

JINHEE MOON
Email: jmoon8@binghamton.edu

Education

Expected 2022-2026	Binghamton University, State University of New York Ph.D. Candidate, Management <i>Dissertation: The process of multiplexity dynamics: How multiplex ties strengthen, weaken, and dissolve over time</i>
2018	The Chinese University of Hong Kong Visiting Scholar
2017	Sungkyunkwan University M.S., Management
2014	The Catholic University of Korea B.A., Psychology
2013	University of California, Davis Exchange Student

Research Interest

- Interpersonal relationships in the workplace
- Teams/Groups
- Social networks
- Multilevel and interdisciplinary perspectives

Peer-Reviewed Journal Articles

6. **Moon, J.**, Oh, C., Tsai, C. Y., & Park, S. (Forthcoming). A framework for subgroup dynamics via the system dynamics lens: An integrative review of the attribute and the network views. *Journal of Organizational Behavior*.
5. Kim, A., Gabriel, A., Kim, Y., **Moon, J.**, & Rosen, C. (2025). How does workplace gossip benefit gossip actors? The impact of workplace gossip on power and voluntary turnover. *Group & Organization Management*, 50(3), 1061-1091.
4. Bush, J. T., & **Moon, J.** (2023). To the victor belong the spoils? A theoretical investigation of star employee hierarchies. *Human Resource Management Review*, 33(3), 100970.
3. Kim, A., Shin, J., Kim, Y., & **Moon, J.** (2021). The impact of group diversity and structure on negative coworker-directed gossip. *Human Performance*, 34(1), 67-83.
2. Kim, Y., Jeong, S., Yiu, D., & **Moon, J.** (2020). Frequent CEO turnover and firm performance: The resilience effect of workforce diversity. *Journal of Business Ethics*, 173, 1-19.
1. Kim, A., **Moon, J.**, & Shin, J. (2019). Justice perceptions, perceived insider status, and gossip at work: A social exchange perspective. *Journal of Business Research*, 97, 30-42.

Manuscripts: Under Review/Revise & Resubmit

Oh, C., Eckardt, R., & **Moon, J.** Have we advanced a truly microfoundational approach to strategic organization? *1st Revise & Resubmit at Strategic Organization*.

Papers in Preparation

Moon, J., Grosser, T. J., & Oh, C. Pushed into the middle: Involuntary brokering. Writing stage. Target: *Academy of Management Journal*.

Moon, J. The process of multiplexity dynamics: How multiplex ties strengthen, weaken, and dissolve. Data collection stage. Target: *Academy of Management Journal*.

Bush, J. T., **Moon, J.**, Cropanzano, R., Ambrose, M., The price is right? Cost of scientific publication. Writing stage. Target: *Personnel Psychology*.

Oh, C., Ko, Y. H., **Moon, J.**, & Eckardt, R. Health as human capital resources: A review, synthesis, and multilevel integrative framework. Target: *Journal of Management*.

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 teams with positive and negative synergies. Writing stage. Target: *Academy of Management Journal*.

Refereed Conference Presentations

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.

Oh, C., & **Moon, J.** (2024). Polynomial Regression Analysis with Response Surface Methodology in Organizational Science. Paper development workshop at *Academy of Management 84th Annual Meeting*, Chicago, IL, 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., & **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.

Arnold, J., Steffensen, D., & **Moon, J.** (2022). It's about time: Influencing social processes to improve performance reviews. *Society for Industrial and Organizational Psychology 37th Annual Conference*, Seattle, WA, United States.

Kim, A., Gabriel, A., Kim, Y., **Moon, J.**, & Rosen, C. (2021) The benefits of workplace gossip: The impact of workplace gossip on power and voluntary turnover. *Society for Industrial and Organizational Psychology 36th Annual Conference* (virtual conference)

Moon, J., Kim, A., Kim, Y., & Shin, J (2018). Cross-level effects of group diversity and self-managing climate on gossip. *Society for Industrial and Organizational Psychology 33rd Annual Conference*, Chicago, IL, United States.

Yang, D., Kim, A., **Moon, J.**, Hong, S., & Battulga, A (2017). Network centrality, employment status, and work outcomes: Social ledger and exchange perspectives. *Academy of Management 77th Annual Meeting*, Atlanta, GA, United States.

Kim, A., Shin, J., Kim, Y., & **Moon, J.** (2016). A cross-level model of negative gossipers at work. *Society for Industrial and Organizational Psychology 31st Annual Conference*, Anaheim, CA, United States.

Kim, A., **Moon, J.**, Shin, J., & Lee, B. (2015). Justice perceptions, perceived insider status, and gossip at work: A social exchange perspective. *Academy of Management 75th Annual Meeting*, Vancouver, BC, Canada.

Editorial Activities

Ad Hoc Reviewer at *Journal of Organizational Behavior*

Ad Hoc Reviewer at *Group & Organization Management*

Invited Addresses

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 (CoCo) Interdisciplinary Seminar Series

2024 A new framework for subgroup dynamics: An integrative review of the attribute and network views.

Diversity & Faultline Webinar

Courses of Instruction

Courses of Instruction

2025 Leadership skills & development (MBA; 4.5/5)

2024 Team leadership (MBA; 4.9/5)

Press Releases

Binghamton University. (2025, July 10). *Did you hear? Binghamton student's research shows benefits of workplace gossip*. [Press release]. <https://www.binghamton.edu/news/story/4671/did-you-hear-binghamton-students-research-shows-how-workplace-gossip-helps-employees>

Experience

2013-2014 **LVMH Perfumes & Cosmetics Korea**

Recruitment and Training Assistant

2013 **International Law Institution, Washington, D.C.**

Marketing Assistant