

YeongJoon (YJ) Yoon

Assistant Professor of Human Resource Management, Texas A&M University – Central Texas
217 Founders Hall, 1001 Leadership Place, Killeen, TX 76549
E-mail: yoon@tamuct.edu

ACADEMIC POSITIONS

Texas A&M University – Central Texas	<u>Killeen, TX</u>
<i>Assistant Professor of Human Resource Management, College of Business Administration</i>	<i>2017 – present</i>

EDUCATION

Cornell University	<u>Ithaca, NY</u>
<i>Doctor of Philosophy, Industrial and Labor Relations</i>	<i>2017</i>
<i>(Dissertation: Pay cuts vs. downsizing: Comparing their effects on work attitudes of remaining employees)</i>	

Click [HERE](#) for the easy-to-read version of the dissertation.

Cornell University	<u>Ithaca, NY</u>
<i>Master of Science</i>	<i>2014</i>
<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>	<i>2012</i>

Seoul National University	<u>Seoul, Korea</u>
<i>Bachelor of Business Administration</i>	<i>2006</i>
<i>Bachelor of Science in Agriculture</i>	<i>2006</i>

SELECTED AWARDS AND RECOGNITIONS

Academy of Management (AOM)	<u>Seattle, WA</u>
<i>Best Papers Proceedings in Management, Spirituality, and Religion Division</i>	<i>2022</i>

Texas A&M University – Central Texas	<u>Killeen, TX</u>
<i>Winner of the Excellence in Research Award</i>	<i>2021</i>

Texas A&M University – Central Texas	<u>Killeen, TX</u>
<i>Winner of the Excellence in Teaching Award</i>	<i>2020</i>

Texas A&M University – Central Texas	<u>Killeen, TX</u>
<i>Winner of the Faculty Senate Scholarship for Publication</i>	<i>2019, 2020, 2021</i>

Academy of Management (AOM)	<u>Chicago, IL</u>
<i>Winner of the Emerging Scholar in Employee Participation and Ownership Award</i>	<i>2018</i>

Cornell University	<u>Ithaca, NY</u>
<i>Winner of the Benjamin Miller Fellowship</i>	<i>2015</i>

Seoul National University	<u>Seoul, Korea</u>
<i>Graduated with honors (Cum Laude)</i>	<i>2006</i>

PEER-REVIEWED JOURNAL PUBLICATIONS

- Yoon, Y.**, & Sengupta, S. (Forthcoming). Need to cut or freeze pay of your employees? Providing work-life balancing practices can help if maintaining employee morale is a concern. *Employee Relations*. Vol. ahead-of-print No. ahead-of-print.
- Yoon, Y.**, & Sengupta, S. (2022). Can cutting pay be an alternative to cutting people when maintaining work attitudes is a concern? It can be if employees trust you. *Journal of General Management*. Vol. ahead-of-print No. ahead-of-print.
(<https://doi.org/10.1177/03063070221091227>)
- Veach, T., **Yoon, Y.**, & Iglesias, J. (2022). Do Multilingual Employees Better Adjust to Work Environment Changes? Examining the Case of a Credit Union During the COVID-19 Pandemic. *International Journal of Organizational Analysis*. Vol. ahead-of-print No. ahead-of-print.
(<https://doi.org/10.1108/IJOA-01-2022-3115>)
- Yoon, Y.** (2022). Need to choose between cutting people and pay? A work sector may matter if maintaining work attitudes is your concern. *European Management Journal*. Vol. ahead-of-print No. ahead-of-print.
(<https://doi.org/10.1016/j.emj.2022.01.004>)
- Yoon, Y.** (2022). Need to downsize? Your future employees may like the idea of cutting pay more. *Employee Relations*. 44(2), 407-430.
(<https://doi.org/10.1108/ER-01-2021-0009>)
- Yoon, Y.**, & Sengupta, S. (2021). The role of business strategy on the adoption and effectiveness of broad-based employee share ownership. *Journal of Organizational Effectiveness: People and Performance*. 8(3), 253-281.
(<https://doi.org/10.1108/JOEPP-04-2020-0065>)
- Yoon, Y.**, & Sengupta, S. (2019). The effect of employee share ownership on employee commitment and turnover: Comparing the cases in Britain and South Korea and the role of the economy. *Industrial Relations Journal*. 50(5), 486-516.
(<https://doi.org/10.1111/irj.12272>)
- Yoon, Y.** & Sengupta, S. (2019). Employee share ownership, training, and early promotion policy as a bundle in enhancing labor productivity: A test of the three-way interaction effect. *Human Resource Management*. 58(5), 603-620.
(<https://doi.org/10.1002/hrm.21991>)
- 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://doi.org/10.1002/hrm.21899>)

