Cheryl Chua Wan Lin: Better safe than sorry: The role of psychological safety and work based support in understanding the impacts of technostress

-Janice Chrysilla Surja: Daily cyberloafing and work: The mediating effects of momentary passion and uilt.
2018/2019 Cheong Kah Yin, Sonia: Effects of Engaging in Work-Related Activities During the Commute on strain- Based Interferences

2018/2019 Chew Su-Ann, Rebecca: Workplace bullying in Singapore: Prevalence, Factorial Structure and Moderators

2017/2018 Lua Egan: Commuting and work

2016/2017: Vivian Chan Ting Ting: Impact of menopause on work & well-being

2015/2016: Darren Chew Jian Wei: Antecedents and Consequences of Commuting Stress

2014/2015: Fahmi Mohammad: Daily Commuting and Stress

2012/2013: Aw Shi Yi Sherry: Searching for my future: future work selves and procrastination as predictors of fatigue in the job search

2011/2012: Chong Ying Ming, Elvis: The moderating effect of future selves salience on job insecurity and its Outcomes

2011/2012: Tan Ming Ze: Unemployed & exhausted? Fatigue during job search and its impact on reemployment quality

2010: Sharon Woo Yuet Fong: Staying wired on the job: The effect of sleep, job demands and job control on cyberloafing

2008: Don Chen Jia Qing: The wired workplace: Impact of cyberloafing on moods and work engagement

2008: Gan Wei Lin: Lying to get the job: The antecedents and psychological effects of job applicant deception

2003: Wendy Cheung: Tattle telling at work: An empirical study of factors influencing whistleblowing propensity of Hong Kong Chinese

2003: Ruth Chin Jen Yui :Rationalizing workplace deviant behaviors: The effects of work attitudes and neutralization techniques

2003: Sng Qing Si: Money ethic, pay satisfaction, and work outcomes: An empirical investigation

2001: Mark Ang Meng Meng: Attitudes towards money: Factorial dimensions and differential effects

2001: Tan Peng Peng: The effects of pre-retirees' temporal experiences on retirement anxiety and its outcomes: An empirical investigation.

1999: Loo Geok Leng: Aids in the workplace: An empirical investigation of HRM professionals in Singapore

1999: Tay Ming Hui: The effects of perceived justice on satisfaction and behavioural intentions: The case of computers (co-supervised with Thompson Teo).

1998: Victor Tay: Antecedents and outcomes of career success

1997: Sean See Khong Boon: The effects of perceived job image on work related outcomes: Locus of control as a moderator

1997: Wai Sok Har: An empirical study of factors influencing teleworking (co-supervised withThompson Teo)

1996: Alice Gwee Chern Chern: Moderating effects of social support on the relationship between occupational stress and its ouctomes

Undergraduate Independent Study/BLD

1. 2020: Tiffany Tee Jia Lin: Students' perception of online learning and cyberloafing
2. 2018: Dylan Loo: Minterest (BLD)
3. 2018: Ganesh Muthupalani: The Future of Commuting (BLD)
3. 2017: Isdiyanah.Puteri: Impact of dual caregiving on healthcare professionals (BLD)
4. 2017: Sabrina Lim Jia Hui: Self-Care as a Mechanism for Coping with Emotional Exhaustion in Displaced Mature Workers (BLD)
5. 2015: Druga Rahendran: Air Asia Crisis
6. 2012: Nikodemus Jaya: Going off track: Troubles at Singapore Mass Rapid Transit System (SMRT)
7. 2008: Low Jin Wei: Impact of abusive supervision on employees
8. 2007: Low Jin Wei: Hiring the liar: Lying to get the job