

Chang Po-Chien



Title :

Faculty :

Email

Address:

Tel :

Academic Qualification

2010/08-2010/12

Working Experiences

2022-Present Professor/Macau University of Science and Technology

2011-2022 Assistant Professor/Associate Professor/Macau University of Science and Technology

Teaching Activities

Undergraduate courses

Research Methods in Human Resource Management (BBAZ16307)

Postgraduate Courses

Research Methodology I (DBMZ07)

Special Topics in Research Methodology II (DBAZ21)

Special Topics in Human Resource Management (DBAB03)

Research Areas

A moderated mediation model of job crafting and sense of calling.

14. **Chang, P. C.**, Rui, H. L., & Lee, A. Y-P. (2020). How having a calling leads to job crafting: A moderated mediation model.

15. **Chang P. C.**

16. **Chang, P. C.**

17. **Chang P. C.** .
developmental feedbacks from leaders. *Journal of Technical Economics & Management*, 10, 69-74.

18. **Chang P. C.** . The influencing mechanism of paradoxical leadership and reform-supportive behavior. *Journal of Technical Economics & Management*, 8, 45-50.

19. Wu, Y., Wu, T., & **Chang, P. C.** (2018). The misunderstanding of survivorship bias and the prevention for leaders. *Leadership Science*, 7, 30-32.

20. **Chang P. C.**

21. **Chang P. C.**

22. **Chang, P. C.**

23. **Chang, P. C.**

24. Du, & **Chang, P. C.**

25. **Chang, P. C.**

26. **Chang P. C.**

27. **Chang P. C.**

28. **Chang P. C.** (2016). Research on awe from

organization members to promote the organizational citizenship behavior. *Soft Science*, 3(30), 77-80.

29. **Chang, P. C.** (2015). The role of identity salience in the mechanisms of tourism destination image affecting on word-of-mouth: The explanation based on the cognitive-affective dual perspective. *Business Research*, 9,162-170.

30. **Chang P. C.**

31. **Chang P. C.** Lu, D., Chien, J. C., & Lin, T. M. (2014). Job and organizational attributes, applicant personality traits, and organizational attractiveness: An *Economic Management Journal* 36(Z1), 35-39.

32. **Chang P. C.**

33. **Chang P. C.,**

34. **Chang, P. C.,** Chien, J. C. & Lin, T. M. (2012). Perceptions of organizational politics and employees' turnover intention: The cross-level moderation effect of group interaction. *Journal of Macau University of Science and Technology* 6(2), 67-81.

35. **Chang, P. C. & Chen, S. J.** (2011). Cr HPWS, affective commitment, human capital, and employee job performance in professional service organizations. *International Journal of Human Resource Management* 22(4), 883-901.

36. Huang, I. C., Ho, C. M., Uen, J. F., Lin, L. S., & **Chang, P. C.** (2008). When between high commitment human resource practices, organizational climate and strategic performance of temporary organizations. *International Journal of Strategic Management* 8, 67-79.

Conference Papers

1. **Chang, P. C. & Wu. T., & Chiang, C. C.** (2020).

2. **Chang, P. C. & Wu, T.** (2020).

3. **Chang, P. C.**
4. **Chang, P. C.**
5. **Chang P. C.**
6. **Chang, P. C.**
7. **Chang, P. C.**
8. **Chang, P. C.** & Wu, T. (2015). Do high-performance work systems really satisfy employees? Comparing two counteracting mediating mechanisms. 2015 Global Entrepreneurship and Innovation in Management Conference.
9. Lee, A. Y-P., Chen, I. H. ,& **Chang, P.C.** (2014). Sense of calling in the workplace: The moderating effect of organizational supportive climate.
10. **Chang P. C.** (2013)
satisfaction: emotional intelligence as a moderator.
11. **Chang P. C.**
12. **Chang P. C.**
13. **Chang, P. C.**

14. **Chang, P. C.**

15. **Chang P. C.**

16. **Chang P. C.**

17. **Chang P. C.**

18. **Chang P. C.**

19. **Chang P. C.**

20. **Chang P. C.**

21. **Chang P. C.**

22. **Chang P. C.**

23. **Chang P. C.**

24. **Chang P. C.**

Other Professional Activities

1. Training instructor / The training program for managers () /
2. Training instructor / The training program for managers (China Taiping Insurance Company Limited) /
3. Training instructor / The training program for managers (Air Macau) /
Topic : Organizational structure and design , Organizational culture ,
Organizational change and innovation
4. Training instructor / The training program for Macau citizens /
The application of SPSS software
5. Training instructor / The training program for Macau public servants /
The application of SPSS software , Survey research methods
6. Training instructor/ The training programs for MUST teachers and PhD students/
Topic :
- 7.
8. Reviewer, Asia Pacific Journal of Management [SSCI]
9. Reviewer, International Journal of Manpower [SSCI]
10. Reviewer, Organization and Management [TSSCI]
11. Reviewer, Journal of Labor Studies
12. Reviewer, Journal of Macau University of Science and Technology

Honors/Awards

1. Teaching Excellence Awards during the COVID-19
- 2.
- 3.
- 4.