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EDUCATION

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| 2014 – 2018 | Ph.D., Graduate Institute of Business Administration College of Management, National Taiwan University |
| 2007 – 2009 | M.A., Graduate Institute of Resource Management and Decision Science College of Management, National Defense University |
| 1997 – 2002 | B.A., Department of Sociology College of Social Science, National Taipei University |

PROFESSIONAL EXPERIENCE

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| Dec 2018 – present | <i>Assistant Professor</i> Graduate School of Resources Management and Decision Science College of Management, National Defense University |
| Sept 2014 – June 2018 | <i>Teaching Assistant</i> Graduate Institute of Business Administration College of Management, National Taiwan University |
| Sept 2014 – June 2018 | <i>Research Assistant</i> Graduate Institute of Business Administration College of Management, National Taiwan University |

TEACHING

- *Quantitative Research Methods* (elective MBA)
- *Motivation and Leadership Theory* (elective MBA)
- *Research Methods* (required EMBA)

RESEARCH INTERESTS

- Creativity
- Leadership
- Team Process
- Voice Behavior
- Experiment Design

AWARDS AND HONORS

- *Distinguished Paper Award*, For the Doctoral Thesis of the 2019 TSC Thesis Competition, Taiwan. (with A.C. Chuang)

PUBLICATION

● Journal Articles

- ✧ Yen, H.C., Cheng, J.W., Hsu, C.T., & **Yen, K. C.** (in press). How career adaptability can enhance satisfaction: Moderated mediation effects. *Journal of Management & Organization*. (*SSCI*)
- ✧ Chuang, A. C., Lee, C. Y., Chen, Y. S., & **Yen, K. C.** (2019). Research on employee creativity in Taiwan and East Asia countries: Findings and implications. *NTU Management Review* (*TSSCI*), 29(3), 1-42. (in Chinese)
- ✧ Lee, T. K., Chang, C. C., **Yen, K. C.**, & Liang, L. C. (2017). How Does Transformational Leadership Promote Innovative Behavior of Employees? Based on the Perspective of Competitive Climate and Collaborative Climate, and Empowerment. *Journal of Human Resource Management* (*TSSCI*), 17(4), 61-89. (in Chinese)
- ✧ Lee, T. K., Chang, C. C., Huang, S. Y., & **Yen, K. C.** (2016). The Relationship between Paternalistic Leadership and Employee Work Performance: The Mediating Roles from Acting of Emotional Labor. *Journal of Human Resource Management* (*TSSCI*), 16(3), 61-89. (in Chinese)
- ✧ Ko, Y. H., Hsieh, S.Y., & **Yen, K. C.** (2016). Examining the Relationship between Perceived Corporate Social Responsibility and Employee Organizational Citizenship Behavior: The Mediation Effects of Workplace Spirituality and the Moderated Mediation Effects of Empathy. *Journal Management and Compliance*, 1(2), 27-50. (in Chinese)

● **Conference Presentation**

- ✧ Hsu, C. T., Chan, D. E., Liao, J. F., & **Yen, K. C.** (2017). *Competition, be benefited in every way? Explore the destructive effect of the competitive psychological climate on workplace atmosphere and employee behavior: supervisor support as a moderated mediator*. Paper presented at the EFPA 15th European Congress of Psychology, Amsterdam, Netherland.
- ✧ Chen, Y. S., Fu, S. W., **Yen, K. C.**, & Hsu, S. C. (2016). *The relationship between self-identity and work performance in teams: The mediating effect of extra-role behavior*. Paper presented at the 7th International Association for Chinese Management Research (IACMR) Conference, Hangzhou, China.
- ✧ Lee, T. K., Chang, C. C., Huang, S. Y., & **Yen, K. C.** (2016). *The Relationship between Paternalistic Leadership and Employee Work Performance: The Mediating Roles from Acting of Emotional Labor*. Paper presented at the Annual Meeting of the Taiwan Academy of Management, Hsinchu, Taiwan.
- ✧ Chuang, A. C., Lee, C. Y., Chen, Y. S. & **Yen, K. C.** (2015). *Retrospect and prospect of research on employee creativity: Research findings from Taiwan and East Asia countries*. Paper presented at the NTU Management Review 25th Anniversary Conference, Taipei, Taiwan.
- ✧ **Yen, K. C.**, Hsu, C. T., & Fei, W. C. (2009). *A Study of the Pygmalion Effect on Creative Performance: A Case of Graduate Students among Military Colleges, Public and Private Universities*. Paper presented at the Conference of the 6th Business Administration, Taoyuan, Taiwan.