



Jingyi Bai

Title: Assistant Professor

Faculty: School of Liberal Arts

E-mail: jybai@must.edu.mo

Tel: (853)8796 1819

Office: O721

Academic Qualification

Ph.D. (Management), School of Business, Macau University of Science and Technology (2022)

Working Experience

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

Research Interests

Organizational Behavior

Human Resource Management

Will be accepting graduate students for the fall of 2024

Teaching Activities

BCOM011/BOHM003 Business Statistics

BCOM001 Introduction to Management

BCOM013/BOHM002 Operations Management

BCOM109 Enterprise Resource Planning

BOHM010 Marketing

Journal Papers

- Rasool, Mehwish; Murtza, Muhammad; Rasheed, Muhammad Imran; Leong, Aliana Man Wai; Okumus, Fevzi; **Bai, J.Y.** (2024). Information Technology Competency and Supply Chain Performance: Role of Risk Management Orientation and Supply Chain Agility. *Journal of Hospitality and Tourism Technology*. [SSCI, Q2, IF:4.7]
- Leong, M. W., **Bai, J.Y.**, Luo, J. M. & Fan, X. F. (2024). Why do negative career shocks foster perceived employability and career performance: A career crafting explanation. *International Journal of Hospitality Management*. Volume 119, <https://doi.org/10.1016/j.ijhm.2024.103724>. [SSCI, Q1: 8%, IF:11.5]
- Man Wai Leong, A., Kocak, E., **Bai, J.Y.**, & Okumus, F. (2024). Macau hotel industry's response to global shocks. *Tourism Economics*, 13548166241234096. [SSCI, Q1: 18%, IF:4.4]
- Bilgihan, A., Leong, A. M. W., Okumus, F., & **Bai, J. Y.** (2024). Proposing a metaverse engagement model for brand development. *Journal of Retailing and Consumer Services*, 78, 103781. [SSCI, Q1: 12%, IF:10.5]
- **Bai, J.Y.**, Tian, Q., Fan, X., & Sun, H. Perceived corporate social responsibility and employee voluntary pro-environmental behavior: Does moral motive matter?. *Corporate Social Responsibility and Environmental Management*. <https://doi.org/10.1002/csr.2603> [SSCI, Q1: 7%, IF: 9.8]
- 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

- **Bai, J.Y.,** Tian, Q., & Sun, H. (2023). Perceived Corporate Social Responsibility and Employee Voluntary Pro-Environmental Behavior: Does Moral Motive Matter? June 2023, Hong Kong, China
- 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

- 2024 Principal Investigator, Faculty Research Grant, Macau University of Science and Technology
- 2020 “Macau Studies” Postgraduate Scholarship, Macau Foundation
- 2017 Best paper at 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

- Journal of Business Research
- International Journal of Hospitality Management
- International Journal of Contemporary Hospitality Management
- Journal of Hospitality and Tourism Management
- Frontiers in Psychology
- Journal of Hospitality and Tourism Insights
- The 10th Biennial IACMR Conference 2023 (Session Chair)
- Academy of Management Conference 2022
- Australian and New Zealand Academy of Management Conference 2021

Society Membership

Member of Academy of Management

Member of IACMR (International Association for Chinese Management Research)