**SANG-HOON S. LEE**

**School of Labor and Employment Relations |** **University of Illinois at Urbana-Champaign**

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| **EDUCATION** |
| **UNIVERSITY OF ILLINOIS at URBANA-CHAMPAIGN, ILLINOIS****Ph.D. in Human Resources and Industrial Relations** (Aug 2017-)**HANYANG UNIVERSITY, SEOUL, KOREA****M.S. in Business Administration** (OB and HRM)* **Distinguished Master’s Thesis Award,** Hanyang University Graduate School (Feb, 2017)

*Linking Work Meaningfulness with Job Crafting : Moderating Role of Identity***B.S. in Business Administration,** with highest honors (SUMMA CUM LAUDE), (Mar, 2009- Feb, 2015)* Graduated fourth (4 / 466) of the Division of Business Administration

**THE CHINESE UNIVERSITY OF HONG KONG, HONG KONG SAR, CHINA****International Asian Studies Programme** : Global Exchange Student Program (Spring, 2014) |
| **RESEARCH INTERESTS** |
| Job Crafting and Job DesignMeaningful Work and Work MotivationTeam Processes and EffectivenessWork-Family Issues and Work-Life Issues |
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| **PUBLICATIONS** |
| **Lee, SH.**, Shin, Y., & Baek, S. The Impact of Job Demands and Resources on Job Crafting. *Journal of Applied Business Research*, 33(4), 829-842. Shin, Y., Kim, M., & **Lee, SH.** (in Press). Positive Group Affective Tone and Team Creative Performance and Change-Oriented Organizational Citizenship Behavior: A Moderated Mediation Model. *Journal of Creative Behavior*.Shin, Y., Kim, M., & **Lee, SH.** (in Press). Reflection toward Creativity: Team Reflexivity as a Linking Mechanism between Team Goal Orientation and Team Creative Performance. *Journal of Business and Psychology*.Shin, Y., Kim, M., Choi, J. N., & **Lee, SH.** (2016). Do Team Culture Matter? Roles of Team Culture and Collective Regulatory Focus in Team Task and Creative Performance. *Group & Organization Management*, 41(2), 232-265.Lee, J., Gereffi, G., & **Lee, SH.** (2016). Social Upgrading in Mobile Phone Global Value Chains: Firm-level Comparisons of Working Conditions and Labor Rights. In D. Nathan, M. Tewari, and S. Sarkar (Eds.), *Labour in Global Value Chains in Asia*. Cambridge: Cambridge University Press, 315-352. Jeon, S., **Lee, SH.**, Kim, G., Park,, J., Jeong, M., & Kim, S. (2013). A Study on Influence of Intimacy on Service Evaluation. *Korean Services Marketing Journal*, 6(2), 5-16. |
| **MANUSCRIPTS UNDER REVIEW**  |
| Lee, J., **Lee, SH.**, Park, G. Revisiting The Miracle: Korea’s Industrial Upgrading from a Global Value Chain Perspective. (final editing in progress at the *Cambridge University Press*) |
| **WORK IN PROGRESS**  |
| **Lee, SH.,** Namgung, B., Lee, M, & Jeong, H. The Effect of Horizontal Pay Dispersion on Organizational Performance : A Look into Collective Culture and Pay Levels as Moderators (In preparation for submission).**Lee, SH.,** Na, I., & Namgung, B. The Effect of Women-Friendly Human Resource Management on Gender Diversity : Based on an Integrated Theory of Gender Stratification (In preparation for submission). |
| **RESEARCH GRANTS, AWARDS, HONORS, SCHOLARSHIPS, AND FELLOWSHIPS** |
| **Best Conference Paper Award,** Korea Society of Management Information Systems (Jun, 2017)* **Lee, SH.**, Baek, S., & Shin, Y. *Which Task Characteristics Reduce Role Ambiguity? The Moderating Role of ICT Presenteeism.* Paper awarded at the 2017 Spring Korea Society of Management Information Systems Conference.

**Best Conference Paper Award,** Knowledge Management Society of Korea (Dec, 2016)* **Lee, SH.**, Baek, S., & Shin, Y. *Exploring Mediating Effect of Role Ambiguity and Moderating Effect of IT Presenteeism in Job Crafting.* Paper awarded at the 2016 Knowledge Management Society of Korea Conference.

**Distinguished Graduate Student Research Paper Award (Runner-up Prize),** Korea Research Institute for Vocational Education & Training (Sep, 2016)* Namgung, B., **Lee, SH.**, & Lee, M. *The Effect of Horizontal Pay Dispersion on Organizational Performance: A Look into Collective Culture and Pay Levels as Moderators.* Paper awarded at the 2016 6th Human Capital Corporate Panel (HCCP) Conference.

