

I-Heng Chen

AREA of EXPERTISE

Organizational Behavior, Organizational Development, Human Resource Management

CURRENT POSITION

- 08/02-Present Professor, Institute of Human Resource Management, National Sun Yat-sen University
- 10/04-Present Director, the Research Center for Creativity and Innovation, National Sun Yat-sen University
- 06/11-Present Director, Asia-Pacific Human Resource Management Research Center, National Sun Yat-sen University
- 02/13-Present Associate Dean, College of Management, National Sun Yat-sen University

WORK HISTORY

- 02/07-07/11 Director, Institute of Human Resource Management, National Sun Yat-sen University
- 08/04-12/07 Associate Dean, College of Management, National Sun Yet-sen University
- 08/99-07/02 Director, Center of Continuing Education National Sun Yet-sen University
- 09/96-07/02 Director of Press Dept., Center of Continuing Education, National Sun Yet-sen University
- 09/96-07/02 Director of Performing Arts Dept., Center of Continuing Education, National Sun Yet-sen University

EDUCATION

Ph.D. in Administration Leadership and Technology, New York University, USA.

M.A. in Performing Arts Administration, New York University, USA.

B.A. in Chinese Drama, Chinese Cultural University, Taiwan.

PUBLICATIONS

Refereed Academic Journals

李芸蘋，陳以亨，陳先郡，陳啓文。(2014)。台灣警務人員之工作使命感研究，*公共行政學報*，46，31-60。(TSSCI)

Chen, I-Heng, Amber Y-P Lee, K. Praveen Parboteeah, Chung-Sheng Lai, & Anyi Chung (2014). The effects of physicians' personal characteristics on innovation readiness in Taiwan's hospitals. *Innovation: Management, Policy & Practices*, 16(1), 158-169. (SSCI).

陳以亨，李芸蘋，林思吟。(2013)。未來想像教育的課程設計與架構發展，*教育學刊*，40，69-98。(TSSCI)

Chen, I. H., Chung, A. (2013). Self-managers: Social contexts, personal traits, and organizational commitment. *Asia Pacific Journal of Management*. doi: 10.1007/s10490-012-9337-1(SSCI).

陳以亨、陳先郡、林瑩滋、蕭文。(2012)。從理論到實踐：創意的發想與實踐巡迴課程之設計與成果。*創造學刊*，3(2)，5-32。

陳以亨、李芸蘋、林思吟。(2012)。未來想像與未來教育。*創造學刊*，3(1)，5-18。

Chung, A., Chen, I. H., Lee, A. Y.-P., Chen, H. C., & Lin, Y. (2011). Charismatic leadership and self-leadership: A relationship of substitution or supplementation in the contexts of internalization and identification? *Journal of Organizational Change Management*, 24(3), 299-313. doi: 10.1108/09534811111132703 (SSCI)

Yu, Ping, Wu, Jing-jyi, Chen, I-heng, and Ou, Jing-ling (2011). Age and Gender Differences in Playfulness and Innovation Behavior among Professional Workers. *Bulletin of Educational Psychology*, 42(3), 423-444. (TSSCI)

K. Praveen Parboteeah, Hsien Chun Chen, Ying-Tzu Lin, I-Heng Chen, Amber Y-P Lee and Anyi Chung (2010). Establishing Organizational Ethical Climates: How Do Managerial Practices Work? *Journal of Business Ethics*, 97(4), 599-611. doi: 10.1007/s10551-010-0527-9 (SSCI)

Di, E., Huang, C.-J., Chen, I.-H., & Yu, T.-C. (2010). Organisational justice and customer citizenship behaviour of retail industries. *The Service Industries Journal*, 30(11), 1919 - 1934. (SSCI)

Yu, P., Wu, J.-J., Chen, I.-H., & Lin, Y.-T. (2007). Is Playfulness a Benefit to Work? Empirical Evidence of Professionals in Taiwan? Special Issue: The Process of Innovation: The Asian Way. *International Journal of Technology Management*, 39(3/4): 412-429. (SSCI)

Chen, I.-H. & Huang, Z.-H. (2004). Factors affecting training transfer, *Sun Yat-sen Management Review*, 12(3): 595-620. (TSSCI)

Jaw B.-S., Chen, I.-H., Lin, H.-C., & Chang, J.-H. (2004). The impact of support system of enterprise organization on Taiwanese expatriates' work-family conflict, *Sun Yat-sen Management Review*, 12(1): 63-91. (TSSCI)

Chen, I.-H., Lin, Y.-T., & Lee, H.-M. (2004). Survey on corporate motivations for culture and arts sponsorship, *Fu Jen Management Review*, 11(1): 33-52.

