Yujie CAI

Professor

Academy: Globalization

Research center: SKEMA Centre for Sustainability Studies

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Research interests

Ethics in management, Digital technology and AI in business, Knowledge management, Leadership and career management, Multidisciplinary research

Education

2011	Ph.D. in Management, Guanghua School of Management, Peking University, China
2006	Bachelor in Information Management and Information System, Southeast University, China
2014	Certificate of Professional Studies in Learning and Teaching in Higher Education, University of Liverpool, Great Britain
2010	Fulbright Researcher/Joint PhD, Cornell University, New York State School of Industrial and Labor Relations, United States of America

Experience

Full-time academic positions

Since 2025	Full Professor in Management, SKEMA Business School, China
2021 - 2024	Associate Professor, SKEMA Business School, China
2014 - 2020	Assistant Professor in Human Resource Management and Leadership, Swansea University, Great Britain
2011 - 2014	Assistant Professor, Xi'an Jiaotong-Liverpool University (XJTLU), China

Other academic affiliations and appointments

Since 2015	Research fellow, Xi'an Jiaotong-Liverpool University (XJTLU), China
2018	Visiting Faculty, University of Tübingen, Germany
2013 - 2014	Visiting Faculty, University of Liverpool Management School, Great Britain

Research grants, Awards and Honors

Awards and Honors

2019	Erasmus+ Staff Mobility Fund
2018	Santander Staff Mobility Fund
2018	AILR/LERA Best Paper, Labor and Employment Relations Association 70th Annual Meeting

2009	Fulbright Scholarship
2008	IELTS 20 Years 20 People, British Council

Research Grants

2027	National Natural Science Foundation of China: General Program
2024	State Grid Corporation of China, China
2022	Course Development Fund for People, Work and Society, International Joint Audit Institute, China
2022	"Belt and Road" National Audit Research Fund, China
2013	Jiangsu Philosophy and Social Sciences Research Funding Programme (Grant number 2013SJD880110)
2013	XJTLU Research Development Fund (RDF 12-03-02)

Publications

Peer-reviewed journal articles

LI, G., CAI, Y., LIN, H. and ZHENG, G. (2026). Seeking for better performance: A synergy effect of algorithmic and leader management transparency on employee knowledge seeking behaviour and performance in China. *Asia Pacific Business Review*, 32(2), pp. 339-354.

XIAO, Q., GOH, Z. and CAI, Y. (2026). To build a thriving workforce: unpacking the relationship between well-being-oriented human resource management and work outcomes. *International Journal of Human Resource Management*, 36(21), pp. 3971-4005.

HAN, S., CAI, Y., SUN, T., LIANG, X. and WEI, Z. (2025). The Impact of Public Health Emergency Perception on Psychological Crisis in the Chinese Context: The role of social support and psychological targeting. *Asia Pacific Business Review*, 31(2), pp. 234-256.

WANG, X., CAI, Y., LIN, X. and DUAN, J. (2025). Be Cautious of Your Voice When Boss Is in Shame: How manager shame shapes defensive reactions toward employee voice. *Journal of Managerial Psychology*, 40(7), pp. 800–817.

WANG, X., MA, M., DUAN, J. and CAI, Y. (2025). Guilt or apathy? A dual-path curvilinear model of turnover intention and voice. *European Review of Applied Psychology*, 75(5), pp. 101111.

LIANG, F., CAI, Y. and DUAN, J. (2024). Understanding working mothers' difficulty: From need frustration to family-work-conflict. *Journal of Management & Organization*, 30(4), pp. 1138-1152.

WANG, X., GUO, J., CAI, Y., ZHU, Y. and DUAN, J. (2024). How does managerial consultation backfire pertaining to employee voice pressure? *International Journal of Human Resource Management*, 35(6), pp. 1164-1192.

CAI, Y., ROWLEY, C. and XU, M. (2023). Workplaces during the COVID-19 pandemic and beyond: insights from strategic human resource management in Mainland China. *Asia Pacific Business Review*, 29(4), pp. 1170-1191.

JIA, J., WU, F., LIU, M., TANG, G., CAI, Y. and JIA, H. (2023). How Leader-Member Exchange Influences Person-Organization Fit: A social exchange perspective. *Asian Business and Management*, 22, pp. 792-827.

