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學歷

博士	管理學	澳門科技大學，中國澳門
碩士	管理學	澳門科技大學，中國澳門
學士	管理學	吉林大學，中國珠海

教學科目

商務統計
管理導論

研究方向

組織行為學
人力資源管理

工作經驗

2022 年至今 助理教授，博雅學院，澳門科技大學，中國澳門

學術期刊論文 (#表示論文被接受時合作者為博士生)

1. **Bai, J. Y.**, Yan, Y. #, Zhao, X., Zhou, X., & Leong, A. M. W. (2027). From inclusion to innovation: How inclusive experience drives creativity in migrant worker teams. *International Journal of Hospitality Management*, 140, 104808. [SSCI, Q1 top; ABS 3; ABDC A*]
2. Qiu, L., Ye, Q. #, Leung, C. K. M., Leong, A. M. W., & **Bai, J. Y.** (2026). Generative AI for health-vulnerable tourists: Well-being, service innovation, and empowerment. *Journal of Destination Marketing & Management*, 42, 101142. [SSCI, Q1; ABS 1; ABDC A]
3. **Bai, J. Y.**, Li, X. #, Fan, A. C. W., Huan, T. C., & Leong, A. M. W. (2026). From classroom to career: The empowering effects of entrepreneurship education on career adaptability. *The International Journal of Management Education*, 24(3), 101491. [SSCI, Q1 top; ABS 1; ABDC B]
4. Leong, A. M. W., Zhuang, W. L., **Bai, J. Y.**, C. Chao & Huan, T. C. (2026). When support isn't enough: How identification and cognitive trust serially mediate knowledge sharing in international hotels?. *Tourism Management Perspectives*. [SSCI, Q1 top; ABS 2; ABDC A*]



5. Leong, A. M. W., Zeng, W. [#], Yeh, S. S., **Bai, J.Y.**, & Huan, T. C. (2026). When emotion overpowers reflection: framing effects, emotional intensity, and the deep-immersion paradox in red tourism narratives. *Current Issues in Tourism*, 1-19. [SSCI, Q1; ABS 2; ABDC A]
6. Leong, A. M. W., Li, X. [#], Lee, J. C. K., Ji, L. [#], & **Bai, J. Y.** (2026). How and when does artificial intelligence augment management student creativity?. *The International Journal of Management Education*, 24(2), 101391. [SSCI, Q1 top; ABS 1; ABDC B]
7. Zhao, C., Leong, A.M.W., Hollebeek L. D., **Bai, J.Y.** and Liu, Y. (in press). Navigating the Crossroads: Supply Chain Adaptability, Internal Coopetition, and Innovation in Chain Restaurants' Cross-Regional Expansion. *International Journal of Physical Distribution & Logistics Management*. [SSCI, Q1 top; ABS 2; ABDC A]
8. Liu, B., Obiudu, O., Fan, X. F., Leong, A.M.W., and **Bai, J.Y.** (2026). Perceived Risks and Comfort Zone among African Female Solo Travellers. *Journal of Travel Research*. [SSCI, Q1 top; ABS 4; ABDC A*]
9. Leong, A.M.W., Shi, G. F.[#], Okumus, F., Chim-Miki, A. F., and **Bai, J.Y.** (2026). Feeling ambivalent: An examination of Leader–Member Exchange ambivalence on migrant worker voice behavior. *International Journal of Hospitality Management*, 126, 104064. [SSCI, Q1 top; ABS 3; ABDC A*]
10. Zhuang, W. L., Leong, A. M. W., **Bai, J.Y.**, Yeh, S. S., & Huan, T. C. T. (2025). Can chefs stop knowledge hiding? The roles played by thriving at work and stressors. *Journal of Knowledge Management*, 1-22 [SSCI, Q1 top; ABS 2; ABDC A]
11. **Bai, J.Y.**, Tian, Q., and Juan I. Sanchez (2025). The role of mindfulness on the relationship between job complexity and job crafting: A self-regulation approach. *European Management Journal*. [SSCI, Q1 top; ABS 2; ABDC A]
12. **Bai, J.Y.**, Wong, I. A., Huan, T. C., Okumus, F., and Leong, A.M.W. (2025). Ethical perceptions of generative AI use and employee work outcomes: Role of moral rumination and AI-supported autonomy. *Tourism Management*. [SSCI, Q1 top, IF:12.4; ABS 4; ABDC A*]
13. Leong, A.M.W., Kocak, E., **Bai, J.Y.**, and Okumus, F. (2025). Uncertainty and the Tourism Industry: Nonlinearity, Asymmetries, and Implications. *International Journal of Tourism Research*. [SSCI, Q1; ABS 2; ABDC A]
14. **Bai, J.Y.**, Huan, T. C., Leong, M. W., Luo, J. M. & Fan, X. F. (2025). Examining the influence of AI event strength on employee performance outcomes: Roles of AI rumination, AI-supported autonomy, and felt obligation for constructive change. *International Journal of Hospitality Management*, 126, 104064. [SSCI, Q1 top;



