

## DISHI HU

Department of Management  
 Bryan School of Business and Economics | University of North Carolina at Greensboro  
 516 Stirling St, Greensboro, NC 27412  
 Email: d\_hu@uncg.edu

### ACADEMIC APPOINTMENT

**University of North Carolina at Greensboro, Bryan School of Business and Economics**  
 Assistant Professor of Management 2023 - Present

### EDUCATION

**Ph.D., Temple University, Fox School of Business** Philadelphia, PA  
**Major:** Human Resource Management & Organizational Behavior (HRMOB) 2018-2023

**M.A., Rutgers University, School of Management and Labor Relations** Piscataway, NJ  
**Major:** Human Resources Management 2016-2018

**B.S., Sun Yat-Sen University, Lingnan College** Guangzhou, China  
**Major:** Logistics Management 2012-2016

### JOURNAL PUBLICATIONS

(\*equal contributions; †denotes Ph.D. student at the time of submission)

1. **Hu, D.**, Oh, I.-S., & †Agolli, A. (in press). A meta-analysis of employee HR attributions and their relationships with employee-perceived high-performance work systems and employee outcomes. *Human Resource Management*. <https://doi.org/10.1002/hrm.22309>
2. †Kim, D., **Hu, D.**, & Harold, C.M. (in press). Working around unpredictable clocks: Examining the impact of last-minute schedule changes on perceived contract breach and job performance. *Human Relations*. <https://doi.org/10.1177/00187267241306238>
3. \***Hu, D.**, \*Deng, Y., Song, Y., Lian, H., Daniels, S.R., Yang, M., & Chen, S. (2024). Gossiping the (recipient's) day away: The impact of supervisor-directed gossip on recipients' rumination, sleep quality, vitality, and work outcomes. *Journal of Applied Psychology*, 109(8), 1311–1326. <https://doi.org/10.1037/apl0001181>
4. Oh, I.-S., Le, H., **Hu, D.**, & Robbins, S. (2024). Any Port in a Storm: Emotional Stability as a Stabilizer for the Job Performance-Voluntary Turnover Relationship. *Journal of Vocational Behavior*. <https://doi.org/10.1016/j.jvb.2024.103973>

5. **Hu, D.**, & Oh, I.-S. (2021). Beyond Individuals' Use of Information and Communication Technologies (ICTs): A Multi-level Approach in Research on ICTs. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(3), 441–443

### **PUBLISHED PROCEEDINGS**

6. **Hu, D.**, Oh, I.-S., Han, J.H., & Pan, Y. (2022). Antecedents of high-performance work systems: A meta-analysis. *Academy of Management Best Paper Proceedings*, 2022(1)

### **BOOK CHAPTERS**

7. **Hu, D.**, & Oh, I.-S. (2022). The “why” and “how” of human resource (HR) practices: A critical review of the antecedents and consequences of employee HR attributions research. *Research in Personnel and Human Resource Management*, 40, 157–204.

### **CONFERENCE PAPERS AND PRESENTATIONS**

1. Lu, D., Wang, Y., **Hu, D.**, Liang, M., & Hu, B. (2025, June). *Variable- and Person-Centered Approaches to Examining the Differential Impact of Time Theft Motives*. Paper presented at the 2025 International Association for Chinese Management Research (IACMR) Conference, Xi'an, China.
2. Deng, Y., & **Hu, D.** (2024, August). *Career Advancement Towards Leadership: An Examination Through the Lens of Role Identity Management*. Paper presented at the 84<sup>th</sup> Annual Meeting of the Academy of Management (AOM), Chicago, IL, United States.
3. Xiao, X., Oh, I.-S., & **Hu, D.** (2024, April). *Age Diversity and Organizational Performance: A Meta-Analysis*. Poster presented at the 39<sup>th</sup> Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
4. Hu, B., Lu, D., Meng, L., & **Hu, D.** (2023, August). *Whether and Why do Time Theft Motives Matter?* Paper presented at the 83<sup>rd</sup> Annual Meeting of the Academy of Management (AOM), Boston, WA, United States.
5. **Hu, D.**, Oh, I.-S, Le, H., & Robbins, S. (2023, April). *Any Port in a Storm: Emotional Stability as a Stabilizer for the Job Performance-Voluntary Turnover Relationship*. Poster presented at the 38<sup>th</sup> Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
6. Agolli, A., **Hu, D.**, & Oh, I.-S. (2023, April). *A Meta-Analytic Study of the Outcomes of HR Attributions*. Poster presented at the 38<sup>th</sup> Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

