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教研領域 組織理論與設計、研究方法、
企業調查研究、國際組織行為

學歷

2005 – 2010 國立中山大學 / 人力資源管理 / 博士
2003 – 2005 國立中山大學 / 人力資源管理 / 碩士
1996 – 1998 私立長庚大學 / 機械工程 / 碩士
1992 – 1996 私立大同大學 / 機械工程 / 學士

教學經驗

2015 – 現職 澳門科技大學 / 商學院 / 副教授
2011 – 2015 澳門科技大學 / 商學院 / 助理教授
2014 – 2015 澳門地區在職進修人員短期培訓課程授課講師《SPSS 軟件應用》
2013 – 2015 澳門公務人員短期培訓課程授課講師 (行政公職局)
《SPSS 軟件應用》、《調研與分析方法》
2010 – 2011 國立中山大學 / 人力資源管理研究所 / 博士後研究員
2008 – 2009 美國伊利諾香檳分校 / 勞資關係研究所 / 訪問學者 (全額獎學金)

學術成果

期刊文章：

1. Y. Tian, D. Lu, & P. C. Chang. 2015. The role of identity salience in the mechanisms of tourism destination image affecting on word-of-mouth: The explanation based on the cognitive-affective dual perspective. *Business Research* (forthcoming).
2. P. C. Chang, D. Lu, J. C. Chien, & T. M. Lin. 2014. Job and organizational attributes, applicant personality traits, and organizational attractiveness: An example in Macau's gambling industry. *Economic Management Journal*, 36(Z1):35-39.
3. J. J. Lawler, P. C. Chang, W. Hong, J. Bae, P. C. Wu, & S. J. Chen. 2013. Going abroad: A multi-country study of HR policies, national IR systems, and union activity in foreign subsidiaries of American multinationals. *Industrial and Labor Relations Review*, 66(5):1149-1171.
4. S. H. Lin, L. C. Huang, P. F. Cheng, C. C. Chang, P. C. Chang, & C. S. Lin. 2013. The role of person and organizational variables in the three component model of occupational commitment. *Canadian Journal of Administrative Sciences*,

30(2):115-126.

5. P. C. Chang. 2013. A study of emotional labor's emotional labor loading and job satisfaction: emotional intelligence as a moderator. *Management Innovation and Business Innovation*, 16:385-390.
6. P. C. Chang, J. C. Chien, & T. M. Lin. 2012. Perceptions of organizational politics and employees' turnover intention : The cross-level moderation effect of group interaction. *Journal of Macau University of Science and Technology*, 6(2):67-81.
7. P. C. Chang. 2012. Organizational political climate and employees' turnover intention : The cross-level mediation effect of psychological contract breach. *Journal of Macau University of Science and Technology*, 6(1):46-60.
8. P. C. Chang & S. J. Chen. 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): 883-901.
9. I. C. Huang, C. M. Ho, J. F. Uen, L. S. Lin, & P. C. Chang. 2008. When volunteers don't help that much: The mediated moderation effect of volunteerism between high commitment human resource practices, organizational climate and strategic performance of temporary organizations. *International Journal of Strategic Management*, 8: 67-79.
10. C. M. Ho & P. C. Chang. 2004. The content analysis of Journal of Human Resource Management and determinants of acceptance of an article. *Journal of Human Resource Management*, 4(4): 1-28 ◦

會議論文:

1. P.C. Chang & T. Wu. 2015. Do high-performance work systems really satisfy employees? Comparing two counteracting mediating mechanisms. 2015 Global Entrepreneurship and Innovation in Management Conference, July 30-31, 2015, Taiwan.
2. A. Y-P. Lee, I. H. Chen, & P.C. Chang. 2014. Sense of calling in the workplace: The moderating effect of organizational supportive climate. Paper presented at the 2014 Management Theory and Practice Conference, April 4-5, 2014, Japan.
3. P.C. Chang. 2013. A study of emotional labor's emotional labor loading and job satisfaction: emotional intelligence as a moderator. Paper presented at the 2013 ICMIBI Conference, April 21-22, 2013, Singapore.
4. J. J. Lawler, P. C. Chang, W. Hong, J. Bae, P. C. Wu, & S. J. Chen. 2012. Going abroad: A multi-country study of HR policies, national IR systems, and union activity in foreign subsidiaries of American multinationals. Paper presented at the 2012 IACMR Conference, June 20-24, 2012, Hong Kong, China.
5. I. H. Chen, Y. P. Lee, H. C. Chen, & P. C. Chang. 2012. Where Does the Sense of Calling Come From? The examination of Individual and organizational Factors for Sources of Calling. Paper presented at the 2012 IACMR Conference, June 20-24, 2012, Hong Kong, China.
6. P. C. Chang & S. J. Chen. 2011. Transformational leadership and organizational

identification: The moderating effect of leadership and organization. Paper presented at the 7th Cross-Straits Conference on Organizational Behavior and Human Resource Development.

