

# Qing Tian



**Title :** Professor  
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## Academic Qualification

2004	Ph.D. Christian-Albrecht-Universität zu Kiel, Germany, Faculty of Philosophy
1997	Magister: Christian-Albrecht-Universität zu Kiel, Germany, Faculty of Economic and Social Science
1985	BA. Hangzhou University (Zhejiang University), China. Faculty of Foreign Languages

## Working Experience

2005-present	School of Business/ Macau University of Science & Technology
1998-2003	Associate Professor/ College of Economics/ Zhejiang University, China
1985-1989	Assistant Economist, Bank of China, Zhejiang Branch

## Teaching Activities

Undergraduate Courses: Organizational Behavior, Introduction to Management, Organization Theories and Design, Ethical Issues of Human Resources Management, Business Communication, Specific Topics of Human Resources Management for Ph.D. students, Seminar of Advanced Management Ph.D. students, etc.

## Research Areas:

Organizational Behavior, Business Ethics, Educational Management

## Selected Journal Papers

- Chen, JC, Liu, YR. Tian, Q.\* Wang, JN (2025). Game On! Unlocking Entrepreneurial Learning Through the Hidden Power of Motivation in Business Simulation Games, *International Journal of Management Education*, Volume 23, Issue 3. <https://doi.org/10.1016/j.ijme.2025.101251>. (SSCI. Q1, IF: 7.4, 1%)
- Bai, JY., Tian, Q.\*, Sanchez, J. (2025). The role of mindfulness on the relationship between job complexity and job crafting: A self-regulation approach, *European Management Journal*. <http://doi10.1016/j.emj.2025.06.004>. (SSCI, Q1, IF:7.5, 9%)
- Chen, J.C., Yan, W.J., Tian, Q.\*, Chen, Q., Chen, Y.X. (2025) Teacher's roles and students' flow experience in business simulation games: A quasi-experimental study, *International Journal of Management Education*, Vol. 23, Issue 2. <https://doi.org/10.1016/j.ijme.2025.101189>. (SSCI. Q1, IF:7.4, 1%)
- Tian, Q., Bai, JY., & 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: IF:10.427, 8%)
- Bai, JY., 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).
- Tian, Q. & Robertson, J. (2019). How and when does perceived CSR affect employees' engagement in voluntary pro-environmental behavior? *Journal of Business Ethics*, March, Volume 155, Issue 2, pp 399–412. (SSCI, Q1:3%, IF:6.331).
- Zhong, H., Tian, Q., & Bai, JY. (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).
- Tian, Q. & Sanchez, J. (2017). Does paternalistic leadership promote innovation? The interaction between authoritarianism and benevolence. *Journal of Applied Social Psychology*, Volume 47, Issue 5, pp. 235–246. (SSCI, Q2).
- Tian, Q. & Peterson, D. (2016). The effects of ethical pressure and power distance orientation on unethical pro-organizational behavior: The Case of Earnings

Management. *Business Ethics: A European Review*, Vol. 25, No. 2, April. P. 159–171. (SSCI, Q1).

- Zou, WC., Tian, Q., & Liu, J. (2015). Servant Leadership, Social Exchange Relationships, and Hotel Employee's Helping Behavior: Positive Reciprocity Beliefs Matters. *International Journal of Hospitality Management*, Vol. 51. pp. 147-156. (SSCI, Q1).
- Tian, Q., Liu, Y., & Fan, JH. (2015). The Effects of External Stakeholder Pressure and Ethical Leadership on Corporate Social Responsibility in China *Journal of Management & Organization*, 21(04), 388-410. (SSCI, Q3).
- Zou, WC., Tian, Q., & Liu, J. (2015). The Role of Work Group Context and Newcomer Socialization: An Interactionist Perspective, *Journal of Management & Organization*, Vol. 21, Issue 02: 159-175. (SSCI, Q3).
- Tian, Q., Zhang, L. C., & Zou, W. C. (2014). Job insecurity and counterproductive behavior of casino dealers - the mediating role of affective commitment and moderating role of supervisor support, *International Journal of Hospitality Management*. Vol. 40, July, pp. 29-36. (SSCI, Q1).
- Tian, Qing. (2008). Perception of Business Bribery in China: Impact of Moral Philosophy, *Journal of Business Ethics*, Vol. 80/3. (SSCI, Q1).

#### **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.

Elstein, D. & Tian, Q. (2017). *Confucian Business Ethics: Possibilities and Challenges* in Heath, E., & Kaldis, B.: Wealth, Commerce, and Philosophy. University of Chicago Press.

