

Katrina Jia Lin

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Updated: Jul. 2020

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; Social support; Work-family issues; Leadership

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*, 104(8), 1020-1035
- 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

underline denotes current or former student coauthor

Lin, K. J., Wu, W., Xia, Y., Yu, K., Bamberger, P. (2020). An examination of newcomer helping behavior in reaction to veteran helping norms. In A. M. Zabinski, K. Byron, & D. Bergeron, (Chairs). New Directions in Understanding the Dynamics of Helping at Work. Symposium will be presented at the 80th Annual Meeting of the Academy of Management, Vancouver, BC, Canada (online).

Pan, S.Y., Xia, Y., **Lin, K. J.** (2020). Holding abusive managers in contempt: Why and when abusive supervision begets interpersonal justice. Paper will be presented at the 80th Annual Meeting of the Academy of Management, Vancouver, BC, Canada (online).

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

Tai, K., **Lin, K. J.**, & Lam, C. K. (2019). Envy in response to help: A helping as status relations model. Presented at the 79th 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 11th 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 77th 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 76th 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 76th 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 75th 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 74th 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. In Ilies, R. (Chair). Novel Approaches to Affective Spillover. Symposium presented at the 29th 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 73rd 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. In Culbertson, S (Chair), Affect, Guilt, Shame, and Ruminations: Exploring Emotions in Work-Family Interactions. Symposium presented at the 28th 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 8th 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

2020-2022	General Research Fund, Research Grants Council of Hong Kong (HK\$ 497,250), PI
2020-2021	Departmental General Research Fund (HK\$ 30,000), PI
2018-2020	Early Career Scheme, Research Grants Council of Hong Kong (HK\$ 385,947), PI
2017-2019	Departmental General Research Fund (HK\$ 30,000), PI

2017-2021 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

- 2020 Tsinghua University (online)
- 2016 Hong Kong Baptist University
- 2016 The Hong Kong Polytechnic University
- 2016 City University of Hong Kong

TEACHING EXPERIENCES

At Hong Kong PolyU

2018-2020	Managerial Leadership (undergraduate)	Instructor
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At NUS

2015	Human Capital in Organizations (undergraduate)	Tutor
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

GRADUATE STUDENT SUPERVISION

2020-	Hu Xiaofei, PhD (co-supervision)
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PROFESSIONAL SERVICE

Editorial Board Member

- Journal of Managerial Psychology
- Management and Organization Review

Ad-Hoc Reviewer

Applied Psychology: An International Review; British Journal of Psychology; Current Psychology; European Journal of Work and Organizational Psychology; Human Resource Management; International Journal of Psychology; 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

- Rosabeth Moss Kanter Award for Excellence in Work-Family Research (2018-2020)

UNIVERSITY SERVICE

Faculty level

- Panel Member for Doctor of Management Thesis Proposal (6 proposals)

Department level

- Undergraduate Academic Advisor (19 students)
- Panel Member for PhD Confirmation of Registration (2 students)

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-present)