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Academic Appointment

Scheller College of Business, Georgia Institute of Technology

Associate Professor of Organizational Behavior (with Tenure), 2018 – Present

Assistant Professor of Organizational Behavior, 2012 – 2018

Education

Ph.D., University of Minnesota, Carlson School of Management, Twin Cities, 2012

Human Resources and Industrial Relations

Areas of concentration: Organizational Behavior and Human Resource Management

Dissertation: The Mechanisms and Work Group Context in the Victimization of High Performers

Committee: Theresa Glomb (Advisor), Joyce Bono, Michelle Duffy, Paul Sackett, and Pri Shah

- *Honorable Mention (2nd place), Ralph Alexander Best Dissertation Award, AOM HR Division*
- *SHRM Foundation Dissertation Grant Award, AOM HR Division*
- *Graduate Student Scholarship Award, SIOP*

M.A., University of Illinois, School of Labor and Employment Relations, Urbana-Champaign, 2007

Human Resources and Industrial Relations

B.A., Yonsei University, College of Business and Economics, Seoul, Korea, 2005

Economics, Early graduation with high honors

Research Interests

- Workplace aggression and victimization
- Emotion and well-being at work
- Strategic human resource management

Publications

(*: equal contributors)

Tai, K., Keem, S., Lee, K., & Kim, E. (In press). Envy influences interpersonal dynamics and team performance: Roles of gender congruence and collective team identification. *Journal of Management*.

Yoon, D. J., Muir, C. P., Yoon, M., & Kim, E. (2022). Customer courtesy and service performance: The roles of self-efficacy and social context. *Journal of Organizational Behavior*, 43, 1015-1037.

Tai*, K., Lee*, K., Kim*, E., Johnson, T., Wang, W., Duffy, M., & Kim, S. (2021). Gender, bottom-line mentality, and workplace mistreatment: The roles of gender norm violation and team gender composition. *Journal of Applied Psychology*, 107, 854-865.

Bhave, D., Halldorsson, F., Kim, E., & Lefter, A. (2019). The differential impact of interactions outside the organization on employee well-being. *Journal of Occupational and Organizational Psychology*, 92, 1-29.

Keem, S., Shalley, C., Kim, E., & Jeong, I. (2018). Are creative individuals bad apples? A dual pathway model of unethical behavior. *Journal of Applied Psychology*, 103, 416-431.

Lee, K., Kim, E., Bhave, D., & Duffy, M. (2016). Why victims of undermining at work become perpetrators of undermining: An integrative model. *Journal of Applied Psychology*, 101, 915-924.

Roh*, H., & Kim*, E. (2016). The business case for gender diversity: Examining the role of human resource management investments. *Human Resource Management*, 55, 519-534.

Kim, E., & Glomb, T. M. (2014). Victimization of high performers: The roles of envy and work group identification. *Journal of Applied Psychology*, 99, 619-634.

Bono*, J. E., Glomb*, T. M., Shen, W., Kim, E., & Koch, A. (2013). Building positive resources: Effects of positive events and positive reflection on work stress and health. *Academy of Management Journal*, 56, 1601-1627.

Kim, E., Bhave, D., & Glomb, T. M. (2013). Emotion regulation in workgroups: The roles of demographic diversity and relational work context. *Personnel Psychology*, 66, 613-644.

Shaw, J. D., Park, T., & Kim, E. (2013). A resource-based perspective on human capital losses, HRM investment, and organizational performance. *Strategic Management Journal*, 34, 572-589.

Kim, E., & Yoon, D. J. (2012). Why does service with a smile make employees happy? A social interaction model. *Journal of Applied Psychology*, 97, 1059-1067.

Kim, E., & Glomb, T. M. (2010). Get smarty pants: Cognitive ability, personality, and victimization. *Journal of Applied Psychology*, 95, 889-901.

Conference Presentations

Zhu, J., Oh, K., Kim, Y., & Kim, E. (Aug, 2021). Voicing the lessons of pain: Customer mistreatment, employee learning, and voice. Paper presented at the Academy of Management Virtual Conference.

Zhu, J., Oh, J., & Kim, E. (June, 2020). *A Dyadic Theory of Customer Mistreatment: The functional and dysfunctional employee and customer outcomes at the service encounter level*. Poster presented at the Society for Industrial and Organizational Psychology Virtual Conference.

Lim, J. H., Tai, K., Lee, K., & Kim, E. (Aug, 2018). Envyng my subordinate: Effects of leader envy on information deprivation and positive gossip. In M. F. Gonzalez, S. Lee, E. C. Larson, & Y. Cohen-Charash (Co-Chairs), *Overcoming value judgments of affect: Adverse effects of feeling good and benefits of feeling bad*. Symposium presented at the Academy of Management Conference, Chicago, IL.

Kim*, E., Lee*, K., Tai*, K., & Keem, S. (Aug, 2017). *A social comparison model of task performance and interpersonal behaviors*. Paper presented at the Academy of Management Conference, Atlanta, GA.

Roh*, H., & Kim*, E. (Aug, 2015). *The business case for gender diversity: Examining the role of human resource management investments*. Paper presented at the Academy of Management Conference, Vancouver, Canada.

Keem, S., Shalley, C., Kim, E., & Jeong, I. (Aug, 2015). *Unethical behavior in the workplace: Effects of creative personality, moral identity, negative affectivity, and moral disengagement*. Paper presented at the Academy of Management Conference, Vancouver, Canada.

Keem, S., Shalley, C., Kim, E., & Jeong, I. (June, 2015). *Unethical behavior in the workplace: Effects of creative personality, moral identity, negative affectivity, and moral disengagement*. Poster presented at the Association for Psychological Science, New York, NY.

