

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. **Kang, S.**, Han, J. H., Oh, I-S., Van Iddekinge, C., & Li, J. (Forthcoming). Do Human Resource Systems Indeed Have “System” Effects? The Dual Internal Fit Model of a High-Performance Work System. *Journal of Applied Psychology*.
2. Kruse, D., Blasi, J., Weltmann, D., **Kang, S.**, Kim, J. O., & Castellano, W. (2022). Do Employee Share Owners Face Too Much Financial Risk? *Industrial and Labor Relations Review*, 75(3), 716-740.
3. Han, J. H., **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.
4. **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. Jeong, S. **Kang, S.**, & Byron, K. (2022). Bottom-Up Effects of Female Executives: Firm Performance Effects through Middle and Lower Management. *Academy of Management Best Papers Proceedings*.
2. 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*.

3. **Kang, S.** (2016). *The Thought of Work* (Translated from English to Korean, Written by John Budd, 2011, Cornell Press). Seoul: Ewho press.
4. 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.

SELECT RESEARCH IN PROGRESS

1. Jeong, S., **Kang, S.**, & Byron, K. (Under 2nd Review) [Title omitted to preserve the blind review process]. *Strategic Management Journal*.
 - The winner of the STR Best Paper Award, Academy of Management. 2022.
2. Han, J. H., **Kang, S.**, Allen, D., & Pan, Y. (Under 2nd R&R) [Title omitted to preserve the blind review process]. *Journal of International Business Studies*.
3. Murphy, A., Jeong, S., & **Kang, S.**, (Reject & Resubmit) [Title omitted to preserve the blind review process]. *Strategic Management Journal*.
4. **Kang, S.**, Yang, M., Wang, G., Keyes, A., Ni, D., & Chen, W. (Under 2nd Review) [Title omitted to preserve the blind review process]. *Human Resource Management*.
5. Kolev, K. D., Dykes, B., Hughes-Morgan, M., Ferrier, W., & **Kang, S.** (Under R&R) [Title omitted to preserve the blind review process]. *Journal of Management Scientific Reports*.
6. **Kang, S.** & Kruse, D. Are You Happy and More Productive Working under Pay for Performance? The Conditional Effects of Autonomy, Competence, and Relatedness Support. In preparation to submit to *Journal of Applied Psychology*.
 - The winner of the Ralph Alexander Best Dissertation Award, Academy of Management.
 - The winner of the SHRM Dissertation Grant, Academy of Management.
7. 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 *Journal of Applied Psychology*.
 - The winner of the LERA/ILR Review best papers competition.

SELECT CONFERENCE PRESENTATIONS

1. **Kang, S.**, Zhao, Z., & Yang, M. *Pay for Individual Performance, Motivation, and Performance*. Paper presented at the Academy of Management Annual Meeting, Chicago, IL, 2024.
2. Lee, Y., **Kang, S.**, & Paik, M. *The Contrasting Effects of Gender Upon Experiencing Citizenship Pressure*, Paper presented at the Academy of Management Annual Meeting, Chicago, IL, 2024.
3. Jeong, S., Murphy, A., & **Kang, S.** *The East Asian CEO Pay Discount*. Paper presented at the Strategic Management Society Annual Conference, Toronto, Canada, 2023.
4. Jeong, S., Murphy, A., & **Kang, S.** *The East Asian CEO Pay Discount*. Paper presented at the Academy of Management Annual Meeting, Boston, MA, 2023.

5. 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*. Paper will be presented at the 4th International Conference of the Human Resource Division of the Academy of Management, 2023.
6. Yang, M., **Kang, S.**, Wang, G., Keyes, A., & Chen, W. Making Sure Everyone is on the Same Page: HPWS, Manager Proactivity, and Service Performance. Paper presented at the Academy of Management Annual Meeting, Seattle, WA, 2022.
7. Jeong, S. **Kang, S.**, & Byron, K. Bottom-Up Effects of Female Executives: Firm Performance Effects through Middle and Lower Management. Paper presented at the Academy of Management Annual Meeting, Seattle, WA, 2022.
 - The winner of the Best Paper Award, Academy of Management, STR division, Strategic Leadership and Corporate Governance track.
8. 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.
9. **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.
10. 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.
11. **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.
12. 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.
13. **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.
14. **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.
15. **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.
16. **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.

