



Jingyi Bai 白敬伊

Title: Assistant Professor

Faculty: School of Liberal Arts

E-mail: jybai@must.edu.mo

Tel: ----

Office: O721

Academic Qualification

Ph.D. Macau University of Science and Technology (2022)

Working Experience

2022-present Assistant Professor/ Macau University of Science and Technology

Research Interests

Organizational Behavior (Job design, Employee well-being, Stress)

Journal Papers

- Tian, Q., **Bai, J.Y.** & Wu, T. (2022). Should we be "challenging" employees? A study of job complexity and job crafting. *International Journal of Hospitality Management*. Volume 102, <https://doi.org/10.1016/j.ijhm.2022.103165>. [SSCI, Q1: 8%, IF:10.427]
- **Bai, J.Y.**, Tian, Q., & Liu, X. (2021). Examining Job Complexity on Job Crafting Within Conservation of Resources Theory: A Dual-Path Mediation Model. *Frontiers in Psychology*, 4482. <https://doi.org/10.3389/fpsyg.2021.737108> [SSCI, Q1: 24%, IF 4.232]
- Zhao L. J., Zhao S. M., Zeng H., **Bai, J.Y.** (2021). To Share or Not to Share? A Moderated Mediation Model of the Relationship Between Perceived Overqualification and Knowledge Sharing. *Baltic Journal of Management*. <https://doi.org/10.1108/BJM-01-2021-0006> [SSCI, IF 2.753]
- Zhong, H., Tian, Q., & **Bai, J.Y.** (2019). The Mechanisms of Ethical Leadership on Employees' Helping Behavior: A Study Based on Social Cognition Theory, *Chinese Journal of Management*, Vol. 16, No.1. [CSSCI]

Academic Books /Book Chapters

- Tian, Q. & **Bai, J.Y.**, (2022). Job Characteristics Theory. In *Management and Organization Theories*, Xu, S.Y., & Zhang, C.P., (Eds.). Peking University Press.

Conference Papers

- Sun, H., Tian, Q., & **Bai, J.Y.** (2022). Assessing Facets of Craftsmanship in the Context of Work, 82nd Annual Meeting of the Academy of Management. August 2022, Boston, USA.
- Selected Participant in *Journal of Applied Psychology* Virtual Paper Development Workshop 2021, Section Chair: Chu-Hsiang (Daisy) Chang, Michigan State University
- **Bai, J.Y.**, & Tian, Q., (2018, December). How Does CSR Lead to Employee Pro-Environmental Behavior? PDW conducted at the 7th *World Business Ethics Forum*, Macau & Hong Kong.

Research Awards & Grants

- 2020 “Macau Studies” Postgraduate Scholarship, Macau Foundation
- 2017 Best paper of in the conference of the 6th forum of Chinese Human Resources Management
- 2019-2020: How do job characteristics lead to employee job crafting?- Evidence from Hotels in Macau and Mainland China? Macau High Education Grant.

Ad Hoc Reviewer for Journal/ Conferences

- *Frontiers in Psychology*
- *Australian and New Zealand Academy of Management Conference 2021*
- *Academy of Management Conference 2022*

Society Membership

Member of Academy of Management

Member of IACMR (International Association for Chinese Management Research)