

聶婷



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教育背景

2004 - 2007 博士：南開大學；人力資源管理
2001 - 2004 碩士：南開大學；人力資源管理
1997 - 2001 學士：南開大學；外貿英語

工作經驗

2007 至今 助理教授 / 副教授/ 教授/ 澳門科技大學

教學活動

高級人力資源管理
招聘與人力資源開發
組織行為學
團隊建設與領導

研究領域

人力資源管理
組織行為學
積極心理學

學術成果\近期期刊論文

Nie, T., & Li, X. (2026). The role of organizational inclusion in proactive socialization: insights from Chinese expatriates. *Cross Cultural & Strategic Management*, 1-22.

Lan, M., & Nie, T.* (2026). Effectiveness or efficiency: the impact of performance pressure and time pressure on employee feedback-seeking behavior. *BMC psychology*, 14(1), 64.

Nie, T., Ren, J., & Yao, S. (2026). To adjust or not to adjust? The explanatory mechanism of career growth opportunities on career crafting. *Asian Journal of Social Psychology*, 29(1), e70069.

Nie, T., Lan, M., & Mo, D. (2025). Follow and go beyond: The impact of sustainable leadership on employees' pro-environmental behaviors. *Journal of Environmental Psychology*, 102745.

Yan, Q., & Nie, T*. (2025). Imitating and following: The impact of resilient leadership on employee workplace adversarial growth. *Acta Psychologica*, 258, 105189.

Nie, T., Xie, L., Gong, C., Huang, Y., & Yan, Q. (2025). The influence mechanism of relational capital on adaptive behaviors of Chinese expatriates in Latin America. *Chinese Management Studies*.19(5), 1486-1506.

Cheng, Q., Yan, Q., & Nie, T*. (2024). Beyond diversity: the impact mechanism of organizational inclusion on employee knowledge hoarding. *Humanities and Social Sciences Communications*, 11(1), 1550.

Nie, T., Wu, J., & Yan, Q. (2024). Facilitation or hindrance? The impact of downward social comparison on adversarial growth. *Frontiers in Psychology*, 15, 1307393.

Nie T., Tian M., Cai M. & Yan Q. (2023). Job Autonomy and Work Meaning: Drivers of Employee Job-Crafting Behaviors in the VUCA Times. *Behavioral Sciences*. 13(6): 493.

Sun Y., Cai X. & Nie T*. (2023). Work conflict: Another trigger to smartphone addiction of individuals with high rumination? *Plos one*, 18(11): e0287669.

Gui Y., Nie T. & Li M. (2023). Social Capital and Opportunity Exploitation of Corporate Entrepreneurship. *Journal of Wuhan University of Technology (Information and Management Engineering Edition)*.10(5): 766-772.

Nie, T., Hu, G. & Qiu, T. (2022). Parental Control and College Students' Adversarial Growth: A Discussion on Chinese One-Child Families. *Healthcare*. 10, 1872.

Nie, T., Tian, M. & Liang, H. (2021). Relational Capital and Post-Traumatic Growth: The Role of Work Meaning. *International Journal of Environmental Research and Public Health*. 18, 7362.

Nie T., Zhou R. Yao W. & Chen Y. (2021). Impact of Social Capital on Health Care Workers Post-Traumatic Stress Disorder during COVID-19 Epidemic. *Chinese Journal of Infection Control*. 05, 456-461.

Hu G., Bao Z., Nie T., Liu Y. & Zhu, J. (2019). The Association between Corporal Punishment and Problem Behaviors among Chinese Adolescents: the Indirect Role of Self-control and School Engagement. *Child Indicators Research*. 12(4),1465-1479.

Nie T.* & Qiu T. (2019). An Empirical Study on the Mechanism of Cyberloafing: Based on the Stressor-Emotional Model. *Chinese Journal of Management*. 05, 686-693.

Xin Z.& Nie T.* (2018). Human Resource Cost Evaluation Algorithm Based on Data Driving. *Modern Electronics Technique*. 09, 157-160.

Zhang L., Lian, Z. & Nie, T. (2017). How Does Social Support Lead to Performance? ---The Mediated Moderating Role by Work Family Facilitation Perspective. *Economic Management Journal*. 06, 116-128.

Zhang L., Nie T.* & Huang, H. (2016). Family Friendly Policies Scale Development and Validation in Chinese Context. *Chinese Journal of Management*. 03, 395-402.

Zhang L. & Nie T.* (2015). Social Workers Social Service Experience, Occupational Efficacy and Employability. *Nankai Journal (Philosophy, Literature and Social Science Edition)*. 05,106-113.