SUN, L., ZHENG, X., PENG, L. and CAI, Y. (2023). Consumer Knowledge and Intention-Behavior Consistency. *Marketing Intelligence and Planning*, 41(7), pp. 992-1014.

CHEN, H., LIU, B., LI, Y. and CAI, Y. (2022). The relationship between negative life events and resilience among Chinese service employees: Nonlinearly moderated by lifestyle habits. *Journal of Asian Economics*, 80, pp. 101457.

DUAN, J., XU, T. and CAI, Y. (2022). To act or not to act? How do pregnant employees perform based on family-supportive supervisor behavior. *Applied Psychology: An International Review*, 71(4), pp. 1493-1512.

CAI, Y. and ROWLEY, C. (2021). Pandemic lessons for management: COVID-19 could lead to high-performance work systems and a healthier employer-worker relationship. *Perspectives on Work*, pp. 54-56.

CAI, Y. (2020). High-Performance Work Systems in Mainland China: A review and research agenda. *Asia Pacific Business Review*, 26(5), pp. 563-587.

CAI, Y. (2019). Occupational Safety in China's Coal Mining Industry: The roles of regulations, human resources and labor relations. *Advances in Industrial and Labor Relations*, 25, pp. 119-152.

CAI, Y., HAN, J., PENG, S. and SUN, L. (2016). Volunteer High Performance Work Systems and Service Performance: An Empirical Study of Beijing Olympic Volunteers. *Frontiers of Business Research in China*, 10(4), pp. 605-635.

CAI, Y. and YU, M. (2014). Examining Cross-Cultural HR Practices in Family Firms. *International Journal of Global Management Studies*, 5(1), pp. 51-66.

CAI, Y. and KONG, F. (2013). The Effect of Firm Ownership on Occupational Safety Performance. *Human Resource Management Review*, 2(1), pp. 17-28.

CAI, Y. (2011). Human Resource Management and Occupational Safety in Coalmining Firms. *Human Resources Development of China*, pp. 63-66.

CAI, Y. (2005). Reflections of Online Commerce. *Electronic Commerce Research*, pp. 78-79.

Book chapters

CAI, Y., LIU, T. and XU, Y. (2024). The Development of Global Talent based on Job Competency Model. In: *Research-led Teaching, Learning and Management*. 1st ed. Beijing: China Time Economy Press, pp. 225-234.

ROWLEY, C., WEI, Q. and CAI, Y. (2022). Approaches to International Human Resource Management. In: Reiche, S., Harzing, A-W. and Tenzer, H. eds. *International Human Resource Management*. 6th ed. SAGE Publications.

LIU, J. and CAI, Y. (2018). What Caused the Shortage of Labour: Examining the Recruitment and Selection in the Internet Financial Industry in China. In: Dwivedi, Y. K., Rana., N., Slade, E., Shareef, M. A., Clement, M. Simintiras, A. and Lal, B. eds. *Emerging Markets from a Multidisciplinary Perspective*. 1st ed. Cham: Springer, pp. 339-357.

Conference proceedings

CAI, Y., HAN, J., LI, L. and PAN, Y. (2016). Human Resource Management in the Chinese Context: A multi-level review of functional human resource practices. *British Academy of Management*.

CHU, C. and CAI, Y. (2015). Examining the Relationship Between Volunteerism and Public Relations Success: An empirical study of volunteers in the Expo 2010 Shanghai China. *Asian Business Association*, pp. 222-248.

KONG, F., CAI, Y. and ZHANG, L. (2011). Emerging Models of Employment Relationships. pp. 134-147.

Conference presentations

XIAO, Q., GOH, Z. and CAI, Y. (2024). To build a thriving workforce: The influence of well-being-oriented human resource management on work outcomes. In: the Academy of Management 84th Annual Meeting. Chicago.

CAI, Y. (2022). Human Factors in Coal Mining Accidents. In: the Association of British Chinese Professors 3rd Annual Conference. Birmingham.

ZHOU, X., GUAN, Y. and CAI, Y. (2022). Leader Attributes, Behavior, and Leadership Outcomes: An enrichment of implicit leadership theories. In: the Academy of Management 82nd Annual Meeting. Seattle.

