

# Curriculum Vitae

## Man-Nok Wong

Assistant Professor

Department of Management and Marketing, Faculty of Business

The Hong Kong Polytechnic University

Kowloon, Hong Kong, China

Phone: (852) 3400 3925

Email: mannok@mnwong.com; mannok.wong@polyu.edu.hk

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### ACADEMIC APPOINTMENT

- 2023 – present      Assistant Professor  
Department of Management and Marketing, Faculty of Business  
The Hong Kong Polytechnic University
- 2021 – 2023:      Assistant Professor  
School of Business  
Sun Yat-sen University
- 2020 – 2021:      Assistant Professor  
Lingnan (University) College  
Sun Yat-sen University

### ACADEMIC DEGREES

- PhD**, Management, Hong Kong Baptist University, November, 2020
- BSc (Hons)** Computing, Hong Kong Polytechnic University, September, 2015
- BBA (Hons)** Major in Management, Hong Kong Polytechnic University, August, 2015

### RESEARCH INTEREST

pay communication, leadership, interpersonal processes, research methods

### SHORT VITA

Man-Nok Wong is an Assistant Professor in the Department of Management and Marketing at the Hong Kong Polytechnic University (PolyU). Before joining PolyU, he worked as an Assistant Professor in the School of Business at the Sun Yat-sen University. He received his Ph.D. in Management from the Hong Kong Baptist University. He studies teams and organizations with a focus on pay communication, leadership, and interpersonal processes. His research has been published in the *Academy of Management Journal*, *Journal of Applied Psychology* and *Organizational Research Methods*, and has been featured in *Harvard Business Review*, *The New York Times*, *Daily Mail (UK)* and *Business Insider*. He is also an author of the web-based shiny app *SRM\_R* for social relations analyses. He provides training and consulting services to various organizations ranging from startups to Fortune 500.

### REFEREED PUBLICATIONS

**Wong, M.-N.**, Cheng, B. H., Lam, L. W., & Bamberger, P. (in press) Pay transparency as a moving target: A multi-step model of pay compression, i-deals and collectivist shared values. *Academy of Management Journal*.

**Wong, M.-N.**, Kenny, D. A., & Knight, A. P. (in press) SRM\_R: A web-based shiny app for social relations analyses. *Organizational Research Methods*.

Li, F., Chen, T., Bai, Y., Liden, R. C., **Wong, M.-N.**, & Qiao, Y. (in press). Serving while being energized (strained)? A dual-path model linking servant leadership to leader psychological strain and job performance. *Journal of Applied Psychology*.

Lan, J., Gong, Y., Liu, T., **Wong, M.-N.** & Yuan, B. (2022), How emotional regulation and conscientiousness break the reciprocal circle between customer mistreatment and surface acting: An experience sampling study, *International Journal of Contemporary Hospitality Management*. 34(11), 4007-4028.

### PRACTITIONER ARTICLE(S)

Lam, L., Cheng, B. H., Bamberger, P., & **Wong, M.-N.** (August, 2022) Research: The unintended consequences of pay transparency. *Harvard Business Review*.

### DISSERTATION

“Putting yourself in someone’s head: Third-party meta-perception in socialization context”  
Board of Examiners Chairman: Dr. Danny Wang (HKBU)  
Internal Members: Dr. Emily Huang (HKBU) Dr. Song Chang (HKBU)  
External Examiners: Prof. Yaping Gong (HKUST) Prof. Wu Liu (PolyU)  
Principal Supervisor (non-voting): Prof. Xu Huang (HKBU)  
Additional Member (non-voting): Dr. Erica Xu (HKBU)

### COMPUTER PROGRAMS AND DOCUMENTATION

Kenny, D. A. & **Wong, M.-N.** (2016). SRM\_R: An interactive tool for estimating the Social Relations Model from directed dyadic data with round-robin-like designs [Computer software]. Available from [https://davidakenny.shinyapps.io/SRM\\_R/](https://davidakenny.shinyapps.io/SRM_R/)

### CONFERENCE PRESENTATIONS

**Wong, M.-N.** (2020). Triadic relations analysis of gossiping behavior at work. Paper presented at the 80th Academy of Management Annual Conference (AOM). Vancouver, Canada.

