



Pan Wen  
Assistant Professor

<u>Areas of Research Expertise</u>	<u>Areas of Teaching Expertise</u>
<ul style="list-style-type: none"><li>● Organizational Behavior</li></ul>	<ul style="list-style-type: none"><li>● <u>Human Resource Management</u></li><li>● <u>Organizational Behavior</u></li><li>● <u>Travel And Hotel Service Management</u></li><li>● <u>Management</u></li></ul>

## Qualifications

### Academic Qualifications

2009 - 2012	Doctor of Business Administration / Macao University of Science and Technology
1999- 2000	Master /Cognitive Linguistics / University of Antwerp, Belgium
1993- 1996	Master / Applied Linguistics / Nanjing Normal University
1984-1988	Bachelor / English / Nanjing Normal University

### Professional Qualifications

2013 - Present	Assistant Professor / Faculty of Hospitality and Tourism Management / Macau University of Science and Technology
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## Publications

### [Journal Articles]

1. A Cross-Level Examination of the Process Linking Transformational Leadership and Creativity: The Role of Psychological Safety Climate. *Human Performance*. Second author (2015)
2. The Role of Supervisor Political Skill in Mentoring: Dual Motivational Perspectives. *Journal of Organizational Behavior*. Second author (2014)
3. The Impact of Supervisory Mentoring on Personal Learning and Career Outcomes: The Dual Moderating Effect of Self-Efficacy. *Journal of Vocational Behavior*. First author (2011)
4. Leader-Member Exchange and Employee Creativity: A Multilevel Investigation of the Intervening Process. *Human Performance*. First author (2012)
5. Market Orientation, Intrapreneurship Behavior and Organizational Performance: Test of a Structural Contingency Model. *Journal of Leadership and Organizational Studies*. Second

author(2011)

6. Differentiation Strategy, High-Performance Human Resource Practices, and Firm Performance: Moderation by Employee Commitment. *International Journal of Human Resource Management*. Second author(2011)
7. HR Practices Perceptions, Emotional Exhaustion and Work Outcomes: A Conservation of Resources Theory in the Chinese Context. *Human Resource Development Quarterly*. Second author(2008)
8. Outcome Favorability in the Link Between Leader-Member Exchange And Organizational Citizenship Behavior: Procedural Fairness Climate Matters. *Leadership Quarterly*. Fourth author (2013)