

Dr. Jing Zhang, PHR, SHRM-CP

Associate Professor of Management

California State University, San Bernardino
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Education

2016 University of Houston

Ph.D. in Industrial and Organizational Psychology

Dissertation title: Work-family conflict and child well-being: When work-family conflict really hits home

2014 University of Houston

Master of Arts in Industrial and Organizational Psychology

2012 Peking University

Master of Science in Applied Psychology

Research

Journal Publications

Eisenberger, R., Zheng, D., Wen, X., Yu, J., Stokes, S., **Zhang, J.**, Wang, L., Kim, T., M., Zagenszyk, T. J., Joo, M., Mesdaghinia, S., Lee, D., & Kim T. (2023). Does Felt Obligation or Gratitude Better Explain the Relationship Between Perceived Organizational Support and Outcomes? *Group & Organization Management*. <https://doi-org/10.1177/10596011231180388> (Impact factor: 4.29).

McIntyre, M., Medina, P., **Zhang, J.**, & Ni, A. (2023). Understanding Student Intentions to Take Online Courses: A Theory-Driven Examination of Adoption Factors and Prior Experience. *Education and Information Technologies*. <https://doi.org/10.1007/s10639-023-11823-4> (Impact factor: 3.67).

Zhang, J., Dumont, G. E., Sumbera, G. B., Medina, S. P., Kordrostami, M., & Ni, A. (2023). Rising to the Occasion: The Importance of the Pandemic for Faculty Adoption Patterns. *Online Learning Journal*, 27(1), 404-427, <https://doi.org/10.24059/olj.v27i1.3135> (Impact factor: 1.32).

Zheng, D., Marbut, A., **Zhang, J.**, Britt, A., & Nwadike, D. (2023). Thinking of how you think of me: working cancer survivors' metaperceptions of competence and why they matter. *Journal of Managerial Psychology*, 38(2), 158-173, <https://doi.org/10.1108/JMP-07-2022-0332> (Impact factor: 4.04).

Medina, P., Vij, N., Ni, A., **Zhang, J.**, Hou, Y., & McIntyre, M. M. (2022). The

“Mainstreaming” of Online Teaching and Conflicted Faculty Perceptions. *International Journal of Adult Education and Technology*, 13(2), 1–16.
<https://doi.org/10.4018/IJAET.313435>

- Zheng, D., Marbut, R. A., **Zhang, J.**, & O’Keefe, C. L. (2022). The contribution of psychological resilience and job meaningfulness to wellbeing of working cancer survivors. *Workplace Health and Safety*, 70(10), 468-478.
<https://doi.org/10.1177/21650799221085466> (Impact factor: 2.34).
- Shanock, L. R., Shoss, M. K., Coyle-Shapiro, J., Shore, L. M., Zagenczyk, T. J., Buffardi, L. T., Caesens, G., Ford, M. T., Joo, M.-K., Karagonlar, G., Liu, Z., Mesdaghinia, S., Neves, P., Rousseau, D. M., Stinglhamber, F., Wen, X., **Zhang, J.**, & Zheng, D. (2022). Remembering Robert W. Eisenberger: A Tribute to His Life and His Work on Perceived Organizational Support. (Editorial) *Group & Organization Management*, 47(4), 872–888. <https://doi.org/10.1177/10596011221110650> (Impact factor: 4.29).
- Thomas, C. L., Murphy, L. D., Mills, M. J., **Zhang, J.**, Fisher, G. G., & Clancy, R. L. (2022). Employee lactation: A review and recommendations for research, practice, and policy. *Human Resource Management Review*, 32(3), 100848.
<https://doi.org/10.1016/j.hrmr.2021.100848> (Impact factor: 10.67).
- Van Wart, M., Ni, A., Medina, P., Canelon, J., Kordrostami, M., **Zhang, J.**, Liu, Y. (2020). Integrating students’ perspectives about online learning: A hierarchy of factors. *International Journal of Educational Technology in Higher Education*.
<https://doi.org/10.1186/s41239-020-00229-8> (Impact factor: 7.61).
- Zhang, J.**, Addae, M. H., Bakeman, M., Boyraz, Flaherty, T. P., Habich, M., Johnson, A., Phillips, A., & Schreihans, C. (2020). Management students’ perceptions of online teaching quality. *e-Journal of Business Education & Scholarship of Teaching*, 14(2), 33-52.
- Ohu, E., Spitzmueller, C., **Zhang, J.**, Osezua, A., & Thomas, C. (2018). When work-family conflict really hits home: Explaining how, when and why parental work-family conflict relates to child health. *Journal of Occupational Health Psychology*, 24(5), 590–601. <https://doi.org/10.1037/ocp0000145> (Impact factor: 7.71).
- Spitzmueller, C., **Zhang, J.**, Thomas, C. L., Wang, Z., Fisher, G. G., Matthews, R. A., & Strathearn, L. (2018). Identifying job characteristics related to employed women's breastfeeding behaviors. *Journal of Occupational Health Psychology*, 23(4), 457-470. <https://doi.org/10.1037/ocp0000119> (Impact factor: 7.71).
- Wang, Z., **Zhang, J.**, Thomas, C., Yu, J., & Spitzmueller, C. (2017). Explaining benefits of employee proactive personality: The role of engagement, team proactivity composition and perceived organizational support. *Journal of Vocational Behavior*, 101, 90-103.

