

鄒文麓



職稱: 教授

學院: 商學院

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教育背景 Academic Qualifications

2006-2010 澳門科技大學管理學博士學位

工作經歷 Employment History

2023/07-至今 教授/全職/澳門科技大學商學院
2016/07-2023/06 副教授/全職/澳門科技大學商學院
2010/08-2016/06 助理教授/全職/澳門科技大學商學院

教學活動 Teaching Area :

創新與企業家精神	Innovation & Entrepreneurship
管理心理學	Managerial Psychology
人力资源管理	Human Resources Management
戰略管理	Strategic Management
組織行為學	Organization Behavior

研究領域 Research Area :

領導力	Leadership
職場精神力	Workplace spirituality
職場情緒	Emotions in workplace
積極心理學	Positive Psychology
社會心理學	Social Psychology

學術成果 Selected Academic Publications

學術專著 Scholar's books:

1. **鄒文麓**，鄭勇 (2013).《旅遊需求預測：理論與實證》，中國社會科學出版社。該專著獲澳門基金會、中國社會科學雜誌社與廣東省社會科學界聯合會聯合舉辦的“第四屆澳門人文社會科學研究優秀成果評獎”著作類二等獎。

期刊文章 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 (SCI/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.**, Jason Dahling (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. **鄒文麓**，朱景山，林曉松 (2017). 服務型領導會影響酒店員工的品牌公民行為嗎？——一個跨層級模型的構建與檢驗。《旅遊學刊》26(9):60–65。(北大中文核心; 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. **鄒文麓**，劉佳，葛慧美. (2015). 職場精神力對主觀幸福感的影響：情緒勞動為中介變數。《中國臨床心理學》，23(3):544–547。(北大中文核心; CSSCI)
16. **鄒文麓**，田青，劉佳. (2012) “投桃報李”——互惠理論的組織行為學研究述評。《心理科學進展》，20(11): 1879–1888。(北大中文核心; CSSCI)
17. **鄒文麓**，劉佳. (2011) 團隊中的“我為人人，人人為我”——團隊-成員交換研究述評。《心理科學進展》，19(8):1193–1204。(北大中文核心; CSSCI)
18. **鄒文麓**，鄭勇 (2011). 變革型領導對酒店新員工組織社會化影響分析——以澳門、珠海高星級酒店為例。《旅遊學刊》，26(9):60–65。(北大中文核心; CSSCI)

會議論文 Conference Proceedings:

1. **Wenchi Zou**, Yong Zheng, Jia Liu. (2014). The Impact of Transformational Leadership on the Helping Behavior of Hotel employee. 2014 International Conference on Economics and Business Administration.
2. Qing Tian, Juan, I, Sanchez, & **Wenchi Zou** (2012). Paternalistic leadership and employee innovative behavior: Unlocking the moving parts. Academy of Management Conference Proceedings. (ISIP)

3. **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.
4. 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)

研究專案 Research Project

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.