

David J. Yoon

Assistant Professor of Management
Wichita State University
W. Frank Barton School of Business
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Education

University of Minnesota, Carlson School of Management. Minneapolis, MN.

Ph.D. in Human Resources and Industrial Relations.

Discipline: Organizational Behavior

Dissertation: Power and Altruistic Helping in Organizations: Roles of Psychological Distance, Workplace Design, and Self-Construal

Adviser: Joyce E. Bono

Committee: Theresa Glomb, Michelle Duffy, Sophie Leroy, Aaron Schmidt

Date of Graduation: September 2013.

Rutgers University, School of Management and Labor Relations. Piscataway, NJ.

Master of Human Resource Management.

Date of Graduation: May 2007.

University of Virginia, College of Liberal Arts and Sciences. Charlottesville, VA.

Bachelor of Arts in English; Bachelor of Arts in Psychology.

Date of Graduation: May 2005.

Current Research Interest

Power and work relationships
Personality and leadership
Emotion in organizations
Mistreatment at work
Wichita hospitality industry

Teaching Expertise

Compensation
Human resource analytics
Staffing
Organizational behavior
Leadership
General management

Publications

Yoon, D. J. (2017). Compassion momentum model in supervisory relationships. *Human Resource Management Review*, 27, 473-490.

Yoon, D. J., & Farmer, S. M. (2017). Power that builds others and power that breaks: Effects of power and humility on altruism and incivility in female employees. *Journal of Psychology*, 152, 1-24.

Yoon, D. J., & Bono, J. E. (2016). The role of power and personality in high quality supervisory relationships. *Journal of Managerial Psychology*, 31, 1198-1213.

Kim, E., & Yoon, D. J. (2012). Why does service with a smile make employees happy? A social interaction model. *Journal of Applied Psychology*, 97, 1059-1067.

Bono, J. E., Hooper, A. H., Yoon, D. J. (2012). Impact of rater personality on transformational and transactional leadership ratings. *Leadership Quarterly*, 23, 132-145.

Manuscripts Under Review or Revision

Yoon, M. H., & Yoon, D. J. (conditional acceptance). Relative leader-member exchange and multifoci team-level differentiation in the service context. *International Journal of Contemporary Hospitality Management*.

Choi, Y., & Yoon, D. J. (revise and resubmit, first round). The roles of affective well-being and emotional intelligence in relationship conflict and counterproductive work behavior. *Journal of Psychology*.

Yoon, D. J. & Kim, E. (under review). When and why does customer incivility impair service performance? The roles of intrinsic motivation and core self-evaluations. *Group and Organization Management*.

Yoon, D. J., Markova, G., & Choi, Y. (under review). A tightrope act of supervisor humor: When good humor goes bad in response to coworker incivility. *Academy of Management Annual Conference*.

Manuscripts In Preparation Yoon, D. J., & Kim, E., Yoon, M. H., & Zapata, C. P. (final draft in preparation). Customer courtesy and service performance: The roles of psychological empowerment and social context. *Journal of Management*.

Yoon, D. J., Bono, J. E., Yang, T., Lee, K., Glomb, T. M., & Duffy, M. K. (final draft in preparation). The balance between positive and negative affect: A meta-analysis and extension. *Journal of Occupational Health Psychology*.

Choi, Y., Kim, D., & Yoon, D. J. (data analysis in progress). Leader behavioral integrity, perceived coworker support, and task performance: The roles of work autonomy. For *Asia Pacific Journal of Management*.

Shen, W., Yoon, D. J., & Bono, J. E. (data collection in progress). Personality and leadership: It's not as simple as it looks. For *Leadership Quarterly*.

Perry, J. T., & Yoon, D. J. (data analysis in progress). Student engagement and performance in online strategy classes: Evidence from online simulations. For *Academy of Management Learning and Education*.

Research in Progress Refugee resettlement in the workplace: An integrative model (single author).

Customer and co-customer emotional contagion in the service setting (with M. H. Yoon).

Conference Presentations Yoon, M. H., & Yoon, D. J. (2018, August). Relative leader-member exchange and multifoci team-level differentiation in the service context. Academy of Management Annual Conference, Chicago, IL.

Yoon, D. J. (2016, August). Power that builds others and power that breaks: Positional power, personal power, and humility. Academy of Management Annual Conference, Anaheim, CA.

Yoon, D. J., Kim, E., Yoon, M. H., & Zapata, C. P. (2014, August). Customer incivility, customer courtesy, and service performance: Roles of intrinsic motivation and social context. Academy of Management Annual Conference, Philadelphia, PA.

Yang, T., Lee, K., Bono, J. E., Yoon, D. J., Glomb, T. M., & Duffy, M. K. (2013, April). A meta-analytic examination of the associations between affect balance and well-being, personality, and gender. Society for Industrial and Organizational Psychology, Honolulu, HI.

Bono, J. E., Shen, W., & Yoon, D. J. (2013). Personality and leadership: It's not as simple as it looks. European Conference on Personality, Lausanne, Switzerland.

Shen, W., Yoon, D. J., & Bono, J. E. (2012, August). Personality and transformational and transactional leadership: Differing profiles by gender. Academy of Management Annual Conference, Boston, MA.

Kim, E., Yoon, D. J., & Glomb, T. M. (2011, August). Display of positive emotions and employee well-being in the service setting: A social interaction model. Society for Industrial and Organizational Psychology, Chicago, IL.

Yoon, D. J. & Bono, J. E. (2010, August). When do I care about others' personality? Power, personality, and relationship quality in a dyad. Academy of Management Annual Conference, Montreal, Canada-Quebec.

