## Chang Po-Chien



Title:

Faculty:

**Email** 

**Address:** 

Tel:

# **Academic Qualification**

2010/08-2010/12

# **Working Experiences**

2022-Present Professor/Macau University of Science and Technology2011-2022 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**

#### **Selected Publications**

## Journal papers

- 1. Chang, P. C., Xu, X., Gao, X. X., &
- 2. **Chang, P. C.**, Geng, X. Q., & Cai, Q. H. (2024). The Impact of Career Plateaus on Job Performance: The Roles of Organizational Justice and Positive Psychological Capital.
- 3. Chang, P. C.
- 4. Chang, P. C.
- 5. **Chang**, **P. C.**, Gao, X. X., Wu, T., & Lin, Y. Y. (2023). Workaholism and workfamily conflict: A moderated mediation model of psychological detachment for work and family-supportive supervisor behavior.
- 6. Chang, P. C., Ma, G. Y., & Lin, Y. Y. (2022).
- 7. **Chang P. C.**
- 8. Wu, Y. & Chang, P. C. (2021). The development and prospect of traditional authoritative leadership in the process of moderation. *Gansu Social Sciences*, 5, 185-190.
- 9. Chang, P. C., Sun, K. Y., & Wu, T. (2021).
- 10. **Chang**, **P. C.**, Gao, X. X., & Wu, T. (2021).
- 11. Chang, P. C., Zhang, M. J., & Wu, T. (2021).
- 12. Fang, M. Y., Fan, P., Nepal, S., & Chang, P. C. (2021). Dual-Mediation paths approach.
- 13. Chang, P. C., Rui, H. L., & Wu, T. (2021). Job autonomy and career commitment:

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.

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.**

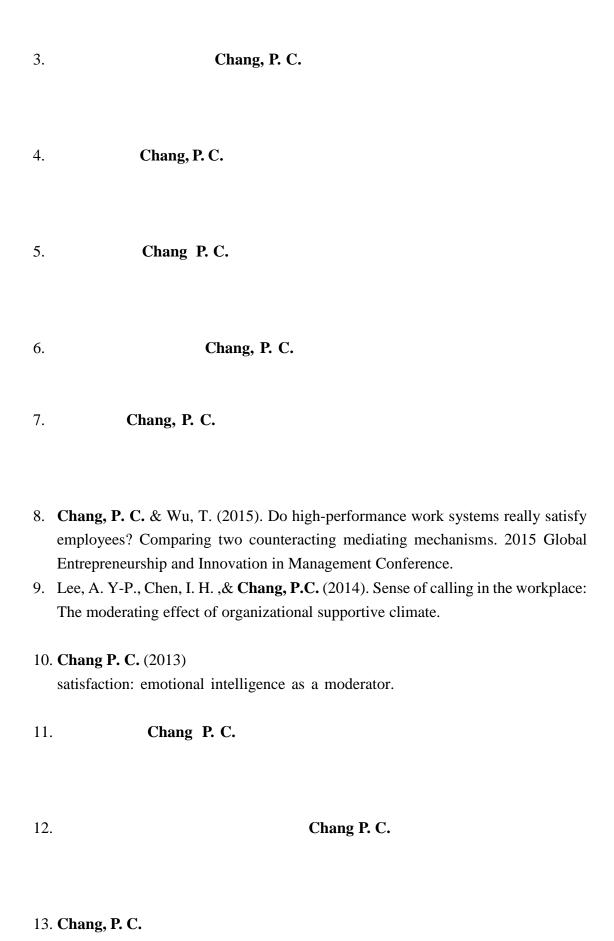
33. Chang P. C.,

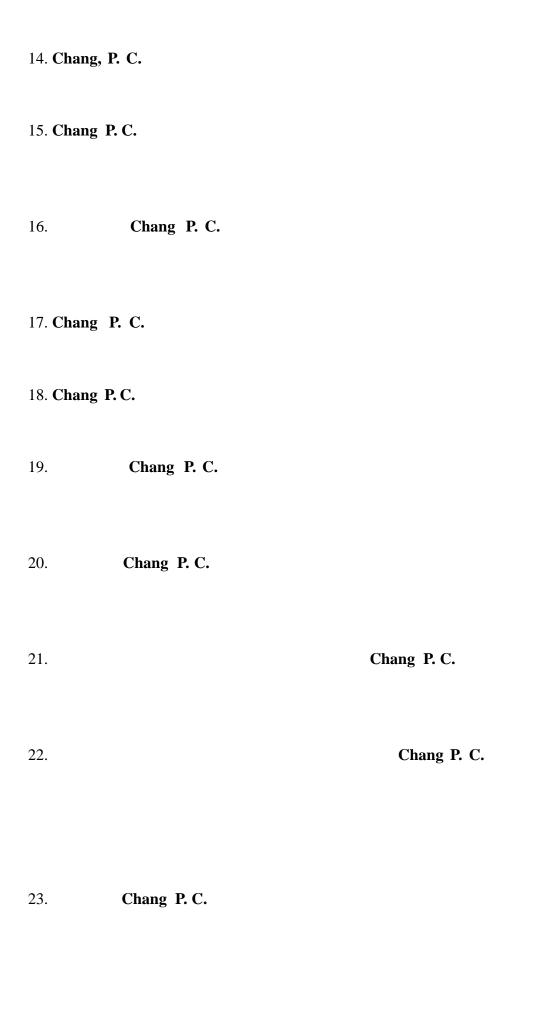
- 34. **Chang**, **P. C.**, Chien, J. C. & Lin, T. M. (2012). Perceptions of organizational politics and employees' turnover intention: The cross-level moderation effect of group interaction. *Journal of Macau University of Science and Technology* 6(2), 67-81.
- 35. Chang, P. C. & Chen, S. J. (2011). 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).





24. Chang P. C.

#### **Other Professional Activities**

- Training instructor / The training program for managers (
   ) /
- 2. Training instructor / The training program for managers (China Taiping Insurance Company Limited) /
- 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.