<https://doi.org/10.1016/j.jvb.2017.04.002> (Impact factor: 12.08).

Spitzmueller, C., Wang, Z., **Zhang, J.**, Thomas, C. L., Fisher, G. G., Matthews, R. A., and Strathearn, L. (2016). Got milk? Workplace factors related to breastfeeding among working mothers. *Journal of Organizational Behavior*, 37, 692–718.
<https://doi.org/10.1002/job.2061> (Impact factor: 10.08).

Book Chapters

Zhang, J., Spitzmueller, C. & Keeton, K. (2017). Job rotation. In S. Rogelberg (Ed.), *The SAGE Encyclopedia of Industrial and Organizational Psychology*, 2nd edition (pp. 802-803). Thousand Oaks, CA: SAGE Publications, Inc. Doi: 10.4135/9781483386874.n276.

Zhang J., Thomas C., Dirr B., Cone R., Spitzmueller C. (2016). Global maternity benefits and their impact on maternal and child well-being. In Spitzmueller C., Matthews R. (Eds) *Research Perspectives on Work and the Transition to Motherhood*. Springer, Cham. https://doi-org.libproxy.lib.csusb.edu/10.1007/978-3-319-41121-7_8.

Manuscripts in Process

Jang, Y., **Zhang, J.** & Zheng, D. Workplace Incivility for Entrepreneurial Ventures. *Management Research Review*. (Review and Resubmission)

Van Egdome, D., Piszezek, M., Wen, X., **Zhang, J.**, Granillo-Velasquez, K., & Spitzmueller, C. How do more work-centric mothers allocate resources?: supporting mother's breastfeeding duration and return to work. *Journal of Occupational and Organizational Psychology*. (Review and Resubmission)

Tong, J., Van Egdome, D., French, K., & **Zhang, J.** Parent-adolescent transmission of emotional exhaustion: testing a social cognitive spillover and crossover model. *Journal of Occupational Health Psychology*. (Under Review)

Tong, J., Spitzmueller, C., & **Zhang, J.** When and why does psychological detachment matter? A moderated mediation model. *Applied Psychology: Health and Well-being*. (Under Review)

Conference Proceedings

Liu, X., Butts, M., Kaur, E., Mechem Rosokha, L., Siderits, I., Van Egdome, D., Baumann, H. M., Flynn, P., Hymer, C., Mulvey, P. W., Noble, S., Nsair, V., Tong, J. S., Wilson, K. S., & **Zhang, J.** (2022). Novel Perspectives on Employees' Work-Family Dynamics. *Proceedings - Academy of Management*, 2022(1).
<https://doi.org/10.5465/AMBPP.2022.14759symposium>

Zhang, J., Addae, H., Bakeman, M., Boyraz, M., Flaherty, P., Habich, M., Johnson, A., Ni, Y., Phillips, A., Schreihans, C., & Van Wart, M. (2020). Students' perceptions of online teaching: Student-centered success factors. *Proceedings*, 2020,

<https://doi.org/10.5465/AMBPP.2020.21101abstract>

- Zhang, J.** (2015). Contributions of similarity and interaction frequency with supervisors on work engagement. *Proceedings*, 2015, <https://doi.org/10.5465/ambpp.2015.19082abstract>
- Zhang, J.** & Wang, L. (2012). The moderating role of social dominance orientation in justice and emotional exhaustion. *Proceedings*, 2012, <https://doi.org/10.5465/AMBPP.2012.16802abstract>

