

Saehee (Sam) Kang

Management Department
College of Business Administration
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ACADEMIC POSITIONS

Marquette University, College of Business Administration, Milwaukee, WI
Assistant Professor, Aug 2019 – Present

EDUCATION

Rutgers University, School of Management and Labor Relations, New Brunswick, NJ
Ph.D. in Industrial Relations and Human Resources, 2019

Korea University, Graduate School of Business Administration, Seoul, Korea
M.S. in Management, 2012

Korea University, Department of Business Administration, Seoul, Korea
Bachelor of Business Administration, 2010

RESEARCH INTERESTS

Strategic human resource management
Compensation and motivation
Creativity and innovation
International management

PEER-REVIEWED PUBLICATIONS

Han, J., **Kang, S.**, Oh, I-S., Kehoe, R., & Lepak, D. (2019). The Goldilocks Effect of Strategic Human Resource Management? Optimizing the Benefits of a High Performance Work System through the Dual Alignment of Vertical and Horizontal Fit. *Academy of Management Journal*.
<https://doi.org/10.5465/amj.2016.1187>.

Kang, S., & Kim, A. (2018). Employee Stock Ownership and Financial Performance in European Countries: The Moderating Effects of Uncertainty Avoidance and Social Trust. *Human Resource Management*. <https://doi.org/10.1002/hrm.21942>.

CONFERENCE PROCEEDINGS

Son, E., **Kang, S.**, & Lepak, D. (2017). Impact of Contingent Employment Trajectory on Standard Employees' Attitude and Firm Performance. *Academy of Management Best Paper Proceedings*.

BOOK CHAPTERS AND OTHER PUBLICATIONS

Kruse, D., Blasi, J., Weltmann, D., **Kang, S.**, Kim, J. O., & Castellano, W. (2019). *Do Employee Share Owners Face Too Much Financial Risk?* IZA Discussion Paper No. 12303.

Heckscher, C. & **Kang, S.** (2016). Chapter 10. Survey (pp. 258-262). In Heckscher, C., *Trust in a Complex World*. Oxford: Oxford University Press

- The winner of the Academy of Management's 2016 George R. Terry Book Award.

Kang, S. (2016). *The Thought of Work* (Translated from English to Korean, Written by John Budd, 2011, Cornell Press). Seoul: Ewho press.

SELECTED CONFERENCE PRESENTATIONS

Jeong, S. **Kang, S.**, & Byron, K. *Bottom-Up Effects of Top Women: Female Executives' Impact on Firm Performance Through Middle Managers and Frontline Employees*. Paper presented at the Strategic Management Society Conference, Las Vegas, 2019.

Kang, S. *The Conditional Effects of Pay-for-Performance on Job Satisfaction and Organizational Performance*. Paper presented at the Academy of Management Annual Meeting, Chicago, 2018.

Kang, S. *What Do You Mean When You Pay for Performance? Effects of Pay-for-Performance on Employees' Collective Job Satisfaction and Organizational Performance*. Paper presented at the International Labor and Employment Relations Association World Congress, Seoul, Korea, 2018.

Kang, S.*, Han, J.* , Ok, C., & Oh, I-S., *Internal Fit Effects Between and Within Ability, Motivation, and Opportunity Domains of HR Practices*. Paper presented at the Academy of Management Annual Meeting, Atlanta, 2017. *These authors contributed equally.

Kang, S. & Kruse, D. *Employee Ownership and Job Attitudes: Investigating the Moderating Effect of Occupational Characteristics*. Paper presented at the LERA Annual Meeting, Anaheim, 2017.

Son, E., **Kang, S.**, & Lepak, D. *Impact of Contingent Employment Trajectory on Standard Employees' Attitudes and Firm Performance*. Paper presented at the Academy of Management Annual Meeting, Atlanta, 2017.

Han, J., **Kang, S.**, Lepak, D., & Oh, I-S. *Are High-Performance Work Systems Always Effective? Matching Firms' HR Systems to their Innovation Strategy Implementation*. Paper presented at the Strategic Management Society Conference, Milan, Italy, 2017.

Kang, S. *Does Employee Stock Ownership Work across Cultures?* Paper presented at the Academy of Management Annual Meeting, Vancouver, 2015.

Jeong, H., Kim, Y., **Kang, S.**, & Son, E. *The Effect of Perceived CSR on Behavioral Outcomes in Contingent Work Arrangements*. Paper presented at the Academy of Management Annual Meeting, Vancouver, 2015.

Kang, S. *Is It a Fair Tournament? Effects of Pay Dispersion on Employee Attitudes and Productivity*. Paper presented at the Labor and Employment Relations Association Annual Meeting, Pittsburgh, 2015

Jeong, H., & Kang, S., *Work Attitudes of Returned Victims. The Mediating Role of Trust and The Moderating Role of IR climate and Perceived HIWS*. Paper presented at the Labor and Employment Relations Association Annual Meeting, Portland, 2014

TEACHING EXPERIENCE

Marquette University

Instructor, *Management of Human Resources* (Undergraduate), Fall 2019

Rutgers University (Average teaching effectiveness of 4.8 out of 5.0)

Instructor, *Human Resource Management* (Undergraduate), Spring 2019

Instructor, *People, Work, and Organizations* (Undergraduate), Spring 2019

Instructor (Online), *People, Work, and Organizations* (Undergraduate), Fall 2018

Instructor (Online), *Organizational Behavior* (Undergraduate), Spring 2018

Instructor, *Organizational Behavior* (Undergraduate), Spring 2017

Teaching Assistant, *People, Work, and Organizations* (Undergraduate), Summer, 2018

Teaching Assistant, *Perspectives on Labor Studies* (Undergraduate), Fall 2015

Guest Lecturer, *Cross-Cultural Management* (Undergraduate), Fall 2015

GRANTS AND AWARDS

The Louis O. Kelso Fellowship, Employee Ownership Foundation, 2019-2020

The SHRM Dissertation Award, Academy of Management HR division, 2018

The Corey Rosen Fellowship, Rosen Ownership Opportunities Fund, 2017-2018

ILERA Scholarship, International Labor and Employment Relations Association, 2018,

TA/GA Professional Development Fund Award, Rutgers School of Graduate Studies, 2017-2018

Conference Travel Grant, Rutgers School of Management and Labor Relations, 2013-2018

Conference Travel Award, Rutgers School of Graduate Studies, 2018

PROFESSIONAL ACTIVITIES AND SERVICES

Chair or Organizer in Conference Sessions

- *Shared Capitalism: The Ancient Future of Work*, International Labor and Employment Relations Association World Congress, Seoul, Korea, 2018.
- *Research Papers on Employee Ownership and Profit Sharing*, Beyster Fellowship Symposium, La Jolla, CA, 2016.

Invited Discussant

- Beyster Fellowship Symposium, New Brunswick, NJ, 2016.
- The International Association for the Economics of Participation Conference, Copenhagen, 2016.

Ad-Hoc Reviewer

- Academy of Management Annual Meeting
- Business Ethics: A European Review
- Human Resource Management
- Human Resource Management Journal
- Industrial and Labor Relations Review
- Journal of Business Research