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教育背景

2019-2026 博士：西南財經大學；人力資源管理
2015-2019 學士：東北財經大學；人力資源管理

工作經驗

2026-Present 助理教授 / 澳門科技大學

教學活動

組織行為學

研究領域

職場互動；員工創造力；人工智能使用

學術成果

(* Corresponding author)

- Shi, Y.,** Mao, J.-Y., & Xu, J.* (2025). Blessing or curse? When and why stretch goal promotes and inhibits employee job progression. *Journal of Occupational and Organizational Psychology*, 98(1), Article e70019. <https://doi.org/10.1111/joop.70019>
- Shi, Y.,** Mao, J.-Y., Guo, L., & Zhang, G.* (2025). Focusing on the bottom line at the expense of creativity: The role of construal level in goal shielding. *Journal of Managerial Psychology*, 40(7), 970–983. <https://doi.org/10.1108/JMP-03-2024-0199>

- Zhou, Q., **Shi, Y.**, Li, Q.^{*}, Mao, J.-Y., & Zhou, L. (2025). Differential interactive effects of learning from success/failure and organizational cultures on approach/avoidance job crafting and job performance. *Applied Psychology*, 74(4), Article e70022. <https://doi.org/10.1111/apps.70022>
- Shi, Y.**, Mao, J.-Y., Guo, L., Mu, X.^{*}, Liu, W., & He, W. (2024). License for wrongdoing: Why better relationships with leaders lead to employee unethical behavior. *Journal of Business Research*, 172, Article 114468. <https://doi.org/10.1016/j.jbusres.2023.114468>
- Mao, J.-Y., Li, Y.^{*}, Guo, L., **Shi, Y.**, & Wang, J. (2022). Diminished relational energy: How and when co-worker incompetence accusations hinder employee creativity. *European Journal of Work and Organizational Psychology*, 31(3), 383–394. <https://doi.org/10.1080/1359432X.2021.1979963>
- Quan, J., Mao, J.-Y.^{*}, **Shi, Y.**, & Liang, X. (2022). Reduced self-worth: An investigation of why and when coworker undermining facilitates employee interpersonal deviance. *Nankai Business Review International*, 13(1), 154–170. <https://doi.org/10.1108/NBRI-07-2021-0046>

其他專業資格 / 活動

- 2025, Co-author, 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark.
- 2024–2025, Research Visitor, University of Notre Dame, U.S.; funded by the China Scholarship Council.
- 2023, Presenter, 83rd Annual Meeting of the Academy of Management, Virtual.
- 2023, Presenter, 10th International Association for Chinese Management Research Biennial Meeting, Hong Kong, China.
- 2022, Presenter, 82nd Annual Meeting of the Academy of Management, Virtual.

獎項

- 2023, AOM Annual Meeting Best Paper Proceedings, Organizational Behavior Division.