

# Curriculum Vitae

## Minjong Jun

Binghamton University | School of Management  
 Bernard M. & Ruth R. Bass Center for Leadership Studies  
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### EDUCATION

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#### **Binghamton University (State University of New York)**

##### **School of Management**

Ph.D. Student in Leadership & Organizational Science (Expected May, 2024)

Dissertation: *HR Systems and Human Capital Resource Emergence*

Committee: Rory Eckardt (Chair), Binghamton University  
 Shelley D. Dionne (Member), Binghamton University  
 Chou-Yu (Joey) Tsai (Member), Binghamton University

#### **Binghamton University (State University of New York)**

##### **Systems Science and Industrial Engineering**

Advanced Graduate Certificate in Complex System Science and Engineering (May, 2021)

#### **Seoul National University**

##### **College of Business Administration**

M.S. in Organizational Behavior and Human Resource Management (February, 2019)

Thesis: *The Relationship between Training Investments and Voluntary Turnover: An Analysis of the Moderating Effects of Occupational Groups and Benefit Investments*

Committee: Kyungmook Lee (Chair), Seoul National University  
 Jeong-Yeon Lee (Advisor), Seoul National University  
 Jonghoon Bae, Seoul National University

#### **Seoul National University**

##### **College of Business Administration & College of Education**

Bachelor of Business Administration (August, 2013)

Bachelor of Art in English Language Education (August, 2013)

### RESEARCH FOCUS

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- **Strategic HRM** (HRM systems, Complementarity, HR Managers, Training & Turnover)
- **Strategic Human Capital** (Human Capital Resource Emergence Process)
- **Leadership** (Leader-Follower Congruence, Strategic Leadership)
- **Advanced Methodologies** (Multilevel modeling, Polynomial Regressions, Computational modeling)

## PUBLICATIONS (3)

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3. **Jun, M.**, & Eckardt, R. (2023). Training and Turnover: A Social Exchange Perspective. *Business Research Quarterly*.
2. Tsai, C. Y., Kim, J., Jin, F., **Jun, M.**, Cheong, M., & Yammarino, F. J. (2022). Polynomial Regression Analysis and Response Surface Methodology in Leadership Research. *The Leadership Quarterly*, 33(1), 101592.
1. **Jun, M.** & Lee, J. (2019). The Concept, Implications, and Future Research Directions of Organizational Citizenship Behavior. *Management Theory 2.0* (pp. 163-200). Seoul: CLOUD9.

## UNDER REVIEW (2)

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2. **Jun, M.**, & Lee, J. (Under Review). Where Does the Training Paradox Occur? Training and Voluntary Turnover by Occupational Types and Moderating Effects of Employee Benefits. *Academy of Management Journal*.
1. Tsai, C. Y., **Jun, M.**, Marshall, J. D., Eckardt, R., & Dionne, S. D. (Under Review). A Bottom-Up Perceptive for Strategic Leadership: Human Capital Resource Emergence and Leadership Process. *Strategic Management Review*.

## IN PROGRESS (8)

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8. **Jun, M.**, Eckardt, R., Boon, C., & Jiang, K. (Preparation for submission in September 2023). HR System Complementarity: Unit-Specific Estimates, Firm Performance, Antecedents, and Locus. *To Journal of Management*.
7. **Jun, M.**, Maupin, C. K., Eckardt, R., Resnick, S. (Preparation for submission in September 2023). Contagion or Diffusion? A Review of Spread in Management. *To Journal of Applied Psychology*.
6. Eckardt, R., Blevins, D., Spain, S., & **Jun, M.** (Preparation for submission). Complementarities and Human Capital Rents. *To Strategic Management Journal*.
5. Sotak, K. L., Thornton, M., Abraham, S. E., Gaye, F., Harris, L., Jin, F., **Jun, M.**, & Yang, B. (Preparation for submission). Microaggressions in the Workplace: A Systematic Review. *To Group & Organization Management*.
4. Choudhury, C., Maupin, C. K., Jin, F., Resnick, S., **Jun, M.**, & Yammarino, F. J. (Preparation for submission). Collectivistic Leadership Research Review. *To Journal of Organizational Behavior*.
3. **Jun, M.**, Eckardt, R., & Tsai, C. Y. (Data Analysis). Leader-Follower Ratings of Employer-Provided Training: Moderating Effects of Mandatory Participation.
2. **Jun, M.**, & Maupin, C. K. (Modeling). Empowering Leadership and Human Capital Resource Emergence: Considering Group Members' KSAs and Personality Traits.
1. Jin, F., Chao, C-H., Yang, B., & **Jun, M.** (Experiments). Examining Individual and Team Phenomena in the Context of Robots and AI Agents.