Zhang L., Nie T.* & Huang, H. (2014). The Study on the Relations between Family-Friendly Policies and Innovation Behaviors on the Basis of the Mediating Effect of Work Stress and Organizational Identity. *Chinese Journal of Management*. 05, 683-690.

Zhang L. & Nie T.* (2013). An Empirical Study on Relations between Group Cohesion, Work-Family Facilitation and on- Job- Behaviors: Mediating Effect of Leader Member Exchange. *Chinese Journal of Management*. 01,103-109.

Zhang L., Nie T.* & Lian Z. (2012). The Relations between Person-Job Fitness and Organizational Citizenship Behavior: the Mediated Moderating Effect of Work-Related Expectancies through Work Value. *Business Economics and Administration*. 06, 41-51.

Nie T., Lian Z. & Huang H. (2012). Career exploration and fit perception of Chinese new generation employees: moderating by work values. *Nankai Business Review International*. 3(4).354-375

Zhang L. & Nie T.* (2011). Empirical Research on Antecedents of Employee Positive Organizational Behaviors: Mediating Effect of Work-Family Conflict. *Business Review*. 12, 100-107

Nie T., Hu Z. & Zhang L. (2011). The Research on Front-line Staff Competency in Hotel Industry. *Human Resource Development of China*. 06, 8-11.

學術成果\近期會議論文

Li, X.Y., Nie, T. & Xiao, L.S. Organizational Inclusion and Expatriate Performance: A Moderated Mediation Effect. *The 13th China Human Resources Management Forum*. 2025,10

Tian, M. & Nie, T. A Study on the Chain based Mediation Effect of Salespeople Job Control on Job Crafting Behavior under the COVID-19 Pandemic. *The 10th China International Academic Conference on Marketing*. 2022, 08.

Yuan, X.& Nie, T. Positive Coping Style and Post Traumatic Growth in COVID-19 Epidemic: Chain Mediation of Psychological Control and Life Meaning. *Advances in Social Science, Education and Humanities Research*. 2021, 11

Nie T., Tian M.& Yuan X. Relationship Capital and Post Traumatic Growth. *The 9th China Human Resources Management Forum*. 2021,06.

Nie T.& Qiu T. The Research Review on Cyberloafing Behavior, *The 6th China Human Resources Management Forum*. 2017,11.

Nie T.& Zhang L. The Study on Relations between Interactional Justice, Work Tension and Employee Withdraw Behaviors: Moderating Effect of Achievement Motivation. *International Conference on Management Science & Engineering (21st)*, 2014, 10

Nie T. The Study on the Relations between Organizational Socialization Strategy, Psychological Contract and Performance of Young Employees. *2013 3RD International Conference on Applied Social Science (ICASS 2013)*. 2013,01.

Nie T., Feng N. & Lin Y. The Relations between Psychological Empowerment, Group Cohesion, Leader-Member Exchange and Job Behavior. *2013 International Conference on Engineering, Management Science and Innovation*. 2013,07.

Nie T. & Zhou M. The Research on the Relations of Job Value, Job Involvement and Work Performance, *International Conference on Social Science and Humanity (ICSSH)*, 2011, 03

科研项目

Macau University of Science and Technology Research Funding Project (2024-2025): Does Algorithmic Management Promote Job Crafting of Platform Gig Worker: Based on the JD-R Theory (PI)

Macao Higher Education Fund Project (2020-2022): The Study on the Influence Mechanism of Social Capital on public Post-Traumatic Growth in Macau. (PI)

Macau University of Science and Technology Research Funding Project (2017-2018): The Research on the Mechanism of Employee Information Literacy. (PI)

Macau Foundation Project (2015-2016): The Study on the Sensitivity and Cultural Adaptability of Non-Macao Employees. (PI)

Macau Foundation Project (2013-2014): Study on the Relationship between Occupational Stress and Stress Behavior among Macao Young Employees. (PI)

Macau Foundation Project (2012-2013): The Research on Relations Between Career Exploration and Employability (Co-PI)

Macau Education and Youth Bureau Project (2011-2012): The Research on Relations Between Social Work Experience, Self-Perception and Employability. (PI)

Macau Education and Youth Bureau Project (2011-2012): The Research on Competency of Young Employees in Gambling Industry. (PI)

Macau Foundation Project (2010-2011): The Research on Work Value of Different Cohorts. (PI)

其他專業資格 / 活動

加州大學伯克利分校（美國）訪問學者

獎項

教學傑出獎