Lai, Chung-Sheng, Lin, Tsai-Ming, Lee Su-shin, Tu, Chao-Hung, Chen, I-Heng, Chang, C Kao-Ping, Tsai, Chih-Cheng, Lin, Sin-Daw (2002) Case Studies in Contact Burns Caused by Exhaust Pipes of Motorcycles. *Burns*, 28: 374-378. (SSCI)

I-Heng Chen, Shih-kuang Chang, Ying-tzu Lin (2001) The Relationship among Transformational Leadership, Public Administrative Ethic and Organizational Citizenship Behavior: An empirical study for tax bureau district office of Kaohsiung, *Review of Public-Owned Enterprise*, 2(4):95-117.

I-Heng Chen, Nai-sueng, Ying-tzu Lin (2001) The relationship between Advisors' Leadership Behaviors and Graduate Students' Achievement Motives, *Journal of Human Resource Management*, 1(2):113-132.

Feng-yu Ni, Huo-dun Chen, I-Heng Chen (2001) The Effects of Budgetary Goal Difficulty, Task Uncertainty and Budgetary Emphasis on Performance: Moderated Regression Analysis, *Commerce & Management Quarterly*, 2 (1) : 67-88.

I-Heng Chen (2000) Promoting Participation in Performing Arts Activities through Internet Technology: A Case Study in Taiwan. *Leisure Issues*, 3(1): 13-21.

Conference Papers

Chung, A., Chen, I-H. (2014). Cultural Intelligence, Trait Competitiveness and Multicultural Team Experiences. Paper presented at European Academy of Management, June 4-7, Valencia, Spain.

Lin, S-Y; Lee, A Y-P, Chen, H-C, Chung, A., Chen, I-H. (2014) Strengthening Employee Relationships - The Role of Employee Welfare Committee. Paper presented at European Academy of Management, June 4-7, Valencia, Spain.

Lin, S-Y; Chen, I-H (2013, Sep). Does Physical Work Environment Supports Creativity? The Role of Positive Affect. The First International Conference on the Science of Creative Thinking, Bologna, Italy.

Szu-Yin Lin, I-Heng Chen, Amber, Yun-Ping Lee, Hsin-I Chang, Hsien-Chun Chen (2013) Examining Futures Imagination and Vision in Leadership Through Storytelling. Paper presented at European Academy of Management, June 26-29, Istanbul, Turkey.

Chen, I-H., Chen, H-C., & Lee, A. Y-P., (2012) Work Meaningfulness: The Role of Prosocial Motivation and Its Relationship with Task Significance and Perceived External Prestige , Paper presented at 2012 Asia Academy of Management Meeting, Dec. 10-12, Seoul, Korea.

Chung, A., Parboteeah, K. P., Chen, I., Lin, Y., (2012) Charismatic leadership and follower traits of self-consciousness, Paper presented at Academy of Management Conference, Aug 3-7, Boston, USA.

Lee, A. Y-P., Chen I-H., Chen, H-C., & Chang, P-C. (2012). Where does the sense of calling come from? The examination of individual and organizational factors for sources of calling, Paper presented at International Association for Chinese Management Research, June 20-24, Hong Kong, China.

Chung, A., Chen, I., & Pang, L., (2012) Leadership, self and organizational identification, Paper presented at European Academy of Management, June 6-8, Rotterdam, the Netherland.

Chen, I-H., Ke, H-H., Liao, J-W., Lee, A. Y-P., Chang, H-I., & Lin, S-Y. (2012). Leader's vision and innovation: The role of imagination, Paper presented at European Academy of Management, June 6-8, Rotterdam, the Netherland.

Chen, I-H., Lin, S-Y., Lee, A. Y-P., & Chang, H-I. (2012). Entrepreneur's vision: The role of future imagination, Paper presented at International Academy of Management and Business, Apr. 23-25, Warsaw, Poland

Lin, Y.-T., Chen, I-H., Valenti, M. A., Chung, A., Lee, A.Y-P, Chen, H-C., & Pang, L-C.(2011). Does the physical environment enhance creativity?: The mediating role of mood, Paper presented at 2011 Academy of Management Annual Meeting, August 12-16, San Antonio, USA.

Chung, A., Chen, S., & Chen, I-H.(2011). *Cynicism and need for leadership: Two competing self-fulfilling effects on career success*, Paper presented at 2011 Academy of Management Annual Meeting, August 12-16, San Antonio, USA.

Chung, A., Chen, I-H., Lin, Y., Lee, A.Y-P, Chen, H-C., & Pang, L-C. (2011). *The joint effect of self-influence and social influences on organizational commitment: A self-identity view*, Paper presented at 2011 European Academy of Management 11th Annual Meeting, June 1-4, Tallinn, Estonia.

