

田青



Position : 教授
Faculty : 商学院
Email Address : qtian@must.edu.mo
Telephone : (853) 8897-2265
Office : O929

教学领域:

商业伦理, 组织行为学, 管理学等

学历

2001-2004: 德国基尔大学/哲学系/博士
1990-1997: 德国基尔大学/经济与社会科学系/硕士(本硕连读)
1981-1985: 浙江大学外语系/学士

工作经历

2018- present: Professor/ School of Business/ Macau University of Science & Technology
2009 – 2018: Associate Professor / School of Business/ Macau University of Science & 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
1985-1989: Assistant Economist, Bank of China, Zhejiang Branch

论文发表

钟皓, 田青, 白敬伊(2019). 基于社会认知理论的员工帮助行为对伦理型领导的作用机制研究, 管理学报, (16), No.1.
田青, 杨华雄, 彭达枫, 吕玮瑶(2019). 环保利他关注的中介作用及组织认同的调节作用. 中国人力资源开发, (36), No. 2.
Tian, Q., & Robertson, J. (2019). How and When Does Perceived CSR Affect Employees' Engagement in Voluntary Pro-Environmental Behavior? Journal of Business Ethics. March, Volume 155, Issue 2, pp 399–412.
Tian, Q., & Sanchez, J. (2017) Does paternalistic leadership promote innovation? The

- interaction between authoritarianism and benevolence. *Journal of Applied Social Psychology*. Volume 47, Issue 5, P. 235–246. (SSCI).
- Tian, Q., & Peterson, Dane (2016). The Effects of Ethical Pressure and Power Distance Orientation on Unethical Pro-Organizational Behavior: The Case of Earnings Management. *Business Ethics: A European Review*. Vol. 25, No. 2. April. P. 159–171.
- Zou, WC., Tian, Q., & Liu, J. (2015). Servant Leadership, Social Exchange Relationships, and Hotel Employee's Helping Behavior: Positive Reciprocity Beliefs Matters. *International Journal of Hospitality Management*. Vol. 51. pp. 147-156.
- Tian, Q., Liu, Y., & Fan, JH. (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).
- 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).
- 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, pp. 29-36. (SSCI).
- Tian, Q. (2008). Perception of Business Bribery in China: Impact of Moral Philosophy, *Journal of Business Ethics*, Vol. 80/3.
- 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.
- Tian, Q. (2006). Moral Philosophies and Perceptions of Bribery---a Comparison of Chinese and German Business Practitioners, *International Journal ACTASYSTEMICA*, Volume VI, No. 2. pp. 35-40; (Ontario, Canada).
- 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 Labor Economy and Human Resources Management*, Vol.11. p.36-41.

学术专著

- Elstein, D. & Tian, Qing. Confucian Business Ethics: Possibilities and Challenges in: Heath, E., & Kaldis, B. (2017). *Wealth, Commerce, and Philosophy*. University of Chicago Press.
- 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.

Tian, Q. (1997). Das Image der Chinesischen Unternehmen in Deutschland, Monograph, Tectum Verlag, ISBN 3-89608-267-1, Germany.

会议论文

Peng D.F., Zhang JL, & Tian Q. Ethical leadership and moral efficacy ethical climate as a mediator. 2nd International Conference on Electrical, Automation and Mechanical Engineering, 2017.

Peng D.F., & Tian, Q. Does ethical leadership help to enhance whistleblowing? The moderating role of ethical leadership in the ethical climate to whistleblowing. The 6th World Business Ethics Forum, 11-13 December 2016, Hong Kong.

Tian, Q., Zhang, L.C., Zou, W.C. & Nie, T.. Moderated Mediation Model of the Relationship between Job Insecurity and Organizational Deviance, Fourth Asia-Pacific Business Research Conference, Singapore, Oct. 2013.

Tian, Q., Zhong, Hao (2014). Ethical leadership and CSR in public sectors. Cross-strait Academic Conference on Enhancement of Public Governance, Macau.

Tian, Q., Sanchez, J.I., & Zou, W.C. Paternalistic leadership and employee innovative behavior: unlocking the moving parts". Academy of Management Annual Conference, Boston. Aug. 04-07. 2012.

Tian, Q., Liu, Y., & Chen YY., The Interactive Effect of Stakeholder Pressure and Ethical Leadership on Corporate Social Responsibility, Conference Proceedings of IACMR Hong Kong Conference, 2012, June 20-24.

Tian, Q., & Sanchez, JI. Testing a Model of Tolerance towards Unethical Behavior amongst Employees of State-Owned Companies in China', The 3rd World Business Ethics Forum (WBEF), 2010, Macau.

Tian, Q., & Qi, J. 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.

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.

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.

研究奖

Bank of China Excellent Research Award (2018)

The Fourth Outstanding Achievement Awards for Macao Research in Humanities and Social Sciences (2015).

研究项目

2016-2017: How do ethical leaders and organizational climate influence employee organizational citizenship behavior.

2015-2016: The impact of corporate social responsibility on employee behavior.

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: Exploring factors influencing the motivation of Macau youth to participate in community activities.

学术职务

Member of Academy of Management

Member of IACMR (International Association for Chinese Management Research
Editorial board member, Asian Journal of Business Ethics (2011-present)

Board member of Macau Scholar Union