

## Curriculum Vitae

Yu (Jade) Han  
Faculty of Business Administration  
University of Regina  
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### EDUCATION

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- PhD in Management, Carleton University** **2020**  
Supervisor: Dr. Greg Sears  
Thesis: Ambivalence in the leader-follower relationship: Dispositional antecedents and effects on work-related well-being.
- MSc Business Studies: HRM-OB track, University of Amsterdam** **2010**  
Advisors: Dr. Corine Boon and Dr. Deanne den Hartog  
Thesis: The moderating role of proactivity: Leader–member exchange and job satisfaction, job performance, and turnover intentions
- MSc Business Economics: Finance track, University of Amsterdam** **2010**  
Advisor: Dr. Dirk Veestraeten  
Thesis: The relationship between macroeconomic factors and stock prices in China
- B. A. Business Administration, China Agricultural University** **2008**

### REFEREED JOURNAL ARTICLES

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- Han, Y.** & Sears, G. (2020) The influence of Holland’s vocational interests on work-family conflict: An exploratory analysis. *Journal of Employment Counseling*, 57(2), 66-84.
- Han, Y.**, Chaudhury, T., & Sears, G. (in press). Does career resilience promote subjective well-being? Mediating effects of career success and work stress. *Journal of Career Development*.
- Han, Y.**, Sears, G., & Zhang, H. (2018). Revisiting the “give and take” in LMX: Exploring equity sensitivity as a moderator of the influence of LMX on affiliative and change-oriented OCB. *Personnel Review*, 47(2), 1-19.
- Sears, G., Zhang, H. & **Han, Y.** (2016). Negative affectivity as a moderator of perceived organizational support-work outcome relationships. *Personality and Individual Differences*, 98, 257-260.

## **MANUSCRIPTS UNDER REVIEW OR IN PREPARATION**

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Sears, G. & **Han, Y.** Do employee responses to organizational support depend on their personality? The joint moderating role of conscientiousness and emotional stability. Under review.

**Han, Y.** & Sears, G. Does leader-member exchange ambivalence hinder well-being? Exploring relations with work engagement and emotional exhaustion. Under review

**Han, Y.**, Sears, G., Darr, W., Wang, Y. Dispositional predictors of expatriate adjustment: A meta-analytic review. Under review

## **CONFERENCE PRESENTATIONS**

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**Han, Y.** & Sears, G. (February 2020). *Do Holland's Vocational Personality Types Influence Perceptions of Work-Family Conflict?* Society for Personality and Social Psychology Annual Convention, New Orleans, Louisiana.

**Han, Y.** & Sears, G. (September 2019). *Exploring the role of vocational interests in balancing work and family demands.* Atlantic Schools of Business Conference, Cape Breton University, Canada.

**Han, Y.** & Sears, G. (May 2019). *Exploring the role of vocational interests in balancing work and family demands: Do the RIASEC types predict work-family conflict?* Annual Conference of the Administrative Sciences Association of Canada (ASAC), Brock University, Canada.

Chaudhury, T., **Han, Y.** & Sears, G. (May 2018). *Career resilience in relation to life satisfaction: Mediating effects of indicators of career success and work stress.* Presented at the 4th Canadian Conference on Positive Psychology. Victoria College, University of Toronto, Canada.

**Han, Y.**, Sears, G., & Zhang, H. (June 2017). *Revisiting the "give and take" in LMX: Exploring equity sensitivity as a moderator of the influence of LMX on affiliative and change-oriented OCB.* ASAC Annual Conference, HEC Montréal, Canada.

**Han, Y.** & Sears, G. (June 2016). *Psychological need fulfilment at work and life satisfaction: A Self-Determination Theory perspective.* Presented at the 3rd Canadian Conference on Positive Psychology. Niagara-on-the-Lake, Canada.

**Han, Y.** (April 2016). *Psychological need fulfilment at work and life satisfaction: A conceptual model.* Presented at the 35th Annual Industrial Organizational Psychology/ Organizational Behaviour (IOOB) Conference. University of Texas at Arlington, USA.

## **TEACHING EXPERIENCE**

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**Instructor, Sprott School of Business, Carleton University** **2018 – 2021**

BUSI4104 Strategic Human Resource Management (Winter Term 2021)  
BUSI4104 Strategic Human Resource Management (Winter Term 2020)  
BUSI3102 Introduction to Human Resource Management (Summer Term 2019)  
BUSI4104 Strategic Human Resource Management (Winter Term 2019)  
BUSI3102 Introduction to Human Resource Management (Summer Term 2018)

**Teaching Assistant, Sprott School of Business, Carleton University** **2014 – 2019**

Introduction to Human Resource Management, Introduction to Organizational Theory,  
Introduction to Organizational Behavior, Sustainable Business Development,  
Organizational Leadership, Corporate & Business Strategy, IT Service Management

## **PROFESSIONAL EXPERIENCE**

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**Research Assistant, Research Project on Leadership and Workplace Diversity/Inclusion**

Supported by Social Sciences and Humanities Research Council of Canada **2017 – 2020**

**Senior Staff Member, China Banking Regulatory Commission** **2011 – 2014**

**HRM-Organizational Behavior Academic Internship** **2009 – 2010**

Faculty of Business and Economics, University of Amsterdam, The Netherlands

## **SERVICE ACTIVITIES**

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**Track Chair**

“Health and Safety” HRM Division at the ASAC Conference **2020**

“Contextual Approach” HRM Division at the ASAC Conference **2019**

**Ad Hoc Reviewer**

*Personnel Review*

*International Journal of Manpower*

*Information & Management*

79<sup>th</sup> and 80<sup>th</sup> Academy of Management Meeting, OB Division, HR Division,  
Careers Division

49<sup>th</sup> Atlantic Schools of Business Conference, Organizational Behavior and Theory Track

ASAC 2020 Conference, HR Division, OB Division

## **AWARDS, GRANTS AND SCHOLARSHIPS**

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Mitacs Accelerate Award, Mitacs (\$30,000) **2019 – 2020**

TalentEdge Internship Program, Ontario Centres of Excellence (\$45,000) **2018 – 2019**

TalentEdge Internship Program, Ontario Centres of Excellence (\$15,000) **2017**