

Saehee (Sam) Kang

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ACADEMIC POSITIONS

Florida State University, College of Business, Tallahassee, FL
Assistant Professor, Aug 2021 – Present

Marquette University, College of Business Administration, Milwaukee, WI
Assistant Professor, Aug 2019 – Jul 2021

EDUCATION

Rutgers University, School of Management and Labor Relations, New Brunswick, NJ
Ph.D. in Industrial Relations and Human Resources, 2019

Korea University, Graduate School of Business Administration, Seoul, Korea
M.S. in Management, 2012

Korea University, Department of Business Administration, Seoul, Korea
Bachelor of Business Administration, 2010

PEER-REVIEWED PUBLICATIONS

1. Kruse, D., Blasi, J., Weltmann, D., **Kang, S.**, Kim, J. O., & Castellano, W. (Forthcoming). Do Employee Share Owners Face Too Much Financial Risk? *Industrial and Labor Relations Review*.
2. Han, J., **Kang, S.**, Oh, I-S., Kehoe, R., & Lepak, D. (2019). The Goldilocks Effect of Strategic Human Resource Management? Optimizing the Benefits of a High Performance Work System through the Dual Alignment of Vertical and Horizontal Fit. *Academy of Management Journal*, 62(5), 1388–1412.
3. **Kang, S.**, & Kim, A. (2019). Employee Stock Ownership and Financial Performance in European Countries: The Moderating Effects of Uncertainty Avoidance and Social Trust. *Human Resource Management*, 58, 641-655.

BOOK CHAPTERS AND CONFERENCE PROCEEDINGS

1. Son, E., **Kang, S.**, & Lepak, D. (2017). Impact of Contingent Employment Trajectory on Standard Employees' Attitude and Firm Performance. *Academy of Management Best Papers Proceedings*.
2. Heckscher, C. & **Kang, S.** (2016). Chapter 10. Survey (pp. 258-262). In Heckscher, C., *Trust in a Complex World*. Oxford: Oxford University Press
• The winner of the Academy of Management's 2016 George R. Terry Book Award.
3. **Kang, S.** (2016). *The Thought of Work* (Translated from English to Korean, Written by John Budd, 2011, Cornell Press). Seoul: Ewho press.

SELECT RESEARCH IN PROGRESS (* denotes equal contribution)

1. **Kang, S.** & Kruse, D. What Do You Mean When You Pay for Performance? Conditional Effects of Pay-for-Performance on Job Satisfaction and Organizational Performance. In Preparation to Submit to *Academy of Management Journal*.
 - **The winner of the Ralph Alexander Best Dissertation Award**, Academy of Management.
 - **The winner of the SHRM Dissertation Grant**, Academy of Management.
2. **Kang, S.***, Han, J.* , Oh, I-S., & Li, J. Do Human Resource (HR) Systems have System Effects? Investigating the Complementarity Within and Among the Ability, Motivation, and Opportunity Bundles of HR Practices. In Preparation to Submit to *Journal of Applied Psychology*.
3. Han, J., **Kang, S.**, Allen, D., Pan, Y. High-Performance Work Practices and Firm Performance in the Context of National Human Capital and Labor Markets: A Cross-National Meta-Analysis. In Preparation to Submit to *Organization Science*.
4. Son, E.* & **Kang, S*** & Lepak, D. Are We Really Your Most Valuable Asset? How Changes in the Use of Nonstandard Workforce Affect Standard Employees' Collective Job Satisfaction and Firm Performance. In Preparation to Submit to *Organization Science*.
 - **The winner of the LERA/ILR Review Best Papers Competition**.
5. Park, R. & **Kang, S.** Effects of Autonomy Support on Innovation and Firm Performance: Resolving the Dilemma of Participation in Innovation. In Preparation to Submit to *Strategic Management Journal*.
6. Jeong, S. **Kang, S.**, & Byron, K. Bottom-Up Effects of Top Women: Female Executives' Impact on Firm Performance through Lower-Level Employees. *Writing Stage*.
7. Han, J., Jeong, H., & **Kang, S.** A Cascading Model of Perspective Taking in Service Context: The Joint Effects of Leadership and Incentive Pay. *Data Analysis Stage*.
8. **Kang, S.** & Kruse, D. Employee Stock Ownership and Job Attitudes: Investigating the Moderating Effect of Occupational Characteristics. *Data Analysis Stage*.