17. 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.
18. 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.
19. **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.
20. 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.
21. **Kang, S.** *Does Employee Stock Ownership Work across Cultures?* Paper presented at the Academy of Management Annual Meeting, Vancouver, CA, 2015.
22. 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.
23. **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.
24. 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: Florida State University

Date	Class	Evaluation	Dept. Mean
2023 Fall	MAN 5365: Staffing (MBA)	5.0 / 5.0	4.3 / 5.0
2023 Fall	MAN 4320: Staffing	4.8 / 5.0	4.3 / 5.0
2023 Fall	MAN 4330: Compensation	4.8 / 5.0	4.3 / 5.0
2022 Fall	MAN 5365: Staffing (MBA)	4.9 / 5.0	4.2 / 5.0
2022 Fall	MAN 4320: Staffing	4.9 / 5.0	4.2 / 5.0
2022 Fall	MAN 4330: Compensation	4.6 / 5.0	4.2 / 5.0
2021 Fall	MAN 5365: Staffing (MBA)	4.9 / 5.0	4.2 / 5.0
2021 Fall	MAN 4320: Staffing	4.7 / 5.0	4.2 / 5.0
2021 Fall	MAN 4330: Compensation	4.8 / 5.0	4.2 / 5.0

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
The STR Best Paper Award	Academy of Management	2022	NA
First-Year Assistant Professor Award	Florida State University	2022	\$20,000
Ralph Alexander Best Dissertation Award	Academy of Management	2021	\$1,000
The Emerging Scholar Award in Employee Participation and Ownership	Academy of Management	2020	\$1,500
Mini-Grant	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

Academy of Management

- **Committee member**, *The Ralph Alexander Best Dissertation Award*, 2024.
- **Committee member**, *The OB Division Best Dissertation-Based Paper Award*, 2024.
- **Committee member**, *Employee Participation and Ownership Scholarly Research Award*, 2024.
- **Committee member**, *The OB Division Best Dissertation-Based Paper Award*, 2023.
- **Committee member**, *Employee Participation and Ownership Scholarly Research Award*, 2023.
- **Panel**, *HR Division New Faculty Consortium*, Academy of Management Annual Meeting, Boston, 2023.
- **Panel**, *HR Division Late-Stage Doctoral Student Consortium*, Academy of Management Annual Meeting, Boston, 2023.
- **Committee chair**, *The Ralph Alexander Best Dissertation Award*, 2022.
- **Committee member**, *The SHRM Foundation Dissertation Grants Award*, 2022.
- **Panel**, *Creating Inclusive High-Performing Companies by Sharing Ownership & Profits: Teaching Strategies*, 2022, Academy of Management Annual Meeting, Seattle, WA, 2022.
- **Committee chair**, *The Early Career Award in Employee Participation and Ownership*, 2021.
- **Panel**, *Teaching Employee Share Ownership and Equity Compensation in the Contemporary Business School*, 2021, Academy of Management Annual Meeting, 2021.
- **Panel**, *Association of Korean Management Scholars Doctoral Student Consortium*, 2021.
- **Committee member**, *Association of Korean Management Scholars Scholarship*, 2020.

Labor and Employment Relations Association

- **Panel**, *Ph.D. 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.

Society for Human Resource Management

- **Faculty advisor**, Student Chapter of SHRM, Florida State University, 2022-Present.
- **Faculty advisor**, Student Chapter of SHRM, Marquette University, 2020-2021.

Institute for the Study of Employee Ownership and Profit Sharing

- **Chair**, *Paper session*, Kelso Workshop, New Brunswick, NJ, 2024.
- **Chair**, *ESG, Corporate Social Responsibility, and Employee Share Ownership*, Kelso Workshop, New Brunswick, NJ, 2023.
- **Discussant**, *Investigating Workplace Behavior at Firms with Employee Financial Participation*, Kelso Workshop, New Brunswick, NJ, 2020.
- **Chair**, *Research Papers on Employee Ownership and Profit Sharing*, Beyster Symposium, La Jolla, CA, 2016.
- **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.

Professional Memberships

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

Ad-Hoc Reviewer

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