

Qing TIAN



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Faculty :	School of Business
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Teaching and Research Areas :

Business Ethics, Organizational Behavior, Introduction to Management, etc.

Education

2001-2004: Ph.D / Faculty of Philosophy/ Christian-Albrecht-Universität of Kiel/ Germany.

1990-1997: Magister / Faculty of Economic and Social Science / Christian-Albrecht-Universität of Kiel/ Germany.

1981-1985: Bachelor/ Faculty of Foreign Languages/Hangzhou University (Zhejiang University) / China.

Teaching Experiences

2009 – present: Associate Professor / School of Business/ Macau University of Science and Technology

2005-2009: Assistant Professor / School of Business/ Macau University of Science and Technology

1998-2003: Associate Professor/ Professor / College of Economics/ Zhejiang University · China

Representative Publications

Journal Articles:

1. Tian, Q. & Peterson, D. The Effects of Ethical Pressure and Power Distance Orientation on Unethical Pro-Organizational Behavior: The Case of Earnings Management. ***Business Ethics: A European Review*** (in press) (SSCI).
2. Zou, WC., Tian, Q.,& Liu, J.: Servant Leadership, Social Exchange Relationships, and Hotel Employee's Helping Behavior: Positive Reciprocity Beliefs Matters. ***International Journal of Hospitality Management*** (in press) (SSCI).
3. Tian, Q., Liu, Y., & Fan, J. (2015). The effects of external stakeholder pressure and ethical leadership on corporate social responsibility in China. ***Journal of Management & Organization***, 21(04), 388-410. (SSCI).
4. Zou, WC., Tian, Q.,& Liu, J. (2015).The Role of Work Group Context and Newcomer Socialization: An Interactionist Perspective, ***Journal of Management & Organization***, Vol. 21, issue 02: 159-175. (SSCI).

5. Tian, Q., Zhang, LC., & Zou, WC. (2014). Job insecurity and counterproductive behavior of casino dealers - the mediating role of affective commitment and moderating role of supervisor support, *International Journal of Hospitality Management*. Vol. 40, July, 29-36. (SSCI).
6. Tian, Q. (2008). Perception of Business Bribery in China: Impact of Moral Philosophy, *Journal of Business Ethics*, Vol. 80/3 (SSCI).
7. Parnell, J.A. Tian,Q., Chen, A.N.-Ch.,& Yu,T. (2008). Comparative work values among future managers in China and the United States, in: *International Journal of Chinese Culture and Management* (England), Vol.2.
8. Zou, WC., Tian, Q., & J. Liu, (2012), Give a Plum in Return for a Peach: A Review of Reciprocity Theory in Organizational Behavior, *Advances in Psychological Science*, 9/10. (CSSCI)
9. Tian, Q. (2006). Moral Philosophies and Perceptions of Bribery---a Comparison of Chinese and German Business Practitioners, *International Journal ACTA SYSTEMICA*, Volume VI, No. 2. pp. 35-40; (Ontario, Canada).
10. Tian, Q., Yang, CH., & Lu, X.(2006). Implication on Macao's Labor Social Benefits by the Equivalent Return of Enterprises in Informal Employment", reprinted in China Renmin University Social Sciences Information Center, -- *Overseas Labour Economy and Human Resources Management*, Vol.11. p.36-41.

Academic Books / Monographs:

1. Tian, Q., & Elstein, D. Confucian Business Ethics: Possibilities and Challenges in: *Wealth, Commerce and Philosophy: Foundational Thinkers and Business Ethics*, The University of Chicago Press. (in Press)
2. Tian, Q. (2004). *Transcultural Study of Ethical Perceptions and Judgments Between Chinese and German Businessmen* (Monograph),Martin Meidenbauer, Verlagsbuchhandlung, GmbH & Co KG, Muenchen, ISBN 3-89975-497-2 · Germany.
3. Tian, Q. (1997).*Das Image der Chinesischen Unternehmern in Deutschland* · Monograph, Tectum Verlag, ISBN 3-89608-267-1, Germany.

Conference Proceedings:

1. Tian, Q., Zhang, L.C. · Zou, W.C. & Nie, T. A. (2013). Moderated Mediation Model of the Relationship between Job Insecurity and Organizational Deviance, Fourth Asia-Pacific Business Research Conference, Singapore, Oct.2013.
2. Tian, Q., Sanchez, J.I., & Zou, W.C. (2012). Paternalistic leadership and employee innovative behavior: unlocking the moving parts". Academy of Management Annual Conference, Boston. Aug. 04-07. 2012.08.
3. Tian, Q., Liu, Y., & Chen YY. (2012), The Interactive Effect of Stakeholder Pressure and Ethical Leadership on Corporate Social Responsibility, Conference Proceedings of IACMR Hong Kong Conference, June 20-24.
4. Tian, Q., & Sanchez, JI. (2010) Testing a Model of Tolerance towards Unethical Behavior amongst Employees of State-Owned Companies in China', The 3rd World Business Ethics Forum (WBEF), Macau.
5. Tian, Q., & Jin, Q. Assessing the Influence of Organizational Culture in the Small and

Middle-sized Enterprises of Macao. Proceedings of Westlake International Conference on SMB, Hangzhou, P.R. China. 2006.

6. Tian, Q. Perception of Corrupt Payments in China: the Impact of Moral Philosophy, Proceedings of: The 1st World Business Ethics Forum: Does East Meet West? Hongkong. Oct. 2006

7. Tian, Q. Moral Philosophies and Perceptions of Bribery---a Comparison of Chinese and German Business Practitioners, Proceedings of: The 18th International Conference on Systems Research, Informatics & Cybernetics. Baden-Baden, Germany. Aug. 2006.

Recent Research Projects

2014-2015 Ethical pressure, power distance, ethical judgment of earnings management

2013-2014 Exploring how self-efficacy can promote creativity of young people in Macao.

2012-2013 Liabilities of Managers and Shareholders and Ethics of Limited Liability Company in China and Germany.

2012-2013 Job insecurity and counterproductive behavior in Macao casinos.

2011 -2012 Factors influencing the motivation of Macau youth to participate in community activities.

Membership of Academic Associations and community service

Member of Academy of Management

Member of IACMR (International Association for Chinese Management Research)

Editorial board member, Asian Journal of Business Ethics (2011-present)