

邹文麓



职称: 教授

学院: 商学院

电邮: wczou@must.edu.mo

电话: +853-88972901

教育背景 Academic Qualifications

2006-2010 澳门科技大学管理学博士学位

工作经历 Employment History

2023/07-至今 教授/全职/澳门科技大学商学院

2016/07-2023/06 副教授/全职/澳门科技大学商学院

2010/08-2016/06 助理教授/全职/澳门科技大学商学院

教学活动 Teaching Area :

创新与企业家精神	Innovation & Entrepreneurship
管理心理学	Managerial Psychology
人力资源管理	Human Resources Management
战略管理	Strategic Management
组织行为学	Organization Behavior

研究领域 Research Area :

领导力	Leadership
职场精神力	Workplace spirituality
职场情绪	Emotions in workplace
积极心理学	Positive Psychology
社会心理学	Social Psychology

学术成果 Selected Academic Publications

学术专著 Scholar's books:

1. 邹文麓，郑勇 (2013).《旅游需求预测：理论与实证》，中国社会科学出版社。该专著获澳门基金会、中国社会科学杂志社与广东省社会科学界联合会联合举办的“第四届澳门人文社会科学研究优秀成果评奖”著作类二等奖。

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. **邹文麓**，朱景山，林晓松 (2017). 服务型领导会影响酒店员工的品牌公民行为吗？——一个跨层级模型的构建与检验。《旅游学刊》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. **邹文麓**，刘佳，卜慧美. (2015). 职场精神力对主观幸福感的影响：情绪劳动为中介变量。《中国临床心理学》，23(3):544–547。(北大中文核心; CSSCI)
16. **邹文麓**，田青，刘佳. (2012) “投桃报李”——互惠理论的组织行为学研究述评。《心理科学进展》，20(11): 1879–1888。(北大中文核心; CSSCI)
17. **邹文麓**，刘佳. (2011) 团队中的“我为人人，人人为我”——团队-成员交换研究述评。《心理科学进展》，19(8):1193–1204。(北大中文核心; CSSCI)
18. **邹文麓**，郑勇 (2011). 变革型领导对酒店新员工组织社会化影响分析——以澳门、珠海高星级酒店为例。《旅游学刊》，26(9):60–65。(北大中文核心; CSSCI)

会议论文 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)

研究项目 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.