

JIHYE OH

CURRICULUM VITAE

September 2022

Azusa Pacific University
Management
School of Business and Management

901E Alost Ave., Azusa, CA 91702
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jihyeoh@apu.edu

RESEARCH INTEREST

Leadership, leadership development, social capital/network, career development, social network analysis, quantitative methods, qualitative methods

EDUCATION

- | | |
|------|---|
| 2021 | Ph.D. Educational Human Resource Development (HRD)
Texas A&M University, College Station, USA |
| 2015 | M.A. Adult Continuing Education
Korea University, Seoul, South Korea |
| 2012 | B.A. Korean Language and Literature
Dongduk Women University, Seoul, South Korea |

PUBLICATIONS

Peer-Reviewed Journal Articles

1. **Oh, J.**, Jeong, S., Yoon, S. W., & Cho, D. (In press). The link between HRD professionals' social capital and career adaptability: A moderated mediation analysis of social network. *European Journal of Training and Development*
<https://10.1108/EJTD-09-2021-0134>
2. **Oh, J.**, Shirmohammadi, M., Jeong, S., & Wang, J. (2021). Leaving the military to work in civilian society: Career adaptability by South Korean short- and mid-term veterans. *Career Development International*, 26(3), 415-434.
<https://doi.org/10.1108/CDI-09-2020-0227>
3. Wood, J., **Oh, J.**, Park, J., & Kim, W. (2020). The Relationship between Work Engagement and Work-Life Balance in Organizations: A Review of the Empirical Research. *Human Resource Development Review*, 19(3), 240-262. <https://doi.org/10.1177/1534484320917560>
4. **Oh, J.**, & Wang, J. (2020). Spiritual Leadership: Current Status and Agenda for Future Research and Practice. *Journal of Management, Spirituality, & Religion*, 17(3), 223-248.

<https://doi.org/10.1080/14766086.2020.1728568>

5. Lee, J., Shirmohammadi, M., Baumgartner, L., **Oh, J.**, & Han, S. J. (2019). Warriors in suits: The military experience and masculine identity change of Korean men. *Gender, Work & Organization*, 26(10), 1467-1488. <https://doi.org/10.1111/gwao.12358>
6. **Oh, J.**, Cho, D., & Lim, D. H. (2018). Authentic leadership and work engagement: The mediating effect of practice of core values. *Leadership and Organizational Development Journal*, 39(2), 276-290. <https://doi.org/10.1108/LODJ-02-2016-0030>

Manuscripts Under Revision/Review

1. **Oh, J.**, & Wu, S. F. (Under review). Employee Engagement in East Asia (Book Chapter). *Managing People across the Asia-Pacific: An Organizational Psychology Approach*.
2. Han, S. J., Yim, J., **Oh, J.**, Kwon, K., & Lee, J. (Under 1st revision). Exploring shared leadership in the South Korean business context. *Human Resource Development Quarterly*, Fall.
* All authors contributed equally by demonstrating shared leadership, therefore we share the first authorship
3. Choi, J., **Oh, J.**, & Kim, J. (Under 3rd revision). The Relationship between Active Seniors' Job Change and Life Satisfaction: Serial Multiple Mediation Effect of Person-Job Fit and Job Satisfaction. *Career Development Quarterly*, Fall.
4. Han, S. J., & **Oh, J.** (Under review). Social networks in design teams: Implications for shared leadership for creativity. *Interdisciplinary Journal of Problem-Based Learning* Summer.
* All authors contributed equally by demonstrating shared leadership, therefore we share the first authorship
5. Kim, J., **Oh, J.**, Kang, H., & Kim, H. (Under review). Is There Still a Glass Ceiling? Comparison of Gender Effects on Managers' Salary Changes Before and After the COVID-19 Outbreak in South Korea. *Asian Women*, Spring.
6. **Oh, J.**, & Xie, L. (Under review). In pursuit of career self-efficacy of international students: A multigroup path analysis by marital status. *European Journal of Training and Development*, Fall.
7. **Oh, J.**, Wang, J., & Yoon, S. W. (Under review). Employees' Social Capital in South Korea: A Systematic Literature Review. *Human Resource Development International*, Summer.

Book Chapters

1. Lim, D. H., Han, S. J., **Oh, J.**, & Jang, C. S. (2018). Application of virtual and augmented reality for training and mentoring of higher education instructors. In J. S. Keengwe (Ed.), *Handbook of research on virtual training and mentoring of online instructors*

Hershey, PA: IGI Global.

