

**JINHEE MOON**  
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## Education

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

## Research Interest

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

## Peer-Reviewed Journal Articles

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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

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- Moon, J.**, Oh, C., Tsai, C. Y., & Park, S. A framework for subgroup dynamics via the system dynamics lens: An integrative review of the attribute and the network views. *3<sup>rd</sup> Revise & Resubmit at Journal of Organizational Behavior*.
- Oh, C., Eckardt, R., & **Moon, J.** Have we advanced a truly microfoundational approach to strategic organization? *1<sup>st</sup> Revise & Resubmit at Strategic Organization*.

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

### **Papers in Preparation**

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**Moon, J.**, Park, S., 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*.

**Moon, J.**, Park, S., & Oh, C. Timing and target matter: How information and communication technology (ICT) use shapes task and relational outcomes. Data collection stage. Target: *Academy of Management Journal*.

**Moon, J.**, Eckardt, R., & Oh, C. When networks divide: Embedded subgroups and the disruption of human capital resource emergence. Writing stage. Target: *Academy of Management Review*.

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

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**

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**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**

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Ad Hoc Reviewer at *Journal of Organizational Behavior*

Ad Hoc Reviewer at *Group & Organization Management*

### **Invited Addresses**

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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**

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

2024 Team leadership (MBA; 4.9/5)

### **Press Releases**

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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>