7. P. C. Chang & S. J. Chen. 2011. Business strategy, HRM systems, and firm performance: A comparative study of Taiwan and China. Paper presented at the 2011 AIB Conference, June 24-28, 2011, Nagoya, Japan.
8. P. C. Chang, L. S. Lin, C. M. Ho, & T. M. Lin. 2010. A multi-level exploration of group interaction, employees' perceptions of organizational politics, and turnover intention. Paper presented at the Asia Academy of Management conference. December 12-14, Macau.
9. B. C. Jan, P. C. Chang, & S. J. Chen. 2010. The effect of transformational leadership, job satisfaction and organizational commitment: An example of the banking industry. Paper presented at the 6th Cross-Straits Conference on Organizational Behavior and Human Resource Development.
10. P. C. Chang, P. C. Huang, & S. J. Chen. 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.
11. P. C. Chang, L. S. Lin, C. M. Ho, & T. M. Lin. 2009. Contextualizing perceived organizational politics: A multi-level exploration. Paper presented at the Academy of Management Meeting. August 7-11, Chicago, USA.
12. J. S. Guo, P. C. Chang, S. J. Chen, & P. C. Huang. 2009. Factors affecting family business succession: An empirical study of Taiwan's family businesses. Paper presented at the 5th Cross-Straits Conference on Organizational Behavior and Human Resource Development, Shandong.
13. L. S. Lin, P. C. Chang, I. C. Huang, C. M. Ho, & J. F. Uen. 2009. Managing temporary organizations: Human resource practices and strategic performance. Paper presented at the 5th Cross-Straits Conference on Organizational Behavior and Human Resource Development, Shandong.
14. I. C. Huang, C. M. Ho, J. F. Uen, L. S. Lin, & P. C. Chang. 2008. Contingent but Committed: HR Practices, Climate and Temporary Organizations Performance. Paper presented at the Academy of Management Meeting. August 8-13, Anaheim, California, USA.
15. I. C. Huang, C. M. Ho, J. F. Uen, L. S. Lin, & P. C. Chang. 2008. When volunteers don't help that much: The moderated mediation effect of volunteerism between high commitment human resource practices, organizational climate and strategic performance of temporary organizations. Paper presented at the IABE-2008 Stockholm Summer Conference as well as for publication in International Journal of Strategic Management.
16. L. S. Lin, P. C. Chang, J. F. Uen, C. M. Ho, & I. C. Huang. 2008. Temporally Competent: High Commitment Human Resource Practices, Human Capital and Strategic Performance of Temporary Organizations. Paper presented at the BAI-2008 International Conference on Business and Information at JW Marriott Hotel Seoul, South Korea, July 07-09, 2008.

17. P. C. Chang, P. C. Hhang, S. J. Chen, & C. M. Lu. 2008. A multilevel approach on the relationship between HRM practices and employee job performance: A study on small-scale hairdressing organizations. Paper presented at the BAI-2008 International Conference on Business and Information at JW Marriott Hotel Seoul, South Korea, July 07-09, 2008.

科研項目

- 2012 - 2013 澳門星級酒店企業形象與組織人才吸引力之研究---以薪酬福利制度為調節變項
- 2013 - 2014 護理人員情緒勞動、幽默感與工作倦怠關係之研究
- 2014 - 2015 澳門博彩業高績效人力資源管理系統對於員工態度和行為關係影響之研究---以社會交換理論觀點為基礎做探討 (審批中)

學術及專業會員資格

學術機構及社會任職

1. Asia Pacific Journal of Management 審稿者
2. 組織與管理期刊審稿者
3. 勞資關係論叢期刊審稿者
4. 澳門科技大學學報審稿者

專業資格認證及獎項

1. 國立中山大學優秀博士論文獎
2. 中華民國斐陶斐榮譽學會會員
3. 國立中山大學赴海外研究全額獎學金
4. 私立長庚大學全額獎助學金