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Educational Background

- 1995 Ph.D Industrial and Labor Relations, University of Illinois
- 1989 M.A. National Cheng-Chi University, Taiwan
- 1984 B.A. National Chung Hsing University, Taiwan

Academic Position

- 2001-03 Professor and Director, Institute of HRM, National Sun Yat-sen U.
- 1999 Professor, Institute of HRM, National Sun Yat-sen U.
- 1995-99 Associate Professor, Institute of HRM, National Sun Yat-sen U.

Honor

- 1995 Chiang Chin-kuo Doctoral Fellowship (Ching Chin-Kuo Foundation)
- 1995 McNatt Award in Labor Economics (University of Illinois)
- 1994 Phi Kappa Phi Member (USA)
- 1994 Graduate College International Dissertation Research Grant (University of Illinois)
- 1994 China Time Cultural Foundation Fellowship (China Time Cultural Foundation)
- 1993-95 ILIR Research Assistantship (University of Illinois)
- 1991-94 Scholarship for studying abroad from Ministry of Education, Taiwan

Publications

- Lin, Chiou-Shiu, Huang, Pei-Chi, Chen, Shyh-Jer & Huang, Liang-Chi (2014) Pseudo-transformation Leadership is in the Eyes of Subordinates, *Journal of Business Ethics*, (conditionally accepted) **【SSCI】**
- Lu, Chia-Mei, Chen, Shyh-Jer, Huang, Pei-Chi, & Chien, Jui-Ching (2014) Effect of Diversity on Human Resource Management and Firm Performance in the fashion styling industry, *Journal of Business Research* (accepted) **【SSCI】**
- Lin, Long-Sheng, Chen, Shyh-Jer, Huang, Pei-Chi, & Lu, Chia-Mei. 2014. High Commitment HR Practices in Taiwanese Service Industry: Demographic and Functional Diversity. *Asia Pacific Journal of Human Resources*, 52: 443-459. **【SSCI】**
- Lawler, John*, Chang, Po-Chien, Hong, Woonki, Chen, Shyh-Jer*, Wu, Pei-Chuan, & Bae, Johnseok. 2013. Going Abroad: A Multi-country Study of Employment Practices and Unionization in Foreign Subsidiaries of American Multinationals. *Industrial and Labor Relations Review*, 66(5): 1149-71 (* corresponding author) **【SSCI】**