Peer-Reviewed Conference Proceedings

1. Kulichyova, A., **Oh, J.**, Arora, P., Sharma, E., Park, E. (2022). Competences and skills in the new normal of Tourism & Hospitality industry: A cross-country perspective on talent management. *The BAM HRM SIG Symposium*, Prato, Italy.
2. Park, D., Kim, C., **Oh, J.**, & Paeng, S. (2022). Spiritual Leaders' Racial Differences in Job Satisfaction. *The Academy of Business Research Conference*, virtual, USA. **(Best Paper Award)**
3. **Oh, J.**, Wang, J., & Yoon, S. W. (2022). Social Capital in South Korea: A Systematic Literature Review. Proceedings of the 2022 *Academy of Human Resource Development International Research Conference in the Americas*, Arlington, VA, USA.
4. **Oh, J.**, Wang, J., & Yoon, S. W. (2022). The Impact of Social Capital on Career Success and Knowledge Sharing: The Relationships with Career Adaptability, Psychological Ownership, and Perceived Supervisor Support, Proceedings of the 2022 *Academy of Human Resource Development International Research Conference in the Americas*, Arlington, VA, USA.
5. **Oh, J.** (2021). International Students' Career Self-Efficacy and Its Interrelationships with Social Support, Cultural Adjustment, and Protean Career Attitude: A Multigroup Path Analysis by Marital Status. Proceedings of the 2021 *Academy of Human Resource Development International Research Conference in the Americas*, Virtual Conference
6. Han, S. J., & **Oh, J.** (2021). The Emergence of Shared Leadership in Innovative Design Teams: A Social Network Analysis. Proceedings of the 2021 *Academy of Human Resource Development International Research Conference in the Americas*, Virtual Conference.
7. **Oh, J.**, Jeong, S., Yoon, S. W., & Cho, D. (2020). The Link between HRD Professionals' Social Capital and Career Adaptability: A Moderated Mediation Analysis of Social Network. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in the Americas*, Atlanta, GA, USA. **(Best Student Paper Award)**
8. **Oh, J.**, Sung, M., Yoon, S., & Yoon, S. W. (2020). Understanding the millennials and HRD's roles: What are the missing links?. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in the Americas*, Atlanta, GA, USA
9. **Oh, J.**, & Wang, J. (2020). Career transition of military veterans: A systematic literature review and agenda for future research and practice. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in the Americas*, Atlanta, GA, USA.
10. Shin, J., **Oh, J.**, Yoon, S. W., Han, S., Kim, J., & Sung, M. (2020). Exploring Top Executive Leaders' Knowledge Sharing: A Social Network Analysis Approach. *Proceedings of the 2020 Academy of Human Resource Development International Research*

Conference in the Americas, Atlanta, GA, USA

11. Park, J., Yoon, S. W., Han, S., Kim, J., Sung, M., & **Oh, J.** (2020). The Present and Future of National Human Resource Development: The Case of Industrial Skills Council in South Korea. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in the Americas*, Atlanta, GA, USA.
12. Han, S. J., **Oh, J.**, Yim, J., Kwon, K., & Lee, J. (2019). Exploring shared leadership in the South Korea business context: A qualitative study. *Proceedings of the 79th Annual Meeting of the Academy of Management* Boston, MA, USA.
13. **Oh, J.** (2019). Career transition of military veterans: A systematic literature review and agenda for future research and practice. *Proceedings of the 2019 Adult Education Research Conference*, Buffalo State College, NY, USA. **(Best Student Paper Award)**
14. Han, S. J., Jin, B., & **Oh, J.** (2019). Exploring growth and fixed mindsets in work teams at one of the Korean big corporations. *Proceedings of the 2019 Adult Education Research Conference*, Buffalo State College, NY, USA.
15. Ahn, N. Y., **Oh, J.**, & Sheehan, Z. (2019). The relationship between social capital and leadership styles and potential implications for agricultural education: A meta-analysis. *Proceedings of the 2019 American Association Agricultural Education*, Des Moines, IA, USA.
16. **Oh, J.**, Shirmohammadi, M., & Jeong, S. H. (2019). The transition from military careers to civilian careers: Experiences of short- and mid-term South Korean veterans. *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in the Americas*, Kentucky, KY, USA. **(Best Student Research Paper Award)**
17. **Oh, J.**, Sung, M., Yoon, S., & Yoon, S. W. (2019, February). Understanding the millennials and HRD's roles: What are the missing links?. *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in the Americas*, Kentucky, KY, USA.
18. Kwon, K., Han, S. H., **Oh, J.**, Jeong, S. H., & Yoon, S. W. (2019). Social capital and organizational knowledge: An integrative literature review. *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in the Americas*, Kentucky, KY, USA.
19. You, J., Shin, H. Y., **Oh, J.**, Kim, J. H., & Jin, B. (2019). Understandings of career transition and implications for HRD. *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in the Americas*, Kentucky, KY, USA.
20. **Oh, J.**, Han, S. J., Lim, D. H., & Jang, C. S. (2018). Application of Virtual and Augmented Reality to the Field of Adult Education. *Proceedings of the 2018 Adult Education Research Conference*, University of Victoria, Canada.
21. **Oh, J.**, & Wang, J. (2018). Spiritual leadership: Current status and agenda for future research and practice. *Proceedings of the 2018 Academy of Human Resource Development International Research Conference in the Americas*, Virginia, VA, USA.