XU, M. and CAI, Y. (2022). The Double-edged Role of Informality in Work-life Balance Management: Evidence from Chinese State-Owned Enterprises. In: the British Academy of Management 2022 Annual Conference. Manchester.

CAI, Y. and YU, W. (2021). Strategic Human Resource Management in the New Normal. In: the APBR East Asia Workshop. Seoul.

CAI, Y. (2018). Occupational Safety in China's Coal Mining Industry: The role of regulations, human resources and labor relations. In: Annual Meeting (AILR/LERA best paper session). Baltimore.

CAI, Y. and BOSANGIT, C. (2017). An Investigation of Chinese Tourists' Ethical Consumption Behavior in the UK. In: Annual China Goes Global Conference. Kristiansand.

CAI, Y. (2016). Human Resources, Labor Relations, and Occupational Safety: an empirical study of coal-mining firms in China. In: British Universities Industrial Relations Association 66th Conference. Leeds.

FINNIEAR, J., WHITE, P. and CAI, Y. (2016). Transforming Processes into Outcomes: the work of performance measurement. In: BAM (British Academy of Management) Conference. Newcastle.

CAI, Y. and HUANG, F. (2016). Examining the Relationship between Student Cognitive and Psychological Engagement and Academic Performance: An empirical study of large module management. In: The 8th Annual SALT Learning and Teaching Conference. Swansea.

CAI, Y. and BOSANGIT, C. (2016). Ethical Consumption in the Tourism Industry: A study of Chinese tourists in the UK. In: BAM (British Academy of Management) Conference. Guildford.

CAI, Y. and YU, M. (2014). Examining Cross-Cultural HR Practices in Family Firms. In: 2014 International Conference of the Association Global Management Studies. Oxford.

LIU, M. and CAI, Y. (2013). The Future of Chinese Industrial Relations. In: 65th Annual Meeting of Labor and Employment Relations Association. St. Louis.

KONG, F., LU, J. and CAI, Y. (2013). The Nature of Industrial Relations and Its Impacts on Occupational Safety and Health in China. In: 65th Annual Meeting of Labor and Employment Relations Association. St. Louis.

CAI, Y. (2012). The Effects of Ownership and Human Resource Management on Occupational Safety: An empirical study of the coal mining firms in China. In: 2012 International Association for Chinese Management Research (IACMR) Fifth Biennial Conference. Hong Kong.

KONG, F., CAI, Y. and GUO, K. (2010). Government Regulation Effect on Occupational Safety: A Content Analysis Study in China's Coal Industry. In: Academy of Management (AoM) 2010 Annual Meeting. Montréal.

QIAN, Q., PENG, S., HAN, J. and CAI, Y. (2010). Human Resource Management and Service Quality: An Empirical Study of Volunteers in Beijing Olympic Games. In: 2010 International Association for Chinese Management Research (IACMR) Fourth Biennial Conference. Shanghai.

CHEN, Y., CAI, Y., LI, L., CHEN, X. and HE, Y. (2008). Human Resource Management under a Transitional Context: A Review of HRM Research in China. In: Academy of International Business (AIB) 2008 Annual Meeting. Milan.

Press and social media

CAI, Y., MA, Y. and ZHU, T. (2024). The 4 Big Four-inspired HR practices to fully embrace the New Work Pattern. SKEMA ThinkForward.

CAI, Y. (2024). In the Era of the Knowledge Economy, What Should be Learned in Universities? Nanjing: JiangsuNow, China.

CAI, Y. (2023). The human resources professor sees the essential significance of work from the Li Jiaqi incident. Shanghai: Shanghai Observer, China.

Other research activities

Senior or associate editor

Since 2023	Asia Pacific Business Review

Reviewer for:

Human Resource Management Journal

Affiliations

Since 2022	Academy of Management
Since 2016	British Academy of Management
Since 2016	British Universities Industrial Relations Association
Since 2013	Labor and Employment Relations Association
Since 2010	International Association for Chinese Management Research

Other academic activities

Since 2014	Mentor and Assessor for UK Higher Education Academy Fellowships