

陳世哲
Shyh-Jer Chen

國立中山大學管理學院
人力資源管理研究所教授
辦公室：新管院4087室

TEL: (07)5252000 ext. 4927
FAX: (07)5254939
E-mail: schen@cm.nsysu.edu.tw

現職

國立中山大學人力資源管理研究所 特聘教授
國立中山大學策略與人力資本研究中心 主任

學歷

美國伊利諾大學香檳分校勞工關係博士（1995）
國立政治大學公共行政研究所碩士（1988）
國立中興大學公共行政學士（1984）

經歷

國立中山大學策略人力資本研究中心 主任（2023-）
美國華盛頓大學Fulbright 訪問學者（2019-20）
國立中山大學管理學院院長（2016-19）
國科會人文處諮議委員（2013-15；2017）
國立中山大學特聘教授（2011-）
國科會人文處管理學門一召集人（2009-11）
國立中山大學管理學術研究中心主任（1006-10）
美國伊利諾大學Fulbright訪問學者（2003-04）
國立中山大學人力資源管理研究所教授兼所長（2001-03）
國立中山大學人力資源管理研究所教授（1999-）
國立中山大學人力資源管理研究所副教授（1995-99）

學術榮譽

Fulbright Senior Scholarship (U. of Washington)（2019-20）
第57屆國科會短期科技人員出國研究（2019-20）
國立中山大學研究績優獎（2011）
國科會傑出研究獎（2010）
Fulbright Senior Scholarship (U. of Illinois)（2003-04）
第41屆國科會短期科技人員出國研究（2003-04）
國立中山大學管理學院學術研究新人獎（1998）
Chiang Chin-kuo Doctoral Fellowship（蔣經國基金會）（1995）
McNatt Award in Labor Economics (U. of Illinois)（1995）
Phi Kappa Phi Member (USA)（1994）
China Time Cultural Foundation Fellowship（1994）

ILIR Research Assistantship (University of Illinois) (1993-95)
教育部公費留學獎學金 (勞工政策與勞工法學門) (1991)
斐陶斐獎 (1984)

國家考試資

普通考試普通行政類科及格 (1983)
高等考試人事行政類科及格 (1987)

國際期刊編輯委員或學術組織委員

Taiwan Representative, European Academy of Management, 2023-2026
Senior Editor, Asia Pacific Journal of Management (SSCI), 2019-2021
Senior Editor, Asia Pacific Journal of Management (SSCI), 2010-2012
Guest Editor, Asia Pacific Journal of Management (SSCI), 2008

曾任或現任國內學術期刊編輯委員會

「組織與管理」(TSSCI) 總編輯
「中山管理評論」(TSSCI) 編輯委員、領域主編、執行編輯
「管理評論」(TSSCI) 編輯委員
「管理學報」(TSSCI) 編輯委員
「人力資源管理學報」(TSSCI) 總編輯、編輯委員、編輯顧問
「人文與社會科學簡訊」編輯委員

服務

經理人月刊專欄作家 (2016-)
獨立評論@天下「顛覆人力資源管理」專欄作家 (2014-)
中華經濟研究院計劃顧問 (2017-19)
台灣組織與管理學會理事、理事長 (2012-2015)
財團法人商業發展研究院顧問 (2012.07-2012.12)
交通事業電信(公路)人員升資考試命題委員兼閱卷委員 (2004; 2007)
特種考試地方政府公務人員考試典試委員 (2007)
特種考試地方政府公務人員考試命題委員兼閱卷委員 (2008-2009; 2013)
財團法人高等教育評鑑中心基金會系所評鑑委員 (2006-2009; 2013)
中華民國勞資關係協進會理事 (2006-)
中華民國全國商業總會勞資關係委員會委員 (2000-2002)
中華民國管理科學學會人力資源管理與發展委員會委員 (2005-2006)
高雄縣政府就業服務策進委員會委員 (2002-2004)
高雄市企業人力資源發展學會理事 (1997-1999)

研究成果目錄

英文期刊論文

Chen, Yuan-Liang, Nguyen, Tuan-Duong, & Chen, Shyh-Jer (2024), How organizations and leaders can nurture employee job crafting: Modelling the antecedents of job crafting, *Human Resource Development Quarterly*, (Accepted and Minor Revision) **【SSCI】**