22. Han, S. J., **Oh, J.**, & Jang, C. S. (2018). Application of Virtual & Augmented Reality for Training and Development. *Proceedings of the 2018 Academy of Human Resource Development International Research Conference in the Americas*, Virginia, VA, USA.
23. Lee, J., Shirmohammadi, M., **Oh, J.**, & Han, S. J. (2018). Warriors in suits: The military experience and masculine identity change of Korean men. *Proceedings of the 2018 Academy of Human Resource Development International Research Conference in the Americas*, Virginia, VA, USA.
24. **Oh, J.**, & Han, S. J. (2017). A new research direction of authentic leadership in the field of adult education. *Proceedings of the 2017 Adult Education Research Conference*, University of Oklahoma, OK, USA.
25. Lee, J., & **Oh, J.** (2017). Human resource development of the Korean military: A systematic literature review. *Proceedings of the 2017 Korean-American and Korean Educational Researchers Conference*, Texas, TX, USA.
26. **Oh, J.**, & Cho, D. (2017). Reaching a consensus on conceptualization of authentic leadership and examining the diversifying research context. *Proceedings of the 2017 Academy of Human Resource Development International Research Conference in the Americas*, Texas, TX, USA.
27. **Oh, J.**, & Cho, D., & Lim, D. (2014). The mediating effect of the practice of core values between core values development activities and work engagement. *Proceedings of the 2014 Academy of Human Resource Development International Research Conference in the Asia*, Seoul, South Korea.
28. Lim, D., **Oh, J.**, & Yoon, S. (2014). Corporate core values: Typologies and implications for organization development and HRD. *Proceedings of the 2014 Academy of Human Resource Development International Research Conference in the Asia*, Seoul, South Korea.

TEACHING EXPERIENCE

2022 Fall	MGMT211. <i>Organizational Leadership</i> MGMT515. <i>Applied Research and Analysis</i> HROD500. <i>Foundations of Human Resource Development</i>
2022 Summer	MGMT517. <i>Managing Human Capital</i> MGMT521. <i>Organizational Development & Change</i>
2022 Spring	MGMT211. <i>Strategic Leadership</i> MGMT515. <i>Applied Research and Analysis</i>
2021 Fall	MGMT211. <i>Strategic Leadership</i> MGMT521. <i>Organizational Development & Change</i> MGMT561. <i>Managing Teams and Conflict</i> MGMT515. <i>Applied Research and Analysis</i>

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HROD500. *Foundations of Human Resource Development*

Co-Instructor

2019 Fall (face-to-face)	EHRD 690L. <i>Theory of EHRD Research: Literature Review</i> (4.57 out of 5) Co-Instructor
2019 Spring (face-to-face)	EHRD 408. <i>Globalization and Diversity in the Workplace</i> (4.26 out of 5) Guest Lecturer
2018 Fall (face-to-face)	EHRD 408. <i>Globalization and Diversity in the Workplace</i> Guest Lecturer
2018 Spring (face-to-face)	EHRD 408. <i>Globalization and Diversity in the Workplace</i> Guest Lecturer

Teaching Assistant

2020 Fall	EHRD 618. <i>Evaluation Models in HRD</i> (online) EHRD 627. <i>Research and Development in EHRD</i> (online)
2018 Fall	EHRD 408. <i>Globalization and Diversity in the Workplace</i> (face-to-face)
2018 Summer	EHRD 289. <i>Self-identity development in College</i> (face-to-face)
2017 Fall	EHRD 408. <i>Globalization and Diversity in the Workplace</i> (face-to-face)