- Chuang, Chih-Hsun, Chen, Shyh-Jer, & Chuang, Ching-Wen. 2013. Facilitating Organizational Social Capital: The Role of Relation-Focused HRM Systems and Moderating Effects of Industrial Characteristics. *Journal of Business Research*, 66:678-87. **【SSCI】**
- Lawler, John, Chen, Shyh-Jer*, Wu, Pei-Chuan, Bae, Johngeok, & Bai, Bing. 2011. High Performance Work Systems in Foreign Subsidiaries of American Multinationals: An Institutional Model. *Journal of International Business Studies*, 42: 202-220 **【SSCI】** (*corresponding author)
- Shih, Chih-Ting & Chen, Shyh-Jer. 2011. The Social Dilemma Perspective on Psychological Contract fulfillment and Organizational Citizenship Behavior. *Management and Organization Review*, 7(1): 125-151 **【SSCI】**
- Bae, Johngeok, Chen, Shyh-Jer, & Rowley, Chris. 2011. From A Paternalistic Model Towards What? HRM Trends In Korea And Taiwan, *Personnel Review*, 40(6): 700-722 **【SSCI】**
- Chang, Po-Chien & Chen, Shyh-Jer*. 2011. Crossing the Level of Employee's Performance: HPWS, Affective Commitment, Human Capital, and Employee Job Performance in Professional Service Organizations. *International Journal of Human Resource Management*, 22(4): 882-900. **【SSCI】** (*corresponding author)
- Ahlstrom, David, Chen, Shyh-Jer, & Yeh, Kuang. 2010. Managing in Ethnic Communities: Culture, Institutions, and Context. *Asia Pacific Journal of Management*, 27(3):341-354. (Editorial paper) **【SSCI】**
- Tsao, Chiung-wen, Chen, Shyh-Jer, Lin, Chiou-Shiu, & Hyde, William. 2009. Founding-Family Ownership and Firm Performance: The Role of High Performance Work Systems. *Family Business Review*, 22: 319-332. **【SSCI】**
- Tsai, Cheng-hua, Chen, Shyh-Jer, & Fang, Shih-Chieh. 2009. Employment Modes, High Performance Work Systems, and Organizational Performance in Hospitality Industry. *Cornell Hospitality Quarterly*, 50: 413-431. **【SSCI】**
- Chen, Shyh-Jer. 2008. The Adopting of Human Resource Strategies in a Confucian Context. *Advances in International Management*, 21: 145-169. **【ABI】**
- Yalabik, Zeynep, Chen, Shyh-Jer, Lawler, John, & Kim, Kwanghyun. 2008. High Performance Work System and Organizational Turnover in East and Southeast Asian Countries. *Industrial Relations*, 47(1): 145-152. **【SSCI】**
- Chen, Shyh-Jer. 2007. Human Resource Strategy and Unionization: Evidence from Taiwan. *International Journal of Human Resource Management*, 18(6): 1116-31. **【SSCI】**
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- Taiwan. *Human Resource Management*, 44(3): 237-256. **【SSCI】**
- Chen, Shyh-Jer, Ko, Jyh-Jer, & Lawler, John. 2003. Changing Patterns of Industrial Relations in Taiwan. *Industrial Relations*, 42(3):315-340. **【SSCI】**
- Bae, Johnseok, Chen, Shyh-Jer, Wan, Tai Wei David, Lawler, John, & Walumbwa, Fred. 2003. Human Resource Strategy and Firm Performance in Pacific Rim Countries. *International Journal of Human Resource Management*, 14(8):1308-32. **【SSCI】**
- Bartlett, Kenneth, Lawler, John, Bae, Johnseok, Chen, Shyh-Jer, & Wan, Tai Wei David. 2002. Training and Human Resource Development among Indigenous Firms and MNC Affiliates in East and Southeast Asia. *Human Resource Development Quarterly*, 13(4):383-405. **【SSCI】**
- Lawler, John, Chen, Shyh-Jer, & Bae, Johnseok. 2000. Scale of Operations, Human Resource Systems and Firm Performance in East and Southeast Asia. *Research and Practice in Human Resource Management*, 8(1): 3-20.
- Chen, Shyh-Jer. 1998. Characteristics and Assimilation of Chinese Immigrants in the U. S. Labor Market. *International Migration*, 36(2):187-210. **【SSCI】**
- Bae, Johnseok, Chen, Shyh-Jer, & Lawler, John. 1998. Variations in Human Resource Management in Asian Countries: MNC Home-Country and Host-Country Effects. *International Journal of Human Resource Management*, 9(4):653-679. **【SSCI】**
- Chen, Shyh-Jer. 1997. The Development of Human Resource Management Practices in Taiwan. *Asia Pacific Business Review*, 3(4):152-169. **【EconLit】**
- Chen, Shyh-Jer. 1997. The Determinants of Union Growth in Taiwan. *Issues & Studies*, 33(3):110-120. **【SSCI】**
- Chen, Shyh-Jer. 1995. Migrant Selectivity and Returns to Skills: The Case of Taiwanese Immigrants in the United States." *International Migration*, 33(2):251-271. **【SSCI】**
- Chen, Shyh-Jer, & Taira, Koji. 1995. Industrial Democracy, Economic Growth and Income Distribution in Taiwan. *American Asian Review*, 13(4):49-77.

Conference

- Tsao, Chiung-Wen, Lu, Chai-Mei, Wang, Miao-ju, Chien, Jui-ching, & Chen, Shyh-Jer, 2014, Exploring effects of family involvements and high performance work systems on managerial turnover and firm performance linkage. Family Enterprise Research Conference, Portland, Oregon, USA, June 6-8.

