

YEUN JOON KIM
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EDUCATION

2019 (Expected)	PhD Candidate	University of Toronto , Organizational Behavior at Joseph L. Rotman School of Management. Toronto, ON, Canada.
2013	M.S	Seoul National University , Organizational Behavior at College of Business Administration. Seoul, Republic of Korea.
2011	B.A	Seoul National University , College of Business Administration Seoul, Republic of Korea.
2007	B.S	Yonsei University , College of Electrical and Electronics Engineering Seoul, Republic of Korea.

DISSERTATION

Title (tentative): Ethical Leadership and Team Creativity: Psychological Safety and Norm Conformity as Conflicting Pathways

- Dissertation Chair: Chen-Bo Zhong
- Committee Members: Soo Min Toh, Stéphane Côté, Jacob Hirsh, and Matthew Feinberg
- External Committee Member: Jing Zhou (at Rice University)

Abstract

The current research investigates how ethical leadership influences team creativity by looking at the two conflicting pathways – psychological safety and norm conformity. The psychological safety pathway suggests a beneficial role of ethical leadership for team creativity such that ethical leaders enable team members to freely exchange novel, unique, and potentially dissenting ideas without fear of others' criticism, which contributes to team creativity. Contrarily, the norm conformity pathway argues that ethical leadership may be detrimental for team creativity because ethical leaders discourage team members from deviating from status-quo. To test the two conflicting pathways, I conducted two laboratory experiments and one multi-source (employee, product manager, archive records) and multi-wave (two time points with six months apart) field study. Results consistently showed that ethical leadership decreased team creativity via team norm conformity. Low ethical leadership increased not only team creativity, but also counterproductive deviance. In an effort to search for a way to reduce the negative influence of ethical leadership on team creativity, the current research examined effects of ethical leadership without norm reinforcement by rewards and punishments, and found that it significantly increased team creativity compared to both high and even low ethical leadership conditions while keeping counterproductive deviance low.

PUBLICATIONS (* DENOTES SHARED AUTHORSHIP)

Kim, Y.J.* and Toh, S. M.* Stuck in the past? Leader past cultural experience and its influences on group cultures and outcomes. *Conditionally accepted at the Academy of Management Journal*

Kim, Y.J. and Zhong, C.B. 2017. Ideas Rise from Chaos: Information Structure and Creativity. *Organizational Behavior and Human Decision Processes*

Kim, Y.J., McRuer, G., & Hirsh, J. B. (2017). Creativity in the workplace. In B. J. Carducci (Editor-in-Chief) & J. S. Mio & R. E. Riggio (Vol. Eds.), *Wiley-Blackwell encyclopedia of personality and individual differences*: Vol. IV. Clinical, applied, and cross-cultural research. Hoboken, NJ: John Wiley & Sons.

Kim, Y.J. and Zhong, C.B. 2016. *Moral Reasoning and Creativity. Academy of Management Best Paper Proceedings*

MANUSCRIPTS UNDER REVIEW († DENOTES PHD STUDENT)

Kim, Y.J., †Kim, J., and †McRuer, G. Is Negative Feedback Good or Bad for Creativity? The Moderating Role of Power. *Revise and Resubmit at the Academy of Management Journal*

Kim, Y.J. Prosocial Motivation as a Double-Edged Sword on Creativity: Beneficial Roles of Prosocial Impact of Task. Under Review *at the Journal of Applied Psychology*

Kim, Y.J. and Toh, S.M. Stamp of the Past: The Imprinting of Childhood Wealth on Motivation of Resource Control and Leadership. *Revise and Resubmit at the Journal of Applied Psychology*

MANUSCRIPTS IN PREPARATION

Kim Y.J. Ethical Leadership and Team Creativity: Team Norm Conformity and Psychological Safety as Conflicting Pathways.

- Revising manuscript

Kim, Y.J. and Zhou, J. (at Rice University) *Knowledge Sharing and Creativity*

- Revising manuscript

Kim, Y. J. and Zhong, C.B. *Moral Reasoning and Creativity.*

- Writing manuscript

Kim, Y.J. and †Kim, J. K. *Heuristic Evaluation of Creativity: Organizational Tenure as a Source of Misjudgment.*

- Revising manuscript

Kim, Y.J. *Political Scandal – Presidential Impeachment – and Its Influence on Employee Motivation and Performance in Korea*

- Writing manuscript

Kim, Y.J. *Socioeconomic Status and Creativity*

- Writing manuscript

Kim, Y.J. *Perpetuating Influences of Childhood Wealth on Ethical Leadership*

- Writing manuscript

Kim, Y.J. and Toh, S.M. Culture and Gender as Sources of Stereotype Threats in Leadership

- Writing manuscript

†Jacobsen, C (at Copenhagen Business School). and **Kim, Y.J.** *Feedback on Consequences of Donation.*

- Revising manuscript

Zhong, C.B., Dong, Ping., and **Kim, Y.J.** *Conspirators and Emotional Bonds.*

- The second laboratory experiment is on-going.

