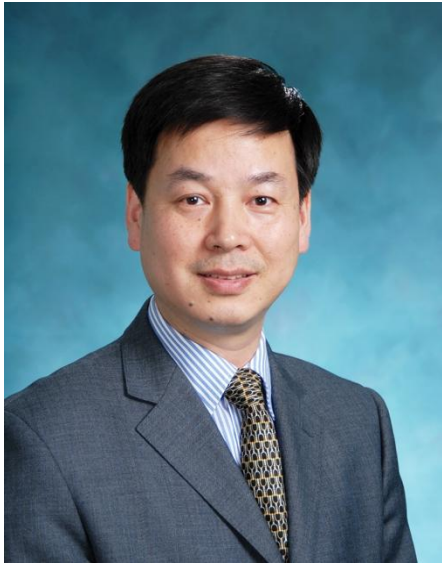


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Teaching Activities

Organizational Behavior,
Quantitative Research Methods

Research Areas

leadership, creativity, diversity, work design

Academic Qualifications

2001-2004 Ph.D. / Hong Kong Baptist University
1998-2000 MBA / University of Antwerp
1985-1989 Bachelor / Nanjing Normal University

Teaching Experiences

2004 - 2013 lecturer, assistant professor, associate professor /
School of Business / Macau University of Science and Technology

2013.07 – Professor

Recent Journal Publications:

1. Co-authored (2025 online). Job resourcefulness and entrepreneurial behavior in organizational contexts: Integrating identity and social cognitive theories. ***Group and Organization Management***.
2. Co-authored (2024). Putting workers' safety front and center: Employee-organization exchange and employee safety performance. ***Journal of Safety Research***, 91: 85-95.
3. Co-authored (2024). Understanding the negotiation and performance effects of idiosyncratic deals: Test of a moderated mediation model. ***Human Relations***, 77 (6): 801-831.
4. Co-authored (2023). Do victims really help their abusive supervisors? Reevaluating the positive consequences of abusive supervision. Invited by independent party submitted to the special issue of ***Behavioral Sciences*** 13 (10): 815, The dark side of leadership: Abusive supervision research at team- or cross-level of analysis, edited by Sun, L.-Y.

5. Co-authored (2023). Justice climate and employee creativity in the work uncertainty context: A cross-level investigation. *Asian Business & Management*, 22 (3): 1065-1093.
6. Co-authored (2023). A psychological contract perspective on how and when employees' promotive voice enhances promotability. *Human Resource Management Journal*, 33 (4): 1018-1034.
7. Co-authored (2022). Appreciation that inspires: The impact of leader trait gratitude on team innovation. *Journal of Organizational Behavior*, 43 (4): 693-708.
7. Co-authored (2020). Employee–organization exchange and employee creativity: a motivational perspective. *International Journal of Human Resource Management*, 31(3): 385-407.

Recent Conference Presentation:

1. Co-authored (2025). Presenting three papers on employee creativity. *Academy of Management Annual Conference*, Copenhagen, Denmark.
2. Co-authored (2024). Presenting one paper on constructive deviance. *Academy of Management Annual Conference*, Chicago, USA.
3. Co-authored (2023). Presenting three papers on entrepreneurial leadership, employee voice and employee safety behavior. *Academy of Management Annual Conference*, Boston, USA.
4. Co-authored (2022). Presenting three papers on creating cognitive style, idiosyncratic deals, and employee promotive voice. *Academy of Management Annual Conference*, Seattle, USA.

Other Professional Activities

1. **Chair**, Best Conference Paper Selection Committee, Academy of Management (OB division) 2025
2. **Editorial Board member**, Human Resource Management (Q1, SSCI, from 2022)
3. **Editorial advisory board member**, International Journal of Contemporary Hospitality Management (Q1, SSCI, from 2019).
4. **Editorial review board member**, Group and Organization Management, (Q2, before 2021, from 2022).
5. **Guest editor**, Behavioral Sciences (SSCI, 2023 - 2025)
6. **Editor**, Organizations and Markets in Emerging Economies (ESCI, 2021-2025)

Membership of Academic Associations

1. Member of Academy of Management (AoM)