

# Wu Ting



**Title :** Associate Professor  
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## Academic Qualification

**2006-2011 Ph.D.: National Sun Yat-Sen university (Taiwan); Human Resource Management;**

**2004-2005 Master: Lancaster University, Human Resource Development & Consulting;**

**2000-2004 BS/BA: National Chung-Cheng University (Taiwan), Labour Relations.**

## Working Experience

**2022-Present Associate Professor / Macau University of Science and Technology**

**2012-2022 Assistant Professor / Macau University of Science and Technology**

**2009-2012 Part-time lecturer/ Cheng-Shiu University, Taiwan**

**2008-2009 Visiting scholar/ Stirling University, UK**

## Teaching Activities

**Human resource management, Strategic management, Strategic HRM, Global HRM.**

## Research Areas

**Employee wellbeing, job crafting, Social enterprises & ESG**

## Selected Publications

- Chang, P. C., Gao, X., Wu, T., & Lin Y. Y. (2022). Workaholism and work–family conflict: a moderated mediation model of psychological detachment from work and family-supportive supervisor behavior. *Chinese Management Studies, Ahead-of-print*. <https://doi.org/10.1108/CMS-09-2021-0380> (SSCI)
- Tian, Q., Bai, J., & Wu, T. (2022). Should we be "challenging" employees? A study of job complexity and job crafting. *International Journal of Hospitality Management, 102*, 103165 (SSCI)
- Chang, P.C., Sun, K., & Wu, T. (2022). A study on the mechanisms of strengths-based psychological climate on employee innovation performance: a moderated mediation model. *Chinese Management Studies, 16* (2), 422-445. <https://doi.org/10.1108/CMS-09-2020-0374>. (SSCI)
- Chang, P. C., Xiaoxiao, G., & Wu, T. (2021). Sense of calling, job crafting, spiritual leadership and work meaningfulness: a moderated mediation model. *Leadership & Organization Development Journal, 42*(5), 690-704. <https://doi.org/10.1108/LODJ-09-2020-0392>. (SSCI)
- Chang, P. C., Zhang, M. J., & Wu, T. (2021). Developmental human resource configuration, unique human capital, and employee innovative work behavior: A multilevel moderated mediation model. *SAGE Open, 11*(2), 21582440211027964. (SSCI)
- Chang, P. C., Rui, H., & Wu, T. (2021). Job autonomy and career commitment: A moderated mediation model of job crafting and sense of calling. *SAGE Open, 11*(1), 21582440211004167. (SSCI)
- Chang, P.C., Wu, T. and Du, J. (2020). Psychological contract violation and patient's antisocial behaviour: A moderated mediation model of patient trust and doctor-patient communication. *International Journal of Conflict Management, 31*(4), 647-664. <https://doi.org/10.1108/IJCM-07-2019-0119> (SSCI)
- Wu, T., & Chang, P. C. (2020). The impact of work–family programs on work–family facilitation and role performance: the dual moderating effect of gender. *Asia Pacific Journal of Human Resources, 58*(1), 46-65 (SSCI).
- Chang, P. C., Wu, T., & Liu, C. L. (2018). Do high-performance work systems really satisfy employees? Evidence from China. *Sustainability, 10*(10), 3360 (SSCI).
- Chang, P. C., Wu, T., & Chien, J-C. (2016). Two HR systems and employees' responses to social and economic exchange mechanisms. *Journal of Macau University of Science and Technology, 10*(2), 35-44.
- Y. Tian, Lu. D., & Wu, T. (2015). Apply cognitive-affective nature to study the emotion of awe and perceived value in tourists' satisfaction and loyalty: The case of Tibet. *East China Economic Management, 29*(10), 69-75.

**Other Professional Activities**

2019-2020: Member of editorial board, Journal of Business Administration Research

2016/12/27: Guest speaker, Management Graduate Institute of Human Resource Management, National Changhua University of Education Taiwan, R.O.C.

2016/04/21: Lecture for staff annual management training, Air Macau

2016-Now: Editorial review board for Human Resource Management Review (HRMR)

2015/12/22: Guest speaker, Management Graduate Institute of Human Resource Management, National Changhua University of Education Taiwan, R.O.C.

**Honors/Awards**