SELECTED CONFERENCE PRESENTATIONS

Kim, Y.J. and Toh, S.M. (August, 2018) *Stuck in the Past? Leader Past Cultural Experience and Its Influences on Group Cultures and Outcomes.* The Academy of Management Annual Meeting. Chicago, IL.

Kim, Y.J. and Choi, J.S. (August, 2018). *Prosocial Motivation as a Double-Edged Sword on Creativity.* The Academy of Management Annual Meeting. Chicago, IL.

Kim, Y.J. (July, 2018). *Ethical Leadership and Team Creativity: the Mechanism of Team Norm Conformity.* INGRoup Annual Conference, MD, Washington DC, July 2018.

Kim, Y.J. and Kim, J. (July, 2018). *Is Negative Feedback Good or Bad for Recipient Creativity? the Moderating Role of the Direction of Feedback Flow.* INGRoup Annual Conference, MD, Washington DC.

Kim, Y.J. and Toh, S.M. (July, 2018). *Stuck in the Past? Leader Past Cultural Experience and Its Influences on Group Cultures and Outcomes.* INGRoup Annual Conference, MD, Washington DC.

Kim, Y.J. (May, 2018). *Ethical Leadership and Team Creativity: the Mechanism of Team Norm Conformity.* 30th APS Annual Convention. San Francisco, CA.

Kim, Y.J., Kim, J., and Park, S.J. (May, 2018). *Is Negative Feedback Good or Bad for Recipient Creativity? the Moderating Role of the Direction of Feedback Flow.* 30th APS Annual Convention. San Francisco, CA.

Kim, Y.J. (August, 2017). *Is Ethical Leadership Good or Bad for Team Creativity? Norm Conformity vs. Safety Pathways.* The Academy of Management Annual Meeting, Atlanta, GA.

Kim, Y.J. and Toh, S.M. (August, 2017). *Cultural Learning by Hiring New Leaders: Perpetuating Effect of Cultural Tightness in Groups.* The Academy of Management Annual Meeting, Atlanta, GA.

Kim, Y.J. and Toh, S.M. (June, 2017). *Cultural Learning by Hiring New Leaders: Perpetuating Effect of Cultural Tightness in Groups.* The European Academy of Management, Glasgow, Scotland.

Kim, J., Park, S. J., Choi, J.S., Park, J., and **Kim, Y.J.** (June, 2017). *Perpetuating Influences of Childhood Wealth on Directive and Empowering Leadership.* The European Academy of Management, Glasgow, Scotland.

- Also, this paper was presented by Park, S. J., Kim, J., and Choi, J.S. (August, 2017) at the Academy of Management Annual Meeting, Atlanta, GA.

Kim, Y.J. (May, 2017). *Ethical Leadership and Team Creativity: Team Norm Conformity and Psychological Safety as Conflicting Pathways.* Trans-Atlantic Doctoral Conference, London, United Kingdom.

Kim, Y.J., Park, S.J., and Choi, J.S. (May, 2017). *Conflicting Influences of Prosociality on Creativity: Roles of Prosocial Impact of Task.* 29th APS Annual Convention, Boston, MA.

Park, S.J., Kim, J., **Kim, Y.J.,** and Choi, J.S. (May, 2017). *Perpetuating Influences of Past Environment*

on Leadership. 29th APS Annual Convention, Boston, MA.

Kim, Y.J., Kim, J., McRuer, G., Choi, J.S., Kim, J., and Park, S.J. (April, 2017). *Negative Feedback and Creativity Moderated by Power*. The Annual Meeting of Society for Industrial and Organizational Psychology, Orlando, FL.

Kim, Y.J. and Zhong, C.B. (August, 2016). *Moral Reasoning and Creativity*. Academy of Management Annual Meeting, Anaheim, CA.
- Selected for the **Academy of Management Best Paper Proceedings**

Kim, Y.J. and Cho, A. (August, 2016). *When is Supervisor Knowledge Sharing Harmful for Subordinate's Creativity? Moderating Roles of Subordinate's Expertise*. Academy of Management Annual Meeting, Anaheim, CA.
- Selected for the **Samsung Economic Research Institute Best Paper Awards**

Kim, Y.J. and Zhong, C.B. (May, 2016). *Moral Reasoning and Creativity*. Trans-Atlantic Doctoral Conference in London UK.