**Distinguished Graduate Student Research Paper Award (Grand Prize),** Ministry of Gender Equality and Family, Korea (Sep, 2016)* Na, I., **Lee, SH.**, & Namgung, B. *The Effect of Women-Friendly Human Resource Management on Gender Diversity: Based on an Integrated Theory of Gender Stratification.* Paper awarded at the 2016 Korean Women’s Development Institute Panel Survey Academic Conference.

**National Research Foundation of Korea, Korea,** “Towards a New Way of Smarter Work with ICT: Job Crafting.” * Research assistant (Apr, 2016 – present)

**Sun-Ho Kook Fellowship, Hanyang University Business School** (Fall, 2015 / Spring, 2016 / Fall, 2016)* Grant for outstanding graduate students at the Hanyang University Business School

**Hanyang University Business School Graduate Student Scholarship** (Spring, 2015)**Distinguished Undergraduate Research Paper Award (Grand Prize),** Hanyang University (Jan, 2014)* *A Study on Influence of Intimacy on Service Evaluation.*
* Hanyang University Academic Town (Undergraduate program to nurture potential researchers)

**Distinguished Conference Paper Award,** Korea Services Marketing Association (Nov, 2013)* *A Study on Influence of Intimacy on Service Evaluation.*

**Honors Student Awards*** **Highest Honors Student Award (Top)**, Hanyang University (Spring, 2013 / Fall, 2013) : First in class
* **Honors** **Award**, Hanyang University (Spring, 2009 / Fall, 2009 / Spring, 2010 / Fall, 2012 / Fall, 2014)

**Hanyang University Global Exchange Program Scholarship** (Spring, 2014)**Merit-Based / External Scholarships*** **Moonbong Scholarship** **Foundation** (Fall, 2012 – Fall, 2015)
* **Leadership Scholarship**, Hanyang University (Spring, 2014)
* **Highest Honors Scholarship** (Top), Hanyang University (Spring, 2013 / Fall, 2013)

**Honors Scholarship**, Hanyang University (Fall, 2009 / Fall, 2014) |
| **PEER-REVIEWED CONFERENCE PAPERS AND PRESENTATIONS** |
| **Lee, SH.**, Baek, S., & Shin, Y. (Jun, 2017). *Which Task Characteristics Reduce Role Ambiguity? The Moderating Role of ICT Presenteeism.* Paper presented at the 2017 Spring Korea Society of Management Information Systems Conference, Seoul.**Lee, SH.**, Baek, S., & Shin, Y. (Dec, 2016). *Exploring Mediating Effect of Role Ambiguity and Moderating Effect of IT Presenteeism in Job Crafting*. Paper presented at the 2016 Knowledge Management Society of Korea Conference, Seoul.Shin, Y., Kim, M., & **Lee, SH.** (Aug, 2016). *Reflection toward Creativity: Team Reflexivity as a Linking Mechanism between Team Goal Orientation and Team Creative Performance.* Paper presented at the Academy of Management Annual Meeting, Anaheim, CA.**Lee, SH.**, Shin, Y., Baek, S., & Kang, H. (Jun, 2016). *Exploring Motives for Job Crafting in a Smart Work Environment – From a JD-R Perspective –.* Paper presented at the 2016 Spring The Korea Society of Management Information Systems Conference, Busan. Shin, Y., Kim, M., & **Lee, SH.** (Nov, 2015). *Positive Group Affective Tone and Team Creative Performance and Change-Oriented Organizational Citizenship Behavior: A Moderated Mediation Model.* Paper presented at the 2015 Winter Academic Society of Global Business Administration Conference, Seoul.Jeon, S., **Lee, SH.**, Kim, G., Park,, J., Jeong, M., & Kim, S. (Nov, 2013). *A Study on Influence of Intimacy on Service Evaluation.* Paper presented at the 2013 Fall Services Marketing Association Conference, Seoul. |
| **PROFESSIONAL SERVICE** |
| **Professional Affiliations/Memberships** : Academy of Management (2016 – present) |
| **RESEARCH AND TEACHING EXPERIENCES** |
| **Research Assistant**, University of Illinois at Urbana-Champaign, LER, Professor Amit Kramer (2017-)**Research Assistant**, Hanyang University Business School, Professor Yuhyung Shin (2015-2017)**Teaching Assistant**, Hanyang University* *Understanding of Psychology* (Instructor : Mihwa Lee) (Fall, 2014). Evaluated student projects and exams.
* *Introduction of Hotel Industry* (Instructor : Seung Il Moon) (Fall, 2013). Evaluated student projects and exams.
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| **WORK EXPERIENCES** |
| **Dairy Farm International Holdings Ltd., Wellcome, Hong Kong** (Jun, 2013 – Aug, 2013)* Internship for Marketing Consulting Project (Team Leader for Research Assistants)

**Military Service** * Staff Sergeant, Republic of Korea Air Force (Aug, 2010 – Sep, 2012) : HR administrator assistant
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| **SKILLS AND OTHER ABILITIES** |
| **Statistics Packages :** SPSS, HLM, AMOS, Stata |