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School of Business  
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Management Science

### **Academic Qualification**

Ph.D. Christian-Albrecht-Universität zu Kiel, Germany, Faculty of Philosophy

Magister: Christian-Albrecht-Universität zu Kiel, Germany, Faculty of Economic and Social Science

Bachelor: Hangzhou University (Zhejiang University), China. Faculty of Foreign Languages

### **W king Experience**

2005-present: School of Business/ Macau University of Science & Technology

1998-2003: Associate Professor/ College of Economics/ Zhejiang University, China

1985-1989: Assistant Economist, Bank of China, Zhejiang Branch

### **Taught Causes:**

Organizational Behavior Introduction to Management Organization Theories and Design Ethical Issues of Human Resources Management Business Communication Specific Topics of Human Resources Management for Ph.D. students, Seminar for Advanced Management Ph.D. students, etc.

### **Research Areas:**

Organizational Behavior, Human Resources Management, Ethical Issues of Organizations

### **Selected Journal Papers**

Bai, JY., Tian, Q., Fan, XD., & Sun, H. (2023). Perceived Corporate Social Responsibility and Employee Voluntary Pro-Environmental Behavior: Does Moral Motive Matter? *Corporate Social Responsibility and Environmental Management*, DOI:10.1002/csr.2603. (Q1).

Tian, Q., Bai, JY., & Wu, T. (2022). Should we be "challenging" employees? A study of job complexity and job crafting, *International Journal of Hospitality Management*, Volume 102, <https://doi.org/10.1016/j.ijhm.2022.103165>. (SSCI: Q1).

Li X. & Tian, Q. (2022) The impact of team diversity on team creativity-from perspective of integrative complexity of leadership, *Modernization of Management*, 2022, 42(03) (CSSCI).

Bai, JY., Tian, Q., & Liu, X. (2021). Examining Job Complexity on Job Crafting Within Conservation of Resources Theory: A Dual-Path Mediation Model. *Frontiers in Psychology*, 4482. <https://doi.org/10.3389/fpsyg.2021.737108>. (SSCI, Q1).

Tian, Q. & Robertson, J. (2019). How and When Does Perceived CSR Affect Employees' Engagement in Voluntary Pro-Environmental Behavior? *Journal of Business Ethics*, March, Volume 155, Issue 2, pp 399–412. (SSCI, Q1).

Zhong, H., Tian, Q., & Bai, JY. (2019). The Mechanisms of Ethical Leadership on Employees' Helping Behavior: A Study Based on Social Cognition Theory, *Chinese Journal of Management*, Vol. 16, No.1. (CSSCI).

Tian, Q. & Sanchez, J. (2017). Does paternalistic leadership promote innovation? The interaction between authoritarianism and benevolence. *Journal of Applied Social Psychology*, Volume 47, Issue 5, P. 235–246. (SSCI, Q2).

Tian, Q. & Peterson, D. (2016). The Effects of Ethical Pressure and Power Distance Orientation on Unethical Pro-Organizational Behavior: The Case of Earnings Management. *Business Ethics: A European Review*, Vol. 25, No. 2. April. P. 159–171. (SSCI, Q1).

Zou, WC., Tian, Q., & Liu, J. (2015). Servant Leadership, Social Exchange Relationships, and Hotel Employee's Helping Behavior: Positive Reciprocity Beliefs Matters. *International Journal of Hospitality Management*, Vol. 51. pp. 147-156. (SSCI, Q1).

Tian, Q., Liu, Y., & Fan, JH. (2015). The effects of external stakeholder pressure and ethical leadership on corporate social responsibility in China. *Journal of Management & Organization*, 21(04), 388-410. (SSCI, Q3)

Tian, Q., Zhang, LC., & Zou, WC. (2014). Job insecurity and counterproductive behavior of casino dealers - the mediating role of affective commitment and moderating role of supervisor support, *International Journal of Hospitality Management*. Vol. 40, July, pp. 29-36. (SSCI, Q1).

Tian, Q. (2008). Perception of Business Bribery in China: Impact of Moral Philosophy, *Journal of Business Ethics*, Vol. 80/3. (SSCI, Q1).

### **Academic Book /Book Chapters**

Tian, Q. & Bai, J.Y., (2022). Job Characteristics Theory. In Management and Organization Theories, Xu, S.Y. & Zhang, C.P., (Eds.). Peking University Press.

Elstein, D. & Tian, Q. (2017). Confucian Business Ethics: Possibilities and Challenges in Heath, E., & Kaldis, B.: *Wealth, Commerce, and Philosophy*. University of Chicago Press.

