

# Zhang Qianru



**Title :** Assistant Professor  
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## Academic Qualification

2010-2013      Ph.D.: Macau University of Science and Technology, Law;  
2007-2010      Master: Zhongnan University of Economics and Law, Law;  
2003-2007      BS/BA: Zhongnan University of Economics and Law, Law.

## Working Experience

2013-Present      Assistant Professor / Macau University of Science and Technology

## Teaching Activities

Legal Environment of Business; Business/Company Law; WTO & Regulation of International Trade

## Research Areas

Legal Sociology; Common Law; Corporate Governance; Social Organizations

## Selected Publications

### *Journal Articles:*

Li Ying, Zhang Qianru, Chang Po-Chien. (2025). A Study on the Influence Mechanism of Servant Leadership on Employees' Service Innovation Behavior. *Journal of Macau University of Science and Technology (Humanities and Social Sciences)*. 19(4), 119-154.

Liu Jinyun, Zhang Qianru. (2025). Dilemmas and Optimization Pathways in the Governance of Legal-Related Petitions in China. *Journal of Jiaxing University*, 37(6), 1-5.

Peng Chenyan, Zhang Qianru. (2025). Contracting without Consulting? A Grounded Theory Study on the Utilization Gap of Family Doctor Services in X City. *Theoretic Observation*, 227(7), 68-74.

Zhang Qianru. (2025). Knowledge, character and identity: Exploring the triple dimensions of legal education in Macau's higher education. *Macau Education*, (1), 59-61.

Zhang Qianru. (2023). How to Establish the Promoter's Liability on Pre-incorporation Contracts? An Analytical Perspective Based on Departmental Law and Sociology of Law. *Journal of Macau University of Science and Technology (Humanities and Social Sciences)*, 17(2), 31-46.

Liao, E. Y., Wang, A. Y., & Zhang, C. Q. (2021). Who influences employees' dark side: A multi-foci meta-analysis of counterproductive workplace behaviors. *Organizational Psychology Review*, 11(2), 97-143.

#### *Book Chapter:*

Zhang, C. Q., Wang, A. Y., & Liao, E. (2022). If Winter Comes, Can Spring Be Far Behind? A Case Study on China Southern Airlines. In *Cases on Emerging Market Responses to the COVID-19 Pandemic* (pp. 90-109). IGI Global.

Wang, A. Y., Zhang, C. Q., & Liao, E. (2021). The Responsibility Paradox: Is CSR Truly Beneficial During the Global Pandemic?. In *Stakeholder Strategies for Reducing the Impact of Global Health Crises* (pp. 150-168). IGI Global.

Liao, E., Wang, A. Y., & Zhang, Q. R. (2021). To Control or to Delegate?: Effective Leadership in Challenging Times. In *Strategic Management During a Pandemic* (pp. 59-78). Routledge.

《基於創新發展的巴西知識產權制度淺析》載於《葡語國家投資環境研究系列（二）：〈巴西投資環境研究報告〉》，經濟科學出版社，2019年3月版，ISBN:978-7-5218-0445-4.

Eko Y. Liao & Cheryl Q. Zhang. (2019). PART II Complications, Groups, and Firms-SECTION VI Complexity and Culture: Negotiation Styles Inspired by Chinese Wisdom. *Negotiation Essentials for Lawyers*. AMERICANBAR ASSOCIATION Dispute Resolution Section. U.S.A: ABA Book Publishing. ISBN:9781641054805. Page 193-197.

《“一帶一路”背景下中國企業在葡知識產權保護探析》載於《葡語國家投資環境研究系列（一）〈葡萄牙投資環境報告〉》，經濟科學出版社，2018年5月版，ISBN 9787514193879 P201-217.

Liao, E. Y. & Zhang Qianru. (2018). PART III EAST ASIA- China (Mainland): The Gong Hui Mediation Committee, Ju Wei Hui Neighborhood Committee, He Shi Lao Peacemaker, and Other Cultural Models of Conflict Resolution. *Conflict Resolution in Asia: Mediation and Other Cultural Models*. Maryland, U.S.A: Lexington Books. ISBN 978-1-4985-6643-8. (pp. 161-181).

#### *Conference Papers:*

He, Y.S. & Zhang, Q. R. (2022). *Research on the Evaluation Index System of Public Welfare Projects on Social Benefits -- A Case Study of Social Governance Projects Competition in Chancheng District of Foshan City*. Academy of International Business Southeast Asia Regional Conference, HongKong (online).

Zhang, Q.R. & Liao, E. Y. (2020). *The Influences of Covid-19 on the Performance of Commercial Contracts---based on the Frustration Theory*. Academy of International Business Southeast Asia Regional Conference, HongKong (online).

Eko Yi Liao, Cheryl Qianru Zhang and Amy Yaimei Wang. (2019). Who Influences Employees' Dark Side: A Multi-Foci Meta-Analysis of Counterproductive Behaviors. Academy of Management Proceedings, Vol. 2019, No. 1. ISSN: 0065-0668

Zhang Qian-Ru, Liao Y. (2018). Legal Implications of Directors' Behaviors as Agents to Organizational Liability: Contracting Power and Beyond. Twenty Seventh Annual World Business Congress (IMDA), Hong Kong, ISBN: 1-888624-17-5. pp.252. 2018 June.

Liao, E. Y. & Zhang, Q. (2017). Demotivate your coworkers? Exploring the dark side of employee i-deals. EAWOP, Dublin.

Zhang, Q. & Liao, E. Y. (2017). Piercing the Corporate Veil: The Limited Liability of Entrepreneurs and the Exceptions in Family Business Corporate Governance. EAWOP, Dublin.

#### **Other Professional Activities**

Research on the Evaluation Index System of Public Welfare Projects on Social Benefits (supported by General Research Grants of Macau University of Science and Technology )

The Research on Counterproductive Workplace Behaviors (supported by Tertiary Education Services Office of Macao Special Administrative Region Government)

The Research on Return of Talent in Macau (supported by Talents Development Committee of Macau Special Administrative Region Government )

The Legal Research on Corporate Governance in Macau ---Based on the Benefit Balance Perspective ( supported by General Research Grants of Macau University of Science and Technology )

#### **Honors/Awards**

Legal Professional Qualification Certificate in People's Republic of China

Certificate of Cross-Strait Advanced Case Teaching Workshop (NATIONAL CHENGCHI UNIVERSITY)

“‘Portuguese-Speaking Countries’ Business Environment I/II/III:  
Brazil/Portugal/Angola Business Environment” Training Course As Instructor (Sponsored by  
Macau Tertiary Education Services Office)

Outstanding Performance Award in Online Teaching of MUST