7. **Hu, D.**, Oh, I.-S., Han, J. H., & Pan, Y. (2022, August). *Antecedents of high-performance work systems: A meta-analysis*. Paper presented at the 82<sup>nd</sup> Annual Meeting of the Academy of Management (AOM), Seattle, WA, United States.
8. \*Deng, Y., \***Hu, D.**, Daniels, S. R., Yang, M., & Chen, S. (2022, August). *Impact of hearing negative and positive gossip about supervisor: A within-person investigation*. Paper presented at the 82<sup>nd</sup> Annual Meeting of the Academy of Management (AOM), Seattle, WA, United States.
9. **Hu, D.**, Oh, I.-S., & Hu, B. (2021, April). *Why and when helping others is helping yourself? A supervisor attribution perspective*. Poster presented at the 36<sup>th</sup> Society for Industrial and Organizational Psychology Annual Meeting, New Orleans, LA, United States.
10. Park, H. S., Oh, I.-S., Huang, J., & **Hu, D.** (2021, April). *A meta-analysis of adaptive, task, and contextual performance and their predictors*. Poster presented at the 36<sup>th</sup> Society for Industrial and Organizational Psychology Annual Meeting, New Orleans, LA, United States.
11. Kim, J., Oh, I.-S., Holtz, B.C., Han, S., & **Hu, D.** (2019, August). *The antecedents and consequences of impression management across culture: A meta-analysis*. Paper presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management (AOM), Boston, MA, United States.

## **TEACHING EXPERIENCES**

University of North Carolina at Greensboro, Bryan School of Business and Economics  
Stand-alone Instructor (since 2023)

- Global Human Resource Management (graduate level)
- Recruitment and Selection (undergraduate level)
- Training and Development (graduate level)

Temple University, Fox School of Business  
Stand-alone Instructor

- Leadership & Organizational Management (undergraduate level), Fall 2021, Spring 2022
- Guest Lecturer
- PhD seminar in Meta-Analysis Research Method, Fall 2020-2024

## **AWARDS AND RESEARCH GRANTS**

- 2025 Internal Research Grant, Bryan School of Business and Economics, UNCG (\$5,000)
- 2024 Research Award, Bryan School of Business and Economics, UNCG (\$5,000)
- 2021 Cochran Award for Excellence in Research, Temple University
- 2021-2022 Young Scholars Forum Research Grant, Temple University (\$2,300)
- 2020-2021 Young Scholars Forum Research Grant, Temple University (\$1,850)
- 2019-2020 Young Scholars Forum Research Grant, Temple University (\$2,600)

- 2018-2019 Young Scholars Forum Research Grant, Temple University (\$1,600)

## **UNIVERSITY/COLLEGE/DEPARTMENT SERVICES**

- Department Outreach Committee (2023-present)
- MS in International Business program HR concentration Learning Assessment (2023-present)

## **PROFESSIONAL ACTIVITIES AND MEMBERSHIPS**

### **Committee Member**

- Society for Industrial and Organizational Psychology's Schmidt and Hunter Meta-Analysis Award Committee 2024

### **Professional Service**

- Editorial Review Board Member
  - *Journal of Organizational Behavior* (2025-present)
- Ad Hoc Reviewer
  - *Journal of Applied Psychology*
  - *Human Resource Management*
  - *Human Relations*
  - *The International Journal of Human Resource Management*
  - *Applied Psychology*
- Conference Paper Reviewer
  - Academy of Management Conference (HR & OB divisions)
  - Society for Industrial and Organizational Psychology Conference

### **Professional Affiliations**

- Academy of Management (HR, OB, and Research Method divisions)
- Society for Industrial and Organizational Psychology