Chen, H.-C., Chen, I.-H., Chen, Y.-C. , Chung, A., Lin, Y.-T., & Lee, Amber Y.-P.(2011). *An examination of how individual conflict handling style and Confucianism affect the tendency of acquiescent response in trainer evaluation*, Paper presented at 2011 European Academy of Management 11th Annual Meeting, June 1-4, Tallinn, Estonia.

Lee, A. Y-P., Chen, I.-H., & Chang, H-Y. (2011). *Lifestyle as the determinant of occupational choices*, Paper presented at 2011 European Academy of Management 11th Annual Meeting, June 1-4, Tallinn, Estonia.

Chen, I.-H., Chung, A., Lin, Y.-T., Lee, Amber Y.-P., & Chen, H.-C. (2010). *Self-leadership: The act of leadership or the self?* Paper presented at the special issue and conference on Leadership in Asia, Dec. 11-12, Macau, China.

Chen, I.-H., Lee, Amber Y.-P., Chung, A., Lin, Y.-T., & Chang, H.-Y. (2010). *Level or style? Two manners towards creativity and their influences on product and performance*. Paper presented at 2010 Asia Academy of Management Meeting, Dec. 12-14, Macau, China.

Chung, A., Chen, I.-H., Lin, Y.-T., Lee, Amber Y.-P., Chen, H.-C.

(2010). *Charismatic Leadership and Self-Leadership: A Relationship of Substitution or Supplementation in Contexts of Organizational Commitment?* Paper presented at 2010 European Academy of Management Annual Meeting, May 19-22, Rome, Italy.

Lin, Y.-T., Chen, I.-H., Chung, A., Lee, Amber Y.-P., Chen, H.-C., & Chang, H.-I. (2010). "Who contributes to creativity? Differential effects of physical work environment and moods" 2010 European Academy of Management Annual Meeting, May 19-22, Rome, Italy.

Chen, H.-C., Lin, Y.-T., Chen, I.-H., Lee, Amber Y.-P., & Chung, A. (2009). *Establishing Organizational Ethical Climate: How do Managerial Practices Work?* Paper presented at 2009 Academy of Management Annual Meeting, Aug 7-11, Chicago, USA.

Chung, A., Chen, I.-H., Lin, Y.-T., Lee, Amber Y.-P., & Chen, H.-C. (2009). *A Self-Identification Approach to Organizational Commitment*. Paper presented at 2009 Academy of Management Annual Meeting, Aug 7-11, Chicago, USA.

Chang, H.-Y., Chen, I.-H., Lee, Y.-P., & Lin, Y.-T. (2009). *Developing and Analyzing the Irrational Decision Making Model: Does Emotion Matters for Individual Decision Making?* Paper presented at 2009 European Academy of Management Annual Meeting, May 11-14, Liverpool, UK.

Lai, C.-S., Chen, I.-H., Lee, Y.-P., Chang, H.-Y., & Lin, Y.-T. (2008). *The effects of physicians' personal characteristics on innovation readiness in Taiwan's hospitals*. Paper presented at 2008 Academy of Management Annual Meeting, Aug 8-13, Anaheim, California, USA.

Kuo, C.-W., Chen, I.-H., & Cheng, Y.-Y. (2008). *Construction of creative high school campuses in Taiwan*. Paper presented at the International Centre for Innovation in Education 2008 conference, July 2-4, Paris, France.

Lin, Y.-T., Chen, I.-H., Chang, H.-Y., & Lee, Y.-P. (2008) *Impact of playfulness on job performance: A succinct model*. Paper presented at European Academy of Management 8th Annual Meeting, May 14-17, Liubliana & Bled, Slovenia.

Chang, H.-Y., Chen, I.-H., Lin, Y.-T., & Lee, Y.-P. (2007) *Emotional and irrational factors: Building a new decision making model*. Paper presented at the Proceedings of the 48th Annual Meeting

on Navigating the White Waters of Change, Western Academy of Management, March 21-24, Missoula, Montana, USA.

Lin, Y.-T., Chang, H.-Y., Chang, H.-H., Chen, I.-H., & Cheng, Y.-Y. (2006). *The study of subordinate's acceptance of supervisor's influence Tactics*. Paper presented at the Proceedings of the Six Annual Conference on Energizing European Management, European Academy of Management, May 17-20, Norwegian School of Management, Oslo, Norway.

Chen, I.-H., Liu, N.-Y., & Lin, Y.-T. (2005). *Does relationship quality matter? Moderating impact on relationships among work-family linkage, work-family conflict and job satisfaction*. Paper presented at the Proceedings of the Five Annual Conference on Responsible Management in an Uncertain World, European Academy of Management, May 4-7, TUM Business School, Munich, Germany.

