
JIANMIN (JAMES) SUN

Professor and Associate Dean
School of Labor and Human Resource
Renmin University of China, Beijing, China

Adjunct professor
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EDUCATION

Sept. 1991 – July 1994, Ph.D. Psychology (Psychometrics and social psychology),
Department of Psychology, Beijing Normal University, China

Sept. 1986 -- July 1987, Certificate in Psychology (social and personality),
Department of Psychology, Beijing Normal University, China

Sept. 1984 – July 1986, MS (Production management), Department of Management
Engineering, Shandong University of Technology, Jinan, China

Sept. 1978 -- July 1982, B.S., Department of Mechanical Engineering,
Shandong University of Technology, Jinan, China

EMPLOYMENT HISTORY

June 2001 – Present Professor
Department of Human Resource and Organization
Associate dean, School of Labor and Human Resource
Director, Center for Human Resource Assessment
Renmin University of China (RUC)

July 1994-July 2001 Associate professor and department chair
School of Labor and Human Resources, RUC

July 1987 –Sept. 1991 Instructor
Department of Social Sciences
Shandong University of Technology

July 1982 – Sept. 1984 Administrator
Department of Mechanical Engineering
Shandong University of Technology

VISITING PROFESSORSHIPS

2007 . 8-2008 . 8 Fulbright visiting scholar

	College of Business Administration, University of Florida, Gainesville, FL, USA
2006.1 - 2006.4	Visiting scholar, School of Business, University of Manitoba, Canada
2002.1 - 2002.4	Visiting Scholar, Institute of Labor Relations, Rotman School of Management, University of Toronto, Canada
1999.8 – 2000.8	Visiting scholar , School of Business, McMaster University, Canada (Sponsored by Canada-China Scholarly Exchange Program)
1998.8 –1998.12	Visiting Scholar School of Management, SUNY at Buffalo, USA (Sponsored by SUNY at Buffalo) School of Public Policy and Management, Carnegie Mellon University , USA (Sponsored by Dr. Denise Rousseau)
1998.5 - 1998.7	Visiting Scholar, British Council and Oxford University, UK (Sponsored by British Council)

Off-campus positions:

Adjunct professor, School of Business, Western Kentucky University, 2007-2009
 Adjunct professor, School of Management, State University of New York at
 Buffalo, 1998- present
 Adjunct Professor, School of Business, Hong Kong Baptist University, 2003-2006
 Adjunct Professor, Lingnan School, Zhongshan University, 2002-2006
 Adjunct professor, School of Management, Wuhan University, 2003-present

TEACHING BACKGROUND

Courses for undergraduates:

Organizational Behavior
 Personnel Assessment and Measurement
 Development of Management Skills
 Professional English for Business

Courses for Master's and Ph.D students:

Advanced Organizational Behavior (Master)
 Measurement and Assessment (Master)
 Strategic Human Resource Management (MBA, EMBA)
 International Business and Management (MBA)
 Business Research Methods (Master)
 Advanced topics of HRM (Master and Ph.D)
 Research Design and Data Analysis (Ph.D)

Short-terms Courses

Organizational Assessment, Master students. Department of Communication and School of Business, Western Kentucky University, 24 contact hours, May 7-24, 2008

Entrepreneurship and International Business in China. Master and Ph.D students, School of Business, Interamerica University of Puerto Rico, 32 contact hours, June 7-21, 2008

Executive Development courses

Strategic management

Business environment and entrepreneurs

Effective communication skills

Leadership style and effectiveness

Empowering effectively

Knowing yourself and your business

Corporate culture

National culture and corporate culture

Culture and international business

CEO succession

CEO payment and organization performance

RESEARCH BACKGROUND

My research interests focus on the measurement and assessment of personality and performance; leadership styles and effectiveness; organizational culture; cross-cultural management; and research methods. I am especially interested in the study of management and leadership models in cross-cultural settings.

Selected Publications:

Refereed journal papers

1. Sardy, M., Munoz, J. M., **Jianmin Sun**, Alon, I. (2009). Emerging dimensions of business ethics in China. *Competitiveness Review: An International Business Journal*, Vol. 19, Iss. 1. (Best Empirical paper of American Society for Competitiveness Conference, 2008)
2. Ji Li, Kevin Lam, **James J. M. Sun**, Shirley X. Y. Liu, (2008), Strategic human resource management, institutionalization, and employment modes: An empirical study in China. *Strategic Management Journal*, Vol.29, No. 2
3. Larry M. Caillouet, **Jian-Min Sun**(2008), Communicating a New Worldview in China: Employees of Privately-Owned and State-Owned Enterprises Speak. *International Journal of Chinese Culture and Management*, No. 6.
4. Liu, X.Y., **Sun, Jianmin.**, Härtel, C E J (under review). Development of the WECS: A Multidimensional Measure of Workgroup Emotional Climate. Submitted to *Journal of Organizational Behavior*.

