

# 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<sup>^</sup>，張雪<sup>^</sup>，胡學雅<sup>^\*</sup>。(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 *15<sup>th</sup> 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 *48<sup>th</sup> 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)