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Fields:
Strategic Management, HRM, Employee Relations

Education

09/1999 ~01/2003 Ph.D in Management, Nanjing University
09/1988 ~02/1991 Master in Engineering, Northwestern Polytechnic University ;
09/1982 ~07/1985 Associate Degree in Engineering, Jiangnan University

Experience

01/2008- Professor, Macau University of Science and Technology
12/2004 -01/2018 Associate Professor, Nanjing University
09/2003 -12/2004 Assistant Professor, Macau University of Science and Technology ;
10/1992 -09/1999 Assistant Professor, Jiangnan University

Other Learning and Work Experience

07/2007-05/2008 General Manager of Human Resources Department, Hong Kong Airlines
07/2005-08/2005 Visiting Scholar in Business School , Harvard University
07/2000-08/2000 Visiting Scholar in Business School Hong Kong University of Science and Technology
10/1996-10/1997 Visiting Scholar in Business School in Christopher Newport University

Research

Papers in Peer Reviewed Journals :

1. Chen, P. Y., Kee, D. M. H., **Tao, X. N.**, & Xiao, Y. D. (2025). Responsible leadership and employee creativity: a moderated mediation model based on social cognitive and situational strength theories. *BMC PSYCHOLOGY*, 13(1), Article 757. <https://doi.org/10.1186/s40359-025-03110-3>
2. Su, A., Cai, X. T., Liu, X. S., **Tao, X. N.**, Chen, L., & Wang, R. (2025). Talk the walk: how corporate vision works for performance. *INTERNATIONAL JOURNAL OF ENTREPRENEURIAL BEHAVIOR & RESEARCH*, 31(2/3), 702-728. <https://doi.org/10.1108/IJEBR-04-2022-0355>
3. 苏皓，夏铭蔚，陶向南（2025）系统理论视角下教育政策与高等职业院校发展的关系研究[J]. 《系统科学学报》, 2025, 33(03)

4. Xiao, Y. D., Tao, X. N., Chen, P. Y., & Kee, D. M. H. (2024). Leading with purpose: Unraveling the impact of responsible leadership on employee green behavior in the workplace. *HELIYON*, 10(9), Article e30096. <https://doi.org/10.1016/j.heliyon.2024.e30096>
5. 蘇皚;陶向南;肖櫻丹 (2024) 突破“馬太效應”的路徑研究——基於資源配置的優化視角[J].《系統科學學報》2024(02)
6. 蘇皚, 康鵬勝, 肖櫻丹;陶向南 (2021) 新創企業創業導向戰略的實施與企業績效的關係——基於制度環境的差異化視角[J].《科技管理研究》2021(14)
7. 蘇皚, 康鵬勝, 陶向南: 高管特徵、吸收能力構建與創新績效——基於高管特徵差異晨讀的分析[J].《企業經濟》, 2020 (02): 60-67.
8. 蘇皚, 李虹, 李超男, 陶向南: 殘疾人創業信任環境重構——基於團隊特徵的視角,《殘疾人研究》, 2020 (01): 81-88.
9. 蘇皚, 陶向南, 張銳: 基於 PLS-SEM 模型的高職教育政策作用過程的實證研究{J},《職教論壇》, 2019 (05): 83-88.
10. 蘇皚,陶向南, 朱婧、陳蓉: 教育科研資源投入與創新產出的關係研究【J】,《數學的實踐與認識》, 2019, 49 (17): 8-17
11. Zhang Tao, Xin-Long Xu, **Xiangnan Tao** and Hsing Hung Chen: A Proposed Method to Analyze Various Impact on the Adoption of Different Sources of Primary Energy, *Journal of Renewable and Sustainable Energy*, 9, 055901(2017)
12. 陶向南, 趙曙明, 鄒亞軍: 法約爾管理思想及其在管理學史中的地位,《經濟與管理研究》, 12 期, pp105-112, 2016/12/6。CSSCI。《新華文摘》于2017 年8 月刊印。
13. Yina Mao ; Chi-Sun Wong ; **Xiangnan Tao** and Chunyan Jiang: Impact of effect on the organizational justice perception : A test of affect infusion model. *Journal of Management & Organization*. 2016/12. 已經網上出版, 通訊作者, SSCI。
14. Li , Xin ; Chen , Hsing Hung ; Tao , Xiangnan : Pricing and capacity allocation in renewable energy, *Applied Energy*, Vol 179, pp1097-1105,2016/10/1 通訊作者, SSCI (A)
15. 陶向南; 趙曙明; 鄒亞軍: 傳統與現代的融合: 日本企業人力資源管理制度的演變,《經濟與管理研究》, 03 期, pp94-101, 2016/2/6. CSSCI。
16. Qiao , Sen ; Tao , Xiangnan ; Ma , Rufei ; Xu , Xin-long ; Chen , Hsing Hung, A Conceptual Model to minimize operational cost for free shuttle buses : a case study in Macau, *International Journal of Heavy Vehicle System*, 23(1), pp49-59.2016 通訊作者, SSCI。
17. 陶向南, 鄒亞軍, 趙曙明; 德魯克管理思想中的政治與社會淵源,《管理學報》。06 期, pp801-807, 2014; CSSCI。中國人大復印資料刊印。
18. 陶向南, 蘭俊樺, 蔣春燕, 李雪峰; 企業文化、戰略人力資源管理與績效: 南通市通州區企業的實證研究,《南大管理評論》, pp.125-137, 第10 卷2013 (3)。CSSCI。
19. 陶向南, 鄒亞軍, 陳耀, 科學名義下的車間控制權爭奪: 泰勒《科學管理原理》新闡釋,《學海》, 2013 年 (1), pp.118-126. CSSCI。中國人大復印資料刊印。
20. 趙曙明, 陶向南, 經濟轉型下人力資源管理研究的新趨勢——第五屆企業跨國經營研討會綜述,《改革》, pp.126-128。2005 (6)。CSSCI。
21. Tao Xiangnan(2005) Tentative Empirical Study on Relation between Strategic Roles and Control Mechanism of MNC's Subsidiaries[J], Human Resource Management and Developemnt in Transitional Economy. Edited by Zhao,Shuming, pp.351-357.

