

# CURRICULUM VITAE

Philip Yang

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## CONTACT INFORMATION

Prof. Dr. Philip Yang  
Professor of Sustainable HRM & Leadership  
Paderborn Research Centre for Sustainable Economy (PARSEC)  
Faculty of Business Administration and Economics

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## PERSONAL DETAILS

Marital status: Married, one daughter (born 2012) and three sons (born 2015, 2018, 2021)  
Date of birth: November 23, 1981  
Place of birth: Chengdu, China  
Personal website: <https://philipyang.me>

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## RESEARCH INTERESTS

Sustainable HRM & Leadership, Diversity, Ethics, New Work, Innovation

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## TEACHING INTERESTS

Leadership, HRM, Organizational Behavior, Strategy, Management Methods

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## ACADEMIC & PROFESSIONAL CAREER

Since 10/2023-	Full Professor of Sustainable HRM & Leadership at Paderborn University
Winter term 2022/23	Interim Professor of Organizational Behavior at the University of Konstanz (Prof. Dr. Sabine Boerner)
Summer term 2021	Interim Professor of Organisational Studies at the University of Konstanz (Prof. Dr. Florian Kunze)

## CV

01/2020-12/2020	In-house project leader/scientific consultant at Dr. Ing. h.c. F. Porsche AG on the subject „Key Performance Indicators of Agile Work“.
06/2018	Successful midterm evaluation
2014-2023	Assistant Professor of Strategy & Organization, Eberhard Karls Universität Tübingen
2015-present	Faculty Member of LEAD- “Learning, Educational Achievement, and Life Course Development” Research Network initially funded within the framework of the Excellence Initiative (Eberhard Karls Universität Tübingen)
2014-present	External Research Associate Institute of Labour Economics, Leibniz Universität Hannover
2009-2014	Research Assistant, Institute of Labour Economics, Leibniz Universität Hannover (Prof. Dr. P. Puhani)
2009-2012	Project assistant in the VW foundation funded project “Employment problems of older employees”
2008	GIZ Consultant and in-house researcher on the subject “The effect of certification on the well-being of fishers”.

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## PROJECTS IN COLLABORATION WITH INDUSTRY PARTNERS

01/2020-present	Project leader of the research project in collaboration with <i>Dr. Ing. h.c. F. Porsche AG</i> on the subject „New work forms- Agility and Multi Teaming”. (Reference: Dr. Steffen Wütz, Manager Business Innovation, Dr. Ing. h.c. F. Porsche AG)
2017	Project leader of the research project in collaboration with <i>Daimler AG car2go</i> on the subject „Individual preferences and antecedents towards the adoption of car sharing“ (Reference: Sebastian Syperek, PCX&UX Research).
2016	Project leader of the research project in collaboration with <i>Robert Bosch Start-up GmbH</i> on the subject „Promoting Intrapreneurship at the Robert Bosch Start-up GmbH“. (Reference: Alexander Buddrick, Bosch Start-up GmbH)
2014-present	Research and teaching collaboration with <i>itdesign GmbH</i> . (Reference: Carolin Nill, itdesign GmbH)

## INTERNATIONAL JOB OFFERS

2021 Full Professorship in “Leadership”, Privatuniversität Schloss Seeburg, Austria.

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## EDUCATION

04/2009- 07/2014 Ph.D. Economics and Management, Leibniz University Hannover, Title of Dissertation: “Four Essays on Human Capital”

10/2002- 03/2009 Student in Economics and Management, Leibniz University Hannover and Bristol University, Final degree “Diplom-Ökonom”

10/2003-06/2008 Student in Politics and Sociology, Leibniz University Hannover

06/2001 German High School Diploma (“Abitur”), Martino Katharineum

08/1998-08/1999 Dow City High School, Iowa, USA

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## SCHOLARSHIPS, AWARDS, FUNDS

2020 Top 5 “The Leadership Quarterly” articles 2019

2019 Academy of Management Best International Symposium Finalist

2015 Platform 4 Exploration Funds Universität Tübingen

2013 Swiss Leading House Best Paper Award Runner up price 2013

## EXTENDED RESEARCH STAYS

05/2017 American University (upon invitation by Siri Terjesen)

06/2017 Harvard University (upon invitation by Heidi Gardner)

04-05/2014 Fudan University Shanghai

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## EXTERNAL FUNDING & GRANTS

“*Performance Messung in der agilen Projektarbeit*” Dr. Ing. h.c. F. Porsche AG € 60.000