- Chen, Shyh-er, Wang, Miao-ju, Lu, Chia-mei, & Chien, Rui-Ching, 2013, The Succession Planning of Family Business in Taiwan: A Confucian Perspective. Internatioanl Family Enterprise Research Academy (IFERA), St. Gallen, July 2-5, 2013
- Lin, Long-Sheng, Chen, Shyh-Jer, Huang, Pei-Chi, & Lu, Chia-Mei, 2013. Boundary Conditions of the Human Resource Practices-Helping Behavior-Service Firm Performance Relationship: Differentiating Effects of Demographic and Functional Diversity. INBAM, June 17-19, Lisban, Spain.
- Lawler, John, Chang, Po-chien, Hong, Woonki, Chen, Shyh-er, Wu, Pei-chuan, & Bae, Johngeok. 2012. Going Abroad: A Multi-country Study of Employment Practices and Unionization in Foreign Subsidiaries of Amerian Multinationals. Paper presented at International Association for Chinese Management Research (IACMR) conference, June 20-24, Hong Kong, China.
- Tsao, Chiung-wen, Newman, Alexander, Chen, Shyh-er, & Wu, Chi-cheng. 2012. Rightsizing Strategies and Firm Performance in Times of Financial Crisis: The Moderating Role of Family Involvement, Family Entreprise Research Conference, May 11-13, Montreal, Quebec, Canada.
- Chung, An-yi, Chen, I-heng, & Chen, Shyh-er. 2011. Cynicism and Need for Leadership:Two Competing Self-Fulfilling Effects on Career Success. Paper presented at the Academy of Managmeent Meeting, August 12-16, San Antonia, Texas, USA.
- Chang, Po-chien & Chen, Shyhjer. 2011. Business Strategy, HRM Systems, and Firm Performance: A Comparative Study of Taiwan and China. Paper presented at the Academy of International Business, June 26-28, Nagoya, Japan.
- Wu, Pei-chuan, Chen, Shyh-er*, Bae, Johngeok, Bai, Bing, Lew, Joon Yeol, Hong, Woonki, & Lawler, John. 2011. Performance-Based and Socially Supportive Cultures as Moderators of the Human Resource Strategy-Voluntary Turnover Strategy: Reexamining the GLOBE Cultural Dimensions. Paper presented at the Academy of International Business, June 26-28, Nagoya, Japan. (Corresponding author)
- Lin, Long-sheng, Huang, Pei-Chi, Lu, Chai-mei, & Chen, Shyh-Jer. 2010. Diversity as a Moderator of Human Resource Bundle-Helping Behavior-Service Firm Performance Relationship: Comparing the Effects of Demographic and Functional Diversity. Paper presented at the Asian Academy of Mangement Meeting, Dec. 12-14, Macau, China.
- Tsao, Chiung-wen & Chen, Shyh-Jer. 2010. Applying UE Theory to Explain Why Firms Adopt HPWS-Theoretical Development and Empirical Examination. Paper presented at the Academy of Managmeent Meeting, August 6-10, Montreal, Canada.
- Tsao, Chiung-wen & Chen, Shyh-Jer. 2009. Top Management Team International Experience Diversity and Firm Performance: The Role of Team Behavioral

Integration. Paper presented at the Academy of International Business, South East Asia Regional Meeting, Dec. 3-5, Hong Kong, China.

Chang, Po-Chien, Huang, Pei-Chi, Chen, & Shyh-Jer. 2009. HRM Practices, Affective Commitment, and Job Performance : A Study of Hair Salon. Paper presented at the Academy of Management Meeting. August 7-11, Chicago, USA.

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Tsao, Chiung-wen, Chen, Shyh-Jer, & Lin, Chiou-Shiu. 2008. Effects of Behavioral Integration on Top Management Team International Experience Heterogeneity-Firm Performance Relationship in a Taiwanese Public Firm Context. Paper present at Research Symposium on Corporate Governance in China and India, Oct. 24-25, Virginia, USA.

Tsao, Chiung-wen & Chen, Shyh-Jer. 2008. Exploring TMT Effects on High Performance Work Systems: Evidence from Taiwan. Paper presented at Southern Management Association, Oct. 29-Nov.1, Florida, USA.

