

Yaxian (Stephanie) Zhou

Department of Management and Strategy
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EDUCATION

Ph.D.	The University of Hong Kong Organizational Behavior, Management Dissertation: <i>Nothing Endures but Change: How and When Regulatory Focus Convergence Influences Team Performance</i>	2025
MPhil	The Hong Kong Polytechnic University Organizational Behavior, Management	2020
M.S.	Tongji University Management	2016
B.S.	Central China Normal University Mathematics and Economics	2013

RESEARCH INTERESTS

Occupational health and well-being, Team dynamics, Leadership

REFEREED PUBLICATIONS

Cheng, B. H., **Zhou, Y.**, and Chen, F. (2023). You've got mail! How work e-mail activity helps anxious workers enhance performance outcomes. *Journal of Vocational Behavior*, 144, 103881.

Zhou, Y., Cheung, C. M., & Hsu, S. C. (2017). A dimensional model for describing and differentiating project teams. *International Journal of Project Management*, 35(6), 1052-1065.

MANUSCRIPTS UNDER REVIEW

Zhou, Y., and Cheng, B. H. [Mindfulness]. 2nd round revise-and-resubmit at *Journal of Occupational Health Psychology*

Cheng, B. H., **Zhou, Y.**, and Sonnentag, S. [Reattachment and proactivity]. 2nd round revise-and-resubmit at *Journal of Organizational Behavior*

WORKS IN PROGRESS

- Zhou, Y.**, and Cheng, B. H. Abusive supervision and short-term silver lining effect (Stage: preparing for submission). Target: *Journal of Organizational Behavior*
- Zhou, Y.**, Zhang, C., and Cheng, B. H. Profiles of delegation appraisals (Stage: preparing for submission). Target: *Journal of Applied Psychology*
- Cheng, B. H., **Zhou, Y.**, and Gabriel, A. S. Workplace anxiety (Stage: writing, will submit in 2024). Target: *Journal of Vocational Behavior*
- Cheng, B. H., and **Zhou, Y.** Servant leadership (Stage: writing). Target: *Journal of Applied Psychology*
- Zhou, Y.**, and Cheng, B. H. Team regulatory focus (Stage: data analysis). Target: *Academy of Management Journal*
- Cheng, B. H., and **Zhou, Y.** Team compassion (Stage: data analysis). Target: *Academy of Management Journal*

CONFERENCE PRESENTATIONS

- Zhou, Y.**, Zhang, C., and Cheng, B. H. (2024, August) Thrive or survive? Analyzing the profiles of employees' challenge-hindrances appraisals of delegation. *Proposal presented in Organizational Behavior Research Incubation Professional Development Workshop at the 84th Annual Conference of the Academy of Management. Chicago, IL.*
- Zhou, Y.**, and Cheng, B. H. (2023, August) The power of acceptance: Improving daily work outcomes with acceptance through metacognition. *Paper presented in Organizational Behavior Division at the 83rd Annual Conference of the Academy of Management. Boston, MA. (*Awarded top 10% best papers in the Organizational Behavior Division Program)*
- Zhou, Y.**, and Cheng, B. H. (2023, June) Abused but not bruised: Employment performance improvement under abusive supervision. *Paper presented in Organizational Behavior Division at the 10th Biennial IACMR Conference, Hong Kong.*
- Cheng, B. H., **Zhou, Y.** and Chen F. (2022, August) Is daily workplace anxiety adaptive? A regulatory model of e-mail activity, goal progress, and performance. *Paper presented in Organizational Behavior Division at the 82nd Annual Conference of the Academy of Management. Seattle, WA.*
- Zhou, Y.** and Cheng, B. H. (2021, August) Sleep well, be proactive: A within-person model of sleep quality, optimism, and proactive behavior. *Paper presented in Organizational Behavior Division at the 81st Annual Conference of the Academy of Management. Virtual.*

HONORS AND AWARDS

Dissertation Year Fellowship, The University of Hong Kong (<i>Top 10% in Dissertation Rating</i>)	2024
Best Paper Award, Academy of Management (<i>Top 10% in the Organizational Behavior Division Program</i>)	2023
Organizational Behavior Doctoral Consortium, Academy of Management	2023
PhD Entrance Scholarship, The University of Hong Kong	2020
Certificate of Appreciation for Servant Leadership and Contribution to Residential Education, The Hong Kong Polytechnic University	2018

TEACHING EXPERIENCE

The University of Hong Kong

Teaching Assistant for Professor Simon S. K. Lam in

EMBA7604 Entrepreneurship	Summer 2024
PMBA6060 Entrepreneurship	Summer 2024
PMBA6060 Entrepreneurship	Summer 2023
EMBA7604 Entrepreneurship	Spring 2023
PMBA6060 Entrepreneurship	Summer 2022
EMBA7604 Entrepreneurship	Spring 2022
PMBA6060 Entrepreneurship	Fall 2021

The Hong Kong Polytechnic University

Tutor for Dr. Chun Fan Elvy Pang Leung in

MM1051 Managing Self & Leading Others	Fall 2018
MM1051 Managing Self & Leading Others	Spring 2018
MM1051 Managing Self & Leading Others	Fall 2017

SERVICE AND PROFESSIONAL AFFILIATIONS

Ad Hoc Reviewer, *Stress and Health*

Conference Reviewer, *Academy of Management Annual Meeting*

Academy of Management, *Organizational Behavior Division*

International Association of Chinese Management Research

EXTRACURRICULAR ACTIVITIES

Activity organizer for global diversity team and residence-based academic advising system, Lap-Chee College, The University of Hong Kong	01/2021-07/2022
Tutor of residential education programmes, Hung Hom Student Halls of Residence, The Hong Kong Polytechnic University	04/2018-07/2019

REFERENCES

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