

科技部人文司專題研究計畫主持人代表性研究成果表 (2018.08.14 製表)

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一、請列出所上傳近 10 年代表性研究成果（可含實作成果）至多 5 篇(本)，其中至少 1 篇(本)為近 5 年之研究成果。

PUBLICATION

Ko, Y. J. & Choi, J. N.* 2018. Overtime work as antecedents of organizational satisfaction, firm productivity, and firm innovation. *Journal of Organizational Behavior*, doi: 10.1002/job.2328

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Ko, Y. J.* & Ma, L. 2017. Forming a firm innovation strategy through commitment-based human resource management. *International Journal of Human Resource Management*, doi: 10.1080/09585192.2017.1308415

PAPERS UNDER REVISE AND RESUBMIT

Ko, Y. J., Xie, X.*, O'Neill, H. The ambidextrous effects of external search and internal objective on innovation. 2nd round revise at *Journal of Product Innovation Management*.

Ko, Y. J. & Sun, S. L.* Private information and financial advisor in M&As. 1st round review at *Organization Science*.

Sun, S. L. & **Ko, Y. J.*** How does state owned enterprise withdraw M&A deals. 1st round review at *Journal of World Business*.

WORKING PAPERS IN PREPARATION TO SUBMIT

Ko, Y. J. & McConville, D.* The Effect of Knowledge Search on Human Productivity through Management Practices. Preparation to submit to *Organization Studies*.

Ko, Y. J.* & Vivien, H. Talent management, strategic HRM and firm performance. Preparation to submit to *2019 Annual Meeting of Academy of Management*.

Ko, Y. J. & Choi, J. N.* Contingent Effects of Turnover and Replacement. Preparation to submit to *Management Science*.

Ko, Y. J. & Sun, S. L. Utilizing legal advisors to complete M&A deal: substitute role of acquirer experience.

Ko, Y. J. Firm innovation and entrepreneurship in Korea and Taiwan

PROJECTS

Research Project Grant awarded by Ministry of Science and Technology, Taiwan

Ko, Y. J. Firm innovation and entrepreneurship under state institutional logic
(103-2628-H-110-004-MY3), May 2018 – April 2020 (NTD 2,508,000)

CONFERENCE PRESENTATIONS

Ko, Y. J. (June 2016). Knowledge-based employment, knowledge sharing and innovation.
Paper presented at *International Association for Chinese Management Research Conference*, Hangzhou, China.

Ko, Y. J.* & Ma, L. (June 2016). Commitment-based human resource management as a predictor of innovation strategy. Paper presented at *International Association for Chinese Management Research Conference*, Hangzhou, China.

Ko, Y. J. (December 2015). Managing employees and knowledge for innovation: The longitudinal analysis of intermediate linkages. Paper presented at *Workplace Panel Academic Conference*, Seoul, Korea. **Best Paper Award Finalist**

Ko, Y. J. (August 2015). Hard work pays off: Overtime routine, organizational learning and innovation. Paper presented at *Annual Meeting of Academy of Management*, Vancouver, Canada.

Ko, Y. J. (July 2014). The influence of HR system on firm innovation. Paper presented at *HR division International Conference, Academy of Management*, Beijing, China.

Na, Y. J. & **Ko, Y. J.*** (July 2014). Moderating effects of individual values on the performance and happiness. Paper presented at *HR division International Conference, Academy of Management*, Beijing, China.

二、請簡述上述代表性研究成果之創見及對學術、實務或社會之重要貢獻。

My research focuses on firm innovation, M&A, and strategic human resource management. My papers were published in *International Journal of Human Resource Management* and *Journal of Organizational Behavior*. In particular, in my current JOB paper, I found that a firm's overtime level was related negatively to employee satisfaction. However, it was positively related to the firm's productivity and curvilinearly (inverted U-shaped) related to innovation. The effects of the firm's overtime level on firm productivity and innovation were also moderated by organizational trust. This study highlights the costs and benefits of overtime work as tools for utilizing human capital and reveals the critical contingency of organizational trust that enables firms to attenuate the costs of the overtime level and accentuate its potential benefits.