

Wen-Chi Zou



Title : Professor
Faculty : School of Business
Email : wczou@must.edu.mo
Tel : (853) 88972901

Academic Qualification

2006-2010 Macau University of Science and Technology/Ph.D in Management.

Working Experience

2023/06-Present Professor/MSB/Macau University of Science and Technology
2016/07-2023/06 Associate Professor/MSB/Macau University of Science and Technology
2010/09-2016/06 Assistant Professor/MSB/Macau University of Science and Technology

Teaching Activities

Innovation & Entrepreneurship
Managerial Psychology
Human Resources Management
Organizational Behavior
Strategic Management

Research Areas

Leadership
Workplace Spirituality
Emotions in workplace
Socialization
Positive psychology
Social psychology

Selected Publications

Journal Articles:

1. Liu, Y., Houghton, J. D., Chen, S., Sun Y., Li D. & **Zou, W.** (2025). Differential Leadership, Employee Dynamic Capabilities, and Innovative Behavior: Employees' Power Distance Orientation Matters. *Baltic Journal of Management*, DOI: 10.1108/BJM-01-2025-0076. (SSCI)
2. Li, K., Houghton, J. D., Chen, S., Li, X., Li, D., & **Zou, W.** (2025). The Impact of Proactive Personality on Career Decision-Making Self-Efficacy: The Role of AI Acceptance and Innovation Skills. *Behavioral Sciences*, 15(4), 538.(SSCI)
3. Li, D., Houghton, J. D., Li, X., Peng, Q., Li, J., & **Zou, W.** (2025). The Relationship Between Commuting Stress and Nurses' Well-Being: Considering Gender Differences. *Journal of Nursing Management*, <https://doi.org/10.1155/jonm/4414417>.(SCIE/SSCI)
4. Li, J., Liu, X., Houghton, J. D., Li, L., & **Zou, W. C.** (2023). A multi-level perspective of the value congruence mechanisms underlying transformational leadership and cooperative voice. *Baltic Journal of Management*, 18(5), 649-667. (SSCI)
5. Su, L., Houghton, J. D. Chen, S. Y., **Zou, W. C.**, (2022) Does Organizational Empowerment Promote Self-leadership in Hotel Management? An Analysis Based on Employees' Cultural Value Orientation. *Journal of Hospitality and Tourism Management*, 53, 165-175. (SSCI)
6. **Zou, W. C.**, Lin, B.W, Su, L., & Houghton, J. D. (2023). Spiritual Leadership and Employee CSR Participation: A Probe from a Sensemaking Perspective. *Journal of Business Ethics*, 186(3), 695-709. (SSCI)
7. **Zou, W. C.**, Houghton, J. D., & Li, J. J. (2022). Workplace spirituality as a means of enhancing service employee well-being through emotional labor strategy choice. *Current Psychology* (New Brunswick, N.J.), 41(8), 5546–5561. <https://doi.org/10.1007/s12144-020-01069-5>(SSCI)
8. **Zou, W.C.**, Zeng, Y., Peng, Q., Xin, Y., Chen, J., & Houghton, J. D. (2020). The influence of spiritual leadership on the subjective well-being of Chinese registered nurses. *Journal of Nursing Management*, 28(6), 1432-1442 (SCIE/SSCI)
9. Zhang, J. H., **Zou, W. C.**, & Jiang, X. Y. (2019). One Religion, Two Tales: Religion and Happiness in Urban and Rural Areas of China. *Religion*, 10(9), 532. (A&HCI)
10. **Zou, W. C.**, & Dahling, J. (2017). Workplace spirituality buffers the effects of emotional labour on employee well-being. *European Journal of Work and Organizational Psychology*, 26(5), 768–777. (SSCI)