**Tian, Q.** (2004). *Transcultural Study of Ethical Perceptions and Judgments Between Chinese and German Businessmen* (Monograph), Martin Meidenbauer, Verlagsbuchhandlung, GmbH & Co KG, Muenchen, ISBN 3-89975-497-2 , Germany.

**Tian, Q.** (1997). *Das Image der Chinesischen Unternehmern in Deutschland*. Monograph, Tectum Verlag, ISBN 3-89608-267-1, Germany.

#### **Major Conference Papers**

Bai JY. & Tian Q. (2023). Perceived Corporate Social Responsibility and Employee Voluntary Pro-Environmental Behavior: Does Moral Motive Matter?  
IACMR Conference, June 2023, Hong Kong, China.

Sun, H., Tian, Q., & Jinyi Bai (2022). Assessing Facets of Craftsmanship in the Context of Work, 82nd Annual Meeting of the Academy of Management. August 2022, Boston, USA.

Tian, Q. (2019, Dec). The 2nd China-ASEAN International Conference for Public Administration, Guangxi, China

Bai, JY. & Tian, Q. (2018). How does perceived corporate social responsibility lead to pro-environmental behavior? Organizational commitment as a mediator and moral efficacy as a moderator. The 7th World Business Ethics Forum, Macau-Hong Kong.

He, XY. & Tian, Q. (2018). How does workplace ostracism influence unethical pro-organizational behavior? The 7th World Business Ethics Forum, Macau-Hong Kong.

Peng, D.F. & Tian, Q. (2016). Does ethical leadership help to enhance whistleblowing? The moderating role of moral leadership in the ethical climate of whistleblowing. The 6th World Business Ethics Forum, 11-13 December, Hong Kong

Tian, Q., Zhang, L.C., Zou, WC., & Nie, T. (2013). A Moderated Mediation Model of the Relationship between Job Insecurity and Organizational Deviance, Fourth Asia-Pacific Business Research Conference, Singapore

Tian, Q., Zhong, H. (2014). Ethical leadership and CSR in public sectors. Cross-strait Academic Conference on Enhancement of Public Governance, Macau

Tian, Q., Sanchez, J.I., & Zou, WC. (2012). Paternalistic leadership and employee innovative behavior: unlocking the moving parts". Academy of Management Annual Conference, Boston. Aug. 04-07. 2012

Tian, Q. & Liu, Y. (2012). The Interactive Effect of Stakeholder Pressure and Ethical Leadership on Corporate Social Responsibility, Conference Proceedings of IACMR Hong Kong Conference, June 20-24

Tian, Q. & Sanchez, JI. (2010) Testing a Model of Tolerance towards Unethical Behavior amongst Employees of State-Owned Companies in China, The 3rd World Business Ethics Forum (WBEF), Macau

### **Research Awards**

2019 The Fifth Outstanding Achievement Awards for Macao Research in Humanities and Social Sciences

2018 Bank of China Excellent Research Award

2017 Best Paper of the 6th Forum of Chinese Human Resources Management

2015 The Fourth Outstanding Achievement Awards for Macao Research in Humanities and Social Sciences

2013 Journal Best Paper of the 4th Asia-Pacific Business Research Conference

### **Grants**

2022 Perceived Corporate Social Responsibility and Employee Voluntary Pro-Environmental Behavior: From the perspective of moral motive. Macau University of Science and Technology Grant.

2019-2020: How do job characteristics lead to employee job crafting?- Evidence from Hotels in Macau and Mainland China? Macau High Education Grant.

2017: How do ethical leaders and organizational climate influence employee organizational citizenship behavior? Faculty Research Grant of Macau University of Science and Technology Grant.

2016: The impact of corporate social responsibility on employee behavior. Faculty Research Grants of Macau University of Science and Technology.

2014: Ethical pressure, power distance, and the ethical judgment of earnings management. Faculty Research Grants of Macau University of Science and Technology.

2013: Job insecurity and counterproductive behavior in Macao casinos. Faculty Research Grants of Macau University of Science and Technology.

2013: Exploring how self-efficacy can promote the creativity of young people in Macao. Macau Foundation Grant

2012: Exploring factors influencing the motivation of Macau youth to participate in community activities. Macau High Education Grant.

### **Editorials /Society Membership/Journal Reviewer**

Editorial board member of *Asian Journal of Business Ethics* (2011-present)

Member of the Academy of Management

Member of IACMR (International Association for Chinese Management Research)