ABS 3; ABDC A*; ESI 前 1%高被引論文]

15. **Bai, J. Y.**, Leong, A. M. W., Karatepe, O. M. & Okumus, F. (2025). Managing the risks of job crafting: Three-way interaction model of job crafting on job performance. *International Journal of Hospitality Management*, 126, 104058. [SSCI, Q1 top; ABS 3; ABDC A*]
16. Leong, A. M. W., **Bai, J. Y.**, Rasheed, M. I., Hameed, Z., & Okumus, F. (2025). AI disruption threat and employee outcomes: Role of technology insecurity, thriving at work, and trait self-esteem. *International Journal of Hospitality Management*, 126, 104064. [SSCI, Q1 top; ABS 3; ABDC A*]
17. **Bai, J. Y.**, Zhao, X., Huan, T. C., & Leong, A. M. W. (2024). Overqualification in the socialization context: How being relatively qualified leads to leadership emergence. *International Journal of Contemporary Hospitality Management*. [SSCI, Q1 top; ABS 3; ABDC A]
18. Rasool, M., Murtza, M. H., Rasheed, M. I., Leong, A. M. W., Okumus, F., & **Bai, J.Y.** (2024). Information technology competency and supply chain performance: role of risk management orientation and supply chain agility. *Journal of Hospitality and Tourism Technology*. [SSCI, Q1; ABS 1; ABDC B]
19. Leong, M. W., **Bai, J.Y.**, Luo, J. M. & Fan, X. F. (2024). Why do negative career shocks foster perceived employability and career performance: A career crafting explanation. *International Journal of Hospitality Management*, 119, 103724. [SSCI, Q1 top; ABS 3; ABDC A*]
20. Leong, A. M. W., Kocak, E., **Bai, J.Y.**, & Okumus, F. (2024). Macau hotel industry's response to global shocks. *Tourism Economics*, 13548166241234096. [SSCI, Q1; ABS 2; ABDC A]
21. Bilgihan, A., Leong, A. M. W., Okumus, F., & **Bai, J. Y.** (2024). Proposing a metaverse engagement model for brand development. *Journal of Retailing and Consumer Services*, 78, 103781. [SSCI, Q1 top; ABS 2; ABDC A; ESI 前 1%高被引論文]
22. **Bai, J.Y.**, Tian, Q., Fan, X., & Sun, H. (2023). Perceived corporate social responsibility and employee voluntary pro-environmental behavior: Does moral motive matter?. *Corporate Social Responsibility and Environmental Management*. [SSCI, Q1 top; ABS 1; ABDC C]
23. Tian, Q., **Bai, J.Y.** & Wu, T. (2022). Should we be "challenging" employees? A study of job complexity and job crafting. *International Journal of Hospitality Management*. Volume 102. [SSCI, Q1 top; ABS 3; ABDC A*]
24. Zhao L. J., Zhao S. M., Zeng H., **Bai, J.Y.** (2021). To Share or Not to Share? A



Moderated Mediation Model of the Relationship Between Perceived Overqualification and Knowledge Sharing. *Baltic Journal of Management*. [SSCI; ABS 1; ABDC B]

25. Zhong, H., Tian, Q., & **Bai, J.Y.** (2019). The Mechanisms of Ethical Leadership on Employees' Helping Behavior: A Study Based on Social Cognition Theory, *Chinese Journal of Management*, Vol. 16, No.1. [CSSCI]

學術著作/書籍章節

1. Tian, Q. & **Bai, J.Y.**, (2022). Job Characteristics Theory. In *Management and Organization Theories*, Xu, S.Y., & Zhang, C.P., (Eds.). Peking University Press.

