

Yujie Shi



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Academic Qualification

2019-2026 Ph.D.: Southwestern University of Finance and Economics;
Human Resource Management;
2015-2019 BS/BA: Dongbei University of Finance and Economics, Human
Resource Management.

Working Experience

2026-Present Assistant Professor / Macau University of Science and
Technology

Teaching Activities

Organizational Behavior.

Research Areas

Workplace Interactions; Creativity; Artificial Intelligence Usage.

Selected Publications

(* 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>

Other Professional Activities

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.

Honors/Awards

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