Chen, I.-H., Lai, I.-C., Lin, Y.-T., & Cheng, Y.-Y. (2004) *Blurred boundaries: The working-at-home employees' job involvement, sex division of labor, work-family boundary management, and work-to-family conflict*. Paper presented at Eighth International Meeting of the Western Academy of Management, June,8-12, Shanghai China.

Chen, I.-H., Tsai, F.-S., Lin, Y.-T., Cheng, Y.-Y., & Lee, Y.-P. (2004) *What's the influence of work-family linkage? The study of relationship among work-family linkage, work-family conflict and job satisfaction*. Paper presented at the Fourth Annual Conference on Governance in Managerial Life, European Academy of Management, May 5-8, St. Andrews, Scotland.

I-Heng Chen, & Ying-Tzu Lin (2002). *Successful Partnership between academia and industry*. Paper presented at the First Asian HRD Conference, Academy of Human Resource Development. Oct. 26-29, Bangalore, India.

I-Heng Chen, Chin-Hsun Liu & Ying-Tzu Lin (2002). *From the immigration respective: The relationship among work values. Personal characters, and career orientations of the Taiwanese expatriates in Mainland China*, Paper presented at the First Asian HRD Conference, Academy of Human Resource Development. Oct. 26-29, Bangalore, India.

I-Heng Chen and Ying-tzu Lin (2002). *Win-win Evidence of*

Training and Development: Apprenticeship between Formal Education System and Business Human Resource Strategy, Paper presented at the 7th International Conference, Academy of Business & Administrative Sciences, July 6-8, San José, Costa Rica.

Ying-yao Cheng, I-Heng Chen, & Ping Yu (2002). *The Principals' Thinking Styles and School Administrative Innovation*, Paper presented at the Second Annual Conference on Innovative Research in Management, European Academy of Management, May 9-11, Stockholm, Sweden. (<http://euram.iese.edu/>)

I-Heng Chen, Ying-tzu Lin, Fang-shun Tsai, & Nai-ying Liu (2002). *The Study of Work-Family Conflict and Job Satisfaction*, Paper presented at the Second Annual Conference on Innovative Research in Management, May 9-11, Stockholm, Sweden. (<http://euram.iese.edu/>)

I-Heng Chen and Ying-tzu Lin (2002). *Why Do Asian Business Sponsor Arts and Culture Activities? A Survey of Taiwan's Corporations*, Paper presented at the Second Annual Conference on Innovative Research in Management, May 9-11, Stockholm, Sweden. (<http://euram.iese.edu/>)

I-Heng Chen and Ying-tzu Lin (2002). *Human Resource Strategy of Front-line service Workers: An Exploratory Study of Hairdressing Stores in Taiwan*, Paper presented at the 26th National Entrepreneurship & Small Business Educators Conference, Feb. 7-9, San Diego, CA, USA.

I-Heng Chen, Chin Kang Jen, Stephanie Yu, Ryh-Song Yeh (2000). *Workplace Political*, Paper presented at ICCM Conference, Dec. 13-14, College of Management, Sun Yat-sen University, Kaohsiung, Taiwan.

I-Heng Chen (2000). *The Leadership Style, Organizational Commitment and Organizational Citizenship in the Taiwan's Public Museu*, Paper presented at the Sixth of World Leisure Conference, July 3-7, Bilbao-Spain.

I-Heng Chen and Jing Kong Rang (1999). *The Business Strategy with the Tactics of T & D in SMEs - A Case Study in Service Industry*, Paper presented at APEC Human Resource Management Symposium on SMEs, Oct. 30-31, National Sun Yat-sen University, Kaohsiung, Taiwan.

I-Heng Chen (1998). *Promoting Participation in Performing Arts Activities through Internet Technology: A case study in Taiwan*, Paper

presented at the Fifth of World Leisure Conference, Oct. 26-30, Sao Paulo, Brazil.

I-Heng Chen (1996). *Work Value and Job Satisfaction Among Chinese Immigrant Professionals*, Paper presented at the Third Annual International Conference of Human Resource Management in the Asia-Pacific Region, Nov. 24-26, Kaohsiung, Taiwan.

Other Publications

Chen, I.-H. (1996). Work values, acculturation , and job satisfaction among Chinese immigrant professionals. NY: New York University Dissertation Grants Received

Chen, I.-H. (2000). Survey on corporate motivations for culture and arts sponsorship in Taiwan. Taipei: National Culture and Arts Foundation.

SERVICES

Year	Title
07/05-05/07	Chief Executive Officer, 2009 World Games Kaohsiung Organizing Committee
1990-1995	Production Manager, Chinese Information and Cultural Center in New York

AWARDS

Period	Title
1999	National Sun-Yet San University, Teaching Achievement Award
1996	National Science Council, Superior Honor Award