**陳世哲**

**Shyh-Jer Chen**

國立中山大學管理學院 TEL: (07)5252000 ext. 4927

人力資源管理研究所教授 FAX: (07)5254939

辦公室：新管院4087室 E-mail: schen@cm.nsysu.edu.tw

研究成果目錄

A1. 英文期刊論文

Tsao, Chiung-Wen, Wang, Miao-ju, Lu, Chia-Mei, & Chen, Shyh-jer, 2017, Family governance and TMT heterogeneity on international propensity, *Journal of Small Business Strategy* (accepted), 【SSCI】

Lee Shih-Han, Wang, Miao-j]Ju, & Chen, Shyh-Jer, 2017, Meaningful matters, transformational leadership and voice behaviors: The mediating effect of employee perceived meaningful work, *Personnel Review*, (accepted) 【SSCI】

Chen, Shu-Yuan, Chuang, Chih-Hsun, & Chen, Shyh-Jer, 2017, A conceptual review of human resource management research and practices in Taiwan with comparision to other economies in Asia, *Asia Pacific Journal of Management* (accepted), 【SSCI】

Lin, Chiou-Shiu, Huang, Pei-Chi, Chen, Shyh-Jer & Huang, Liang-Chi. 2016. Pseudo-transformation leadership is in the eyes of subordinates, *Journal of Business Ethics,* 141(1): 179-190.**【SSCI】【FT Top 50 Journals】**

Tsao, Chiung-Wen, Newman, Alexander, Chen, Shyh-Jer, & Wang, Miao-Ju. 2016. HRM Retrenchment and firm performance in times of economic downturns: Exploring the moderating effect of family involvement in management, *International Journal of Human Resource Management*, 27(9): 954-973**【SSCI】**

Tsao, Chiung-Wen, Chen, Shyh-Jer, & Wang, Yi-Hsien. 2016. Family governance oversight, performance and high performance work system. *Journal of Business Research*, 69(6): 2130-2137**【SSCI】**

Lu, Chia-Mei, Chen, Shyh-Jer, Huang, Pei-Chi, & Chien, Jui-Ching. 2015. Effect of diversity on human resource management and firm performance in the fashion styling industry, *Journal of Business Research*，68:857-61. **【SSCI】**

Lin, Long-Sheng, Chen, Shyh-Jer, Huang, Pei-Chi, & Lu, Chia-Mei. 2014. High commitment HR practices in Taiwanese service industry: Demographic and functional diversity. *Asia Pacific Journal of Human Resources*, 52: 443-459.**【SSCI】**

Lawler, John\*, Chang, Po-Chien, Hong, Woonki, Chen, Shyh-Jer\*, Wu, Pei-Chuan, & Bae, Johngseok. 2013. Going Abroad: A Multi-country Study of Employment Practices and Unionization in Foreign Subsidiaries of Amerian Multinationals. *Indusrial and Labor Relations Review*, 66(5): 1149-71 (\* corresponding author) **【SSCI】**

Chuang, Chih-Hsun, Chen, Shyh-Jer, & Chuang, Ching-Wen. 2013. Facilitating organizational social capital: The role of relation-focused HRM systems and moderating dffects of industrial characteristics. *Journal of Business Research*, 66:678-87. **【SSCI】**

Lawler, John, Chen, Shyh-Jer\*, Wu, Pei-Chuan, Bae, Johngseok, & Bai, Bing. 2011. High performance work systems in foreign subsidiaries of American multinationals: An institutional model. *Journal of International Business Studies*, 42: 202-220. (\*corresponding author) **【SSCI】【FT Top 45 Journals】**

Shih, Chih-Ting & Chen, Shyh-Jer. 2011. The social dilemma perspective on psychological contract fulfillment and organizational citizenship behavior. *Management and Organization Review*, 7(1): 125-151 **【SSCI】**

