

YeongJoon (YJ) Yoon

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EDUCATION

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

AWARDS

Academy of Management (AOM)	<u>Chicago, IL</u>
Winner of the Emerging Scholar in Employee Participation and Ownership Award	
2018	
Cornell University	<u>Ithaca, NY</u>
Winner of the Benjamin Miller Fellowship (<i>Research Competition Grant: \$2,500</i>)	
2015	
Seoul National University	<u>Seoul, Korea</u>
Graduated with honors (<i>Cum Laude</i>)	
2006	

PUBLICATIONS

- Sengupta, S. & **Yoon, Y.** (2018) Moderating effect of pay dispersion on the relationship between employee share ownership and labor productivity. *Human Resource Management*, 57(5), 1083-1096.
(<https://onlinelibrary.wiley.com/doi/10.1002/hrm.21899>)
- 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.
(<http://journals.sagepub.com/doi/abs/10.1177/0886368716681677>)

CONFERENCE PROCEEDINGS

Yoon, Y., & Sengupta, S. (August 2018) Employee share ownership and labor productivity: Integrating the HR bundle perspective. Paper presented at the **2018 Annual Academy of Management Conference**, Chicago, IL.

(<https://journals.aom.org/doi/abs/10.5465/AMBPP.2018.13772abstract>)

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.

(<https://journals.aom.org/doi/abs/10.5465/ambpp.2017.12738abstract>)

Yoon, Y. (August 2017) Pay cuts vs. downsizing: Job-seeker attraction outcomes. Paper presented at the **2017 Annual Academy of Management Conference**, Atlanta, GA.

(<https://journals.aom.org/doi/abs/10.5465/ambpp.2017.13343abstract>)

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.

(<https://journals.aom.org/doi/abs/10.5465/ambpp.2016.15297abstract>)

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.

(<https://journals.aom.org/doi/abs/10.5465/ambpp.2015.14618abstract>)

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

(<https://journals.aom.org/doi/abs/10.5465/ambpp.2014.11272abstract>)

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 three-way interaction effect of employee share ownership, training, and internal mobility on labor productivity. *Received an invitation for R&R (2nd round) at the **Human Resource Management**.*

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 an invitation for R&R (1st round) at the **Industrial Relations Journal**.*

WORKS IN PROGRESS

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. & Sengupta, S. How firm strategies affect the adoption of the broad-based employee share

ownership and its effectiveness. *Data analysis phase.*

Yoon, Y. Can work-life balancing practices mitigate the negative effect of pay cuts on employee commitment?: Moderated mediation model of pay cut, work-life conflict, organizational commitment, and work-life balancing practices. *Data analysis phase.*

Yoon, Y. Moderating effect of pay practices on the relationship between surface-level diversity and labor productivity. *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 the 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 topics: Compensation / Human Resource Management / Organizational Behavior
- Courses taught
 - *Compensation Management* (Graduate: Online)
 - *Wage and Salary Administration* (Undergraduate: Offline and Online)
 - *Personnel/Human Resource Management* (Undergraduate: Offline and Online)
 - *Organizational Behavior* (Graduate: Online)

ILR School, Cornell University

Ithaca, NY

Instructor

Fall 2015, Spring 2017

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

Reviewer	<i>2015-present</i>
<ul style="list-style-type: none"> • Ad hoc reviewer: <ul style="list-style-type: none"> - <i>Human Resource Management</i> - <i>Compensation and Benefits Review</i> • Reviewer of <i>2015-2018 Annual Academy of Management Conferences</i> 	
Professional Development Workshop Organizer	<i>2015-2017</i>
<ul style="list-style-type: none"> • <i>Fostering Relationships and Research among Compensation Scholars</i>, at the 2017 Annual Academy of Management Conference in Atlanta, GA. (with Samantha Conroy) • <i>Building the Compensation Research Community</i>, at the 2016 Annual Academy of Management Conference in Anaheim, CA. (with Samantha Conroy) 	

OTHER WORK EXPERIENCES

SK Shipping	<u>Seoul, Korea</u>
<i>Associate and Assistant Manager in Human Resources Management</i>	<i>2008-2010</i>
<ul style="list-style-type: none"> • Led and managed the company's hiring processes, evaluation system and promotion system 	
<i>Associate in Human Resources Development</i>	<i>2006-2008</i>
<ul style="list-style-type: none"> • Planned and implemented the company's training and development programs • Led and managed the company's internship programs 	
ROKA (Republic of Korea Army)	<u>Hyun-li, Kangwon-do, Korea</u>
<i>Squad Leader</i>	<i>2002-2003</i>
<ul style="list-style-type: none"> • Led and managed the 7th squad in the headquarters of the 3rd Artillery Brigade (squad consisted of 15 soldiers) 	
<i>Military Engineer</i>	<i>2001-2003</i>
<ul style="list-style-type: none"> • Managed the troop's facilities (water flow facilities, heating facilities, etc.) 	

PROFESSIONAL AFFILIATIONS

Academy of Management	<i>2011-present</i>
WorldatWork	<i>2011-present</i>

LANGUAGES

English	<i>Fluent</i>
Korean	<i>Native</i>