SELECT CONFERENCE PRESENTATIONS (* denotes equal contribution)

1. Han, J., **Kang, S.**, Allen, D., Pan, Y. *High-Performance Work Systems and Firm Performance: A Cross-National Meta-Analysis*. Paper presented at the Academy of Management Annual Meeting, 2021.
2. **Kang, S.**, & Yang, M. *Are We All in the Same Boat? Congruence Effects of HPWS for Leaders and Followers*. Paper presented at the Academy of Management Annual Meeting, 2020.
3. Son, E., & **Kang, S.**, & Lepak, D. *Impact of Growth in Nonstandard Workforce on Standard Employees' Attitudes and Firm Performance*. Paper presented at the Labor and Employment Relations Association Annual Meeting, Portland, OR, 2020.
4. **Kang, S.** *What Do You Mean When You Pay for Performance? Effects of Pay-for-Performance on Employees' Job Satisfaction and Organizational Performance*. Paper presented at the Labor and Employment Relations Association Annual Meeting, Portland, OR, 2020.

5. Jeong, S. **Kang, S.**, & Byron, K. *Bottom-Up Effects of Top Women: Female Executives' Impact on Firm Performance Through Middle Managers and Frontline Employees*. Paper presented at the Strategic Management Society Conference, Las Vegas, NV, 2019.
6. **Kang, S.** *The Conditional Effects of Pay-for-Performance on Job Satisfaction and Organizational Performance*. Paper presented at the Academy of Management Annual Meeting, Chicago, IL, 2018.
7. **Kang, S.** *What Do You Mean When You Pay for Performance? Effects of Pay-for-Performance on Employees' Collective Job Satisfaction and Organizational Performance*. Paper presented at the International Labor and Employment Relations Association World Congress, Seoul, Korea, 2018.
8. **Kang, S.***, Han, J.* , Ok, C., & Oh, I-S., *Internal Fit Effects Between and Within Ability, Motivation, and Opportunity Domains of HR Practices*. Paper presented at the Academy of Management Annual Meeting, Atlanta, GA, 2017.
9. **Kang, S.** & Kruse, D. *Employee Ownership and Job Attitudes: Investigating the Moderating Effect of Occupational Characteristics*. Paper presented at the Labor and Employment Relations Association Annual Meeting, Anaheim, CA, 2017.
10. Son, E., **Kang, S.**, & Lepak, D. *Impact of Contingent Employment Trajectory on Standard Employees' Attitudes and Firm Performance*. Paper presented at the Academy of Management Annual Meeting, Atlanta, GA, 2017.
11. Han, J., **Kang, S.**, Lepak, D., & Oh, I-S. *Are High-Performance Work Systems Always Effective? Matching Firms' HR Systems to their Innovation Strategy Implementation*. Paper presented at the Strategic Management Society Conference, Milan, Italy, 2017.
12. **Kang S.**, Kruse D., *Employee Ownership and Job Attitudes: Investigating the Moderating Effect of Occupational Characteristics*. Paper presented at the International Association for the Economics of Participation Conference, Copenhagen, Denmark, 2016.
13. Kruse D., Blasi J., Weltmann D., **Kang, S.**, and Kim, J. *Are Employee Owners Properly Diversified?* Paper presented at the International Association for the Economics of Participation Conference, Copenhagen, Denmark, 2016.
14. **Kang, S.** *Does Employee Stock Ownership Work across Cultures?* Paper presented at the Academy of Management Annual Meeting, Vancouver, CA, 2015.
15. Jeong, H., Kim, Y., **Kang, S.**, & Son, E. *The Effect of Perceived CSR on Behavioral Outcomes in Contingent Work Arrangements*. Paper presented at the Academy of Management Annual Meeting, Vancouver, CA, 2015.
16. **Kang, S.** *Is It a Fair Tournament? Effects of Pay Dispersion on Employee Attitudes and Productivity*. Paper presented at the Labor and Employment Relations Association Annual Meeting, Pittsburgh, PA, 2015.
17. Jeong, H., & **Kang, S.**, *Work Attitudes of Returned Victims. The Mediating Role of Trust and The Moderating Role of IR climate and Perceived HIWS*. Paper presented at the Labor and Employment Relations Association Annual Meeting, Portland, OR, 2014.