**PROFESSIONAL
EXPERINCE**

2019.02. – present	• HR Consultant HR and Social Networks Consulting, HRDVine Dallas, USA
2016.02. – 2016.04 2015.09. – 2015.10. 2014.09. – 2014.11. 2014.03. – 2014.06.	• Intern Leadership training and executive development, CJ HumanVille, Seoul, South Korea
2013 – 2014	• General Manager The Education and Training Institute at Korea University, Seoul, South Korea
2012.04. – 2012.10.	• HRD Specialist

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Human Resource Development, HanulEdu Inc., Seoul,
South Korea

PROFESSIONAL SERVICE

- 2021.10. – 2022.04. • **Curriculum and Program Development**
(Business Analytics / BUSI210 & BUSI211)
- Role: Program and curriculum development
- 2021.09. – present • **Diversity Council**
- Role: Committee member
- 2018.08. – 2021.08. • **Academic Writing Consultant** (7 hours)
P.O.W.E.R. Writing Services, Texas A&M University
- 2019.02. – 2021.02. • **Korean Academy of Human Resource Development in
the Americas**
- Role: Student President
- 2017.09. – 2019.05. • **The Graduate Representative Advisory Board**
- Role: Vice President (2018-2019) &
The Grants and research representative (2017-2018)
- 2017.09. – 2018.05. • **The Graduate and Professional Student Council**
- Role: delegate
- 2012.03. – 2012.06. • **P.S. 84 Assistant teacher in NYC, U.S.**
- 2009.11. – 2014.03. • **Vocalist in Band, Katharos** – releasing albums and taking
part in band as a vocalist & rapper

Refereed Review Work

- Reviewer Career Development International
- Reviewer *Academy of Human Resource Development in Americas* Virtual
Conference [2021]
- Reviewer Human Resource Development Review
- Reviewer Journal of Management, Spirituality, & Religion
- Reviewer *Academy of Human Resource Development in Americas* Atlanta,
GA, USA [2019]
- Reviewer *Academy of Human Resource Development in Americas* Richmond,
VA, USA [2018]
- Reviewer *Annual Meeting of the Academy of Management* Boston, MA,
USA [2018]
- Reviewer *Academy of Human Resource Development in Asia* The Sukosol
Bangkok, Thailand [2018]

Reviewer *Academy of Human Resource Development in Americas*, San Antonio, TX, USA [2017]
Reviewer *Academy of Human Resource Development in Asia and MENA*, Ifrane, Morocco [2016]

Professional Certifications

Center for the Integration of Research, Teaching and Learning (CIRTL) Associate Certificate – Academy for Future Faculty Fellow, Texas A&M University

Graduate Certificate in Educational and Social Sciences Advanced Research Methods (ARM), College of Education & Human Development, Texas A&M University

Certificate in College Teaching, Certified by the College of Education, Texas A&M University

Certificate of the second-level Adult Educator, Ministry of Education, South Korea

Accredited Certified Executive and Life Coach (2021 – present), International Coach Federation (ICF)

Professional Affiliations

2017 – present Textbook & Academic Authors Association
2016 – present Academy of Human Resource Development

GRANTS

Research

2022 President's Scholarship Enhancement Grants - Title: "A More Perfect Union": Interdisciplinary Curriculum Development, Programming and Research of Faith-Integration, Race, and Ethnicity
- Role: Co-Investigator - \$11,949.00 (**Funded**)

2022 Korea-SIG Sponsored Team-Up Grant Award - Title: *A Cross-Country Investigation of Creative and Innovative Work Behaviors in the Hotel Industry: Roadmap to Recovery from Covid-19*
- Role: Co-Investigator - \$500.00 (**funded**)

2022 Korean Corporation Management Association (Unam Research Grant) - Title: *A Social Network Analysis on the Relationships among Social Capital, Knowledge Sharing, Organizational Citizenship Behavior, and Performance*
- Role: Co-Investigator - \$5,000.00 (**Not funded**)

2022 Faculty Research Council Research Grant - Title: *Application of Big Data Analytics for Students' Success at a Christian Business School*
- Role: Co-Investigator - \$1,800.00 (**Funded**)

