

## ONG Wei Jee

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### ACADEMIC EMPLOYMENT

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

### EDUCATION

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**University of Washington, Michael G. Foster School of Business** 2021  
Ph.D., Organizational Behavior and Human Resource Management  
MS, Business Administration  
**National University of Singapore**  
B.Eng., Industrial & Systems Engineering, Honours (Highest Distinction) 2017

### RESEARCH INTERESTS

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Autonomy, leadership, ethics.

### PUBLICATIONS

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**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)*.  
• *Featured in the South China Morning Post*

**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

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**Ong, W. J** & Lim, G. Leader punishment. Conditionally accepted, *Academy of Management Journal*.

Khan, U. A., Barnes, C. M., Moy, J., & **Ong, W. J.** Food insecurity. Under 2<sup>nd</sup> review, *Journal of Applied Psychology*.

Heng, Y. T., Chawla, N., **Ong, W. J.**, Oliver, A., & Patel, C. Female bodily experiences. 1<sup>st</sup> revise-and-resubmit, *Academy of Management Journal*.

Yan, L., Lim, J. H., & **Ong, W. J.** Impression management across SES levels. 1<sup>st</sup> revise-and-resubmit, *Journal of Applied Psychology*.

Lim, G & **Ong, W. J.** Leader social class and effectiveness. 1<sup>st</sup> revise-and-resubmit, *Personnel Psychology*.

Li, L., **Ong, W. J.**, & Gao, X. Proactivity. 1<sup>st</sup> revise-and-resubmit, *Journal of Business Research*.

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

**Ong, W. J.** Remote work and job attitudes. Under first review, *Personnel Psychology*.

Guo, L., Min, C., & **Ong, W. J.** Leader loneliness. Under first review, *Academy of Management Journal*.

#### **SELECTED WORK IN PROGRESS**

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**Ong, W. J.** & Shi, B. Differential effects of autonomy. *Preparing for submission*.

Lim, J. H. & **Ong, W. J.** How SES affects leader effectiveness. *Preparing for submission*.

Barnes, C. M., Heng, Y. T., & **Ong, W. J.** Humanization in management research. *Preparing for submission*.

Rhee, Y. W. & **Ong, W. J.** Effects of nonwork income on job demands and control. *Preparing for submission*.

**Ong, W. J.** Reward dispersion. *Preparing for submission*.

#### **CONFERENCE PRESENTATIONS**

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Jiang, W., He, T., & **Ong, W. J.** Interpersonal Dynamics Between Job- vs. Calling-Oriented Leader and Followers: Implications for Team Performance. 2025. IACM.

Heng, Y. T., Chawla, N., **Ong, W. J.**, Oliver, A., & Patel, C. Embracing Silver Linings: Menopausal Bodily Changes and Women's Generative Behaviors at Work. 2025. Positive Organizational Scholarship Research Conference.

Guo, L., Cui, M., & **Ong, W. J.** Team Communication Transforms the Dual Interpersonal Consequences of Leader Workplace Loneliness. 2025. AOM paper presentation.

Yan, L., Lim, G. J. H., & **Ong, W. J.** The role of class privilege and humility in leadership. 2024. 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. IACM.

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. 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

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### National University of Singapore

MNO2705: Leadership and Decision Making under Uncertainty (4.6/5.0)	2021-
BMS5411: Judgment and Decision Making Under Uncertainty (4.5/5.0)	2021-2022

### University of Washington

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

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MOE AcRF Tier 1 Grant (\$\$57,900)	2024
NUS Inauguration Grant (\$\$200,000)	2021
NUS Start-up Grant (\$\$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

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Ad-hoc reviewer. *Business Ethics Quarterly, Organizational Behavior and Human Decision Processes, Organization Science, Journal of Applied Psychology, Journal of Management Studies*

Reviewer. *Carolyn Dexter Award 2022*

Reviewer. *Academy of Management Annual Meetings (OB, MOC divisions)*

Brownbag coordinator (NUS)

## REFERENCES

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### Dr. Christopher Barnes, Professor of Management

University of Washington, National University of Singapore ([chris24b@uw.edu](mailto:chris24b@uw.edu))

### Dr. Tianyu He, Assistant Professor of Management and Organisation

National University of Singapore ([t.he@nus.edu.sg](mailto:t.he@nus.edu.sg))

### Dr. Filip Lievens, Lee Kong Chian Professor of Human Resources

Singapore Management University ([filiplievens@smu.edu.sg](mailto:filiplievens@smu.edu.sg))