- Chen, Yuan-Ling & Chen, Shyh-Jer (2023), Looking at both sides of high-performance work systems and individual performance: A job-demand-resources model, *Journal of Organizational & Management*, 29(5): 872-892. **【SSCI】**
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- Chen, Shyh-Jer, Wang, Miao-Ju, & Lee Shih-Han (2018) Meaningful matters, transformational leadership and voice behaviors: The mediating effect of employee perceived meaningful work, *Personnel Review*, 47(3): 694-708. **【SSCI】**
- Chen, Shu-Yuan, Chuang, Chih-Hsun, & Chen, Shyh-Jer (2018) A conceptual review of human resource management research and practices in Taiwan with comparison to other economies in Asia, *Asia Pacific Journal of Management*, 35(1): 213-239. **【SSCI】**
- Lin, Chiou-Shiu, Huang, Pei-Chi, Chen, Shyh-Jer & Huang, Liang-Chi (2017) Pseudo-transformation leadership is in the eyes of subordinates, *Journal of Business Ethics*, 141(1): 179-190. **【SSCI】 【FT Top 50 Journals】**
- Tsao, Chiung-Wen, Newman, Alexander, Chen, Shyh-Jer, & Wang, Miao-Ju (2016) HRM Retrenchment and firm performance in times of economic downturns: Exploring the moderating effect of family involvement in management, *International Journal of Human Resource Management*, 27(9): 954-973 **【SSCI】**
- Tsao, Chiung-Wen, Chen, Shyh-Jer, & Wang, Yi-Hsien (2016) Family governance oversight, performance and high performance work system. *Journal of Business Research*, 69(6): 2130-2137 **【SSCI】**
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- 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】**
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- Bae, Johnseok, 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】**
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- Lawler, John, Chen, Shyh-Jer, & Bae, Johngeok. 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.
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- 涂敏芬、王妙如、陳世哲* (2017) 一般管理領域熱門議題與研究展望之分析: 2013-2015。 組織與管理, 10(2): 1-60。【TSSCI】 (通訊作者)
- 張建利、林玉娟、陳世哲 (2014) 從智慧型態手機及運動鞋業產業探討跨層次組織間價值鏈關係治理之研究。 產業與管理論壇, 16(2): 44-65。【TSSCI】
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- 洪世章、陳世哲、林朱燕、涂敏芬 (2008) 一般管理熱門研究議題分析。 中山管理評論, 16(2): 213-240。【TSSCI】
- 陳世哲、李昇暉、林修葳、洪世章、張錦特、葉仕國、盧瑞芬、謝依靜、曹瓊文、吳淑鈴 (2005) 國內管理學專業期刊評比排序之研究。 中山管理評論, 13(1): 15-48。【TSSCI】
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- 陳世哲、許淑君 (1999) 競爭策略、人力資源管理系統與組織績效之研究。 亞太管理評論 , 4(4):413-429。 【TSSCI】
- 孫順吉、陳世哲 (1998) 影響組織內部勞動市場因素之研究。 交大管理學報 , 18(1):43-77。 【TSSCI】
- Chen, Shyh-Jer (1998) Union Participation and Union Loyalty—The Case of Taiwan. 勞資關係論叢 , 8:183-204。
- Chen, Shyh-Jer (1997) The Outmigration of Human Resources: Brain Drain from Taiwan to the United States. 人力資源學報 , 7:21-34。

