

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	<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

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. Moderating effect of pay dispersion on the relationship between employee share ownership and labor productivity. *Human Resource Management*, *in press*.
(<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>)

PEER-REVIEWED PAPERS PRESENTED AT ACADEMIC CONFERENCES

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

- 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. Employee share ownership and HR bundle: A three-way interaction effect of employee share ownership, recruiting, and training on labor productivity. *Received invitation for R&R (1st 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 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. J.** & Sengupta, S. The effect of employee share ownership on employee commitment and labor productivity through strengthening organizational culture. *Data analysis 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)
 - *Wage and Salary Administration* (Offline and 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-present

- Ad hoc reviewer:
 - *Human Resource Management*
 - *Compensation and Benefits Review*
- Reviewer of *2015-2018 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