

Qihai Cai



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Academic Qualification

Ph.D. in Government and Public Administration, Chinese University of Hong Kong
M.A. in Public Policy and Management, City University of Hong Kong
B.A. in Public Administration, Fudan University

Working Experience

2025- Associate Professor / Macau University of Science and Technology
2020-2025 Assistant Professor / Macau University of Science and Technology
2019-2020 Postdoctoral Fellow / City University of Hong Kong

Teaching Activities

DPMZ01	Special Topics in Organizational Behavior
MBPZ12	Policy Analysis
MBPZ16	HRM for Public Organizations
MBOE01	Case Studies in Social Organizations
BBAE16307	Ethical Issues in HRM

Research Interest

HRM in Public Sector; Collaborative Governance; Public Policy; Nonprofit Management

Selected Publications (*corresponding author)

1. **Cai, Q.**, Wu, J., Wu, T., Chang, P. C., and Mardani, A. (2024). The impact of digital leadership on hidden champions' competitive advantage: A moderated mediation model of ambidextrous innovation and value co-creation. *Journal of Business Research*, 182, 114819. (SSCI, Q1, 9/302 in Business, 2023 IF: 10.5)
2. **Cai, Q.**, Jiang, F., and Lei, P. (2024). Evaluating the synergistic effects of the digital economy and carbon emission trade exchange on enterprise high-quality development. *International Review of Economics & Finance*, 95, 103431. (SSCI, Q1, 57/597 in Economics, 2023 IF: 4.8)
3. Chang, P. C., Zhang, W., **Cai, Q.***, and Guo, H. (2024). Does AI-driven technostress promote or hinder employees' artificial intelligence adoption intention? A moderated mediation model of affective reactions and technical self-efficacy. *Psychology Research and Behavior Management*, 17, 413-427. (SSCI, Q1, 49/218 in Psychology-Multidisciplinary, 2023 IF: 2.8) **ESI Highly Cited Paper**
4. Lei, P., **Cai, Q.**, and Jiang, F. (2024). Assessing the impact of environmental regulation on enterprise high-quality development in China: A two-tier stochastic frontier model. *Energy Economics*, 133, 107502. (SSCI, Q1, 1/597 in Economics, 2023 IF: 13.6)
5. Chang, P. C., Geng, X., and **Cai, Q.*** (2024). The impact of career plateaus on job performance: The roles of organizational justice and positive psychological capital. *Behavioral Sciences*, 14(2), 144. (SSCI, Q2, 58/218 in Psychology-Multidisciplinary, 2023 IF: 2.5)
6. Wei, S., Jiang, F., Pan, J.[^], and **Cai, Q.*** (2023). Financial innovation, government auditing and corporate high-quality development: Evidence from China. *Finance Research Letters*, 58, 104567. (SSCI, Q1, 7/231 in Business-Finance, 2023 IF: 7.4)
7. Chang, P. C., Guo, Y., **Cai, Q.***, and Guo, H. (2023). Proactive career orientation and subjective career success: A perspective of career construction theory. *Behavioral Sciences*, 13(6), 503. (SSCI, Q2, 58/218 in Psychology-Multidisciplinary, 2023 IF: 2.5)
8. **Cai, Q.***, Okada, A., Jeong, B. G., and Kim, S. (2021). Civil society responses to the COVID-19 pandemic: A comparative study of China, Japan and South Korea. *China Review*, 21(1), 107-137. (SSCI, Q1, 37/176 in Area Studies, 2023 IF: 1.2)
9. Kim, S. J., Liu, H., Jeong, B. G., and **Cai, Q.** (2021). Exploring Hong Kong nonprofit education programs. *Journal of Nonprofit Education and Leadership*. 12(3). 1-16. (ESCI, Q4, 218/263 in Social Sciences-Interdisciplinary, 2023 IF: 0.2)

Chinese Publication

1. 蔡琦海, 陳姝[^], 張雪[^], 胡學雅^{^*}。(2023)。橫琴粵澳深度合作區澳門青年引進政策分析。橫琴藍皮書《橫琴粵澳深度合作區發展報告(2022)》, 北京: 社會科學文獻出版社, 172-201。

Major Conference Papers

- 08/2023 **The Influence of Digital Leadership on Hidden Champion Enterprise's Competitive Advantage**
Presented at *Lien International Conference on Good Governance 2023*, Nanyang Technological University, Singapore.
- 07/2022 **Civil Society Responses to COVID-19 in Hong Kong and Macau: An Institutional Analysis**
Presented at the *15th ISTR International Conference*, Montreal, Canada.
- 03/2020 **"Funny Money" in Grassroots Philanthropy and Activism in China**
Invited by the workshop *Funny Money and Political Authority in China*, Australian National University, Canberra, Australia.
- 11/2019 **Nonprofit Education in China: Status Quo and the Way Forward**
Presented at the *48th ARNOVA Annual Conference*, San Diego, United States.

Selected Research Grants

Principal Investigator, *Constructing Social Resilience: A Qualitative Comparative Analysis of Civil Society Responses to Extreme Events (DSEDJ-22-019-MSB)*, funded by Education and Youth Development Bureau, Macau SAR Government, 2021-2022

Principal Investigator, *Faculty Research Grants-General Research Grants (FRG-21-030-MSB)*, funded by Macau University of Science and Technology, 2021-2022

Reviewer

Journal of Innovation & Knowledge (SSCI); Energy Economics (SSCI); The China Journal (SSCI); International Review of Financial Analysis (SSCI); Research in International Business and Finance (SSCI); Finance Research Letters (SSCI); International Review of Economics and Finance (SSCI); China Perspectives (SSCI); Journal of Chinese Governance (SSCI); Global Public Health (SSCI); Gender in Management (SSCI); Management Decision (SSCI); Acta Psychologica (SSCI)