OTHER PUBLICATIONS

- Yoon, Y.**, & Almond, B. (August 2022) When Jesus Met Equity Theory: Christianity, Distributive Justice Perception, and Job Satisfaction. **2022 Academy of Management Best Papers Proceedings**.
(<https://journals.aom.org/doi/10.5465/AMBPP.2022.41>)
- 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 Perspective. *Compensation & Benefits Review*, 47(5-6), 207-215.
(<https://doi.org/10.1177/0886368716681677>)

SELECTED CONFERENCE PRESENTATIONS (CONTINUED)

- Yoon, Y.**, & Almond, B. (August 2022) When Jesus Met Equity Theory: Christianity, Distributive Justice Perception, and Job Satisfaction. Paper presented at the **2022 Annual Academy of Management Conference**, Online.
(<https://doi.org/10.5465/AMBPP.2022.41>)
- Yoon, Y.**, & Sengupta, S. (January 2022) The role of business strategy on the adoption and effectiveness of broad-based employee share ownership. Paper presented at the **2022 Kelso Workshop**, Online.
- Yoon, Y.**, & Sengupta, S. (July 2021) Gender difference in reactions to cutting people vs. pay. Paper presented at the **2021 Annual Academy of Management Conference**, Online.
(<https://doi.org/10.5465/AMBPP.2021.11731abstract>)
- Yoon, Y.**, & Sengupta, S. (July 2021) Work-life balancing practices can help in maintaining morale when pay needs to be cut or frozen. Paper presented at the **2021 Annual Academy of Management Conference**, Online.
(<https://doi.org/10.5465/AMBPP.2021.11728abstract>)
- Yoon, Y.**, & Sengupta, S. (July 2021) How gender differences affect responses to pay cut and downsizing. Paper to be presented at the **2021 Annual Society for the Advancement of Socio-Economics Conference**, Online.
- Yoon, Y.**, & Sengupta, S. (April 2021) Need to cut or freeze pay of your employees? Providing work-life balancing practices can help if maintaining employee morale is a concern. Paper to be presented at the **2021 SUSTEX Summit**, Online.
- Yoon, Y.**, & Sengupta, S. (October 2020) Can work-life balancing practices mitigate the negative effect of pay cuts on employee morale?: the moderated mediation model of pay cuts, work-life conflict, employee morale, and work-life balancing practices. Paper presented at the **2020 Academy of Business Research Fall**
- Yoon, Y.**, & Sengupta, S. (August 2019) The role of prospector strategy on the adoption and effectiveness of broad-based share ownership. Paper presented at the **2019 Annual Academy of Management Conference**, Boston, MA.
(<https://doi.org/10.5465/AMBPP.2019.11079abstract>)
- Yoon, Y.**, & Sengupta, S. (June 2019) Pay cuts vs. downsizing: How job security- and pay level-related perceptions affect the work attitudes of remaining employees. Paper presented at the **2019 Annual Society for the Advancement of Socio-Economics Conference**, New York, NY.
- Yoon, Y.**, & Sengupta, S. (June 2019) The effect of employee share ownership, training, and early promotion policy on labor productivity. Paper presented at the **2019 Beyster Symposium**, San Diego, CA.
- 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://doi.org/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://doi.org/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://doi.org/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://doi.org/10.5465/ambpp.2016.15297abstract>)

SELECTED CONFERENCE PRESENTATIONS (CONTINUED)

