

# Katrina Jia Lin

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## **EDUCATION**

Ph.D. in Organizational Behavior	National University of Singapore
M. Sc. in Work and Organizational Psychology	The University of Nottingham
B. Sc. in Applied Psychology	Sun Yat-Sen University

## **ACADEMIC EXPERIENCE**

2017 - Assistant Professor, The Hong Kong Polytechnic University

## **RESEARCH INTERESTS**

Helping behaviors; Social support; Leadership; Work-family issues

## **PUBLICATIONS**

**Lin, K. J., Savani, K., & Ilies, R. (2019).** Doing good, feeling good? The roles of helping motivation and citizenship pressure. *Journal of Applied Psychology*.

- An earlier version won the OB Track Best Paper Award at the Asia Academy of Management Conference in 2019

Pan, S. Y., & **Lin, K. J.** (2018). Who suffers when supervisors are unhappy? The roles of leader-member exchange and abusive supervision. *Journal of Business Ethics*, 151(3), 799-811

Uy, M., **Lin, K. J.**, & Ilies, R. (2017). Is it better to give or receive? The role of help in buffering the depleting effect of surface acting. *Academy of Management Journal*, 60(4), 1442-1461

- Honorable Mention for the 2019 Award for Outstanding Published Article in Positive Organizational Scholarship (POS)

**Lin, K. J., Ilies, R., Pluut, H., & Pan, S. Y. (2017)** You are a helpful co-worker, but do you support your spouse? A resource-based work-family model of helping and support provision. *Organizational Behavior and Human Decision Processes*, 138, 45-58

- Finalist (top five papers) for the 2018 Rosabeth Moss Kanter Award for Excellence

in Work-Family Research

Pan, S. Y., & **Lin, K. J.** (2015). Behavioral mechanism and boundary conditions of transformational process. *Journal of Managerial Psychology*, 30(8), 970-985

## **PRACTITIONER ARTICLES**

Uy, M., **Lin, K. J.**, & Ilies, R. (2017). How to counter the exhaustion of always having to be positive with customers. *LSE Business Review*. October 2017. Link:

<http://blogs.lse.ac.uk/businessreview/2017/10/20/how-to-counter-the-exhaustion-of-always-having-to-be-positive-with-customers/>

## **CONFERENCE PRESENTATIONS**

Tai, K., **Lin, K. J.**, & Lam, C. K. (2019). Envy in response to help: A helping as status relations model. Paper will be presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston, Massachusetts.

- *Selected for the Academy of Management Best Paper Proceedings (OB)*

**Lin, K. J.**, Savani, K., & Ilies, R. (2019). Doing good, feeling good? The roles of helping motivation and citizenship pressure. Presented at the 11<sup>th</sup> Asia Academy of Management Conference, Bali, Indonesia.

- *Selected as Asia Academy of Management Conference OB Track Best Paper*

Choi, D., Ilies, R., & **Lin, K. J.** (2017). A novel mechanism linking emotional demands, citizenship behaviors, and well-being. Presented at the 77<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, Georgia.

**Lin, K. J.**, Ilies, R., & Pluut, H. (2016). A resource-based work-family model of helping and support provision. Presented at the 76<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, California.

Pan, S. Y., & **Lin, K. J.** (2016). Who suffers when supervisors are unhappy? The roles of LMX and abusive supervision. Presented at the 76<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, California.

Uy, M., **Lin, K. J.**, & Ilies, R. (2015). Restorative interactions at work: Is giving more beneficial than receiving? Presented at the 75<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver, BC, Canada.

**Lin, K. J.**, Uy, M., & Ilies, R. (2014). Waking up on the wrong side of the bed, ending up a worse day? Helping as a moderator. Presented at the 74<sup>th</sup> Annual Meeting of the Academy of

Management, Philadelphia, Pennsylvania

Ilies, R., & **Lin, K. J.** (2014). Positive affective experience at home and at work: Contrast effect on job satisfaction. Part of symposium: Novel approaches to affective spillover, Ilies, R (Chair), at 29<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii

**Lin, K. J.** (2013). Collective hope: Conceptualization, emergence and development in teams. Presented at the 73<sup>rd</sup> Annual Meeting of the Academy of Management, Orlando, Florida

Ilies, R., Goh, Z., & **Lin, K. J.** (2013). Hours and affective experiences at work influence employees' family life: A daily study. Part of symposium: Affect, Guilt, Shame, and Ruminations: Exploring Emotions in Work-Family Interactions, Culbertson, S (Chair), at 28<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Pan, S. Y. & **Lin, K. J.** (2012). Transformational leadership and feedback-seeking behavior: How is performance enhanced and whether leader-member exchange matters. Presented at the 8<sup>th</sup> Asia Academy of Management Conference, Seoul, Korea

Deng, X. & **Lin, K. J.** (2009). Regulating anger and sadness: Exploring the way to promote interpersonal relationship and reduce loneliness. Presented in 2009 World Congress of the World Federation for Mental Health, Athens, Greece

## **GRANTS**

2019-2020 Early Career Scheme, Research Grant Council of Hong Kong (HK\$ 385,947), PI

2017-2019 Departmental General Research Fund (HK\$ 30,000), PI

2017-2020 Start-up Grant, Hong Kong Polytechnic University (HK\$ 250,000), PI

## **AWARDS & HONOURS**

2019 OB Track Best Paper Award, Asia Academy of Management Conference

2019 Best Reviewer Award, Asia Academy of Management Conference

2019 Honorable Mention for the 2019 Award for Outstanding Published Article in Positive Organizational Scholarship

2018 Finalist for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research

2018 Finalist for Wang Gungwu Medal and Prize (best PhD thesis in the Social Sciences/ Humanities), National University of Singapore

2017 Outstanding Reviewer Award, Journal of Managerial Psychology

## **INVITED RESEARCH TALKS**

Hong Kong Baptist University (November, 2016)

The Hong Kong Polytechnic University (November, 2016)

City University of Hong Kong (November, 2016)

## **PROFESSIONAL SERVICE**

Editorial Board Member

- Journal of Managerial Psychology
- Management and Organization Review

Ad-Hoc Reviewer

- Applied Psychology: An International Review
- Human Resource Management
- Journal of Occupational and Organizational Psychology
- Organizational Behavior and Human Decision Processes
- Academy of Management Annual Conference
- Asia Academy of Management Biennial Conference

Award Committee Member

- 2019 Rosabeth Moss Kanter Award for Excellence in Work-Family Research

## **TEACHING EXPERIENCES**

### ***At Hong Kong PolyU***

2018-2019	Managerial Leadership (undergraduate)	Instructor (mean=4.33)
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### ***At NUS***

2015	Human Capital in Organizations (undergraduate)	Tutor (4.5/5)
2015	Management and Organization (MBA)	Teaching Assistant
2015	Seminar in Advanced Research Method (PhD)	Teaching Assistant
2015	Seminar in Research Method (PhD)	Teaching Assistant
2014 & 2015	Experiencing Work: Effects on Behavior and Well-being (undergraduate)	Teaching Assistant
2014	Leadership and Ethics (undergraduate)	Teaching Assistant

## **PROFESSIONAL AFFILIATIONS**

Academy of Management (2013 – present)

Society of Industrial and Organizational Psychology (2014-2015)

International Association for Chinese Management Research (2018 to present)  
Asia Academy of Management (2012-2013; 2019-2020)