Tian, Q. (2004). *Transcultural Study of Ethical Perceptions and Judgments Between Chinese and German Businessmen* (Monograph), Martin Meidenbauer, Verlagsbuchhandlung, GmbH & Co KG, Muenchen, ISBN 3-89975-497-2 Germany.

Tian, Q. (1997). *Das Image der Chinesischen Unternehmern in Deutschland*. Monograph, Tectum Verlag, ISBN 3-89608-267-1, Germany.

### **Major Conference Papers**

Bai JY. & Tian Q. (2023). Perceived Corporate Social Responsibility and Employee Voluntary Pro-Environmental Behavior: Does Moral Motive Matter?

IACMR Conference, June 2023 Hong Kong, China

Sun, H., Tian, Q., & JY. Bai (2022). Assessing Facets of Craftsmanship in the Context of Work, 82nd Annual Meeting of the Academy of Management. August 2022, Boston, USA.

Tian, Q. (2019, Dec). The 2nd China-ASEAN International Conference for Public Administration, Guangxi, China

Bai, JY. & Tian, Q. (2018). How does perceived corporate social responsibility lead to pro-environmental behavior? Organizational commitment as a mediator and moral efficacy as a moderator. The 7<sup>th</sup> World Business Ethics Forum, Macau-Hongkong.

He, XY. & Tian, Q. (2018). How does workplace ostracism influences unethical pro-organizational behavior? The 7<sup>th</sup> World Business Ethics Forum, Macau-Hongkong.

Peng, DF. & Tian, Q. (2016). Does ethical leadership help to enhance whistleblowing? The moderating role of ethical leadership in the ethical climate to whistleblowing. The 6th World Business Ethics Forum, 11-13 December, Hong Kong

Tian, Q., Zhang, L.C., Zou, WC., & Nie, T. (2013). A Moderated Mediation Model of the Relationship between Job Insecurity and Organizational Deviance, Fourth Asia-Pacific Business Research Conference, Singapore

Tian, Q., Zhong, H. (2014). Ethical leadership and CSR in public sectors. Cross-strait Academic Conference on Enhancement of Public Governance, Macau

Tian, Q., Sanchez, J.I., & Zou, WC. (2012). Paternalistic leadership and employee innovative behavior: unlocking the moving parts". Academy of Management Annual Conference, Boston. Aug. 04-07. 2012

Tian, Q. & Liu, Y. (2012). The Interactive Effect of Stakeholder Pressure and Ethical Leadership on Corporate Social Responsibility, Conference Proceedings of IACMR Hong Kong Conference, June 20-24

Tian, Q. & Sanchez, JI. (2010) Testing a Model of Tolerance towards Unethical Behavior amongst Employees of State-Owned Companies in China, The 3rd World Business Ethics Forum (WBEF), Macau

#### **search Awards**

2019 The Fifth Outstanding Achievement Awards for Macao Research in Humanities and Social Sciences

2018 Bank of China Excellent Research Award

2017 Best paper at the conference of the 6th forum of Chinese Human Resources Management

2015 The Fourth Outstanding Achievement Awards for Macao Research in Humanities and Social Sciences

2013 Journal Best Paper of 4th Asia-Pacific Business Research Conference

#### **Grants**

2022 Perceived Corporate Social Responsibility and Employee Voluntary Pro-Environmental Behavior: From the perspective of moral motive. Macau University of Science and Technology Grant.

2019-2020: How do job characteristics lead to employee job crafting?- Evidence from Hotels in Macau and Mainland China? Macau High Education Grant.

2017: How do ethical leaders and organizational climate influence employee organizational citizenship behavior? Faculty Research Grant of Macau University of Science and Technology Grant.

2016: The impact of corporate social responsibility on employee behavior. Faculty Research Grants of Macau University of Science and Technology.

2014: Ethical pressure, power distance, the ethical judgment of earnings management. Faculty Research Grants of Macau University of Science and Technology.

2013: Job insecurity and counterproductive behavior in Macao casinos. Faculty Research Grants of Macau University of Science and Technology.

2013: Exploring how self-efficacy can promote the creativity of young people in Macao. Macau Foundation Grant

2012: Exploring factors influencing the motivation of Macau youth to participate in community activities. Macau High Education Grant.

### **Society Membership/ Editorials**

Member of the Board of Supervisors of Macau Scholar Union

Member of Chinese Association of Hong Kong & Macao Studies

Editorial board member of the Asian Journal of Business Ethics (2011-present)

Member of the Academy of Management

Member of IACMR (International Association for Chinese Management Research)