2021 Graduate Representative - Title: *The Impact of Social Capital in the Workplace: A Systematic*

- Advisory Boards Student Research Grant *Review and Quantitative Study*
- Role: Principal Investigator (PI) - \$1,000.00 (**Funded**)
- 2019
College of Education and Human Development Graduate Research Grant
- Title: *Brain Circulation: International Students' Intentions to Remain Abroad*
- Role: Principal Investigator (PI) - \$1,132.00 (**Funded**)
- 2019
Korea SIG's International Research on Korea Grant, Academy of Human Resource Development
- Title: *Brain Drain: The Experiences of South Korean Doctoral Recipients Following Degree Completion in the United States*
- Role: Principal Investigator (PI) - \$500.00 (**Funded**)
- 2018 - 2019
Chang Shin Inc.
- Title: *A Network Analysis for Optimizing Organizational Performance at Chang Shin (the "Organization") in South Korea*
- PI: Dr. Seung Won Yoon, Texas A&M Univ. – Commerce
- Role: Co-Investigator - \$ 50,000.00 (**Funded**)
- 2018
College of Education and Human Development Graduate Research Grant
- Title: *Transition from Military Careers to Civilian Careers: Experiences of Short- and Mid-Term South Korean Veterans*
- Role: Principal Investigator (PI) - \$845.00 (**Funded**)
- 2018
Korea SIG's International Research on Korea Grant, Academy of Human Resource Development
- Title: *Transition from Military Careers to Civilian Careers: Experiences of Short- and Mid-Term South Korean Veterans*
- Role: Principal Investigator (PI) - \$500.00 (**Funded**)
- 2017
Korea SIG's International Research on Korea Grant, Academy of Human Resource Development
- Title: *Warriors in Suit: The Military Experience and Workplace Masculinity in Korea*
- PI: Jin Lee, Texas A&M Univ.
- Role: Co-Investigator: \$500.00 (**Funded**)
- 2018
The Graduate Representative Advisory Board Student Research Grant
- The GRAB Student Research Grant
- Role: Principal Investigator (PI) - \$1,500.00 (**Not Funded**)

Travel

- 2021
Graduate and Professional Student Council, Texas A&M University (\$300.00)
- 2020
EAHR Graduate Travel Award Grant, Texas A&M

University (\$500.00)

2019 **Graduate and Professional Student Council**, Texas A&M University (\$500.00)

2016 – 2021 **Graduate Representative Advisory Board**, Department of Educational Administration and Human Resource Development, Texas A&M University (\$4,060.00)

2016 – 2017 **College of Education and Human Development**, Texas A&M University (\$1,000.00)

HONORS AND AWARDS

2022 • Recipient of 2022 the University Council for Work and Human Resource Education's (UCWHRE) **Dissertation of the Year award**, UCWHRE, USA

2022-2023 • Recipient of 2022-2023 **Junior Faculty Mentoring Program**, Office of Research and Grant, Azusa Pacific University

2020 – 2021 • Recipient of **Strategic Research Award** for the Department of Educational Administration and human Development (\$ 34,000.00)

2020 • Recipient of the **Texas Public Education Grant – International** (\$ 1,000.00)

2020 • First runner-up in **Student Research Competition**, the Graduate Representative Advisory Board Symposium

2019 • Recipient of the **Graduate Student Research Award**, the 2019 Adult Education Research Conference
- Title: *Career transition of military veterans: A systematic literature review and agenda for future research and practice*

2019 • Finalist for **Outstanding Graduate Research Award**, Korean American Academy of Lifelong Education
- Title: *Career transition of military veterans: A systematic literature review and agenda for future research and practice*

2019 • Recipient of the **Best Research Award** from Korean Academy of Human Resource Development in the Americas

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- Title: *The transition from military careers to civilian careers: Experiences of short- and mid-term South Korean veterans*

- 2019
 - Nominated to **Graduate Student Achievement Award**, the Department of Educational Administration and Human Resource Development, Texas A&M University
- 2018
 - Recipient of **the International Student Service (ISS) International Education Fee Scholarship** (\$ 1,000.00)
- 2018
 - First runner-up in **poster presentation**, Student Research Week
- 2017
 - Finalist for **Best Research Paper**, the Korean American Educational Researchers Association Conference
 - Title: *Human resource development of the Korean military: A systematic literature review*
- 2017
 - First runner-up in **poster presentation**, the Graduate Representative Advisory Board Symposium
- 2016 – 2019
 - Recipient of **the Merit Fellowship** from College of Education and Human Development, Texas A&M University (\$ 68,000.00)
- 2015
 - Recipient of **Best Paper of the Year**, Korea University
 - Title: *The mediating effect of practice of core values on the relationship between authentic leadership and work engagement*
- 2011
 - 2nd runner-up of **the Best Teaching Demonstration Award**, Dongduk Women's University
- 2007 – 2011
 - Scholarship for the **Top of the Department** (\$ 4,000.00)
 - Scholarship for the **Outstanding Student** (\$ 4,500.00)