

# 余思桐



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## 教育背景

2020-2025 博士：南洋理工大学，组织行为与人力资源管理  
2016-2020 学士：中山大学，工商管理

## 工作经验

2025.10 至今 助理教授，澳门科技大学

## 教学活动

组织行为学，人力资源管理，压力管理

## 研究领域

工作场所的人工智能，信任，雇主品牌

## 学术成果

- Yu, K. Y. T., Goh, K.H., **Yu, S.** & Soo, C.W.L. (2025). Managing online employer reviews: An impression management perspective for talent recruitment. *Journal of Applied Psychology*. Advance online publication.  
<https://doi.org/10.1037/apl0001285>
- Guan, J., Chen, X.P., **Yu, S.**, & Qin, X. (2025). Explaining disparities in robot applications among nations and regions: A cross-level lens of cultural tightness-looseness. *PLoS ONE*, 20(4): e0321173.  
<https://doi.org/10.1371/journal.pone.0321173>.
- Gan, Y., **Yu, S.**, Zhang, X., Lu, H., Qin, X., & Chen, C. (2024). The more feedback you seek, the better you will perform? The effects of (in)congruence between

employee feedback seeking and supervisor feedback giving (*in Chinese*).  
Conditionally accepted at *Journal of Management Science (Chinese)* (CSSCI).

Yu, K. Y. T., Soo, C.W.L., & Yu, S. (2024). Employer branding in employee recruitment: Marketing the job and organization to potential talent. In Slaughter, J.E., & Allen, D.G., *Essentials of Employee Recruitment: Industrial and Organizational Perspectives* (pp.79-101). Routledge.

#### 其他专业资格 / 活动

Ad-hoc Reviewer, Human Resource Management Review

Member, Academy of Management

Member, International Association for Chinese Management Research

Member, Society for Industrial and Organizational Psychology

#### 奖项

HR Division Best Papers Award, Academy of Management, 2023