Bhave, D., Halldorsson, F., Kim, E., & Lefter, A. (Aug, 2014). *The differential impact of interactions with customers on employee well-being*. Paper presented at the Academy of Management Conference, Philadelphia, PA.

Kim*, E., & Marr*, J. (Aug, 2014). Can status make you thin? The relationship between status change and weight change. In J. A. Kennedy (Chair), *Social status in groups: Current conceptualizations and new directions*. Symposium presented at the Academy of Management Conference, Philadelphia, PA.

Yoon, D. J., Kim, E., Yoon, M., & Zapata, C. P. (Aug, 2014). Customer incivility, customer courtesy, and service performance: the roles of intrinsic motivation and social context. In P. N. Sharma & D. J. Yoon. (Co-Chairs), *Putting a face to aggressive words and actions: Target and offender characteristics in workplace mistreatment processes*. Symposium presented at the Academy of Management Conference, Philadelphia, PA.

Lee, K., Kim, E., Bhave, D., & Duffy, M. (May, 2014). *Explaining reciprocal social undermining*. Poster presented at the Society for Industrial and Organizational Psychology Conference, Honolulu, HI.

Kim, E., & Yoon, D. J. (April, 2013). *Why does customer incivility impair service performance?* Poster presented at the Society for Industrial and Organizational Psychology Conference, Houston, TX.

Kim, E. (August, 2012). When and why do talented employees experience victimization? A multilevel Investigation. In D. J. Cohen (Chair), *Cutting edge HR research: Award-winning dissertation studies*. Symposium presented at the Academy of Management Conference, Boston, MA.

Kim, E., Yoon, D., & Glomb, T. M. (April, 2011). Display of positive emotions and employee well-being in the service setting: A social interaction model. In L. Petitta & J. Diefendorff (Co-Chairs), *Advances in understanding the links of emotions and context*. Symposium presented at the Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Kim, E., Bhawe, D. P., & Glomb, T. M. (August, 2010). *Work group diversity, social context, and emotional regulation*. Paper presented at the Academy of Management Conference, Montreal, Canada.

Bono*, J. E., Glomb*, T. M., Shen, W., Kim, E., & Koch, A. (August, 2010). *Work events, mood, and employee health: Testing the effects of a positive refocusing intervention*. Paper presented at the Academy of Management Conference, Montreal, Canada.

Kim, E. & Glomb, T. M. (April, 2009). Cognitive ability, victimization, and the moderating role of victims' personality. In S. M. Stewart & M. L. Gruys (Co-Chairs), *New directions in counterproductive work behavior research*. Symposium presented at the Society for Industrial and Organizational Psychology Conference, New Orleans, LA.

Kim, E. (August, 2008). *Voluntary turnover and organizational performance*. Paper presented at the Academy of Management Conference, Anaheim, CA.

Awards and Honors

- Affordable Materials Grant (\$24,000), Affordable Learning Georgia, University System of Georgia (2021)
- Brady Family Award for Faculty Research Excellence, Scheller College of Business, Georgia Institute of Technology (2016)
- Honorable Mention, Positive Organizational Scholarship (POS) Best Paper Competition, Center for Positive Organizations, University of Michigan (2015)
- Honorable Mention, Ralph Alexander Best Dissertation Award, Academy of Management HR Division (2013)
- Thanks for Being a Great Teacher, Georgia Institute of Technology (2013 -)
- Society for Industrial and Organizational Psychology Scholar (2012)
- SHRM Foundation Dissertation Grant Award, Academy of Management HR Division (2011)
- Graduate Student Scholarship Award, Society for Industrial and Organizational Psychology (2011)
- Doctoral Dissertation Fellowship Award, University of Minnesota (2011)
- Thank a Teacher, University of Minnesota (2010)

Teaching

- Organizational Behavior (2013 - Present)
- Managing Human Resources (2021 - Present)
- Group Dynamics (2018 - Present)
- Multilevel Theory and Method (2016 - 2019)
- Strategic Management of Human Assets (2014 - 2016, 2023 -)

Graduate Student Committees

- Doctoral Students

Jim Lemoine (Ph.D., Organizational Behavior), Placement: SUNY-Buffalo

Kerry Gibson (Ph.D., Organizational Behavior), Placement: Babson College

Sejin Keem (Ph.D., Organizational Behavior), Placement: Portland State University

Laurens Steed (Ph.D., Organizational Behavior), Placement: Miami University
Felix Fan (Ph.D., Organizational Behavior), Placement: Fairfield University
Tocshia Hogan (Ph.D., Organizational Behavior), Placement: Saint Louis University

- Master's Students

Sophie Kay (M.A., I/O Psychology)
Justin Sabree (M.A., I/O Psychology)

Service

- Editorial Board

Journal of Applied Psychology (2016 - Present)
Human Resource Management Review (2016 - Present)
Human Resource Management (2022- Present)

- Academic Community

Chair, SHRM Foundation Dissertation Award Committee, Academy of Management (2017)
Panelist, New Doctoral Student Consortium (NDSC), Academy of Management (2017)

- Georgia Institute of Technology

Scheller Online Initiatives committee (2021)
Undergraduate committee (2018 - Present)
Honors committee (2017 - 2018)
OB area speaker series co-chair (2013 - 2018)
OB area search committee co-chair (2019, 2021, 2022)

Invited Talks

- Yonsei University (2022)
- KAIST (2021)
- Temple University (2019)
- Singapore Management University (2014, 2022)

Professional Affiliations

- Academy of Management (AOM)
- Society for Industrial and Organizational Psychology (SIOP)
- American Psychological Association (APA)

Updated: Jan, 2023