**Wong, M.-N.**, Lam, L. W., Cheng, B. H. (2020). Does pay transparency affect how employees bargain for idiosyncratic terms? Paper presented at the 80th Academy of Management Annual Conference (AOM). Vancouver, Canada.

**Wong, M.-N.**, Chang, S., Huang, G., & Cheung (2019). To buy or to grow learning goal-oriented employees? Examining a dynamic moderated mediation model that links employees’ learning goal orientation, creative self-efficacy, perceived workplace support, and employee creativity. Paper to be presented at the 11th Asia Academy of Management Conference (AAOM). Bali, Indonesia.

Xu, J., **Wong, M.-N.**, & Huang, X. (2017). Fighting against bribery: Ethical value change of political elites, business elites, or together? Paper to be presented at the 77th Academy of Management Annual Conference (AOM). Atlanta, Georgia.

**Wong, M.-N.**, Liu, W., Huang, X., & Xu, E. (2017). Affective ups and downs do Matter! When negative affective states influence employee service performance. Paper to be presented at the 10th Asia Academy of Management Conference (AAOM). Kitakyushu City, Fukuoka, Japan.

**Wong, M.-N.** (2016). Why people not appreciate others' help? Interpersonal help, overhelp, and reciprocation. Paper presented at the 76th Academy of Management Annual Conference (AOM). Anaheim, California.

## TEACHING EXPERIENCES

### School of Business, Sun Yat-sen University

#### Graduate level

- 2022 Frontiers in Management Research Methods (PhD/Mphil Seminar)
- 2021 Frontiers in Management Research Methods (PhD/Mphil Seminar)

### Lingnan (University) College, Sun Yat-sen University

#### Graduate level

- 2022 Human Resource Management and Organizational Behavior (PhD Seminar)
- 2021 Human Resource Management and Organizational Behavior (PhD Seminar)

#### Undergraduate level

- 2022 International Human Resource Management
- 2021 International Human Resource Management

### Hong Kong Baptist University

#### Graduate level

- 2019 HRM7610 Human Resources Research Methods and Analytics

#### Undergraduate level

- 2017 Data Analysis Workshop for Year 4 Students' Final Year Project

## INVITED SEMINAR/WORKSHOP

### Pay Transparency

- Hong Kong Baptist University, 2nd June, 2022
- Harbin Institute of Technology, 20th April, 2022
- Huazhong University of Science and Technology, 5th December, 2021
- Renmin University of China, 2nd December, 2021
- Xi'an Jiaotong University, 29th September, 2021
- Shanghai University of Finance and Economic, 14th May, 2021

### Social Relations Analyses

- University of Hyderabad, 4th January, 2023
- Nanjing University, 14th October, 2022
- Zhejiang GongShang University, 11th July, 2022

Huazhong University of Science and Technology, 6th December, 2021

Central University of Finance and Economics, 11th December, 2020

Nanjing University, 16 – 17th January, 2020

University of Macau, 22nd February, 2019

Shanghai University of Finance and Economics, 25th April, 2018

#### **Future of Work**

Guangzhou Academy of Fine Arts, 14th December, 2022

#### **PROFESSIONAL SERVICES**

Ad Hoc Reviewer: *Management and Organization Review*; *Journal of Business Research*

#### **PROFESSIONAL AFFILIATIONS**

Academy of Management, 2016 – present

Mensa, 2014 – Present

#### **BUSINESS CONSULTANCY**

2023 – present      Project Consultant – Strategic HRM and Compensation Strategy  
State Grid Shaanxi Electric Power Co., Ltd, China

2022 – present      Project Consultant – Compensation Strategy and Talent Management  
China Mengniu Dairy Co., Ltd, China

2020 – present      Project Consultant – People Analytics  
Micro Benefits Financial Consulting (Suzhou) Co., Ltd, China

2019 – 2020      Project Consultant – Corporate Culture and Compensation Strategy  
Stan Group (Holdings) Limited., Hong Kong

#### **WEBPAGE**

<http://www.mnwong.com/>