Bae, Johngseok, Chen, Shyh-Jer, & Rowley, Chris. 2011. From a paternalistic model Towards what? HRM trends in Korea and Taiwan, *Personnel Review*, 40(6): 700-722 **【SSCI】**

Chang, Po-Chien & Chen, Shyh-Jer\*. 2011. Crossing the level of employee’s performance: HPWS, affective commitment, human capital, and employee job performance in professional service organizations. *International Journal of Human Resource Management*, 22(4): 882-900.**【SSCI】** (\*corresponding author)

Ahlstrom, David, Chen, Shyh-Jer, & Yeh, Kuang. 2010. Managing in ethnic communities: Culture, institutions, and context. *Asia Pacific Journal of Management*, 27(3):341-354. (Editorial paper)**【SSCI】**

Tsao, Chiung-wen, Chen, Shyh-Jer, Lin, Chiou-Shiu, & Hyde, William. 2009. Founding-family ownership and firm performance: The role of high performance work systems. *Family Business Review*, 22: 319-332. **【SSCI】**

Tsai, Cheng-hua, Chen, Shyh-Jer, & Fang, Shih-Chieh. 2009. Employment modes, high performance work systems, and organizational performance in hospitality industry. *Cornell Hospitality Quarterly,* 50: 413-431. **【SSCI】**

Chen, Shyh-Jer. 2008. The adopting of human resource stategies in a confucian context. *Advances in International Management*, 21: 145-169. **【ABI】**

Yalabik, Zeynep, Chen, Shyh-Jer, Lawler, John, & Kim, Kwanghyun. 2008. High performance work system and organizational turnover in East and Southeast Asian countries. *Industrial Relations*, 47(1): 145-152. **【SSCI】**

Chen, Shyh-Jer. 2007. Human resource strategy and unionization: Evidence from Taiwan. *International Journal of Human Resource Management*, 18(6): 1116-31. **【SSCI】**

Chen, Shyh-Jer, Lawler, John, & Bae, Johngseok. 2005. Convergence in human resource systems: A comparison of locally owned and MNC subsidiaries in Taiwan. *Human Resource Management*, 44(3): 237-256.**【SSCI】【FT Top 45 Journals】**

Chen, Shyh-Jer, Ko, Jyh-Jer, & Lawler, John. 2003. Changing patterns of industrial relations in Taiwan. *Industrial Relations*, 42(3):315-340. **【SSCI】**

Bae, Johngseok, Chen, Shyh-Jer, Wan, Tai Wei David, Lawler, John, & Walumbwa, Fred. 2003. Human resource strategy and firm performance in Pacific rim countries. *International Journal of Human Resource Management*, 14(8):1308-32. **【SSCI】**

Bartlett, Kenneth, Lawler, John, Bae, Johnseok, Chen, Shyh-Jer, & Wan, Tai Wei David. 2002. Training and human resource development among indigenous firms and MNC affiliates in East and Southeast Asia. *Human Resource Development Quarterly*, 13(4):383-405. **【SSCI】**

Lawler, John, Chen, Shyh-Jer, & Bae, Johngseok. 2000. Scale of operations, human resource systems and firm performance in East and Southeast Asia. *Research and Practice in Human Resource Management****,*** 8(1): 3-20.

Chen, Shyh-Jer. 1998. Characteristics and assimilation of Chinese immigrants in the US labor market. *International Migration*, 36(2):187-210. **【SSCI】**

Bae, Johngseok, Chen, Shyh-Jer, & Lawler, John. 1998. Variations in human resource management in Asian countries: MNC home-country and host-country effects. *International Journal of Human Resource Management****,*** 9(4):653-679.

Chen, Shyh-Jer. 1997. The development of human resource management practices in Taiwan. *Asia Pacific Business Review*, 3(4):152-169. **【EconLit】**

Chen, Shyh-Jer. 1997. The determinants of union growth in Taiwan. *Issues & Studies*, 33(3):110-120. **【SSCI】**

Chen, Shyh-Jer. 1995. Migrant selectivity and returns to skills: The case of Taiwanese immigrants in the United States.” *International Migration*, 33(2):251-271. **【SSCI】**

Chen, Shyh-Jer, & Taira, Koji. 1995. Industrial democracy, economic growth and income distribution in Taiwan.*American Asian Review****,*** 13(4):49-77.

