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學歷

1995 美國伊利諾大學香檳分校勞工關係博士
1989 國立政治大學公共行政研究所碩士
1984 國立中興大學公共行政學士

經歷

2013-15 科技部人文司諮議委員（原國科會人文處）
2011-17 國立中山大學特聘教授
2009-11 國科會管理一學門召集人
2006-10 國立中山大學管理學術研究中心主任
2003-04 美國伊利諾大學Fulbright訪問學者
2002 國立中山大學醫務管理研究所兼代所長
2001-03 國立中山大學人力資源管理研究所教授兼所長
1999 國立中山大學人力資源管理研究所教授
1995-99 國立中山大學人力資源管理研究所副教授

學術榮譽

2011 國立中山大學研究績優獎
2010 國科會傑出研究獎
2007-10 國科會傑出學者養成計畫
2003 Fulbright Senior Scholarship (Visting scholar at University of Illinois)
2003 第四十一屆國科會短期科技人員出國補助
1998 國立中山大學管理學院學術研究新人獎
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 教育部公費留學獎學金（勞工政策與勞工法學門）
1987 國科會乙種研究獎勵
1984 斐陶斐獎

國家考試資格

- 1983 普通考試普通行政類科及格
1987 高等考試人事行政類科及格

國際與國內期刊編輯委員

- 資深主編(Senior Editor), *Asia Pacific Journal of Management (SSCI)*, 2010-
客座主編(Guest Editor), Special issue on “Managing in Ethnic Chinese Communities”,
Asia Pacific Journal of Management (SSCI), 2008, co-edited with Professor
David Ahlstrom (Chinese University of Hong Kong) and Professor Kuang Yeh
(National Sun Yat-sen University).
總編輯 (Editor-in-chief) , *組織與管理 (TSSCI)* , 2007-2010.

曾任或現任國內學術期刊編輯委員會

- 「組織與管理」(TSSCI)領域主編
「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
「人力資源管理學報」(TSSCI)編輯委員、編輯顧問
「台灣管理學刊」編輯委員
「人文與社會科學簡訊」編輯委員
「勞資關係論叢」編輯委員

服務

- 天下雜誌獨立評論「顛覆人力資源管理」專欄作家(2014-)
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)
交通事業電信人員升資考試命題委員兼閱卷委員(2004)
交通事業公路人員升資考施命題委員兼閱卷委員(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

A1. 英文期刊論文

- Tsao, Chiung-Wen, Newman, Alexander, Chen, Shyh-Jer, Wang, Miao-Ju. 2015. 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*, (accepted) **【SSCI】**

- Lin, Chiou-Shiu, Huang, Pei-Chi, Chen, Shyh-Jer & Huang, Liang-Chi. 2015. Pseudo-transformation leadership is in the eyes of subordinates, *Journal of Business Ethics*, (accepted) **【SSCI】**
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- 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, Johnngseok. 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】**
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- Lawler, John, Chen, Shyh-Jer*, Wu, Pei-Chuan, Bae, Johnngseok, & 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, Johnngseok, 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)
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- work systems. *Family Business Review*, 22: 319-332. **【SSCI】**
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- 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】**
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A2. 中文期刊論文

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】

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Liu, Weining, & Chen, Shyh-Jer. 2002. The Moderating Effects of Product Market Competition on Executive Compensation. Sun Yat-sen Management Review (中山管理評論), 10 (international issue): 115-134. 【TSSCI】

Chen, Shyh-Jer. 2001. Human Resource Management Systems and Organizational Performance: An Empirical Study of Taiwanese Firms in China. 台灣管理學刊, 1(1):1-18.

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。

B. 研討會論文

- 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, Portland, Oregon, USA, June 6-8.
- Chen, Shyh-jer, 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. Paper presented at INBAM, June 17-19, Lisban, Spain.
- Lawler, John, Chang, Po-chien, Hong, Woonki, Chen, Shyh-jer, Wu, Pei-chuan, & Bae, Johnseok. 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 Rsearch (IACMR) conference, June 20-24, Hong Kong, China.
- Tsao, Chiung-wen, Newman, Alexander, Chen, Shyh-jer, & Wu, Chi-cheng. 2012. Rightsizing strategies and firm performance in times of financial crisis: The moderating role of family involvement, Paper presented at Family Entreprise Research Conference (FERC), May 11-13, Montreal, Quebec, Canada.
- Chung, An-yi, Chen, I-heng, & Chen, Shyh-jer. 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-jer*, 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 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 Management 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.
- 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.

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- 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
- Chen, Shyh-Jer. 2005. Human resource strategy and unionization: Evidence from Taiwan. Virtual presentation at the Academy of Management Meeting, August 5-10, Honolulu, USA.
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- 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.

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- 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.
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- 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.
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Chen, Shyh-Jer, Bae, Johng-seok, 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.

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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.