“*Bildungserfolg & Humankapital*” Platform 4 Exploration Funds Universität Tübingen € 9.800

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## PUBLICATIONS & CURRENT RESEARCH PROJECTS

### PUBLICATIONS

Grohsjean, T., Dokko, G. & Yang, P. (forthcoming). “Can you go home again? Performance assistance between boomerangs and incumbent employees.” *Organization Science*. (VHB: A+)

Ehmann, S., Kampkötter, P., Maier P. & Yang, P., (forthcoming), Performance management and work engagement – New evidence using longitudinal data. *Management Accounting Research*. (VHB: A)

Veer, T., Yang, P. & J. Riepe (2022), Ventures’ conscious knowledge transfer to close partners, and beyond: A framework of performance, complementarity, knowledge disclosure, and knowledge broadcasting. *Journal of Business Venturing*, 37(3), pp. 106191. (VHB: A)

Puhani, P. & Yang, P. (2020), Does Increased Teacher Accountability Decrease Leniency in Marking? *Journal of Economic Behavior & Organization* 171, pp. 333-341. (VHB: A)

Tenzer, H. & Yang, P. (2020), The impact of organizational support and individual achievement orientation on creative deviance. *International Journal of Innovation Management* 24(2), pp. 1-28. (VHB: B)

Yang, P., Riepe, J., Moser, K., Pull, K., & Terjesen S. (2019), Women Directors, Firm Performance and Firm Risk: A Causal Perspective. *The Leadership Quarterly* 30(5), pp. 1-15. (VHB: A)

Ayaita, A., Güllal, F., & Yang, P. (2019), Where does the good shepherd go? Civic virtue and sorting into Public Sector Employment. *German Economic Review* 20(4), pp. e571-e599. (VHB: B)

Tenzer, H. & Yang, P. (2019), Personality, values, or attitudes? Individual-level antecedents to creative deviance. *International Journal of Innovation Management* 23(2), pp. 1-30. (VHB: B)

Yang, P. (2015), The Impact of Music on Educational Attainment, *Journal of Cultural Economics* 39(4), 369-396. (VHB: B)

Pfeifer, C., Janssen, S., Yang, P., & Backes-Gellner, U. (2013), Effects of training on employee suggestions and promotions, *Schmalenbach Business Review* 65, 270-287. (VHB: B)

Yang, P., Janssen, S., Pfeifer, C., & Backes-Gellner, U. (2013), Careers in an internal labor market: evidence from long panel data of four entry cohorts, *Journal of Business Economics* 83, 121-143. (VHB: B)

Pfeifer, C., Janssen, S., Yang, P., & Backes-Gellner, U. (2012), Training participation of an aging workforce in an internal labor market, *Empirical Research in Vocational Education and Training* 4(2), 131-147.

#### **SUBMITTED MANUSCRIPTS (TITLES CHANGED)**

##### *Familiarity and Pressure in Teams*

(with Julian Nüssle & Kerstin Pull, both Eberhard Karls Universität Tübingen)

Status: Revise resubmit to Journal of Organizational Behavior (VHB: A)

##### *Generalists versus specialist stars.*

(with Christian Manger, Georgios Nantabatis, Tim Pawlowski all Eberhard Karls Universität Tübingen)

Status: Reject resubmit to the Journal of Economic Behavior and Organization (VHB: A)

##### *Rewarding Deviants.*

(with Wiley Wakeman, Stockholm Business School & Celia Moore, Imperial College London)

This paper also appeared in the Best Paper Proceedings of the AOM.

Status: Revise resubmit to Academy of Management Discoveries

#### **MANUSCRIPTS IN PREPARATION FOR SUBMISSION IN 2024**

##### *Environmental and social sustainability implications of gender diversity*

(with Sarah Diederich & Jan Riepe, both Eberhard Karls Universität Tübingen)

##### *Keeping the Balls in the Air: Job Crafting in Multiple Team Membership*

(with Helene Tenzer & Martin Högl, both LMU München & Steffen Wütz, Porsche AG)

*The role of agile work for intrinsic task motivation*

(with Steffen Wütz & Sylvia Gaiser, both Porsche AG & Julian Nüssle Eberhard Karls Universität Tübingen)

*Electronic Performance Management Through a Functional Leadership Lens.*

*Understanding the Consequences of Unethical Pro-Group Behavior: Do they Help or Hurt When it Matters Most?*