A2. 中文期刊論文

涂敏芬、⺩妙如、陳世哲. 2017. ⼀般管理領域熱⾨議題與研究展望之分析：2013- 2015。組織與管理，（已接受）【TSSCI 】

張建利、林玉娟、陳世哲。2014. 從智慧型態手機及運動鞋業產業探討跨層次組織間價值鏈關係治理之研究。產業與管理論壇 ，16(2): 44-65。【TSSCI 】

陳世哲. 2009. 如何成為超級明星：等、忍、隱。組織與管理，2(2): 49-50. 【TSSCI 】

洪世章、陳世哲、林朱燕、涂敏芬. 2008. 一般管理熱門研究議題分析。中山管理評論，16(2): 213-240.【TSSCI 】

陳世哲、李昇暾、林修葳、洪世章、張錦特、葉仕國、盧瑞芬、謝依靜、曹瓊文、吳淑鈴. 2005. 國內管理學專業期刊評比排序之研究。中山管理評論，13(1): 15-48.【TSSCI 】。

Liu, Weining, & Chen, Shyh-Jer. 2002. The Moderating Effects of Product Market Competition on Executive Compensation. Sun Yat-sen Management Review（中山管理評論）, 10 (international issue): 115-134.【TSSCI】

Chen, Shyh-Jer. 2001. Human Resource Management Systems and Organizational Performance: An Empirical Study of Taiwanese Firms in China. 台灣管理學刊, 1(1):1-18.

陳世哲 、許淑君. 1999. 競爭策略、人力資源管理系統與組織績效之研究。亞太管理評論，4(4):413-429。【TSSCI】

孫順吉、陳世哲. 1998.影響組織內部勞動市場因素之研究。交大管理學報，18(1):43-77。【TSSCI 】

Chen, Shyh-Jer. 1998. Union Participation and Union Loyalty—The Case of Taiwan. 勞資關係論叢，8:183-204．

Chen, Shyh-Jer. 1997. The Outmigration of Human Resources: Brain Drain from Taiwan to the United States. 人力資源學報，7:21-34。

B. 研討會論文

Tsao, Chung-wen, Wang, Miao-Ju, Lu, Chia-Mei, Chen, Shyh-Jer, 2017, The moderating role in family governance and CEOs on managerial turnover and firm performance, Atlanta GA. USA

Chen, Shyh-Jer, Wang, Miao-Ju, Tsao, Chiung-Wen & Lu, Chia-Mei, 2017, Exploring the Antecedents of Succession planning in Confucian Family Businesses, AAOM and TAOM joint conference, Japan, June 20-21.

Tsao, Chiung-Wen, Chen, Shyh-Jer, Wang, Yi-Hsien, & Wang, Miao-Ju, 2015, The influence of “familiness” on strategic human resource management systems and firm performance, presented at Family Enterprise Research Conference (FERC), Burlington, Vermont, USA, June 4-8.

Tsao, Chiung-Wen, Lu, Chai-Mei, Wang, Miao-ju, Chien, Jui-ching, & Chen, Shyh-Jer, 2014, Exploring effects of family involvements and high performance work systems on managerial turnover and firm performance linkage. Family Enterprise Research Conference (FERC), Portland, Oregon, USA, June 6-8.

Chen, Shyh-jer, Wang, Miao-ju, Lu, Chia-mei, & Chien, Rui-Ching, 2013, The succession planning of family business in Taiwan: A confucian perspective. Internatioanl Family Enterprise Research Academy (IFERA), St. Gallen, July 2-5, 2013

Lin, Long-Sheng, Chen, Shyh-Jer, Huang, Pei-Chi, & Lu, Chia-Mei, 2013. Boundary conditions of the human resource practices-helping behavior-service firm performance relationship: Differentiating effects of demographic and functional diversity. Paper presented at INBAM, June 17-19, Lisban, Spain.

