



Jingyi Bai 白敬伊

Title: Assistant Professor

Faculty: School of Liberal Arts

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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

Teaching Activities

BCOM011/BOHM003 Business Statistics

BCOM001 Introduction to Management

BCOM013/BOHM002 Operations Management

BCOM109 Enterprise Resource Planning

BOHM010 Marketing

Journal Papers

- **Bai, J.Y.**, Tian, Q., and Juan I. Sanchez (2025). The role of mindfulness on the relationship between job complexity and job crafting: A self-regulation approach. *European Management Journal*. [SSCI, Q1 top, IF:7.5; ABS 2; ABDC B]
- **Bai, J.Y.**, Wong, I. A., Huan, T. C., Okumus, F., and Leong, A.M.W. (2025). Ethical perceptions of generative AI use and employee work outcomes: Role of moral rumination and AI-supported autonomy. *Tourism Management*. [SSCI, Q1 top, IF:10.9; ABS 4; ABDC A*]
- Leong, A.M.W., Kocak, E., **Bai, J.Y.**, and Okumus, F. (2025), Uncertainty and the Tourism Industry: Nonlinearity, Asymmetries, and Implications. *International Journal of Tourism Research* [SSCI, Q1, IF:4.1; ABS 2; ABDC A]
- **Bai, J.Y.**, Huan, T. C., Leong, M. W., Luo, J. M. & Fan, X. F. (2025). Examining the influence of AI event strength on employee performance outcomes: Roles of AI rumination, AI-supported autonomy, and felt obligation for constructive change. *International Journal of Hospitality Management*, 126, 104064. [SSCI, Q1 top, IF:10; ABS 3; ABDC A*]
- **Bai, J. Y.**, Leong, A. M. W., Karatepe, O. M. & Okumus, F. (2025). Managing the risks of job crafting: Three-way interaction model of job crafting on job performance. *International Journal of Hospitality Management*, 126, 104058. [SSCI, Q1 top, IF:10; ABS 3; ABDC A*]
- Leong, A. M. W., **Bai, J. Y.**, Rasheed, M. I., Hameed, Z., & Okumus, F. (2025). AI disruption threat and employee outcomes: Role of technology insecurity, thriving at work, and trait self-esteem. *International Journal of Hospitality Management*, 126, 104064. [SSCI, Q1 top, IF:10; ABS 3; ABDC A*]
- **Bai, J. Y.**, Zhao, X., Huan, T. C., & Leong, A. M. W. (2024). Overqualification in the socialization context: How being relatively qualified leads to leadership emergence. *International Journal of Contemporary Hospitality Management*. [SSCI, Q1 top, IF:9.1; ABS 3; ABDC A]
- Rasool, M., Murtza, M. H., Rasheed, M. I., Leong, A. M. W., Okumus, F., & **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, Q1, IF:5.3; ABS 1; ABDC B]
- 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*, 119, 103724. [SSCI, Q1 top, IF:10; ABS 3; ABDC A*]
- Leong, A. M. W., Kocak, E., **Bai, J.Y.**, & Okumus, F. (2024). Macau hotel industry's response to global shocks. *Tourism Economics*, 13548166241234096. [SSCI, Q1, IF:3.6; ABS 2; ABDC A]
- 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 top, IF:11; ABS 2; ABDC A]
- **Bai, J.Y.**, Tian, Q., Fan, X., & Sun, H. (2023). 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 top, IF: 8.3; ABS 1; ABDC C]

- 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 top, IF:10; ABS 3; ABDC A*]
- **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]
- 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; ABS 1; ABDC C]
- 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, International Association for Chinese Management Research (IACMR), 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

- 2025-2026 Team Member, Research Grant, Macau Fair & Trade Association, Grant No. MFTA-2025-001
- 2025-2026 Team Member, Research Grant, Macau Foundation, Grant No. I00531-

2408-067

- 2025-2026 Team Member, Faculty Research Grant, Macau University of Science and Technology, Grant No. FRG-25-030-SLA
- 2024-2025 Principal Investigator, Faculty Research Grant, Macau University of Science and Technology, Grant No. FRG-24-036-SLA
- 2020 “Macau Studies” Postgraduate Scholarship, Macau Foundation
- 2019-2020: How do job characteristics lead to employee job crafting?- Evidence from Hotels in Macau and Mainland China? Macau High Education Grant.
- 2017 Best paper at the conference of the 6th Forum of Chinese Human Resources Management

Ad Hoc Reviewer for Journal/ Conferences

- Tourism Management (SSCI, Q1)
- Journal of Business Research (SSCI, Q1)
- International Journal of Hospitality Management (SSCI, Q1)
- International Journal of Contemporary Hospitality Management (SSCI, Q1)
- Journal of Hospitality and Tourism Management (SSCI, Q1)
- Baltic Journal of 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 the Academy of Management

Member of IACMR (International Association for Chinese Management Research)