

Emma Lei Jing



Alberta School of Business • Edmonton, AB, Canada • Phone: 4039294398 • E-Mail: ljing1@ualberta.ca

Education

Ph.D., Alberta School of Business, University of Alberta, Canada, in the field of Organizational Behavior.

Expected graduation in 2022.

Dissertation title: *Attachment Theory to Employee-Organization Relationship: Relationships with Coworkers, Leaders, and the Organization Itself*

MSc, Management (With Distinction), Dhillon School of Business, University of Lethbridge, Canada, in the field of Human Resources Management and Labor Relations.

2015 - 2017

BA in English Literature, Nanjing Normal University, China.

2008 - 2010

Research Interests

Attachment theory; Emotion; Leadership; Employee-Organization Relationship & Employment Relations; Institutional theory

Teaching Interests

Introduction to Management; Organizational Behavior; Human Resources Management

Publications

Jing, E. L., Lupton, N. C., & Ansari, M. A. (2021). *A cultural value congruence approach to organizational embeddedness*. *Journal of Personnel Psychology*, 20(4), 164-175.
<https://doi.org/10.1027/1866-5888/a000280>

Jing, E. L., Gellatly, I. R., Feeney, J. R., & Inness, M. *Social Undermining and Three Forms of Organizational Commitment: The Moderating Role of Employees' Attachment Style*. *Journal of Personnel Psychology*, in press.

Papers under Review

Jing, E. L., Inness, M., & Gellatly, I. R. *Title withheld for review process*. *Journal of Managerial Psychology*, conditional accept.

Jing, E. L., Reay, T., & Goodrick, E. *Title withheld for review process*. *Organization Studies*, R&R.

Other Working Papers

Jing, E. L., & Yan, N. (equal authorship) *Role of Work Ethic in the Work-Life Satisfaction Relationship*. (In preparation for Research in Organizational Behavior)



- Jing, E. L., Gellatly, I. R., & Moore, S. G. *Follower Performance after Leader Mistreatment: Role of Attachment Insecurities and Emotional Arousal*. (In preparation for Journal of Organizational Behavior)
- Jing, E. L., Reay, T., & Goodrick, E. *Managing Institutional Contradictions for the Public Good*. (In preparation for Journal of Management Studies)
- Jing, E. L., & Luchak, A. A. *Employer Perspective to Voice: Toward an Integrated Motivation-based Voice System*. (In preparation for Academy of Management Review)
- Jing, E. L., Lefsrud, L., & Gellatly, I. R. *From Union Commitment to Union Activism: An Identity- and Emotion-based Approach*. (In preparation for Journal of Management)
- Gellatly, I. R., Jing, E. L., & Arazy, O. *Profiles of Organizational Commitment: The Theoretical and Practical Utility of a Bifactor Approach to Profile Construction*. (In preparation for Journal of Vocational Behavior)

Projects under Development

- Jing, E. L. *Employee and Leader Attachment Compatibility*. (Target: Human Relations)
- Jing, E. L. & Lefsrud, L. *Organization and Union Working Together for Organizational Change*. (Target: Organization Science)

Refereed Conference Presentations and Accepted Submissions

- Jing, E. L., Reay, T., & Goodrick, E. (2022). *Managing Institutional Contradictions for the Public Good*. Accepted at the 2022 Journal of Management Studies Conference, Cambridge, UK.
- Jing, E. L. (Organizer and Chair) (2022). *Recent Advancements in the Application of Attachment Theory to Work* (Presenter Symposium). Accepted and presented at the 82nd Academy of Management Annual Meeting, Seattle, Washington, USA, August.
- Jing, E. L., Lefsrud, L., & Gellatly, I. R. (2022) *Commitment in Action: How Different Forms of Union Commitment Develop and Influence Union Activism*. Accepted and presented at the 5th Conference on Commitment: Cross-level Influences and Effects, Columbus, Ohio, USA, August.
- Reay, T., Jing, E. L., & Goodrick, E. (2022). *A Tale of Two Crises: Re-Constructing the Crisis of Addiction Within the Crisis of a Global Pandemic*. Accepted and presented at the 16th Organization Studies Summer Workshop, Chania, Greece, May.
- Jing, E. L., Gellatly, I. R., & Moore, S. G. (2022). *The Effect of Leader Mistreatment on Performance: Role of Attachment State and Affective Arousal*. Accepted and presented at the 37th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (SIOP; Division 14 of the American Psychological Association), Seattle, Washington, USA, April.
- Jing, E. L., Luchak, A. (2021). *Managerial Motivation to Promote Prosocial and Protective Voice: An Integration and Path Forward*. Accepted and presented at the 81st Academy of Management Annual Meeting, virtual, August.
- Jing, E. L., Huq, J-L., & Reay, T. (2021). *Battling Over the Harm Reduction Logic in Addiction Services: The Role of Emotions*. Accepted and presented at the 81st Academy of Management Annual Meeting, virtual, August.