Lawler, John, Chang, Po-chien, Hong, Woonki, Chen, Shyh-jer, Wu, Pei-chuan, & Bae, Johngseok. 2012. Going abroad: A multi-country study of employment practices and unionization in foreign subsidiaries of Amerian multinationals. Paper presented at International Assocation for Chinese Management Rsearch (IACMR) conference, June 20-24, Hong Kong, China.

Tsao, Chiung-wen, Newman, Alexander, Chen, Shyh-jer, & Wu, Chi-cheng. 2012. Rightsizing strategies and firm performance in times of financial crisis: The moderating role of family involvement, Paper presented at Family Entreprise Research Conference (FERC), May 11-13, Montreal, Quebec, Canada.

Chung, An-yi, Chen, I-heng, & Chen, Shyh-jer. 2011. Cynicism and need for leadership: Two competing self-fulfilling effects on career success. Paper presented at the Academy of Managmeent Meeting, August 12-16, San Antonia, Texas, USA.

Chang, Po-chien & Chen, Shyhjer. 2011. Business strategy, HRM systems, and firm performance: A comparative study of Taiwan and China. Paper presented at the Academy of International Business, June 26-28, Nagoya, Japan.

Wu, Pei-chuan, Chen, Shyh-jer\*, Bae, Johngseok, Bai, Bing, Lew, Joon Yeol, Hong, Woonki, & Lawler, John. 2011. Performance-based and socially supportive cultures as moderators of the human resource strategy-voluntary turnover strategy: Reexamining the GLOBE cultural dimensions. Paper presented at the Academy of International Business, June 26-28, Nagoya, Japan. (Corresponding author)

Lin, Long-sheng, Huang, Pei-Chi, Lu, Chai-mei, & Chen, Shyh-Jer. 2010. Diversity as a moderator of human resource bundle-helping behavior-service firm performance relationship: Comparing the effects of demographic and functional diversity. Paper presented at the Asian Academy of Mangement Meeting, Dec. 12-14, Macau, China.

Tsao, Chiung-wen & Chen, Shyh-Jer. 2010. Applying UE theory to explain why firms adopt HPWS-theoretical development and empirical examination. Paper presented at the Academy of Managmeent Meeting, August 6-10, Montreal, Canada.

Tsao, Chiung-wen & Chen, Shyh-Jer. 2009. Top management team international experience diversity and firm performance: The role of team behavioral integration. Paper presented at the Academy of International Business, South East Asia Regional Meeting, Dec. 3-5,Hong Kong, China.

Chang, Po-Chien, Huang, Pei-Chi, Chen, & Shyh-Jer. 2009. HRM practices, affective commitment, and job performance : A study of hair salon. Paper presented at the Academy of Management Meeting. August 7-11, Chicago, USA.

Chung, His-Mei, Chen, Shyh-Jer, & Yeh, Kuang S. 2009. The development of the family entrepreneurship: Management insights from two family businesses in Taiwan. Paper presented at the Second Asian Invitational Conference on Family Business, Feb. 6-8. Indian School of Business, Hyderabad, India..

Tsao, Chiung-wen, Chen, Shyh-Jer, & Lin, Chiou-Shiu. 2008. Effects of behavioral integration on top management team international experience heterogeneity-firm performance relationship in a Taiwanese public firm context. Paper present at Research Symposium on Corporate Governance in China and India, Oct. 24-25, Virginia, USA.

 Tsao, Chiung-wen & Chen, Shyh-Jer. 2008. Explorating TMT effects on high performance work systems: Evidence from Taiwan. Paper presented at Southern Management Association, Oct. 29-Nov.1, Florida, USA.