## PRESENTATIONS AT NATIONAL/INTERNATIONAL CONFERENCES (16)

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16. **Jun, M.**, & Eckardt, R. (2023). HR Systems and Human Capital Resource Emergence. *Southern Management Association Conference* (Presentation).
15. Thornton, M., Sotak, K. L., Abraham, S., Harris, L., Gaye, F., Jin, F., **Jun, M.**, & Yang, B. Microaggressions in the workplace: A systematic review. (2023). *Eastern Academy of Management Conference* (Presentation).
14. **Jun, M.**, Eckardt, R., & Boon, C. (2023). HR System Complementarity: Examining Effects on Firm Performance and Roles of HR Department. *Academy of Management Conference*, 83 (Presentation), HR Division. \* **Best Paper in Organizational Behavior/Human Resource Management for Samsung Global Research Scholarship** (Association of Korean Management Scholars)
13. **Jun, M.**, & Lee, J. (2023). Training and Voluntary Turnover: Difference between White- and Blue-Collar Jobs. *Academy of Management Conference*, 83 (Presentation), HR Division.
12. Tsai, C. Y., **Jun, M.**, Marshall, J. D., Eckardt, R., & Dionne, S. D. (2023). A Bottom-Up Perceptive for Strategic Leadership: Human Capital Resource Emergence and Leadership Process. *Strategic Management Review Conference* (Strategic Leadership).
11. **Jun, M.**, & Maupin, C. K. (2022). Empowering Leadership and Human Capital Resource Emergence: Examining Group Members' KSAs and Personality Traits. *Southern Management Association Conference* (Presentation).
10. Jin, F., Chao, C-H., Yang, B., & **Jun, M.** (2022). Examining Individual and Team Phenomena in the Context of Robots and AI Agents. *Academy of Management Conference*, 82, Symposium: *Examining Individual and Team Phenomena in the Context of Robots and AI Agents*, OB Divisions (Presentation).
9. **Jun, M.**, & Eckardt, R. (2021). Training and Turnover: A Social Exchange Perspective. *Southern Management Association Conference* (Presentation). \* **Best Paper in Human Resources/Research Methods Track**.
8. Tsai, C.-Y., Kim, J., Jin, F., **Jun, M.**, & Cheong, M. (2021). Polynomial Regression and Response Surface Methodology in Leadership Research. *Academy of Management Conference*, 81 (Presentation), RM Division.
7. **Jun, M.** (2021). Training and Turnover: Job demands and Employee Benefits as Moderators. *Academy of Management Conference*, 81 (Presentation), HR Division.
6. **Jun, M.** (2021). Leader-Follower Ratings of Employer-Provided Training: Moderating Effects of Mandatory Participation. *Academy of Management Conference*, 81 (Presentation), OB Division.
5. **Jun, M.** (2020). When Do Trained Employees Leave or Stay? Job Demands and Employee Benefits as Moderators at the individual level. *Southern Management Association Conference* (Presentation).
4. **Jun, M.** (2020). Empowering Leadership and Human Capital Resource Emergence: Considering Group Members' KSAs and Personality Traits. PDW: Improving Leadership Research: Mentoring to Develop Proposals into High-Quality Publications. *Academy of Management Conference*, 80 (Proposal).

3. **Jun, M.** (2020). Leader-Follower Congruence in Perceived Usefulness of Training: Effects on Follower Attitudes. PDW: Improving Leadership Research: Mentoring to Develop Proposals into High-Quality Publications. *Academy of Management Conference*, 80 (Proposal).
2. **Jun, M.** & Lee, J. (2019). Training and Voluntary Turnover: Moderating Effects of Occupational Types and Employee Benefits. *Southern Management Association Conference* (Presentation).
1. **Jun, M.** (2018). Reconsidering the relationship between training and voluntary turnover in the firms: analysis of benefits investment as a moderator. *Korea Research Institute for Vocational Education & Training (KRIVET) Conference*, 7 (Presentation). \* ***Selected for the Excellence Award for the Best Graduate Student Paper***

## RESEARCH POSITIONS

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**Research Assistant**, Bernard M. and Ruth R. Bass Center for Leadership Studies, 2019 - present.