11. **Zou, W. C.**, XiaoSong Lin, JingShan Zhu (2017). Can Servant Leadership Influence Hotel Employees' Brand Citizenship Behavior? Framing and Examining a Cross-Level Model. *Tourism Tribune*, 32(3), 38–48. (CSSCI)
12. **Zou, W. C.**, & Qing Tian, Jia Liu (2015). Servant Leadership, Social Exchange Relationships, and Hotel Employee's Helping Behavior: Positive Reciprocity Beliefs Matters. *International Journal of Hospitality Management*, 51, 147–156. (SSCI)
13. **Zou, W. C.**, & Qing Tian, Jia Liu (2015). The Role of Work Group Context and Information Seeking in Newcomer Socialization: An Interactionist Perspective. *Journal of Management and Organization*. 21(2), 159–175. (SSCI)
14. Qing Tian, Li Cheng Zhang, **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*, 40, 29–36. (SSCI)
15. **Zou, W. C.** , & Jia Liu, Pu Hui-mei (2015). The Impact of Workplace Spirituality on Subjective Well-being: The Mediating Role of Emotional Labor. *Chinese Journal of Clinical Psychology*, 23(3), 544-547. (CSSCI)
16. **Zou, W. C.**, & Qing Tian, Jia Liu (2012). “Give a Plum in Return for a Peach”: A Review of Reciprocity Theory in Organizational Behavior. *Advance in Psychological Science*, 20, 1879–1888. (CSSCI)
17. **Zou, W. C.**, & Jia Liu. (2011). “One for All, All for One”: Review of Research on Team-Member Exchange. *Advance in Psychological Science*, 8, 1193-1204. (CSSCI)
18. Yong Zheng, & Wenchi Zou (2011). The Analysis of Transformational Leadership's Influence on the Newcomer's Organizational Socialization: Empirical Research on Five and Four Star Hotels in Macau and Zhuhai. *Tourism Tribune*, 9, 79-84. (CSSCI)

Scholar's books:

Wenchi Zou, Yong Zheng. (2013). TOURISM FORECAST: Demand, Forecasting Theory, and Empirical Research. China Social Science Press.

Conference Proceedings:

Qing Tian, Juan, I, Sanchez, & Wenchi Zou (2012). Paternalistic leadership and employee innovative behavior: Unlocking the moving parts. Academy of Management Conference Proceedings. (Index to Scientific & Technical Proceedings)

Wenchi Zou, Yong Zheng, & Jing Shan Zhu. (2011). Information Seeking as a Mediator between Proactive Personality and Adjustment: A Study of New Employees' Socialization in Five-star Hotels. Tourism and Services Engineering Management. Seminar in 2011 International Conference on Risk and Engineering Management session.

Yong Zheng, Wenchi Zou, & Jing Dong. (2011). Examine the uncertain information

hypothesis on Hang Seng Index and HS HSI ETF. Proceedings of The Fifth International Conference on Management Science and Engineering Management (pp. 3-10). (ISIP)

Honors/Awards

Second Class Prize of Scholar's Books in Humanity and Social Sciences Research Award of Macau (4th).

Third Class Prize of Academic Articles in Humanity and Social Sciences Research Award of Macau (4th).

Other Professional Activities

Research Projects

Wenchi Zou. "Spiritual Leadership and Employee CSR Participation: A Probe from a Sensemaking Perspective". Funded by Macau Foundation. Duration: from 5/5/2022 to 5/5/2023.

Wenchi Zou. "The survey of satisfaction of Macao residents toward Macao SAR government." Funded by Macau Foundation. Duration: from 2019 to 2020.

Wenchi Zou. "Macao residents food safety risk perception research report". Funded by The Civil Affairs Department of the Macao SAR Government. Duration: from 2017 to 2018.

Wenchi Zou. "Can Servant Leadership Influence Hotel Employees' Brand Citizenship Behavior? Framing and Examining a Cross-Level Model". Funded by Macau Foundation. Duration: from 2016 to 2017.

Wenchi Zou. "The Study of Macau Casino Dealer's Mental Health and Subjective Well-being". Funded by Macau Foundation. Duration: from 1/9/2014 to 1/8/2015.

Wenchi Zou. "An Analysis of the Impact Factors on Brand Citizenship Behavior of Hotels' Employees in Macau". Funded by Macau Foundation. Duration: from 1/12/2011 to 1/12/2012.

Academic Membership and Services

Member of the International Association for Chinese Management Research (IACMR)