Tsao, Chiung-wen, Chen, Shyh-Jer, Lin, Chiou-Shiu, & Huang, Pei-Chi. 2008. Family involvement and firm performance: The moderation effect of strategic HR. Paper presented at the Academy of International Business, June 30-July 3. Milan, Italy.

 Tsai, Cheng-hua & Chen, Shyh-Jer. 2008. Innovative behaviors between employment modes in knowledge intensive organizations. Paper presented at the Academy of Management Meeting. August 8-13, Anaheim, California, USA.

 Shih, Chih-ting & Chen, Shyh-Jer. 2008. Psychological contract and OCB: When social exchange theory does not work, but motiviational theory Does. Paper presented at the Academy of Management Meeting. August 8-13, Anaheim, California, USA.

Chen, Shyh-Jer, Yeh, Chu-chen, Wu, Shu-ling, & Tsao, Chiung-wen. 2007. Convergence and divergence of HR practices among US and Japanese MNCs and indigenous firms in Taiwan. Paper Development Workshop session at the Academy of Management. August 3-9, Philadelphia, USA.

Chen, Shyh-Jer, Lin, Pei-fen, & Lu, Chia-mei. 2006. A multilevel analysis of HR practices and employee job performance: Hairdressing salon in Taiwan. Paper presented at the European Academy of Management Meeting, May 17-20, Oslo, Noway.

Chen, Ming-huei, Chang, Yuan-chieh, & Chen, Shyh-Jer. 2006. The influence of social network on R&D project team performance during a project’s life cycle. Paper presented at the Academy of Management Meeting. August 11-16, Altanta, USA.

Chen, Shyh-Jer. 2006. The adoption of human resource strategies in a confucian context. Paper presented at competitive session at the Academy of International Management Meeting, June 23-26, Beijin, China.

Tsao, Chiung-wen, & Chen, Shyh-Jer. 2006. Exploring influence of top management team on HR system and firm performance: A study of Taiwanese family business. Paper presented at the 5th Asia Academy of Management Conference, Dec. 18-20, Tokyo, Japan.

Chen, Shyh-Jer. 2005. Human resource strategy, organizational turnover and firm performance in Taiwan. Virtual presentation at the Academy of Management Meeting, August 5-10, Honolulu, USA

Chen, Shyh-Jer. 2005. Human resource strategy and unionization: Evidence from Taiwan. Virtual presenation at the Academy of Management Meeting, August 5-10, Honolulu, USA.

Chao, Minston, Shih, Chih-Ting, Chen, Shyh-Jer & Ko, Jyh-Jer. 2005. Determinants of employee layoffs in high-technlogy firms. Paper presented at the poster session of Industrial Relations Research Association, 57th Annual Meeting, January 6-9, Philadelphia, PA.

Yalabik, Zeynep, Chen, Shyh-Jer, Lawler, John, & Kim, Kwanghyun. 2004 Human resource management system, organizational strategy and turnover in East and Southeast Asian countries. Paper presented at the Academy of Management Meeting, August 6-11, New Orleans, USA.

Chen, Shyh-Jer, Lawler, John, & Bae, Johngseok. 2004. Human resource strategy and firm performance: Taiwanese firms in China and Taiwan. Paper presented at 5th Asian International Industrial Research Association, June 23-36, Seoul, Korea.

Chen, Shyh-Jer, Lawler, John, & Bae, Johngseok. 2003. Organizational strategy and human resource management systems: A comparision of indigenous and foreign firms in Taiwan. Paper presented at Industrial Relations Research Association, 55th Annual Meeting, January 3-5, Washington, D.C.

Johngseok Bae & Chen, Shyh-Jer. 2002. Gaining global competitive advantage through human resource: The cases of MNC’s operating in Korea and Taiwan. Paper presented at CHRM/CIBER conference, September 18-19, Chicago, Illinois.

