Yujie CAI

Professeur

Académie : Globalisation

Centre de recherche : SKEMA Centre for Sustainability Studies

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Intérêts de recherche

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

Formation

2011	Ph.D. en Management, Guanghua School of Management, Peking University, Chine
2006	Bachelor in Information Management and Information System, Southeast University, Chine
2014	Certificate of Professional Studies in Learning and Teaching in Higher Education, University of Liverpool, Royaume Uni
2010	Fulbright Researcher/Joint PhD, Cornell University, New York State School of Industrial and Labor Relations, Etats-Unis d'Amérique

Expérience Professionnelle

Positions académiques principales

Depuis 2025	Full Professor in Management, SKEMA Business School, Chine
2021 - 2024	Associate Professor, SKEMA Business School, Chine
2014 - 2020	Assistant Professor in Human Resource Management and Leadership, Swansea University, Royaume Uni
2011 - 2014	Assistant Professor, Xi'an Jiaotong-Liverpool University (XJTLU), Chine

Autres affiliations académiques

Depuis 2015	Research fellow, Xi'an Jiaotong-Liverpool University (XJTLU), Chine
2018	Visiting Faculty, University of Tübingen, Allemagne
2013 - 2014	Visiting Faculty, University of Liverpool Management School, Royaume Uni

Contrats de recherche, prix et distinctions

Prix et distinctions

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

Contrats de recherche

2027 National Natural Science Foundation of China: General Program

2024 State Grid Corporation of China, Chine

2022 Course Development Fund for People, Work and Society, International Joint Audit Institute, Chine

2022 “Belt and Road” National Audit Research Fund, Chine

2013 Jiangsu Philosophy and Social Sciences Research Funding Programme (Grant number 2013SJD880110)

2013 XJTLU Research Development Fund (RDF 12-03-02)

Publications

Articles académiques revus

LI, G., CAI, Y., LIN, H. et 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. et 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. et 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. et 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. et 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. et 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. et 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. et 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. et 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. et CAI, Y. (2023). Consumer Knowledge and Intention-Behavior Consistency. *Marketing Intelligence and Planning*, 41(7), pp. 992-1014.

CHEN, H., LIU, B., LI, Y. et 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. et 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. et 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. et 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. et YU, M. (2014). Examining Cross-Cultural HR Practices in Family Firms. *International Journal of Global Management Studies*, 5(1), pp. 51-66.

CAI, Y. et 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.

Chapitres d'ouvrage

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

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

LIU, J. et CAI, Y. (2018). What Caused the Shortage of Labour: Examining the Recruitment and Selection in the Internet Financial Industry in China. Dans: 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.

Actes d'une conférence

CAI, Y., HAN, J., LI, L. et 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. et 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. et ZHANG, L. (2011). Emerging Models of Employment Relationships. pp. 134-147.

Présentations dans des conférences

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

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

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

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

CAI, Y. et YU, W. (2021). Strategic Human Resource Management in the New Normal. Dans: 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. Dans: Annual Meeting (AILR/LERA best paper session). Baltimore.

CAI, Y. et BOSANGIT, C. (2017). An Investigation of Chinese Tourists' Ethical Consumption Behavior in the UK. Dans: 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. Dans: British Universities Industrial Relations Association 66th Conference. Leeds.

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

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

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

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

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

KONG, F., LU, J. et CAI, Y. (2013). The Nature of Industrial Relations and Its Impacts on Occupational Safety and Health in China. Dans: 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. Dans: 2012 International Association for Chinese Management Research (IACMR) Fifth Biennial Conference. Hong Kong.

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

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

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

Presse et réseaux sociaux

CAI, Y., MA, Y. et 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, Chine.

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

Autres activités de recherche

Editeur associé d'une revue

Depuis 2023 Asia Pacific Business Review

Relecteur pour :

Human Resource Management Journal

Affiliations

Depuis 2022 Academy of Management

Depuis 2016 British Academy of Management

Depuis 2016 British Universities Industrial Relations Association

Depuis 2013 Labor and Employment Relations Association

Depuis 2010 International Association for Chinese Management Research

Autres activités académiques

Depuis 2014 Mentor and Assessor for UK Higher Education Academy Fellowships