(with Marie Mitchell & Mike Pfarrer, both University of Georgia & Elizabeth Umphress, University of Washington & Floor Rink, University of Groningen)

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## SERVICE TO THE UNIVERSITY

Member of several hiring committees at the Faculty of Economics and Business Administration at the Eberhard Karls University Tübingen

Member of the selection committee for the master program “General Management” and “International Business” at the Eberhard Karls University Tübingen

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## CONFERENCE PRESENTATION AND INVITED TALKS

**2021:** Herbstworkshop der Wissenschaftlichen Kommission Personal im VHB (WK Personal), Düsseldorf; Business Economics Research Seminar, University of Zürich; Colloquium on Personnel Economics (COPE), Aarhus; Imperial College Lab Seminar, London

**2020:** Colloquium on Personnel Economics (COPE), London; Academy of Management Annual Meeting, virtual event

**2019:** Annual Conference of the Strategic Management Society, Minneapolis; Academy of Management Annual Meeting, Boston

**2018:** Herbstworkshop der Wissenschaftlichen Kommission Personal im VHB (WK Personal), München; Colloquium on Personnel Economics, München; Academy of Management Annual Meeting, Chicago

**2017:** Business Research Seminar, Bath; Colloquium on Personnel Economics, Zürich; GEBF, Heidelberg; HU Berlin Economics Seminar, Berlin; Bevölkerungsökonomischer Ausschuss, Vienna.

**2016:** CREAM, UCL Econ Seminar, London; Studium Generale, Tübingen; Colloquium on Personnel Economics, Aachen

**2015:** IAB-Colloquium (invited), Nürnberg; Colloquium on Personnel Economics, Vienna; Workshop on Leisure Time Activities, Education, and Economic Performance, Tübingen

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## TEACHING

### ***Master-Level***

<i>Leadership, Strategic HRM &amp; Organisation</i>	2 SWS	Lecture & case studies Lecture & case studies Lecture & case studies Lecture	WT 2020/21 WT 2019/20 WT 2018/19 WT 2017/18
<i>Human Capital &amp; Skill Formation</i>	2 SWS	Lecture Lecture Lecture	WT 2016/17 WT 2015/16 WT 2014/15
<i>Empirical Studies in Organisation Research</i>	2 SWS	Lecture/Programming Lecture Lecture	WT 2016/17 WT 2015/16 WT 2014/15
<i>Empirical Studies in Leadership, Strategic HRM &amp; Organisation</i>	2 SWS	Lecture/ Programming Lecture/ Programming Lecture/ Programming Lecture/ Programming	WT 2020/21 WT 2019/20 WT 2018/19 WT 2017/18
<i>Empirical Management Methods</i>	2 SWS	Lecture	ST 2021

### ***Bachelor-Level***

<i>Organizational Behaviour</i>	2 SWS	Lecture & case studies Lecture & case studies Lecture & case studies Lecture Lecture	ST 2020 ST 2019 ST 2017 ST 2016 ST 2015
<i>Bachelorseminar Organizational Behaviour</i>	2 SWS	Seminar Seminar Seminar Seminar Seminar	ST 2020 ST 2019 ST 2017 ST 2016 ST 2015
<i>Diversity Management</i>	2 SWS	Seminar	ST 2021
<i>Evidence-Based Personnel management</i>	2 SWS	Seminar	ST 2021

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## EVALUATIONS

Organizational Behaviour (ST 2022- 25 Responses)	Lecturer:	1,3
	Course:	1,6
Bachelor Thesis on Transformation, Digitalization & Sustainability (ST 2022- 8 Responses)	Lecturer:	1,3
	Course:	1,6
Evidence-Based Personnel management (ST 2021- 7 Responses)	Course:	1,1
Diversity Management (ST 2021- 6 Responses)	Course:	1,6
Empirical Management Methods (ST 2021- 10 Responses)	Course:	1,8
Organizational Behaviour (ST 2020- 25 Responses)	Course:	1,4
Bachelor Thesis on Organizational Behaviour (ST 2020- 8 Responses)	Course:	1,1
Organizational Behaviour (ST 2019- 30 Responses)	Lecturer:	1,4
	Course:	1,5
Bachelor Thesis on Organizational Behaviour (ST 2019- 9 Responses)	Lecturer:	1,6
	Course:	1,7
Leadership, Strategic HRM & Organisation (WT 2018/19- 49 Responses)	Lecturer:	1,7
	Course:	1,8
Empirical Studies in Leadership, Strategic HRM & Organisation (WT 2018/19- 11 Responses)	Lecturer:	1,5
	Course:	1,7
Organizational Behaviour (ST 2017- 49 Responses)	Lecturer:	1,5
	Course:	1,7
Bachelor Thesis on Organizational Behaviour (ST 2017- 12 Responses)	Lecturer:	2,2
	Course:	1,9
Human Capital & Skill Formation (WT 2016/17- 39 Responses)	Lecturer:	2,2
	Course:	2,5
Empirical Studies in Organisation Research (WT 2015/16- 12 Responses)	Lecturer:	1,4
	Course:	1,7
Human Capital & Skill Formation (WT 2015/16- 53 Responses)	Lecturer:	1,8
	Course:	2,0

