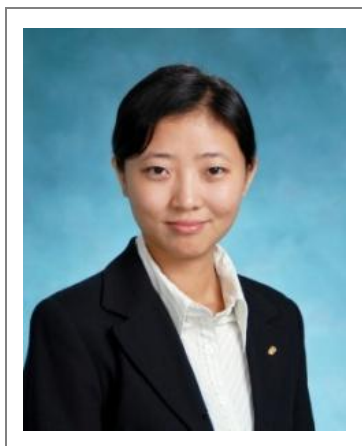


Nie Ting



Title: Professor
Faculty: School of Business
Email: tnie@must.edu.mo
Address: O919
Tel: (853)88972963

Academic Qualification

2004 - 2007 Ph.D.: Nankai University, Human Resource Management.
2001 - 2004 Master: Nankai University, Human Resource Management.
1997 - 2001 BS/BA: Nankai University, English for Trade.

Working Experience

2007-Present Assistant Professor / Associate Professor / Professor / Macau
University of Science and Technology

Teaching Activities

Advanced Human Resource Management
Staffing and Human Resource Development
Organizational Behavior
Service Team Building and Leadership

Research Areas

Human Resource Management
Organizational Behavior
Positive Psychology

Selected Publications\Journal Paper

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.

Conference Paper

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

Research Projects

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)

Other Professional Activities

Visiting Scholar in University of California, United States of America

Honors/Awards

Excellence Teaching Awards