Tsao, Chiung-wen, Chen, Shyh-Jer, Lin, Chiou-Shiu, & Huang, Pei-Chi. 2008. Family Involvement and Firm Performance: The Moderation Effect of Strategic HR. Paper presented at the Academy of International Business, June 30-July 3. Milan, Italy.

Tsai, Cheng-hua & Chen, Shyh-Jer. 2008. Innovative Behaviors between Employment Modes in Knowledge Intensive Organizations. Paper presented at the Academy of Management Meeting. August 8-13, Anaheim, California, USA.

Shih, Chih-ting & Chen, Shyh-Jer. 2008. Psychological Contract and OCB: When Social Exchange Theory Does Not Work, But Motivational Theory Does. Paper presented at the Academy of Management Meeting. August 8-13, Anaheim, California, USA.

Chen, Shyh-Jer, Yeh, Chu-chen, Wu, Shu-ling, & Tsao, Chiung-wen. 2007. Convergence and Divergence of HR practices among US and Japanese MNCs and Indigenous Firms in Taiwan. Paper Development Workshop session at the Academy of Management. August 3-9, Philadelphia, USA.

Chen, Shyh-Jer, Lin, Pei-fen, & Lu, Chia-mei. 2006. A Multilevel Analysis of HR Practices and Employee Job Performance: Hairdressing Salon in Taiwan. Paper presented at the European Academy of Management Meeting, May 17-20, Oslo, Norway.

Chen, Ming-huei, Chang, Yuan-chieh, & Chen, Shyh-Jer. 2006. The Influence of Social Network on R&D Project Team Performance during a Project's Life Cycle. Paper presented at the Academy of Management Meeting. August 11-16, Atlanta, USA.

- Chen, Shyh-Jer. 2006. The Adoption of Human Resource Strategies in a Confucian Context. Paper presented at competitive session at the Academy of International Management Meeting, June 23-26, Beijing, China.
- Tsao, Chiung-wen, & Chen, Shyh-Jer. 2006. Exploring influence of top management team on HR system and firm performance: A study of Taiwanese family business. Paper presented at the 5th Asia Academy of Management Conference, Dec. 18-20, Tokyo, Japan.
- Chen, Shyh-Jer. 2005. Human Resource Strategy, Organizational Turnover and Firm Performance in Taiwan. Virtual presentation at the Academy of Management Meeting, August 5-10, Honolulu, USA
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- Chao, Minston, Shih, Chih-Ting, Chen, Shyh-Jer & Ko, Jyh-Jer. 2005. Determinants of Employee Layoffs in High-Technology Firms. Paper presented at the poster session of Industrial Relations Research Association, 57th Annual Meeting, January 6-9, Philadelphia, PA.
- Yalabik, Zeynep, Chen, Shyh-Jer, Lawler, John, & Kim, Kwanghyun. 2004 Human Resource Management System, Organizational Strategy and Turnover in East and Southeast Asian Countries. Paper presented at the Academy of Management Meeting, August 6-11, New Orleans, USA.
- Chen, Shyh-Jer, Lawler, John, & Bae, Johnngseok. 2004. Human Resource Strategy and Firm Performance: Taiwanese Firms in China and Taiwan. Paper presented at 5th Asian International Industrial Research Association, June 23-36, Seoul, Korea.
- Chen, Shyh-Jer, Lawler, John, & Bae, Johnngseok. 2003. Organizational Strategy and Human Resource Management Systems: A Comparison of Indigenous and Foreign Firms in Taiwan. Paper presented at Industrial Relations Research Association, 55th Annual Meeting, January 3-5, Washington, D.C.
- Johnngseok Bae & Chen, Shyh-Jer. 2002. Gaining Global Competitive Advantage through Human Resource: The Cases of MNC's Operating in Korea and Taiwan." Paper presented at CHRM/CIBER conference, September 18-19, Chicago, Illinois.
- Bae, Johnngseok, Chen, Shyh-Jer, Wan, Tai Wei David, & Lawler, John. 2001. Human Resource Strategy and Firm Performance in Pacific Rim Countries: A Comparative Study of Korea, Taiwan, Singapore, and Thailand. Paper submitted for presentation at Global Conference on Comparative HRM: Learning from Diversity, June 20-22, Barcelona, Spain.
- Bartlett, Kenneth, Lawler, John, Chen, Shyh-Jer, & Wan, Tai Wai David. 2001. A Study

of Human Resource Development in Indigenous Firms and Multinational Corporations in East and Southeast Asia. Paper presented at Academy of Human Resource Development Meeting, Feb. 28-March 4, Tusla, Oklahoma, USA.