TEACHING: Marquette University

Date	Class	Evaluation	College Mean
2020 Fall	HURE 3001: Management of Human Resources	5.8 / 6.0	5.3 / 6.0
2020 Fall	HURE 3001: Management of Human Resources	5.8 / 6.0	5.3 / 6.0
2020 Spring	HURE 3001: Management of Human Resources	N/A	N/A
2020 Spring	HURE 3001: Management of Human Resources	N/A	N/A
2019 Fall	HURE 3001: Management of Human Resources	5.8 / 6.0	5.2 / 6.0
2019 Fall	HURE 3001: Management of Human Resources	5.6 / 6.0	5.2 / 6.0

- Course evaluations were not conducted in Spring 2020 due to COVID-19.

TEACHING: Rutgers University

Date	Class	Evaluation	Dept. Mean
2019 Spring	37:533:301: Intro to HR Management	4.8 / 5.0	4.5 / 5.0
2019 Spring	37:575:230: People, Work, and Organizations	4.8 / 5.0	4.5 / 5.0
2018 Fall	37:575:230: People, Work, and Organizations	5.0 / 5.0	4.5 / 5.0
2018 Spring	37:575:345: Organizational Behavior and Work	4.5 / 5.0	4.4 / 5.0
2017 Spring	37:575:345: Organizational Behavior and Work	4.8 / 5.0	4.4 / 5.0

GRANTS AND AWARDS

Title	Awarding institution	Date	Monetary amount
Ralph Alexander Best Dissertation Award	Academy of Management	2021	\$500
The Emerging Scholar Award in Employee Participation and Ownership	Academy of Management	2020	\$1,500
Mini-Grant	College of Business Administration, Marquette University	2019	\$1,200
The Louis O. Kelso Fellowship	Employee Ownership Foundation	2019-2020	\$12,500
The SHRM Dissertation Award	Academy of Management	2018	\$5,000
The Corey Rosen Fellowship	Rosen Ownership Opportunities Fund	2017-2018	\$5,000
ILERA Scholarship	International Labor and Employment Relations Association	2018	\$1,000
TA/GA Professional Development Fund Award	Rutgers School of Graduate Studies	2017-2018	\$925
Conference Travel Grant	Rutgers School of Management and Labor Relations	2013-2018	\$1,200
Conference Travel Award	Rutgers School of Graduate Studies	2018	\$250

UNIVERSITY AND PROFESSIONAL SERVICE

Professional Memberships

- Academy of Management
- Labor and Employment Relations Association
- Society for Human Resource Management

Academy of Management

- **Panel**, *Teaching Employee Share Ownership and Equity Compensation in the Contemporary Business School*, 2021, Academy of Management Annual Meeting, 2021
- **Committee chair**, *The Early Career Award in Employee Participation and Ownership*, 2021.
- **Conference paper reviewer**, *Human Resources Division*.

Labor and Employment Relations Association

- **Panel**, *PhD Student Consortium*, Labor and Employment Relations Annual Meeting, 2020.
- **Organizer/Chair**, *Shared Capitalism: The Ancient Future of Work*, International Labor and Employment Relations Association World Congress, Seoul, Korea, 2018.

Institute for the Study of Employee Ownership and Profit Sharing

- **Chair**, *Research Papers on Employee Ownership and Profit Sharing*, Beyster Symposium, La Jolla, CA, 2016.
- **Discussant**, *Investigating Workplace Behavior at Firms with Employee Financial Participation*, Kelso Workshop, New Brunswick, NJ, 2020.
- **Discussant**, *Broadening Capital Acquisition with the Earnings of Capital as a Means of Sustainable Growth and Environmental Sustainability*, Kelso Workshop, New Brunswick, NJ, 2016.

International Association for the Economics of Participation

- **Discussant**, *Are Social Banks Really Different? Evidence from Europe*, The International Association for the Economics of Participation Conference, Copenhagen, 2016.

Association of Korean Management Scholars

- **Panel**, *AKMS Doctoral Student Consortium*, 2021
- **Reviewer**, *AKMS Scholarship*, 2020

Faculty advisor

- Human Resource Management Student Organization, Marquette University, 2020-2021

Ad-Hoc Reviewer

- Academy of Management Annual Meeting
- Business Ethics: A European Review
- Human Resource Management
- Human Resource Management Journal
- Journal of Business Research