Zhong, C.B., DeCelles, K., **Kim, Y.J.**, and House, J. (August 2015). *Dirty Dungeons and Clean Cubicles: Organizational Consequences of Workplace Cleanliness*. Academy of Management Annual Meeting, Vancouver, BC.

Kim, Y.J. (April, 2013). *Intrinsic Motivation-Creativity Relationship with Moderating Mechanisms of Supervisor Knowledge Sharing*. The annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Kim, Y.J., and Cho, H.M. (April, 2013). *The Effectiveness of Supervisor Knowledge Sharing: Moderating Roles of Expertise*. The annual meeting of Society for Industrial and Organizational Psychology, Houston, TX.

Kim, Y.J. (April, 2013). *Moderating Roles of Social Exchange Concepts on Personality-Outcome Relationship*. The annual meeting of Society for Industrial and Organizational Psychology, Houston, TX.

Kim, Y.J., Yun, S.H., & Cho, H.M. (August, 2012) *Too Much of Good Thing: Supervisor Knowledge Sharing and Task Performance Moderated by Job Demands*. Academy of Management Annual Meeting, Boston, MA.

Kim, Y.J., Cho, H.M., Han, S.J., Son, S.Y., & Park, H.T. (August, 2012) *The Joint Effect of Personality and Social Exchange Relationships on Individual Outcomes*. Academy of Management Annual Meeting, Boston, MA.

ACADEMIC SERVICE AND MEMBERSHIP

AD-HOC REVIEWER

- *Organizational Behavior and Human Decision Processes* (2017)
- *Academy of Management Annual Meeting* (2013-Current)

ACADEMIC MEMBERSHIP

- *Academy of Management* (2012-Current)
 - *Society for Industrial and Organizational Psychology* (2012-Current)
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- *Association for Psychological Science* (2017-Current)
- *European Academy of Management* (2017)

GRANTS AND AWARDS

2018	Conference Travel Grant from Association for Psychological Science (USD 200)
2017-2018	Research Travel Grant from School of Graduate Studies (CAD 2,868) - For a series of field experiments in Korean organizations
2017-2018	Ontario Graduate Scholarship (CAD 15,000)
2016-2017	Research Grant from Lee-Chin Family Institute (CAD 6,572) - For data collection in Korean organizations
2016-2017	Research Travel Grant from School of Graduate Studies (CAD 2,468) - For field experiments at UNICEF in Denmark 2016
2016	Samsung Economic Research Institute Best Paper Awards (USD 1,000)
2016	Conference Travel Grant from School of Graduate Studies (CAD 620)
2015-2016	GSEF – James Paopst Fellowship
2013-Current	Director's Fellowships from the University of Toronto
2012-2013	National Humanities and Social Sciences Graduate Research Scholarship from Korean Student Aid Foundation (KOSAF)
2010	Dean's List and Full Scholarship for Academic Excellence, Seoul National University
2006	Scholarship for Academic Excellence, Yonsei University

TEACHING

University of Toronto, Rotman School of Management

Teaching Assistant, RSM 2603 Advanced Negotiations and Conflict Management (MBA, Fall 2017)
 Teaching Assistant, RSM 2603 Advanced Negotiations and Conflict Management (MBA, Summer 2017)
 Teaching Assistant, RSM 2603 Advanced Negotiations and Conflict Management (MBA, Winter 2017)
 Teaching Assistant, RSM 2603 Advanced Negotiations and Conflict Management (MBA, Fall 2015)
 Teaching Assistant, RSM 2603 Advanced Negotiations and Conflict Management (MBA, Summer 2015)
 Teaching Assistant, RSM 2603 Advanced Negotiations and Conflict Management (MBA, Fall 2014)
 Teaching Assistant, RSM 2603 Advanced Negotiations and Conflict Management (MBA, Summer 2014)

PROFESSIONAL EXPERIENCES

2006-2009	Samsung Electronics Co., Ltd. Software Engineer in Wireless Communication Division
2002-2004	Republic of Korea Army , 9 th Division, Sergeant.
2001-2002	Blue Travel Company , Local Tour Guide in London in UK and in Munich in Germany.

REFERENCES

Chen-Bo Zhong

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