The following papers are in Chinese

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1. **Sun, J. M.**, Jiang, K.F. (2009). An exploratory study on the construct of organizational identification under Chinese context. *Sociological Studies*. No. 1.
 2. Gao, R.G., **Sun, J.M.**, (2009). Construction and measurement of entrepreneurial motivation of Chinese college students. *Chinese Journal of Population Science*. No. 1.
 3. Xiong, M. L., **Sun, J.M.**, Gu, L.Z. (2008). An empirical study on the relationships among job satisfaction, organizational identification, and turnover intention. *Journal of Business Economics*. No.65. **Sun, Jianmin**, Feng, Jingying (2007). Cultural factors influencing the innovation of knowledge workers. *China Human Resource Development*. Iss. 11.
 4. **Sun, Jianmin**, Feng, Jingying (2007). Environmental factors influencing the innovation of knowledge workers. *Modern Economics Management*, Iss. 8.
 5. **Sun, J.**, Liu, X., Hu, J. (2007), Individual differences on creativity tendency of science and technology talents. *Science of Science and Management of S & T.*, Vol.28, Iss.3.
 6. Ke, J., **Sun, J.**, Shi, J., Gu, Q. (2007), An empirical study of the relationship between social capital and team effectiveness of R&D team in Chinese companies. *Management World*, No. 3
 7. Ke, J., **Sun, J.** (2006). Turnover reasons of the members of top management team in public-traded companies. *Economic Management* , Iss.2
 8. Li, Y., **Sun, J.** (2006), An empirical study of psychological contract in the dyad employment relations. *Management World*, No. 3.
 9. **Sun, J.** (2006), The popular and difficult topics of human resource management. *Human Resource Development and Management*, No.7
 10. **Sun, J.** (2005). The development trends of HRM in China. *Human Resource Development and Management*, No.2.
 11. Li, Ji, **Sun, J.**, Ba, S. (2005). An empirical study of corporate governance in SOEs in China. *Management World*, No.2.
 12. **Sun, J.** (2004). The effectiveness and evaluation of research hypothesis. *Sociological Research*. No.3. .

Books:

1. Human Resource Assessment: Theories and Techniques. Changsha: Hunan Normal University Press, 2008
2. Management Communication. Beijing: Tsinghua University Press, 2006
3. Organizational Behavior, Shanghai: Fudan University Press, 2005
4. Human Resource Management, Beijing: Higher Education Press, 2005
5. Organization and Human Resource Management, Beijing: Huaxia Publishing House. 2004
6. Effective Communication Skills, Beijing: Enterprise Management Press, 2004
7. Problem Solving and Creativity, Beijing: Enterprise Management Press, 2004

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8. Management Principle, Beijing: CITIC Publishing House.2002
 9. Cases of Human Resource Management in China, Beijing: Renmin University of China Press, 1999
 10. Cases of Organizational Behavior, Shanghai: Fudan University Press, 1998
 11. Management, (9th ed.) Translated from English (Stephen Robbins), Beijing: Renmin University of China Press & Prentice-Hall, Inc.2008
 10. Organizational Behavior,(12th ed.) Translated from English (Stephen Robbins), Beijing, Renmin University of China Press and Prentice- Hall, Inc., 2007

Research Awards:

Best empirical paper, American Society for Competitiveness, 2008
Best Paper Award, Beijing Association of Behavioral Sciences, 2005, 2007, 2008
Best Textbook Award (2nd class), China Labor Study Association, 2004

Conference presentations:

