

司维  
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### Academic Position

Assistant Professor (2022 – Present) International Business School, Zhejiang Gongshang University

Postdoctoral Researcher (2018 – 2021) School of Economics and Management, Tongji University

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### Education

2018	Ph.D., organizational behavior and human resource management Department of Management and Marketing, The Hong Kong Polytechnic University
2013	MPhil, human resource management School of Labor and Human Resources, Renmin University of China
2010	Bachelor, marketing School of Business, Renmin University of China

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### Research interests

(1) Justice; (2) Leadership; (3) Proactivity; (4) Self at work

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### Journal publications

Song, L. J., Sun, J., Lee, B. Y., **Si, W.**, & Li, H. (2015). Integrating macro and micro perspectives on profit-sharing in China. *Frontiers of Business Research in China*, 9, 420-442.

Guan, Y., Wen, Y., Chen, S. X., Liu, H., **Si, W.**, Liu, Y., Wang, Y., Fu, R., Zhang, Y., & Dong, Z. (2014). When do salary and job level predict career satisfaction and turnover intention among Chinese managers? The role of perceived organizational career management and career anchor. *European Journal of Work and Organizational Psychology*, 23, 596-607.

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### Book chapters

Peverelli, P. J., Song, L. J., & **Si, W.** (2012). LangLib: An online English study community. In P. J. Peverelli & L. J. Song (Eds.), *Chinese entrepreneurship: A social capital approach* (pp. 77-82). Berlin, German: Springer.

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### Conference presentations

**Si, W.**, Shi, S., & Zhou, M. (2021, June). A social context model of servant leadership and organizational citizenship behavior: The mediating roles of felt obligation and psychological entitlement. *International Association for Chinese Management Research 9th Biennial Conference, Online Meeting*.

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- Si, W.** (2020, August). The interaction effect of supervisor justice and coworker justice on task performance via OBSE. *80<sup>th</sup> Annual Meeting of the Academy of Management, Online Meeting.*
- Si, W.,** Xiao, J., & Chen, L. (2019, August). Fairly meaningful: Linking organizational fairness with perceived meaningfulness via four mediators. *79<sup>th</sup> Annual Meeting of the Academy of Management, Boston, MA.*
- Si, W.,** Farh, J. L., Qu, Q., Fu, P. P., & Kang, F. (2017, August). Paternalistic leadership in China: A latent profile analysis of its antecedents and outcomes. *77<sup>th</sup> Annual Meeting of the Academy of Management, Atlanta, GA.*
- Si, W.,** Shi, S., Zhou, M., & He, D. (2016, August). Entitled to undermine others: Understanding (in)justice effect from the justice motive perspective. *76<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, CA.*
- Shi, S., **Si, W.,** & Zhou, M. (2016, August). Feeling respected or envied? The interpersonal implications of relative leader-member exchange. *76<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, CA.*
- Si, W.,** Fu, P. P., Qu, Q., Farh, J. L., & Kang, F. (2016, June). Paternalistic leadership and its effectiveness on followers: A person-centered approach. *International Association for Chinese Management Research 7th Biennial Conference, Hangzhou, China.*
- Cheng, B. H., Chiu, W., & **Si, W.** (2015, August). The good and bad of gossip: A resource perspective. *75<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver, BC.*
- Cheng, B. H., Chiu, W., & **Si, W.** (2015, July). Doing the right thing the wrong way: A resource perspective of exercise in the context of workplace anxiety and satisfaction. *14<sup>th</sup> European Congress of Psychology, Milan, Italy.*
- Ng, T., Chiu, W., Kong, K., & **Si, W.** (2015, July). The “what” and “how” of proactive personality: Relationships with leadership behaviors, motivation and job performance. *14<sup>th</sup> European Congress of Psychology, Milan, Italy.*
- Song, L. J., Li, H., Tsui, A. S., Sun, J., Lee, B. Y., & **Si, W.** (2014, August). Stay in the same boat: A study on employment relationship, profit sharing plan and firm performance. *74<sup>th</sup> Annual Meeting of the Academy of Management, Philadelphia, PA.*

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#### **Academic services**

Ad hoc reviewer for the Academy of Management Annual Meeting

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#### **Teaching**

2014-2016 Tutor, MM2021 Management and Organization  
The Hong Kong Polytechnic University