Book Chapters

Bono, J. E., & Yoon, D. J. (2012). Positive supervisory relationships. In T. D. Allen & L. T. Eby (Eds.), *Personal relationships: The effect of employee attitudes, behavior, and well-being* (pp. 43-66). New York: Academic Press, Society of Industrial and Organizational Psychology Organizational Frontier Series.

Bono, J. E., Shen, W., & Yoon, D. J. (2013). Personality and leadership: Looking back, looking ahead. In D. V. Day (Ed.), *The Oxford handbook of leadership and organizations* (pp. 199-220). New York: Oxford University Press.

Teaching

Wichita State University, W. Frank Barton School of Business. Wichita, KS.

Course Instructor (Undergraduate Level)

- MGMT 360 Principles of Management (face-to face, online) Summer 2017, 2018
- HRM 466 Fundamentals of Human Resource Management 2013-Present
- HRM 666 Human Resource Staffing 2014-Present
- HRM 668 Compensation (face-to-face, online) 2014-Present

University of Minnesota, Carlson School of Management. Minneapolis, MN.

Course Instructor (Undergraduate Level)

Spring 2011

- HRIR 3032 HR: Training and Development.
- HRIR 3041 Micro OB: The Individual in the Organization.

Teaching Assistant (Graduate Level)

Fall 2010-Spring 2013

- HRIR 8031 Staffing, Training, and Development (Masters).
- HRIR 8032 Staffing and Selection: Strategic and Operational Concern (Masters).
- HRIR 8033 Employee Training: Creating a Learning Organization (Masters).
- HRIR 8034 Employee Development: Creating a Competitive Advantage (Masters).
- HRIR 8101 Strategy, Execution, and Ethics (Masters).
- CMBA 5711 Negotiations (Executive MBA).
- MGMT 8301 Seminar in Organization Behavior (PhD).
- HRIR 8840 Doctoral Seminar in Organizational Behavior (PhD).

Professional Experience

Wichita State University, W. Frank Barton School of Business. Wichita, KS. 8/2013-Present
Assistant Professor of Management.

University of Minnesota, Carlson School of Management. Minneapolis, MN. 9/2008-5/2013
Research Assistant. Department of Work and Organizations.

American Standard, Inc. Piscataway, NJ. 9/2007-6/2008
Compensation and Expatriate Analyst.

Foundation for International Community Assistance (FINCA). Washington, D.C. 6/2007-8/2007
Human Development and Training Intern.

American Standard, Inc. Piscataway, NJ. 9/2006-5/2007
Research Fellow.

University of Virginia Clinical Psychology Lab. Charlottesville, VA. 1/2004-5/2004
Research Assistant. Department of Psychology.

Merrill Lynch, Pierce, Fenner & Smith, Inc. Birmingham, AL. 5/2003-8/2003
Finance Intern.

Awards	<p>Kansas State Council for Society of Human Resource Management (SHRM), State Student Summit and HR Games (1st Place). Wichita, KS. 4/2018 Coached the Wichita State University SHRM Student Chapter to First Place in the State HR Competition. Wichita, KS.</p> <p>University of Minnesota, Carlson School of Management, Department of Work and Organizations Small Research Grant for Dissertation Study (\$8,000). Minneapolis, MN. 2013</p> <p>University of Minnesota, Carlson School of Management Ph.D. Student Teaching Award. Minneapolis, MN. 2010-2011 This award was given to a Ph.D. student with the highest teaching evaluation score for that year.</p> <p>Rutgers University Graduate Tuition Fellowship. Piscataway, NJ. 9/2005-5/2007 This was a merit-based fellowship that included a full tuition reimbursement.</p> <p>Rutgers University Center for Human Resources Strategy Research Fellowship. Piscataway, NJ. 9/2006-5/2007 This fellowship was provided to students who demonstrated high academic achievement. It provided an opportunity to be paired with a local company to provide the company with research assistance.</p>
Professional Service	<p>Academy of Management Annual Conference (2018). Chicago, IL. Session Chair. Revisiting leader-member exchange in teams (OB group).</p> <p>Journal of Managerial Psychology. <i>Ad-Hoc Reviewer.</i> 2016-Present</p> <p>Academy of Management Annual Conference (2014). Philadelphia, PA. Symposium Co-Chair. Incivility and undermining symposium (OB/conflict management group).</p> <p>International Journal of Human Resource Management. <i>Ad-Hoc Reviewer.</i> 2014</p> <p>Organizational Behavior and Human Decision Processes. <i>Ad-Hoc Reviewer.</i> 2014</p> <p>Journal of Business Research. <i>Ad-Hoc Reviewer.</i> 2013</p>
University Service	<p>Wichita State University, Society for Human Resource Management. Wichita, KS. 8/2013-Present <i>Faculty Advisor.</i></p> <p>Wichita State University, Faculty Affairs Committee. Wichita, KS. 9/2018-Present <i>Untenured Faculty Representative</i></p> <p>Wichita State University, Clinical Assistant Professor Search Committee. Wichita, KS. 1/2018-10/2018 <i>Member of Search Committee</i></p> <p>Wichita State University, Barton Scholarship. Wichita, KS. 11/2018-Present <i>Member of Scholarship Competition Committee</i></p>
Community Service	<p>International Rescue Committee. Wichita, KS. 10/2017-Present <i>ESL Instructor for Resettled Refugees.</i></p>
Professional Affiliations	<p>Society for Human Resource Management Academy of Management</p>