22. 陶向南 (2005) 国际企业人力资源管理研究述评[J], 外国经济管理, 2005 年2 月
23. 赵曙明, 陶向南 (2005) 经济转型下企业人力资源管理研究的新趋势[J], 改革, 2005 年6 月。
24. 陶向南 (2004) 跨国公司管理人员本土化配置分析模型设计[J], 中华管理资讯系统 (3) 2004 年 12 月。
25. 陶向南 (2004) 在完全垄断条件下跨国公司母子公司权力配置研究[J], 中华管理资讯系统 (3), 2004 年6 月。
26. Tao Xiangnan, Zhao Shuming(2004) An Empirical Study on Relation between the Management Power Distribution and the Strategic Orientation of MNCs' Subsidiaries in China[J], Management Sciences and Global Strategies in the 21th Century. Vol.II, pp.1950-1959. May. 2004.
27. 陶向南, 赵曙明(2003) 跨国公司海外子公司角色, 绩效与其人力资源本土化配置研究[J] 管理世界, 2003 年 8 月
28. George Zestos, Tao Xiangnan (2002) Trade And GDP Growth Relations in the United States and Canada. *Southern Economic Journal*, 68(4), 859-874. (通讯作者 SSCI)
29. 陶向南 (2002) 对国有企业经营者激励与约束机制有效性的思考[J], 管理现代化 2002.11
30. 陶向南 (2001) 民营企业组织与人力资源管理[J], 江苏企业管理 2001.12.
31. 陶向南, 赵曙明 (2000) 创新模式与高科技企业组织与人力资源管理[J], 外国经济与管理 2000.10 (人大复印资料转引)
32. 陶向南 (2000) 论中小企业组织规范化管理[J], 外国经济与政治评论 2000.12.
33. Tao Xiangnan, George Zestos (1999) Source of Economic Growth in Japan and Korea: A Causality Test. *Journal of international Economic Study*, 13, 117~132, 1999. (通讯作者)
34. Tao Xiangnan, Li Youyi (1999) The Reform and Prospect of Stated owned Enterprise' s Personnel System in China. The International Symposium on Multinational Business Management, The 21st Century Corporation Nanjing. 1999.12.
35. 陶向南 (1998) 对21 世纪我校教学改革思考 江南学院学报。1998.1.
36. Tao Xiangnan Sang O. Park (1997) Comparative Analysis of China, Japan and Korean Economic Growth.The 1997' s Conference of American East Economic Society, Washington D.C., 1997.3.
37. Tao Xiangnan, Wang Peide (1991) Decision model of Enterprise Energy Programming Proceedings of International Symposium on Industrial Management, Beijing 1991. 10.
38. 程德俊 陶向南 知识分布与组织结构分布[J]。南开管理评论 2001.3.
39. 邓修明 陶向南 (2000) 知识经济下的企业制度结构研究[J]。江苏企业管理 2000.12
40. 程德俊 陶向南 (2001) 知识分布与组织的集权和分权[J]。外国经济与管理 2001.

Published Books or Chapters :

- 1、陶向南：《管理的过去与现代》，南京大学出版社，pp.1-321 2016 年 12 月。
- 2、陶向南：《跨国公司海外子公司管理人员本土化配置研究》，南京大学出版社，pp.1-385。2013 年 11 月。
- 3、Zhao,Shuming, Tao,Xiangnan: Unemployment in Macao Special Administrative

Region, Unemployment in China —Economy, Human resources and labor markets. Edited by Grace O. Lee and Malcolm Warner. Routledge Taylor & Francis Group.2007. pp.184-202.

4、赵曙明, Joel Glassman, 刘洪, 陶向南等编著《转型经济下人力资源管理与发展》，南京大学出版社，2005

5、小约翰.坦纳，小厄尔.霍尼克特，罗伯特.厄夫迈耶，《销售管理-塑造未来的销售领导》，陶向南译，中国人民大学出版社，2010年5月。

Research Projects

1. January 2009 - December 2011, Principal Investigator of the National Natural Science Foundation of China (NSFC) General Program: "A Study on the Relationship between Strategies and Affective Commitment among Migrant Workers".
2. January 2016 - December 2019, Participant in the NSFC Special Project: "The Impact of High-Participation Work Systems on Inter-Employee Explanatory Behavior: The Mechanism of Relationship Atmosphere".
3. 2002, Participant in the NSFC Key Project: "Research on the Basic Theories and Management Strategies of Human Resource Development in Chinese Enterprises", and participated in the sub-project "A Survey and Comparative Study of the Current Status of Human Resource Management in China".
4. 2000, Participant in the Ministry of Science and Technology Project: "A Study on the Trends and Countermeasures of Talent Mobility in High-Tech Enterprises in China", and participated in the writing of the main report.

Professional Qualifications and Awards

1. Online course : "Entrepreneurship" won the National Excellent Online Course Award in 2017.
2. First Prize of Jiangsu Provincial Teaching Achievement Award in 2017.
3. Excellent Teacher Award for Chinese University MOOCs in 2016.
4. Nanjing University Innovation and Education Award in 2016.
5. First Prize of Nanjing University Zhongyin Teaching Award in 2010.
6. First Prize of Undergraduate Teaching Award from Nanjing University School of Business in 2007.
7. First Prize of Nanjing University School of Business Mobile Teaching Award in 2006.