

CHUNGHYUN OH
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Education

Binghamton University, State University of New York Ph.D. Candidate in Management (Concentration in Strategy)	Expected 2022-2026
Babson College M.S. in Accounting	2017
Florida Institute of Technology B.S. in Accounting	2016

Research Interest

Strategic Human Capital
Microfoundations of Strategy
Synergy
Multilevel
Mixed-Methods

Publications

Moon, J., **Oh**, C., Tsai, C. Y., & Park, S. (in press) A Framework for Subgroup Dynamics through the System Dynamics Lens: An Integrative Review of the Attribute and Network Views. *Journal of Organizational Behavior*.

Papers Under Review

Oh, C., Eckardt, R., & Moon, J. Have We Advanced a Truly Microfoundational Approach to Strategic Organization? *1st Revise & Resubmit at Strategic Organization*.

Papers in Progress

Oh, C., Eckardt, R., Moon, J., & Lyle, M.C.B. Human Capital Resource Emergence, Leadership and Complex Systems: An Abductive Qualitative Study of Processes Undergirding Units with Positive and Negative Synergies. Target: *Academy of Management Journal*.

Oh, C., Tsai, C. Y., & Park, S. (in press) A Framework for Subgroup Dynamics through the System Dynamics Lens: An Integrative Review of the Attribute and Network Views. *3rd Revise & Resubmit at the Journal of Organizational Behavior*.

Oh, C., Ko, Y.H., & Moon, J., & Eckardt, R. Health as Human Capital Resources: A Review, Synthesis, and Multilevel Integrative Framework. Under review at the *Journal of Applied Psychology*.

Lyle, M.C.B., Eckardt, R., Skaggs, B., & **Oh**, C. An Examination of the Comparative Value of Human Capital Related Complementarities. Target: *Academy of Management Journal*.

Oh, C., & Moon, J. Same Page, Better Outcomes: Managerial Human Capital Dilemma in Professional Service Firms. Target: Preparing for resubmission to *Journal of Management*.

Moon, J., Park, S., Gross, T. J., & **Oh, C.** Pushed into the Middle: Involuntary Brokering. Target: *Academy of Management Journal*.

Oh, C., & Ko, Y.H. (equal authorship). Artificial Intelligence as a Complement to Human Capital Resources: Evidence from the Automated Ball-Strike System in the Korea Baseball League. Target: *Organization Science*.

Dissertation

Working Title: Expanding Views of Human Capital Resources Emergence: Cross-Boundary and Temporal Interactions in Professional Service Firms (PSFs)

Essay 1: Toward a Process Theory of Human Capital Resource Co-Production Between Clients and PSFs

Essay 2: Synergy or Dissynergy? Repeated Collaboration, Human Capital (Mis)alignment, and IPO Performance in U.S. Markets

Refereed Conference Presentation

Moon, J., Park, S., Grosser, T. J., & **Oh, C.** (2025). Beyond structural positions: Exploring behavioral dynamics and contextual variability in brokerage. Symposium at *Academy of Management 85th Annual Meeting*, Copenhagen, Denmark.

Cho, Y., Harms, P.D., & **Oh, C.** (2025). *Does Inclusive Leadership Always Work? A Complementary Fit Perspective*. *Society for Industrial and Organizational Psychology 38th Annual Conference*, Denver, CO.

Oh, C., & Moon, J. (2024). PRA with RSM: An integration with levels of analysis [PDW – Polynomial Regression Analysis with Response Surface Methodology in Organizational Science]. *Academy of Management 84th Annual Meeting*, Chicago, IL, United States.

Oh, C., & Moon, J. (2023). Shared Managerial Coaching Perceptions and Creativity: Moderating Effects of Leader Gender and Job Autonomy. *Academy of Management 83rd Annual Meeting*, Boston, MA, United States.

Moon, J., **Oh, C.**, Tsai, C.Y., & Park, S. (2023). Beneath the surface: theorizing and testing the microfoundations of team-level constructs. Symposium at *Academy of Management 83rd Annual Meeting*, Boston, MA, United States.

Oh, C., Paik, M., & Tsai, C. Y. (2022). Linking Servant Leadership, Self-Perceived Status, And Employee Creativity: A Moderated Mediation Model. *Southern Management Association 21st Annual Meeting*, Little Rock, AR.

Oh, C., Paik, M., & Shin, J. (2020). Let Your Employee Talk! The Effects of Servant Leadership on Employee Voice Behavior. *Society for Industrial and Organizational Psychology 33rd Annual Conference*, Austin, TX, United States.

Invited Talk Experience

Oh, C., Eckardt, R., Moon, J., & Lyle, M.C.B. (2025). Human Capital Resource Emergence, Leadership and Complex Systems: An Abductive Qualitative Study of Processes Undergirding Units with Positive and Negative Synergies. Center for Complex Systems (Cocco) Interdisciplinary Seminar Series.

Moon, J., **Oh, C.**, Tsai, C.Y., & Park, S. (2024). A new framework for subgroup dynamics: An integrative review of the attribute and network views. Spring Diversity & Faultline Webinar.

Editorial Board Memberships

Group & Organization Management 2025–Present

Ad Hoc Reviewing

Academy of Management Annual Meeting
Southern Management Association

Teaching Experience

Global Strategic Management (45 students, in-person); Instructor Rating: 4.7/5	Spring 2024
Leadership Development (26 MBA students in-person); Instructor Rating: 4.9/5	Fall 2024

References

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