

# Zou Wen Chi



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## **Academic Qualification**

2006-2010 Macau University of Science and Technology/Ph.D in Management.

## **Working Experience**

2023/06-Present Professor/MSB/Macau University of Science and Technology

2016/07-2023/06 Associate Professor/MSB/Macau University of Science and  
Technology

2010/09-2016/06 Assistant Professor/MSB/Macau University of Science and  
Technology

## **Teaching Activities**

Managerial Psychology

Entrepreneurship

Organizational Behavior

Strategic Management

## **Research Areas**

Leadership

Workplace Spirituality

Emotions in workplace

Socialization

Positive psychology

Social psychology

## Selected Publications

### *Journal Articles:*

Li, J., Liu, X., Houghton, J. D., Li, L., & **Zou, W. C.** (2023). A multi-level perspective of the value congruence mechanisms underlying transformational leadership and cooperative voice. *Baltic Journal of Management*, <https://doi.org/10.1108/BJM-06-2022-0213>. (SSCI)

Su, L., Houghton, J. D. Chen, S. Y., **Zou, W. C.** (2022) Does Organizational Empowerment Promote Self-leadership in Hotel Management? An Analysis Based on Employees' Cultural Value Orientation. *Journal of Hospitality and Tourism Management*, 53, 165-175. (SSCI)

**Zou, W. C.**, Lin, B.W, Su, L., & Houghton, J. D. (2022). Spiritual Leadership and Employee CSR Participation: A Probe from a Sensemaking Perspective. *Journal of Business Ethics*, <https://doi.org/10.1007/s10551-022-05227-6>. (SSCI)

**Zou, W. C.**, Houghton, J. D., & Li, J. J. (2022). Workplace spirituality as a means of enhancing service employee well-being through emotional labor strategy choice. *Current Psychology (New Brunswick, N.J.)*, 41(8), 5546–5561. <https://doi.org/10.1007/s12144-020-01069-5>(SSCI)

**Zou, W. C.**, Zeng, Y., Peng, Q., Xin, Y., Chen, J., & Houghton, J. D. (2020). The influence of spiritual leadership on the subjective well-being of Chinese registered nurses. *Journal of nursing management*, 28(6), 1432-1442. <https://doi.org/10.1111/jonm.13106> (SCI/SSCI)

Zhang, J. H., **Zou, W. C.**, & Jiang, X. Y. (2019). One Religion, Two Tales: Religion and Happiness in Urban and Rural Areas of China. *Religion*, 10(9), 532. (A&HCI)

**Zou, W. C.**, & Dahling, J. (2017). Workplace spirituality buffers the effects of emotional labour on employee well-being. *European Journal of Work and Organizational Psychology*, 26(5), 768–777. (SSCI)

**Zou, W. C.**, XiaoSong Lin, JingShan Zhu (2017). Can Servant Leadership Influence Hotel Employees' Brand Citizenship Behavior? Framing and Examining a Cross-Level Model. *Tourism Tribune*, 32(3), 38–48. (CSSCI)

**Zou, W. C.**, & Qing Tian, Jia Liu (2015). Servant Leadership, Social Exchange Relationships, and Hotel Employee's Helping Behavior: Positive Reciprocity Beliefs Matters. *International Journal of Hospitality Management*, 51, 147–156. (SSCI)

**Zou, W. C.**, & Qing Tian, Jia Liu (2015). The Role of Work Group Context and Information Seeking in Newcomer Socialization: An Interactionist Perspective. *Journal of Management and Organization*. 21(2), 159–175. (SSCI)

Qing Tian, Li Cheng Zhang, **Zou, W. C.** (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*, 40, 29–36. (SSCI)

**Zou, W. C.**, & Jia Liu, Pu Hui-mei (2015). The Impact of Workplace Spirituality on Subjective Well-being: The Mediating Role of Emotional Labor. *Chinese Journal of Clinical Psychology*, 23(3), 544-547. (CSSCI)

**Zou, W. C.**, & Qing Tian, Jia Liu (2012). “Give a Plum in Return for a Peach”: A Review of Reciprocity Theory in Organizational Behavior. *Advance in Psychological Science*, 20, 1879–1888. (CSSCI)

**Zou, W. C.**, & Jia Liu. (2011). “One for All, All for One”: Review of Research on Team-Member Exchange. *Advance in Psychological Science*, 8, 1193-1204. (CSSCI)

Yong Zheng, & Wenchi Zou (2011). The Analysis of Transformational Leadership’s Influence on the Newcomer’s Organizational Socialization: Empirical Research on Five and Four Star Hotels in Macau and Zhuhai. *Tourism Tribune*, 9, 79-84. (CSSCI)

### ***Scholar’s books:***

Wenchi Zou, Yong Zheng. (2013). TOURISM FORECAST: Demand, Forecasting Theory, and Empirical Research. China Social Science Press.

### ***Conference Proceedings:***

Qing Tian, Juan, I, Sanchez, & Wenchi Zou (2012). Paternalistic leadership and employee innovative behavior: Unlocking the moving parts. Academy of Management Conference Proceedings. (Index to Scientific & Technical Proceedings)

Wenchi Zou, Yong Zheng, & Jing Shan Zhu. (2011). Information Seeking as a Mediator between Proactive Personality and Adjustment: A Study of New Employees’ Socialization in Five-star Hotels. Tourism and Services Engineering Management. Seminar in 2011 International Conference on Risk and Engineering Management session.

Yong Zheng, Wenchi Zou, & Jing Dong. (2011). Examine the uncertain information hypothesis on Hang Seng Index and HS HSI ETF. Proceedings of The Fifth International Conference on Management Science and Engineering Management (pp. 3-10). (ISIP)

### ***Honors/Awards***

Second Class Prize of Scholar’s Books in Humanity and Social Sciences Research Award of Macau (4<sup>th</sup>).

Third Class Prize of Academic Articles in Humanity and Social Sciences Research Award of Macau (4<sup>th</sup>).

### **Other Professional Activities**

#### ***Research Projects***

Wenchi Zou. "Spiritual Leadership and Employee CSR Participation: A Probe from a Sensemaking Perspective". Funded by Macau Foundation. Duration: from 5/5/2022 to 5/5/2023.

Wenchi Zou. “The survey of satisfaction of Macao residents toward Macao SAR

government.” Funded by Macau Foundation. Duration: from 2019 to 2020.

Wenchi Zou. “Macau residents food safety risk perception research report”. Funded by The Civil Affairs Department of the Macao SAR Government. Duration: from 2017 to 2018.

Wenchi Zou. “Can Servant Leadership Influence Hotel Employees’ Brand Citizenship Behavior? Framing and Examining a Cross-Level Model”. Funded by Macau Foundation. Duration: from 2016 to 2017.

Wenchi Zou. "The Study of Macau Casino Dealer’s Mental Health and Subjective Well-being". Funded by Macau Foundation. Duration: from 1/9/2014 to 1/8/2015.

Wenchi Zou. “An Analysis of the Impact Factors on Brand Citizenship Behavior of Hotels’ Employees in Macau” .Funded by Macau Foundation. Duration: from 1/12/2011 to 1/12/2012.

### ***Academic Membership and Services***

Member of the International Association for Chinese Management Research (IACMR)