

# Hee Man Park

School of Labor and Employment Relations  
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## ACADEMIC APPOINTMENT

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### **The Pennsylvania State University, School of Labor and Employment Relations**

*Assistant Professor of Human Resource Management, 2017-present*

## EDUCATION

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**The Ohio State University, Max M. Fisher College of Business** Columbus, OH, USA  
Ph.D. in Management and Human Resources, 2017

**Cornell University, School of Industrial and Labor Relations** Ithaca, NY, USA  
Master in Industrial and Labor Relations, 2012

**Korea University** Seoul, Korea  
Master in Business Administration, 2009  
Bachelor in Business Administration, Economics (Food and Resources Economics), 2005

## RESEARCH INTEREST

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Managerial Leadership, Performance Management, Social Exchange (positive, negative), Commitment

## PUBLICATIONS (REFERRED JOURNALS & BOOK CHAPTERS)

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Klein, H. J., Lount, R. B., Park, H. M., & Linford, B. (in press) When goals are known: The effects of social context on goal commitment and performance. *Journal of Applied Psychology*

Park, H. M., Moon, H. K., & Jeon, Y. (2020) Abusive supervision and supervisor indifference attribution: Role of subordinates' horizontal collectivism orientation. *Korean Journal of Management*, 28(1), 1-27

\*Haggard, D. L. & \*Park, H. M. (2018) Perceived supervisor remorse, abusive supervision, and LMX. *Journal of Organizational Behavior*, 39 (10), 1252-1267

\* Denotes shared authorship; authors listed alphabetically.

- Tepper, B. J., Dimotakis, N., Lambert, L. S., Koopman, J., Matta, F. K., Park, H. M., & Goo, W. (2018). Examining follower responses to transformational leadership from a dynamic, person–environment fit perspective. *Academy of Management Journal*, 61(4), 1343–1368.
- Chung, S., Lount, R. B., Park, H. M., & Park, E. S. (2018) Friends with performance benefits?: A meta-analysis on the relationship between friendship and group performance. *Personality and Social Psychology Bulletin*, 44(1): 63-79
- Tepper, B. J., Simon, L.S., & Park, H. M. (2017). Abusive supervision. *Annual Review of Organizational Psychology and Organizational Behavior*, 4:123-152
- Klein, H. J., & Park, H. M. (2017). Commitment as a unidimensional construct. In J. P. Meyer (Ed.) *The Handbook of Employee Commitment*. Edward Elgar Publishing.
- Tepper, B. J., Mitchell, M. S., Haggard, D. L., Kwan, H. K., & Park, H. M. (2015). On the exchange of hostility with supervisors: An examination of self-enhancing and self-defeating perspectives. *Personnel Psychology*, 68(4): 723-758.
- Klein, H. J., & Park, H. M. (2015). Organizational commitment. In: James D. Wright (editor-in-chief), *International Encyclopedia of the Social & Behavioral Sciences*, 2nd edition, Vol 17. Oxford: Elsevier. pp. 334–340.

## **SELECTED WORK IN PROGRESS**

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- Park, H. M., & Moon, H. Abusive supervision and ambivalence: The role of psychological collectivism. (finalizing manuscript to be submitted for *Journal of Management*)
- Park, H. M. & Gough, M. Social networks and arbitrators' career outcomes. (Analyzing data)
- Park, H. M., Oldroyd, J., Bingham, J., & Hendron, M. Social networks and team commitment. (finalizing manuscript)
- Park, H. M. & Tepper, B.J. Social network and abusive supervision
- Park, H. M. & Raghuram, S. Team stability and team effectiveness. (Analyzing data)
- Park, H. M., Newton, D., & Black, N. Voice and abusive supervision.
- Park, H.M., Tepper, B.J., Bozovic, M., Kiewitz, C., Liik, K., Milojkovic, A., Ozsoy, E., Stouten, J., & Volmer, J. A comprehensive examination of predictors of abusive supervision (Analyzing data)
- Park, H.M., Phillips, J., & Carter, K. Abusive delegation

## **CONFERENCE PRESENTATIONS**

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- Park, H. M., Moon, H., & Jeon, Y (July, 2019). Ambivalent Attitude Toward Abusive Supervisor: The Role of Victims' Psychological Collectivism, the annual meeting of Interdisciplinary Network for Group Research Conference. Lisbon, Portugal.

Park, H. M., Moon, H, & Jeon, Y (May, 2019). Abusive supervision, Attribution, and Cultural Values, the annual meeting of Korean Academy of Organization and Management. Suwon, South Korea.

Park, H. M. & Tepper, B.J. (April, 2019). Social Network Effects on Abusive Supervision: Social benefits and costs of member centrality in intra-team social networks, the annual meeting of the Society for Industrial and Organizational Psychology. National Harbor, MD.

Park, H. M., Moon, H, & Jeon, Y (July, 2018). Abusive Supervision and Victim's Ambivalent Attitude: The role of vertical and horizontal collectivism and individualism, the annual meeting of Interdisciplinary Network for Group Research Conference. Washington, DC , MD.