研討會論文

- Gerulaitienė, Neringa, Nguyen, Tuan-Duong, Chen, Shyh-Jer, Tsao, Chiung-Wen, Ilona Baumane-Vitoliņa, Family Business Resilience and succession planning for sustainability: Multiple Case Studies from Managerial Capabilities Perspective, Academy of International Business (AIB) -CEE Chapter Conference, September 18-21, 2024, Budapest, Hungary.
- Nguyen, Tuan-Duong, Gerulaitienė, Neringa, Chen, Shyh-Jer, Tsao, Chiung-Wen, Ilona Baumane-Vitoliņa, Resilience and Succession Planning in Family Businesses: A Cross-Cultural Multiple Cases Study, The International Family Business Enterprises Conference (IFBEC), August 29-30, 2024, India.
- Nyoto, Anita Widyasari, Nguyen, NyotoTuan-Duong, & Chen, Shyh-Jer, An Empirical Study on the Perception of Family Business Descendants in Indonesia Regarding Family Succession, The International Family Business Enterprises Conference (IFBEC), August 29-30, 2024, India.
- Tsao, Chiung wen, Chen, Shyh-Jer, & Cho, Yung-Jun, The impact of family firm heterogeneity on performance: A longitudinal study among family controlled public listed companies in Taiwan, Internatioanl Family Enterprise Research Academy (IFERA) 2023 annual conference, July 6-8, Krakow, Poland.
- Chen, Shyh-Jer, Tsao, Chiung-wen, Gerulaitiene, Neringa, Baumann-Vitollna, Ilona, & Nguyen, Tuan-Duong, Dynamic managerial capabilities and organizational resilience in family businesses: A comparative study of Taiwan, Lative, and Lithuanis. Internatioanl Family Enterprise Research Academy (IFERA) 2023 annual conference, July 6-8, Krakow, Poland.
- Nguyen, Tuan-Duong, Chen, Shyh-Jer, & Shih, Shin-I, Nonfamily employees' perceptions of family employer brand and turnover intention: The role of work engagement and occupational rank, Internatioanl Family Enterprise Research Academy (IFERA) 2023 annual conference, July 6-8, Krakow, Poland.
- Lai, Yen-Chu, Nguyen, Tuan-Duong, Tsao, Chiung-Wen, Chen, Shyh-Jer, Effects of family ownership and management on succession planning: Mediating role of socioemotional wealth, Academy of Management 2022 annual conference, August 5-9, Seattle, USA.
- Nguyen, Tuan-Duong, Chiu, Yi-Ning, Lai, Yen-Chu, Chen, Shyh-Jer, Employer branding as a strategic weapon to reduce organizational turnover: The moderating effect of family board presence, Academy of Management 2022 annual conference, August 5-9, Seattle, USA.

- Nguyen, Tuan-Duong, Lai, Yen-Chu, Tsao, Chiung-Wen, Chen, Shyh-Jer, Whether Family Business Matters? Effect of Vertical Pay Gap on Organizational Turnover and firm performance. Internatioanl Family Enterprise Research Academy (IFERA) 2022 annual conference, June 22-24, Santander, Spain.
- Lin, Shu-Han, Nguyen, Tuan-Duong, Chen, Shyh-Jer, Career Plateau and Organizational Citizenship Behavior: Moderation Effect of Protean Career Attitude, European Academy of Management (EURAM) 2022 annual meeting, June 15-17, Zurich, Switzerland.
- Lin, Hui-Ru, Lin, Hui-Jing, Wu, Ting, Huang, Liang-chi, Shyh-je Chen, Chen, Shu-yuan. 2019. Transformational leadership and innovative service behavior in public sectors: The role of organizational identification and employee service climate perception. Eurpean Academy of Management 2019 annual conference, June 26-28. Lisban, Portugal.
- Tsao, Chiung-wen, Yu, Andy, Wang, Yi-hsien, & Chen, Shyh-je. 2019. Family leaders' values orientation and firm performance: The mediating role of employee empowerment HR practice. The IFERA 2019 annual conference, June 17-21, Bergamo, Italy.
- Chen, Yuan-ling & Chen, Shyh-Jer, 2018, For good or for evil? Situating high performance work systems in the job demands-resources model. Academy of Management Meeting, August 10-14. Chicago, US.
- Tsao, Chung-wen, Wang, Miao-Ju, Lu, Chia-Mei, Chen, Shyh-Jer, 2017, The moderating role in family governance and CEOs on managerial turnover and firm performance, August 4-8, Atlanta GA. USA
- Chen, Shyh-Jer, Wang, Miao-Ju, Tsao, Chiung-Wen & Lu, Chia-Mei, 2017, Exploring the Antecedents of Succession planning in Confucian Family Businesses, AAOM and TAOM joint conference, Japan, June 20-21.
- Tsao, Chiung-Wen, Chen, Shyh-Jer, Wang, Yi-Hsien, & Wang, Miao-Ju, 2015, The influence of "familiness" on strategic human resource management systems and firm performance, presented at Family Enterprise Research Conference (FERC), Burlington, Vermont, USA, June 4-8.
- 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 (FERC), Portland, Oregon, USA, June 6-8.
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- Lawler, John, Chang, Po-chien, Hong, Woonki, Chen, Shyh-je, 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, Paper presented at Family Enterprise Research Conference (FERC), May 11-13, Montreal, Quebec, Canada.
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- Chang, Po-chien & Chen, Shyh-er. 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, Johnseok, 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 Management Meeting, Dec. 12-14, Macau, China.
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- 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.
- Chung, His-Mei, Chen, Shyh-Jer, & Yeh, Kuang S. 2009. The development of the family entrepreneurship: Management insights from two family businesses in Taiwan. Paper presented at the Second Asian Invitational Conference on Family Business, Feb. 6-8. Indian School of Business, Hyderabad, India..
- 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. Explorating 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.
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專書

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