**Research Assistant** for a curriculum development project incorporating open media content into professional development curriculum, the Center of Teaching and Learning, Seoul National University, 2018

**Research Assistant** for a Human Resource Management Plan Suitable for Small and medium-sized enterprises (SMEs) producing auto parts, College of Business Administration, Seoul National University, 2017.

## TEACHING FOCUS/INTERESTS

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Human Resource Management, Strategic Management, Leadership, Organizational Behaviors,

## TEACHING EXPERIENCE

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**Instructor (Leading a whole course)**, Binghamton University, State University of New York, 2021 - present.

Course Name

*Spring 2023* MGMT-411 Global Strategic Management (Instructor Rating: **4.91/5.00**)

*Fall 2022* LEAD-552 Team Leadership (MBA) (Instructor Rating: **4.75/5.00**)

*Spring 2022* MGMT-411 Global Strategic Management (Instructor Rating: **4.84/5.00**)

*Fall 2021* MGMT-411 Global Strategic Management (Instructor Rating: **4.67/5.00**)

**Guest Lecturer**, Binghamton University, State University of New York, 2020 - present.

Course Name

*Fall 2022* LEAD-522 Team Leadership (MBA; Different Section)

(Topics: Human Capital Resources and Leadership)

*Fall 2022* MGMT-311 Organizational Behavior (Topics: Attitude - Satisfaction/Commitment)

*Spring 2020* MGMT-311 Organizational Behavior (Topics: Organizational Culture)

**Guest Lecturer**, College of Business Administration, Seoul National University, 2018 - 2019.

Course Name

HR Analytics (MBA/EMBA) (Topics: Introductions to Statistics, Regressions)

**Teaching Assistant**, Big Data Institute, Seoul National University, 2019.

Course Name

Fin-Tech courses

**Teaching Assistant**, College of Business Administration, Seoul National University, 2017 - 2019.

Course Name

HR Analytics (MBA, EMBA)

Compensation Management (MBA, EMBA)

Seminar in HRM (Graduate)

Seminar in Compensation Management (Graduate)

Seminar in Operations Management (Graduate)

Human Resource Management (Undergraduate)

**Mentor and Educator**, the Republic of Korea Air Force, 2013 – 2016.

**Student Teacher**, Seoul National University High School, 2011

Course Name

English

## HONORS AND AWARDS

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**SOM Faculty Teaching Honor Roll**, Binghamton University, State University of New York, 2021 Fall – 2023 Spring.

**Awarded for Best Paper in Organizational Behavior/Human Resource Management for Samsung Global Research Scholarship**, Association of Korean Management Scholars, 2023

**Nominated for Best Paper in Track**, Southern Management Association-HR/RM Division, 2021.

**Excellence Award for the Best Graduate Student Paper**, 7th National Competition of Human Capital Corporate Panel Data Analysis, 2018.

**Seoul National University Scholarship**, Seoul National University, 2009-2012; 2017-2018.

**Cum Laude**, Seoul National University, 2013

**Silver Prize in a National Competition on research reports**, Yonhap Infromax (Korean financial information & service provider), 2011.

## PROFESSIONAL AFFILIATIONS

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Academy of Management (AOM): Student Member

Southern Management Association (SMA): Student Member

## TECHNICAL SKILLS

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R, STATA, Python, HLM, HTML, MPLUS, SPSS

## SERVICE

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### Professional Service

- The LaunchPad 2022 (the Greater Binghamton Start-Up Challenge), MMC & Greater Binghamton Education Outreach Program
  - **Business Plan Judge (Goods domain)** 2022
- Academy of Management Annual Meeting
  - **Reviewer** 2021-present
- Southern Management Association Annual Conference
  - **Reviewer** 2020-present
- Asian Management Research and Case Conference
  - **Registration Volunteer** 2018

## WORK EXPERIENCE

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**Office Assistant**, the Center of Teaching and Learning, Seoul National University, 2018 – 2019.  
Registration Volunteer

**Evaluator for the Korean Public Corporation**, HUNO, 2018, 2022.

**Human Resources Officer (Lieutenant)**, the Republic of Korea Air Force, 2013 – 2016.

## ACADEMIC REFERENCE

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For professional letters of recommendation, please contact:

### **Rory Eckardt, Ph. D.**

Dhillon Associate Professor of Strategy  
Director of PhD Program  
Bass Center for Leadership Studies  
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Binghamton University  
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### **Chou-Yu (Joey) Tsai, Ph. D.**

Osterhout Assistant Professor of Entrepreneurship  
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### **Shelley D. Dionne, Ph. D.**

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Bass Center for Leadership Studies  
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