

MEE SOOK KIM

Address: 25800 Carlos Bee Blvd, College of Business & Economics. VBT 359
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EDUCATION

- May, 2014 Rutgers, The State University of New Jersey, NJ, USA
Ph.D. in Industrial Relations and Human Resources
Dissertation: A New Perspective on Team Leadership: The Role of the Leader's Social Capital, Perceived Power, and Team Commitment in Enhancing Team-level Perceived Support, Efficacy, and Cohesion
Chair: Dr. Stanley M. Gully
- February, 2007 Seoul National University, Seoul, South Korea
M.A. in Human Resource Management & Organizational Behavior
Thesis: The Interactive Effect between Self- and Group Efficacy on Individual Performance and Job Attitude
Chair: Dr. Won-Woo Park
- February, 2004 Seoul National University, Seoul, South Korea
B.A. in Archaeology & Art History (Cum Laude)
B.A. in Business Administration

EMPLOYMENT

- Fall, 2016- present Assistant Professor, Management
College of Business and Economics
California State University East Bay, Hayward CA 94542

ACADEMIC EXPERIENCE

- Spring, 2015 Rutgers Research Fellow
Rutgers, The State University of New Jersey, NJ, USA
School of Management & Labor Relations Fellowship Program 2015-2016
- Spring, 2009 Teaching Assistant- Introduction to Human Resource Management
Rutgers, The State University of New Jersey, NJ, USA

PUBLICATIONS

- Phillips, J. M., Gully, S. M., McCarthy, J.E., Castellano, W.G. & Kim, M.S. (2014). Recruiting global travelers: The role of global travel recruitment messages and individual differences

in perceived fit, attraction, and job pursuit intentions. *Personnel Psychology*, 67, 153-201.
DOI: 10.1111/peps.12043

Caligiuri, P., Colakoglu, S., Cerdin, J.L., & Kim, M.S. (2010). Examining cross-cultural and individual differences in predicting employer reputation as a driver of employer attraction. *International Journal of Cross-Cultural Management*, 10(2), 137-151.

Park, W., Kim, M. S., Jung, S., & Huh, K. (2007). Causes and solutions of common method bias (in Korean). *Korean Academy of Management*, 15(1), 89-133.

BOOK CHAPTERS

Gully, S. M., Phillips, J. M., & Kim, M. S. (2013). Strategic recruitment: A multilevel perspective. In K. Y. T. Yu and D. Cable (Eds.), *The Oxford Handbook of Recruitment*. New York (pp., NY: Oxford University Press. DOI: 0.1093/oxfordhb/9780199756094.013.0011

CONFERENCE PAPERS

Kim, M., Park, W., & Gully, S. M. (2015). Positive and negative indirect effects of leader's social capital on teams. Paper presented at the Academy of Management, Vancouver, Canada.

Park, W., Choi, J., Kim, M. S., & Gully, S. M. (2011). Cohesiveness as a moderator of the curvilinear relationship between group-efficacy and performance. Paper presented at the Academy of Management, San Antonio, TX.

Park, W. Kim, M. S., Gully, S. M., & Phillips, J. M. (2010). General self-efficacy, team-efficacy, and leader goal orientation as multi-level predictors of OCBs. Paper presented at the Academy of Management. Montreal, Canada.

Hong, Y., Kim, A., Winkler, A., Han, K., Jiang, K., & Kim, M. S. (2009). Targeted versus general HR systems: Striving for accuracy versus generalizability. Paper presented at Academy of Management, Chicago, IL.

Jiang, K., Kim, M. S., Han, K., Lepak, D. P., Hong, Y., Kim, A., & Winkler, A. (2009). Understanding human resource systems: Conceptualizing how the parts work together. Academy of Management Conference Best Papers Proceedings. Chicago, IL.

Kim, M. S. (2008). Staffing as a strategic capability. Paper presented at the Academy of Management, Anaheim, CA.

CHAired SESSION

Research Papers on Employee Ownership and Profit Sharing. The Beyster Symposium, San Diego, CA, June, 2016

Broad-based Equity Compensation in High Technology Firms. The Beyster Symposium, San Diego, CA, June, 2015

PAPERS UNDER REVIEW

Kim, M., Park, W., Gully, S. M., & Methot, J. R. Positive and negative indirect effects of leader's social capital on teams. Submitted to Academy of Management Journal

WORKING PAPERS (WRITING STAGE)

Kim, M. Curvilinear effects of leader's social networks on performance. Target journal: Journal of Applied Psychology

Kim, M. Individual reactions to team-based reward: The roles of perceived pay equity and co-workers' effort. Target journal: Journal of Organizational Behavior

Park, W., Kim, M., & Gully, S. M. Cohesiveness as a moderator of the curvilinear relationship between group-efficacy and performance. Target journal: Small Group Research

Park, W., Kim, M., Gully, S. M., & Phillips, J. M. Leader general self-efficacy, LMX, member goal orientation, OCBs, and team performance. Target journal: Academy of Management Journal

WORKING PAPERS (DATA COLLECTION AND ANALYSIS STAGE)

The impact of perceived leaders' social power on members' attitudes with Dr. Hae Seen Park

Team-level pay satisfaction with Dr. Sanghee Park and Dr. Yuan Jiang

Employee ownership and social capital development behaviors with Beyster researchers

Meta-analysis of team efficacy with Gully, S. M.

TEACHING

Fall, 2016 Organizational Behavior (MGMT 3614-03)

Fall, 2016 Compensation and Reward Systems (MGMT 4615-01)

RESEARCH INTERESTS

Team leadership, team effectiveness, intra-organizational social networks, strategic human resource management (staffing), and employee ownership