Bae, Johngseok, Chen, Shyh-Jer, Wan, Tai Wei David, & Lawler, John. 2001. Human resource strategy and firm performance in Pacific rim countries: A comparative study of Korea, Taiwan, Singapore, and Thailand. Paper submitted for presentation at Global Conference on Comparative HRM: Learning from Diversity, June 20-22, Barcelona, Spain.

Bartlett, Kenneth, Lawler, John, Chen, Shyh-Jer, & Wan, Tai Wai David. 2001. A study of human resource development in indigenous firms and multinational corporations in East and Southeast Asia. Paper presented at Academy of Human Resource Development Meeting, Feb. 28-March 4, Tusla, Oklahoma, USA.

Chen, Shyh-Jer, Ko, Jyh-Jer, & Lawler, John. 2001. Changing patterns of industrial relations in Taiwan. Paper presented at Industrial Relations Research Association, 53th Annual Meeting, January 7-9, New Orleans, USA. (Summarized and presented by Dr. Dong-one Kim in the symposium of “Industrial Relations in Asia: Transformation or Transition?”) .

Chen, Shyh-Jer, Lawler, John, & Bae, Johngseok. 2000. Variations in employment relations between indigenous Taiwanese firms and their subsidiaries in Mainland China. Paper presented at International Industrial Relations Association, 12th World Congress, May 29-June 2, Tokyo, Japan.

Barlett, K.R., Bae, Johngseok, Chen, Shyh-Jer & Lawler, John. 1999. Training and human resource development among indigenous firms and MNC affiliates in East and Southeast Asia. Paper presented at the Academy of Management Meeting, August 6-11, Chicago.

Lawler, John, Chen, Shyh-Jer, & Bae, Johngseok. 1999. Scale of Operations, Human Resource Systems and Firm Performance in East and Southeast Asia. Paper presented at APEC Human Resource Management in Small and Medium-sized Enterprises Symposium, Oct 29-31, Kaohsiung, Taiwan.

Feuille, Peter, Lawler, John, Chen, Shyh-Jer, & Bae, Johngseok. 1999. Unionization determinants of multinational firms. Paper presented at Industrial Relations Research Association, 51th Annual Meeting, January 3-5. New York City.

Feuille, Peter, Lawler, John, Chen, Shyh-Jer, & Bae, Johngseok. 1998. US multinational corporations and their human resource management systems. Paper presented at 1998 Academy of Management Meeting, August 9-12, San Diego, CA.

Bae, Johnseok, Chen, Shyh-Jer, & Lawler, John. 1998. Alternative HRM systems in Korea and Taiwan. Paper presented at 50th Annual Meeting of the IRRA, January 3-5, Chicago, IL.

Chen, Shyh-Jer. 1996. Union Growth in Taiwan: Do economic and political factors matter? Paper presented at the Third Annual International Conference of Human Resource Management in the Asia-Pacific Region. National Sun Yat-sen University, Kaohsiung, Taiwan. November 24-26, 1996.

Chen, Shyh-Jer, Bae, Johng-seok, Zhou, Jing, & Taira, Koji. 1995. Industrial relations and economic development in Confucian Asia. Paper presented at Industrial Democracy Issues for the 21st Century Conference, April 11-12, co-sponsored by the Council of Labor Affairs, Taiwan, the College of Law and the Institute of Labor and Industrial Relations at the U of Illinois at Urbana-Champaign.

Chen, Shyh-Jer, & Taira Koji. 1995. Industrial democracy, economic growth and income distribution. Paper presented at Taiwan in Asia Conference held by University of Illinois at Urbana-Champaign, March 31-April 1, 1995.

Chen, Shyh-Jer. 1993. Determinants of Taiwanese union growth (1961-88). Proceedings of 1993 Chinese American Academic and Professional Convention, pp. 8.1-8.4.

C. 博士論文

Chen, Shyh-Jer. 1995. Economic Progress and International Mobility of Human Resources: Chinese Immigrants in the U.S. Labor Market. Unpublished Ph.D. Dissertation. University of Illinois at Urbana-Champaign.