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://doi.org/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://doi.org/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.
(<https://journals.aom.org/doi/abs/10.5465/AMBPP.2012.14303abstract>)

MANUSCRIPTS UNDER REVIEW

Yoon, Y., & Sengupta, S. [Topic: Gender difference in comparing the effects of pay cuts vs. downsizing on employee morale]. *Under review at the **Journal of Industrial Relations**.*

Yoon, Y., & Almond, B. [Topic: Relationships among Christianity, distributive justice perception, and job satisfaction]. *Under review at the **European Management Review**.*

OTHER RESEARCH IN PROGRESS

[Topic: Comparing the effects of pay cuts vs. downsizing on employee morale]. *Journal submission phase*. Co-work with Sukanya Sengupta at Royal Holloway – University of London.

[Topic: The effect of national context in comparing the effects of pay cuts vs. downsizing on employee morale]. *Data analysis phase*. Independent work.

[Topic: Age difference in comparing the effects of pay cuts vs. downsizing on employee morale]. *Data analysis phase*. Independent work.

[Topic: Educational difference in comparing the effects of pay cuts vs. downsizing on employee morale]. *Data analysis phase*. Independent work.

[Topic: Comparing the outcomes of job-based HRM and person-based HRM]. *Data analysis phase*. Independent work.

[Topic: How to minimize the negative effect of low pay level on labor productivity]. *Data collection phase*. Independent work.

[Topic: Changes to reactions toward pay cuts over time.]. *Data collection phase*. Independent work.

TEACHING

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)
 - *Managing Compensation* (Undergraduate: Offline and Online)
 - *Personnel and Human Resource Management* (Undergraduate: Offline and Online)
 - *Organizational Behavior* (Graduate: Offline and Online)
 - *Management Internship* (Undergraduate: Online)

TEACHING (CONTINUED)

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)

SELECTED SERVICE ACTIVITIES

Emerging Scholar in Employee Participation and Ownership Award Committee (Academy of Management)

- Chair (2019)
- Committee Member (2020)

Professional Development Workshop Organizer

- *Exploring Tough Research Questions with Compensation Scholars*, at the 2019 Annual Academy of Management Conference in Boston, MA. (with Samantha Conroy and Sanghee Park)
- *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

- Ad hoc reviewer:
 - *Human Resource Management*
 - *Compensation and Benefits Review*
 - *Journal of Strategy and Management*
 - *Sage Open*
- Reviewer of *Annual Academy of Management Conferences*

Department Coordinator (Texas A&M University – Central Texas)

- Course scheduling, assessment management, etc. for the Management & Marketing Department in the College of Business Administration (Fall 2022 – Present)

Academic Council (Texas A&M University – Central Texas)

- Member (Fall 2022 – Present)

University Curriculum Committee (Texas A&M University – Central Texas)

- Chair (Fall 2019 – Spring 2020)
- Member (Fall 2018 – Spring 2022)

Assistant Dean Recruitment Committee (Texas A&M University – Central Texas)

- A member of the committee recruiting Assistant Dean for the College of Business (Fall 2020)

Marketing Assistant Professor Recruitment Committee (Texas A&M University – Central Texas)

- A member of the committee recruiting Marketing Assistant Professor for the College of Business (Spring 2021 and Spring 2022)

Faculty Annual Evaluation Process Revision Task Force Team (Texas A&M University – Central Texas)

- A member of the committee revising the faculty annual evaluation process (Spring 2021 to present)

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.) 	

MEDIA APPEARANCES

Depression & burnout from work worsened by pandemic	<i>01/31/2022</i>
KXXV (abc Central Texas): Link to the article and video	
Killeen: South Korean professors keep close eye on stalled talks	<i>05/25/2018</i>
KWTX (CBS-affiliated television station licensed to Waco, TX): Link to the article	

INVITED TALKS

Christians and Equity	<i>11/16/2021</i>
Lord's Church of Austin (Tuesday Prayer Group)	

PROFESSIONAL AFFILIATIONS

Academy of Management	<i>2011-present</i>
WorldatWork	<i>2011-present</i>
Society for Human Resource Management	<i>2019-present</i>

LANGUAGES

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