研討會論文 (^表示论文被接受时合作者为本科生)

1. Wang, Y.F.^, **Bai, J.Y.** (2024). Will working with robots make you act more creative? Fudan University, Shanghai, China
2. Leong, M. W., **Bai, J.Y.** (2024). Foreign worker inclusion and identification: Insights from the Macau hospitality industry. 11th Advances in Hospitality and Tourism Marketing and Management (AHTMM) conference, University of Mauritius, Mauritius
3. **Bai, J.Y.**, Tian, Q., & Sun, H. (2023). Perceived Corporate Social Responsibility and Employee Voluntary Pro-Environmental Behavior: Does Moral Motive Matter? June 2023, International Association for Chinese Management Research (IACMR), Hong Kong, China
4. Sun, H., Tian, Q., & **Bai, J.Y.** (2022). Assessing Facets of Craftsmanship in the Context of Work, 82nd Annual Meeting of the Academy of Management. August 2022, Boston, USA.
5. Selected Participant in *Journal of Applied Psychology* Virtual Paper Development Workshop 2021, Section Chair: Chu-Hsiang (Daisy) Chang, Michigan State University
6. **Bai, J.Y.**, & Tian, Q., (2018, December). How Does CSR Lead to Employee Pro-Environmental Behavior? PDW conducted at the 7th World Business Ethics Forum, Macau & Hong Kong.

科研項目

- | | |
|---------------|--|
| 2025 年-2026 年 | 項目參與, 2025 年學術項目資助計劃/澳門基金會, Grant No. G-XXX-00238-2508-148 |
| 2025 年-2027 年 | 子課題負責人, 澳門科技大學研究基金-團隊研究項目/澳門科技大學, Grant No. FRG-25-084-SLA |
| 2025 年-2026 年 | 項目參與, 2025 年學術項目資助計劃/澳門展貿協會, Grant No. MFTA-2025-001 |
| 2025 年-2026 年 | 項目參與, 2025 年學術項目資助計劃/澳門基金會, Grant No. |



	I00531-2408-067
2025 年-2026 年	項目參與，澳門科技大學研究基金-普通研究項目/澳門科技大學，Grant No. FRG-25-030-SLA
2024 年-2025 年	項目主持，澳門科技大學研究基金-普通研究項目/澳門科技大學，Grant No. FRG-24-036-SLA
2019 年-2020 年	項目參與，澳門高等教育基金

獎項及榮譽

1. 二零二六年「澳門國際銀行學術研究獎」
2. 2020 “澳門研究”研究生獎學金/澳門基金會
3. 第六屆中國人力資源管理論壇最佳論文獎(2017 年)

期刊特邀審稿人

International Journal of Human-Computer Interaction (SSCI, Q1)
Tourism Management Perspectives (SSCI, Q1)
Journal of Hospitality Marketing & Management (SSCI, Q1)
Technology in Society (SSCI, Q1)
Journal of Retailing and Consumer Services (SSCI, Q1)
International Journal of Information Management (SSCI, Q1)
Tourism Management (SSCI, Q1)
Journal of Business Research (SSCI, Q1)
International Journal of Hospitality Management (SSCI, Q1)
International Journal of Contemporary Hospitality Management (SSCI, Q1)
Journal of Hospitality and Tourism Management (SSCI, Q1)

會議特邀審稿人

The 10th Biennial IACMR Conference 2023 (Session Chair)
Academy of Management Conference 2022
Australian and New Zealand Academy of Management Conference 2021

最後更新：2026 年 9 月 15 日