Chung, S., Lount, R. B., & Park, H. M. (August, 2016). Do Friends Perform Better?: A Meta-Analytic Review of Friendship and Group Task Performance, the annual meeting of the Academy of Management. Anaheim, CA.

Klein, H. J., Park, H. M., & Lount, R. B. (August, 2015). Making Goals Public: Whom You Tell and Whether You Care Matters, the annual meeting of the Academy of Management. Vancouver, Canada.

Park, H. M., Oldroyd, J., Bingham, J., & Hendron, M. (August, 2015). Skip the Company Party: Instrumental and Expressive Networks' Effects on Organizational Commitment, the annual meeting of the Academy of Management. Vancouver, Canada.

Tepper, B. J., Park, H. M., Duffy, M. K., Mitchell, M. S., Haggard, D. L. (April, 2015) On the Phenomenology of Abusive Supervision, the annual meeting of the Society for Industrial and Organizational Psychology. Philadelphia, PA.

Park, H. M., Oldroyd, J., Bingham, J., & Hendron, M. (November, 2014) Two Routes to Affective Outcomes: Instrumental Network vs. Friendship Network Effect on Commitment, the Conference on Commitment, Columbus, OH.

Park, H. M., Tepper, B, & Menon, T., (August, 2014). Network effect on Abusive Supervision, the annual meeting of the Academy of Management. Philadelphia, PA.

McAlpine, K., Park, H. M., Park, H., Dragoni, L. (August, 2014) Trust Repair effectiveness and Manager Gender, the annual meeting of the Academy of Management. Philadelphia, PA.

McAlpine, K., Park, H. M., Park, H., Dragoni, L. (April, 2013) Trust Repair effectiveness and Manager Gender. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology. Houston, TX.

## **CHAired CONFERENCE SESSIONS**

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Park, H. M. (2015, August) *Social Influence on Workplace Commitment*. Symposium conducted at the annual meeting of the Academy of Management. Vancouver, Canada.

Park, H. M. & Tepper, B. J. (2015, April) *New Developments in Abusive Supervision.*  
Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology. Philadelphia, PA

Park, H. M. & McAlpine, K. (2014, August) *Trust in Leadership: Empirical Evidence and New Insight.* Symposium conducted at the annual meeting of the Academy of Management. Philadelphia, PA

## **TEACHING EXPERIENCE**

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MHR 3200 Managing Individuals in Organizations: HRM and OB

- Instructor (Summer 2015, Spring 2017)

LER 424 Employment Compensation / LER 428 Total Rewards

- Instructor (Fall 2017, Spring/Fall 2018, Spring 2019, Spring 2020)

HRER 824 Total Rewards

- Instructor (Fall 2020)

HRER 588 Capstone in Human Resources and Employment Relations

- Key topics: SHRM, leadership development, talent/performance management
- Instructor (Spring 2018/2019/2020)

## **HONORS AND AWARDS**

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- Best Reviewer Award, Journal of Managerial Psychology, Sep 2018
- Fisher College Doctoral Student Research Grant, Dec 2016
- Best Presentations, the Conference on Commitment, Oct 2014
- Doctoral Student Fellowship, The Ohio State University, 2012 ~ 2017
- Dean's List · Academic Excellence Scholarship 2008, 2009, Korea University Graduate School of Business
- Honors scholarship 2003/2004, Freshmen special scholarship, Korea University

## **CORPORATE EXPERIENCE**

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Hewlett Packard: HR Business Partner (Palo Alto, CA, 2012, Houston, TX, 2010)

- Assessed Competency /Performance Management Process for Managing Directors
- Assessed Talent Management Process and built recruiting channel strategy
- Built Compensation Strategy for mitigating attrition risk of PSG America Executives

Samsung Electronics: Corporate HR team (Seoul, South Korea, 2005 ~ 2010)

- Conducted global employee commitment survey for 160,000 employees.
- Conducted on-site consulting to global subsidiaries about HR policy and corporate culture: Mexico, U.S., Philippines, Russia
- Designed competency model and developed Assessment Center for country managing director selection

## **PROFESSIONAL SERVICES**

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### Thesis Committees

- Kunsung Chung (Committee Member, PhD dissertation, 2019)
- Timothy Daly (Committee Member, Master's Thesis, 2018)
- Sarah Greeley (Committee Member, Master's Thesis, 2018)
- Shephali Mahajan (Committee Member, Master's Thesis, 2019)

### Student Organization Advisor

- Penn State Society for Human Resources Management (SHRM)

### AD-HOC Reviewing

- Journal of Occupational and Organizational Psychology, Journal of Managerial Psychology, Australian Journal of Management, Academy of Management Conference Annual Meeting, SIOP conference, INGroup conference

### Pro-Bono Project (HP Social Innovation) Lead (2012)

- Built Career Development Process at Second Harvest Food Bank, Non-Profit Organization at Northern California

### Fisher Diversity Committee (2013~2015)

- Fisher College of Business PhD student representative

## **REFERENCES**

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Bennett J. Tepper, Ph.D.

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Fisher College of Business

The Ohio State University

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Howard J. Klein, Ph.D.

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