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## MASTER THESIS SUPERVISIONS

\*indicates a master thesis in collaboration with an industry partner

1. Börmann, Sebastian: Job change and turnover intention as a mechanism for individual improvement.
2. Ebel, Pauline: The Impact of Board Gender Diversity on Firm Performance under consideration of the National Context.

3. Felzen, Janine: Are Managers in the Private and Public Sector Alike? An Empirical Analysis of the Relationship between Personality and Sector Choice.
4. Gerhards, Peter: Does music activity increase job satisfaction?
5. Gitschier, Pascal: Socio-demographic Antecedents for Innovation Adoption.\*
6. Gründig, Berenike: Personality and Leadership - How does Extraversion relate to Leadership Emergence in Organizations?
7. Gründig, Ricarda: Work Preferences over the Life Cycle.\*
8. Gutermann, Tabea: Discriminating along origins. Evidence from NHL.
9. Holzschuh, Lena: Stress in an agile work environment – A challenge or hindrance for employees?\*
10. Kieffer, Aurore: The impact of leadership styles and leadership characteristics on team performance.
11. Konerth, Karina: Recruiting Generation Y: Graduates' preferences for job and organizational characteristics.
12. König, Laura: Why employees leave - The impact of job stress on job satisfaction and turnover.
13. Kulik, Martina: Selecting into Innovation: Evidence on Intrapreneurship using Company Data.\*
14. Ladage, Felix: Stress in Agile Teams - How are Challenge and Hindrance Stressors Perceived by Employees Working in Agile Teams? \*
15. Müller, Stephanie: How does recognition affect satisfaction? An empirical analysis of acknowledgement channels through German survey data.
16. Niemann, Annika: Leadership in Agile Teams: The Scrum Master as Complexity Leader to foster Team Self-Management.\*
17. Pilz, Amelie: The dark side of Motivation? Effects of personality on health and the mediating role of overtime. An empirical analysis based on German survey data.
18. Platz, Marie: Attending Work While Ill: A Quantitative Analysis of the Effects of Presenteeism on Individual Performance.
19. Pohlmann, Aaron: Role Ambiguity, Self-Leadership, and Empowerment in Holacracy.\*
20. Scheuerle, Thorsten: Unity or Diversity - What drives team performance?
21. Schiffel, Nadja: The Plurality of Motivation and its Influence on Performance.
22. Lisa, Stangl: The Influence of Communication Richness & Communication Frequency on Team Performance & Knowledge Sharing.
23. Uhleman, Kai: Personality and Life Satisfaction: The Moderating Effect of Job Characteristics.
24. Schäfer, Samira: Is too much as bad as too little? – The effect of TMT cultural diversity on firm performance.
25. Schlipfenbacher, Nora: Agility in Teams – Is the Influence of Agility on Team Performance mediated by Team Empowerment?\*

26. Siess, Raphael: In how far is the influence of agreeableness and conscientiousness on presenteeism moderated by task interdependence?\*
27. Spirollari, Elda: Dispersion and team performance.
28. Strauss, Kim: Does one plus one equal three? Considering Group Dynamics in the Impact of Tacit Knowledge on Team Performance.

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## PHD SUPERVISIONS

\*indicates a PhD supervision in collaboration with an industry partner

1. Sylvia Gaiser, Dr. Ing. h.c. F. Porsche AG / Eberhard Karls Universität Tübingen, New work forms: How Agility Changes Work for Leaders and Followers.\*
2. Julian Nüssle, Eberhard Karls Universität Tübingen: Repeated Interactions and its Relevance for Performance.
3. Katharina Moser, Eberhard Karls Universität Tübingen: Gender Diversity, Competition, and Performance.