- Jing, E. L. (2020). *Attachment Profile as Predictor of Workplace Relationship Perceptions*. In Jing, E. L. (Organizer and Chair), *Attachment Theory in Organizations: Theoretical and Methodological Frontiers* (Presenter Symposium). Accepted at the 80th Academy of Management Annual Meeting, Vancouver, Canada. (Withdrawn due to virtual format)
- Jing, E. L., Lupton, N., & Ansari, A. M. (2020). *Cultural Value Congruence and Organizational Embeddedness*. Accepted and presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Inc. (SIOP; Division 14 of the American Psychological Association), virtual, April.
- Jing, E. L., Gellatly, I. R., & Inness, M. (2019). *Can Mistreated Employees Feel Commitment Towards Their Organization?* Accepted and presented at the 79th Academy of Management Annual Meeting, Boston, USA, August.
- Jing, E. L., & Inness, M. (2019). *Workplace Drinking and Aggression: The Role of Job-Focused Relationship Perceptions*. Accepted and presented at the 79th Academy of Management Annual Meeting, Boston, USA, August.
- Jing, E. L., Lupton, N., & Ansari, M. (2018). *Employees' Organizational Embeddedness: the Role of Culture*. Accepted and presented at the 78th Academy of Management Annual Meeting, Chicago, USA, August.
- Jing, E. L., & Lupton, N. (2016). *Antecedents of Employees' Organizational Embeddedness: The Role of Culture*. Accepted and presented at the 44th annual conference of the Administrative Sciences Association of Canada (ASAC), Edmonton, Canada, June.

Teaching Experience

2022 Principal instructor, Introduction to Strategy, Entrepreneurship, and Management.
Number of students: 80, undergraduate level, Alberta School of Business.
Delivery format: online.

2020 Principal instructor, Introduction to Management, Organization and Entrepreneurship, section of organizational behavior and human resources management.
Number of students: 660, undergraduate level, Alberta School of Business.
Delivery format: online.

2019 Principal instructor, Introduction to Management, Organization and Entrepreneurship.
Number of students: 76, undergraduate level, Alberta School of Business.
Delivery format: in-person and online.

Awards and Honors

2022 Graduate Teaching Assistant Funding, \$ 5,000.00, Alberta School of Business, University of Alberta.

2022 Graduate Research Assistant Funding, \$ 5,000.00, Alberta School of Business, University of Alberta.

2021 Graduate Research Assistant Funding, \$ 15,000.00, Alberta School of Business, University of Alberta.

2021 Rice Graduate Scholarship in Business, \$13,000.00, University of Alberta.



- 2021 Graduate Research Assistant Funding, \$18,720.00, Faculty of Engineering, University of Alberta.
- 2021 Student Research Grant, China Institute.
- 2019 Graduate Research Assistant Funding, \$10,000.00, Alberta School of Business, University of Alberta.
- 2018 Graduate Students Travel Grant, University of Alberta.
- 2017 – 2021 Ph.D. fellowship, \$100,000.00, Alberta School of Business, University of Alberta.
- 2017 Medal of Merit, Silver, University of Lethbridge.
- 2016 Dhillon School of Business professional development fund, University of Lethbridge.
- 2016 Graduate Students Travel Grant, University of Lethbridge.
- 2015 Master of Science (Management) Scholarship, \$19,200.00, University of Lethbridge.

Professional and Other Services

- 2019 – Present Reviewer for the Journal of Personnel Psychology.
- 2017 – Present Reviewer for the Academy of Management Annual Conference.
- 2018 – 2019 VP & Executive Committee, Business Doctoral Association, Alberta School of Business.
- 2018 – 2019 Chair & Organizing Committee, Alberta School of Business Annual Ph.D. Research Conference.
- 2016 – 2017 President of the Graduate Students' Association (GSA), membership approximately 575.
- 2016 – 2017 Director & committee chair of The Alberta Graduate Provincial Advocacy Council (ab-GPAC).

Skills, Interests, & Others

Research methods: Analysis of variance; Regression; Polynomial regression and response surface analysis; Mixture modeling; Factorial experimental design and analysis; Qualitative (inductive) methods.

Analysis programs: Mplus; SPSS and AMOS; LISREL; R; NVivo.

Languages: Mandarin Chinese; English.

Hobbies: Endurance running; Hiking; Swimming; Crime fictions.

Status in Canada: Permanent Resident.