- Chen, Shyh-Jer, Ko, Jyh-Jer, & Lawler, John. 2001. Changing Patterns of Industrial Relations in Taiwan. Paper presented at Industrial Relations Research Association, 53th Annual Meeting, January 7-9, New Orleans, USA. (Summarized and presented by Dr. Dong-one Kim in the symposium of "Industrial Relations in Asia: Transformation or Transition?").
- Chen, Shyh-Jer, Lawler, John, & Bae, Johnseok. 2000. Variations in Employment Relations between Indigenous Taiwanese Firms and their Subsidiaries in Mainland China. Paper presented at International Industrial Relations Association, 12th World Congress, May 29-June 2, Tokyo, Japan.
- Barlett, K.R., Bae, Johnseok, Chen, Shyh-Jer & Lawler, John. 1999. Training and Human Resource Development among Indigenous Firms and MNC Affiliates in East and Southeast Asia. Paper presented at the Academy of Management Meeting, August 6-11, Chicago.
- Lawler, John, Chen, Shyh-Jer, & Bae, Johnseok. 1999. Scale of Operations, Human Resource Systems and Firm Performance in East and Southeast Asia. Paper presented at APEC Human Resource Management in Small and Medium-sized Enterprises Symposium, Oct 29-31, Kaohsiung, Taiwan.
- Feuille, Peter, Lawler, John, Chen, Shyh-Jer, & Bae, Johnseok. 1999. Unionization Determinants of Multinational Firms. Paper presented at Industrial Relations Research Association, 51th Annual Meeting, January 3-5. New York City.
- Feuille, Peter, Lawler, John, Chen, Shyh-Jer, & Bae, Johnseok. 1998. US Multinational Corporations and their Human Resource Management Systems. Paper presented at 1998 Academy of Management Meeting, August 9-12, San Diego, CA.
- Bae, Johnseok, Chen, Shyh-Jer, & Lawler, John. 1998. Alternative HRM Systems in Korea and Taiwan. Paper presented at 50th Annual Meeting of the IRRA, January 3-5, Chicago, IL.
- Chen, Shyh-Jer. 1996. Union Growth in Taiwan: Do Economic and Political Factors Matter? Paper presented at the Third Annual International Conference of Human Resource Management in the Asia-Pacific Region. National Sun Yat-sen University, Kaohsiung, Taiwan. November 24-26, 1996.
- Chen, Shyh-Jer, Bae, Johnseok, Zhou, Jing, & Taira, Koji. 1995. Industrial Relations and Economic Development in Confucian Asia. Paper presented at Industrial Democracy Issues for the 21st Century Conference, April 11-12, co-sponsored by the Council of Labor Affairs, Taiwan, the College of Law and the Institute of Labor and Industrial Relations at the U of Illinois at Urbana-Champaign.

Chen, Shyh-Jer, & Taira Koji. 1995. Industrial Democracy, Economic Growth and Income Distribution. Paper presented at Taiwan in Asia Conference held by University of Illinois at Urbana-Champaign, March 31-April 1, 1995.

Chen, Shyh-Jer. 1993. Determinants of Taiwanese Union Growth (1961-88). Proceedings of 1993 Chinese American Academic and Professional Convention, pp. 8.1-8.4.

C. 博士論文

Chen, Shyh-Jer. 1995. Economic Progress and International Mobility of Human Resources: Chinese Immigrants in the U.S. Labor Market. Unpublished Ph.D. Dissertation. University of Illinois at Urbana-Champaign.