

YeongJoon (YJ) Yoon

Assistant Professor of Human Resource Management, Texas A&M University – Central
Texas 318B Founders Hall, 1001 Leadership Place, Killeen, TX 76549

EDUCATION

Cornell University <i>Doctor of Philosophy, Industrial and Labor Relations</i> (Dissertation: <i>Pay cuts vs. downsizing: Comparing their effects on work attitudes of remaining employees</i>)	<u>Ithaca, NY</u> 2017
Cornell University <i>Master of Science</i> (Thesis: <i>Comparing the effects of downsizing and reducing pay on collective organizational commitment and firm financial performance and the role of investment in training</i>)	<u>Ithaca, NY</u> 2014
Cornell University <i>Master of Industrial and Labor Relations</i>	<u>Ithaca, NY</u> 2012
Seoul National University <i>Bachelor of Business Administration</i> <i>Bachelor of Science in Agriculture</i>	<u>Seoul, Korea</u> 2006 2006

AWARDS

Cornell University Benjamin Miller Fellowship (<i>Research Grant: \$2,500</i>)	<u>Ithaca, NY</u> 2015
Seoul National University Graduated with honors (<i>Cum Laude</i>)	<u>Seoul, Korea</u> 2006

PUBLICATIONS

- Sengupta, S. & **Yoon, Y.** Moderating effect of pay dispersion in the relationship between employee share ownership and labor productivity. *Human Resource Management*, *forthcoming*.
- Conroy, S. A., **Yoon, Y.**, Bamberger, P. A., Gerhart, B., Gupta, N., Nyberg, A. J., Park, S. H., Park, T. Y., Shaw, J. D. & Sturman, M. C. (2016). Past, Present and Future Compensation Research Perspectives. *Compensation & Benefits Review*, 47(5-6), 207-215.

PEER-REVIEWED PAPERS PRESENTED AT ACADEMIC CONFERENCES

- Yoon, Y.** (August 2017) Pay cuts vs. downsizing in maintaining work attitudes: Individual and job-related moderators. Paper presented at the 2017 Annual Academy of Management Conference, Atlanta, GA.
- Yoon, Y.** (August 2017) Pay cuts vs. downsizing: Job-seeker attraction outcomes. Paper presented at the 2017 Annual Academy of Management Conference, Atlanta, GA.

Yoon, Y. (August 2016) Sectoral difference in the effects of pay reduction and downsizing on employee attitudes. Paper presented at the 2016 Annual Academy of Management Conference, Anaheim, CA.

Yoon, Y., & Sengupta, S. (August 2015) Employee share ownership in the United Kingdom and South Korea: Comparing the good and bad days. Paper presented at the 2015 Annual Academy of Management Conference, Vancouver, Canada.

Yoon, Y. (August 2014) Investments in training and downsizing versus reducing pay. Paper presented at the 2014 Annual Academy of Management Conference, Philadelphia, PA.

Yoon, Y., & Sturman, M. C. (August 2012) Bringing consilience to two perspectives of international human resource management research. Paper presented at the 2012 Annual Academy of Management Conference, Boston, MA.

MANUSCRIPTS UNDER REVIEW

Yoon, Y., & Sengupta, S. The effect of employee share ownership on employee commitment and turnover: Comparing the cases in the United Kingdom and South Korea and the role of the economy. *Received invitation for R&R (1st round) at the Industrial Relations Journal.*

WORKS IN PROGRESS

Yoon, Y. & Sengupta, S. Employee share ownership and HR bundle: A three-way interaction of employee share ownership, recruiting, and training. *Writing phase.*

Yoon, Y. & Sengupta, S. Pay cuts vs. downsizing: How job security- and pay level-related perceptions affect the work attitudes of remaining employees. *Writing phase.*

Yoon, Y. & Sengupta, S. Pay cuts vs. downsizing in maintaining work attitudes of remaining employees: How trust in management moderates this comparison. *Writing phase.*

Yoon, Y. & Sengupta, S. Sectoral difference in comparing the effects of pay cuts and downsizing on work attitudes: A fit between change content and situational factor. *Writing phase.*

Yoon, Y. Moderating effect of national context in comparing the effects of cutting pay and downsizing on work attitudes: Examining cases of European countries. *Data analysis phase.*

Yoon, Y. Comparing the effects of cutting pay and downsizing on job-seeker attraction and the role of perceived corporate social responsibility in this comparison. *Data collection phase.*

Yoon, Y. Do Christians live up to the teaching of the parables of vineyard?: Moderation and mediation model of Christianity, equity perception, and job satisfaction. *Data collection phase.*

ACADEMIC EXPERIENCES

College of Business Administration, Texas A&M University – Central Texas

Killeen, TX

Assistant Professor of Human Resource Management

Summer 2017-present

- Teaching topic: Compensation / Human Resource Management
- Courses taught
 - *Compensation Management* (Online)
 - *Personnel/Human Resource Management* (Offline and Online)

ILR School, Cornell University

Ithaca, NY

Instructor

Fall 2015, Spring 2017

- Teaching topic: Compensation
- Courses taught
 - *Managing Compensation* (Spring 2017: Offline)
 - *Pay* (Fall 2015: Offline)

Teaching and Research Assistant

2012-2017

- Teaching assistant for the course *Pay* (Fall 2012 and Fall 2013)
- Research assistant for Dr. Kevin F. Hallock

Institute for Compensation Studies, Cornell University

Ithaca, NY

Research Student

2010-2012

- Led the team of research students in the project, The Cross-Dataset Catalogue of Disability and Compensation Variables

School of Hotel Administration, Cornell University

Ithaca, NY

Teaching Assistant

Spring 2012

- Teaching assistant for the course *Compensation in Service Firms*

OTHER PROFESSIONAL EXPERIENCES

Professional Development Workshop Organizer

2015-2017

- *Fostering Relationships and Research among Compensation Scholars*, at the 2017 Annual Academy of Management Conference in Atlanta, GA. (with Samantha Conroy)
- *Building the Compensation Research Community*, at the 2016 Annual Academy of Management Conference in Anaheim, CA. (with Samantha Conroy)

Reviewer

2015-2017

- Reviewer of 2015-2017 Annual Academy of Management Conferences

OTHER WORK EXPERIENCES

SK Shipping

Seoul, Korea

Associate and Assistant Manager in Human Resources Management

2008-2010

- Led and managed the company's hiring processes, evaluation system and promotion system

Associate in Human Resources Development

2006-2008

- Planned and implemented the company's training and development programs
- Led and managed the company's internship programs

ROKA (Republic of Korea Army)

Hyun-li, Kangwon-do, Korea

Squad Leader

2002-2003

- Led and managed the 7th squad in the head quarters of the 3rd Artillery Brigade (squad consisted of 15 soldiers)

Military Engineer

2001-2003

- Managed the troop's facilities (e.g. water flow facilities, heating facilities, etc.)

PROFESSIONAL AFFILIATIONS

Academy of Management

2011-present

WorldatWork

2011-present

LANGUAGES

English

Fluent

Korean

Native