1. **Sun, Jianmin** (2008). Value studies in China: A qualitative review. Presented at the Annual Meeting of Academy of Management, August 7th, Anaheim, California.
2. **Sun, Jianmin**, Li, Y. H. (2008). The Comparisons Between CTT and IRT in Results Analysis of Cognitive Ability Tests in Simplified Chinese. Presented at The 6th Conference of International Test Commission, July 15, Liverpool, UK
3. Liu, X.Y., **Sun, Jianmin.**, Härtel, C E J.(2008). Development of the WECS: A Multidimensional Measure of Workgroup Emotional Climate. Presented at 6th International Conference on Emotions and Worklife: Emonet VI. July 17-19, 2008, Fontainebleau, France
4. **Sun, Jianmin** (2008) Management development in Chinese business organizations. Presented at the Annual Conference of Academy of Human Resource Development, February 23, Panama City, Florida
5. **Sun, Jianmin**, Xiangquan Zeng (2008). Developing HRM degree programs in a transition society: Practices and experiences from China. Presented at the 5th Innovative teaching of HRIR, April 25, St. Paul, Minnesota.
6. **Sun, Jianmin**, Hu, Jia (2008). The Construct of Employees' Psychological Contract. Presented at the 4th Conference of International Association of China Management Research, June 22, Guangzhou, China
7. Han, Jian, **Sun, Jianmin** (2007). Human Capital, Social Capital, Supportive Environment and Science Worker's Productivity in Research Organizations. Presented at the Annual Meeting of Academy of Management, August 9, Philadelphia, PA.
8. Caillouet, L. **Sun, J.** (2007), Job satisfaction and organization communication: An empirical study of Chinese employees in state-owned and private companies. Presented at the 93rd Annual Meeting of American National Communication Association, Chicago, USA, November, 27, 2007.
9. **Sun, Jianmin** (2006). The construction and application of work stressor scale for managers in Chinese organizations. Presented at the 26th International Congress of Applied Psychology, July 22, Athens, Greece.

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11. **Sun, Jianmin**, Zhang, Lihua (2006). Cross-cultural management of modern port: A human resource perspective. Presented at the Annual Meeting of Academy of Management, August 6, Atlanta, Georgia.
 12. **Sun, Jianmin** (2005). Labor Outsourcing in China: Situation, Controversy, and Prospect. Keynote speech at the International Conference of Outsourcing to China, India, and Elsewhere, sponsored by Rollins College, Winter Park, Florida, March 23, 2005,
 13. **Sun , J.** (2004). Competency modeling for managers in Chinese companies. Presented at the Annual Meeting of SIOP, Chicago, April 24, 2004.

Invited speech and presentation:

1. **Sun, Jianmin:** The Moderating Effect of Emotional Labor on the Relationship between Emotional Intelligence and Job Behaviors. Brown-Bag Talk at the Department of Psychology, University of South Florida, February 8, 2008.
2. **Sun, Jianmin:** Entrepreneurship and the characteristics of top leaders in Chinese private businesses. Invited speech by the Department of Management, San Jose State University, April 7, 2008
3. **Sun, Jianmin:** Chinese Culture and the Development of China. Invited speech by the College of Business, University of West Alabama, February 18, 2008
4. **Sun, Jianmin:** A biodata analysis of Entrepreneurs in zhong guan cun. Invited speech by the Lally School of Management and Technology, Rensselaer Polythnic Institute. November 18, 2007.
5. **Sun, Jianmin:** International business and cultural differences. Invited speech by the School of Business, Western Kentucky University, October 15, 2007

PROFESSIONAL ACTIVITIES

Editorial Review Board

Academy of Management Learning and Education, 2008-present

Management Learning, 2008-present

Journal of Business and Psychology, 2009-

China Human Resource Development, 2002-present

Sociological Research, 2004-present

Ad-hoc Reviewer for Journals

Journal of Applied Social Psychology

Journal of Business Ethics

Leadership and Organizational Development Journal

Reviewer of Paper Proposals for Professional Meetings

Academy of Management (HR, OB, IM Divisions), 2004-2008

International Association of China Management Research, 2006, 2008
Society for Industrial and Organizational Psychology, 2005, 2006, 2007, 2008

Professional affiliations:

Academy of Management
International Association of Applied Psychology
Society of Industrial and Organizational Psychology
Asian Academy of Management
International Association of China Management Research (Founding member)
Chinese Society of Social Psychology (president-elected)
Chinese Modern Management Society (Fellow)
Beijing Association of Behavioral Sciences (president)

Consulting experiences:

Hewlett-Packard (China), 1997, 2002
Motorola (China), 1998, 2003
OTIS (China), 1996, 1998
Smith-Kline & Beecham (Tianjin), 1996, 1997
Samsung (China), 2005, 2006

China Industrial and Commercial Bank, 2002, 2003, 2004,
China Mobile, 2003, 2004
China Merchants Bank, 1999, 2001, 2002-2004, 2006
China Telecom, 2002-2003
Hainan Sundiro Motorcycle Co. Ltd., 1998-1999
HiSense Group, Ltd., 2003, 2005
Huawei Technologies, Inc. Ltd., 1995-1998, 2005-2006
Lenovo Group, Ltd., 2003, 2004
Start Group, Ltd., 1997-1998, 2002
TCL Group, Ltd., 1997-1998, 2002-2003
Tsingdao Beer Group, Ltd. 2002