Selected Conference Presentations

- Van Egdom, D., **Zhang, J.**, Wen, X. & Spitzmueller, C. (2022). Is There a Tradeoff?: Examining a Breastfeeding Spillover and Crossover Model. Presented at the 2022 Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, Washington.
- Zheng, D., **Zhang, J.**, & Britt, A. (2021). How Others Perceive Our Competence Matters: An Examination of Working Cancer Survivors' Work Engagement and Turnover Intention. Presented at the Work, Stress, and Health Conference (Online).
- Zheng, D., Marbut, A., & **Zhang, J.** (2020). *Resilience, job strain, and well-being of working cancer survivors*. Presented at the Annual Conference of the Society for Industrial and Organizational Psychology (Online).
- Zhang, J.** (2019). *Work-family conflict and child internet usage behaviors*. Presented at Pan Pacific Business Research Conference, San Bernardino, CA.
- Eisenberger, R., Zheng, D., Yu, J., **Zhang, J.**, Joo, M., Stokes, S., & Zagenczyk, T. (2018). *Employee reciprocation of favorable treatment: Indebtedness or gratitude?* Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Ohu, E., **Zhang, J.**, Thomas, C., & Spitzmuller, C. (2018). *Low-income Nigerian worker work-family conflict & child family satisfaction*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Jang, Y. & **Zhang, J.** (2017). *Entrepreneurship and Workplace Incivility: Moderating Effect of Task Characteristics*. Paper presented at the United States Association for Small Business and Entrepreneurship Annual Conference, Los Angeles, CA.
- Yu, J., **Zhang, J.**, Ohu, E., Kazmi, A. M., Tsao, A., Fedorowicz, N., Osezua, A., & Spitzmuller, C. (2017). *Beyond work-family conflict of working parents: The influence of school-family conflict and facilitation*. Paper presented at the Work, Stress, and Health Conference, Minneapolis, MN.
- Ohu, E., Spitzmueller, C., **Zhang, J.**, & Iyamabo, J. (2014). *Predicting Nigerian business owner's tax evasion using organizational behavior models for ethical decision making*. Paper presented at the International Conference on Responsible

Leadership, Pretoria, South Africa.

Zhang, J., Malone, G., Spitzmueller, C., Ratnasingam, P., & King, R. (2014). *Employee engagement: The contributions of deep-level similarity and interaction frequency*. Poster session presented at the Annual Conference of Society for Industrial and Organizational Psychology, Honolulu, HI.

Zhang, J., Spitzmueller, C., & Wu, H. (2013). *Abusive supervision, safety and individual voice: A multilevel analysis*. Paper presented at the International Conference on Occupational Stress and Health, Los Angeles, CA.

Spitzmueller, C., Wang, Z., Matthews, R., Fisher, G., Perks, C., **Zhang, J.**, & Strathearn, L. (2013). *Got milk? Workplace factors related to breastfeeding among nursing mothers*. Paper presented at Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Teaching

California State University, San Bernardino

Organizational Behavior

Staffing

Compensation and Performance

Human Resources Management

Developing an Effective Workforce

Instructor, University of Houston (2015-2016)

Introduction to Psychology

Introduction to Psychological Statistics

Professional Service

- Reviewer for Occupational Health Science Journal
- Reviewed one submission for the Journal of Business and Psychology
- Reviewed one submission for International Journal of Manpower
- Reviewed two submissions for the Pan Pacific Journal of Business Research
- Reviewed two submissions for the Journal of Family and Economic Issues
- Reviewed one submission for Management Research
- Reviewed eight submissions for the Annual Conference of the Society for Industrial and Organizational Psychology
- Reviewed eight submissions for USASBE Conference
- Reviewed 14 submissions for the Annual Meeting of the Academy of Management
- Reviewed seven draft chapters of Performance Appraisal and Management by Kevin Murphy,

Jeanette Cleveland, and Madison Hanscom from SAGE Publishing

Other Service

- Department of Management Advising Committee Member 2019-Present
- CSUSB Institutional Review Board Member 2018-Present
- CSUSB Graduate Student Research Competition Committee Member 2019-Present
- CSUSB Teaching Academy Cabinet Member 2017-Present
- CSUSB Student Perceptions of Teaching Committee Member 2022-Present
- CSUSB Asian Faculty, Staff, and Student Association Executive Board Member 2021-Present
- Jack H Brown College of Business and Public Administration Professional Awards Committee
2020-2022
- CSUSB Graduate Council 2020-2022
- Department of Management Recruitment Committee Member
2018-2019, 2019-2020, 2023-2024
- Department of Management Chair Search Committee Member 2020-2021
- Department of Management Curriculum Committee Member 2018-2019
- Department of Management Comprehensive Exam Committee Chair 2016-2017, 2017-2018
- Thesis Committee Member of Ashley Gomez from the Industrial/Organizational Psychology 2017
- CSUSB Teaching Academy Member 2016-2017

Awards and Recognitions

- JHBC Outstanding Researcher Award 2023
- CSUSB Mini-Grant Award (\$6,500) 2023
- JHBC Emerging Scholar/ Researcher Award 2020
- CSUSB Summer Research Fellowship Award (\$3,000) 2020
- Distinguished Paper Award from Pan Pacific Business Research Conference 2020
- Distinguished Paper Award from Pan Pacific Business Research Conference 2019
- CSUSB New(er) Faculty Learning Community Award (\$1,500) 2019
- CSUSB Teaching Skill Study Award (\$995) 2018
- CSUSB Summer Research Fellowship Award (\$3,000) 2017
- CSUSB Affordable Learning Material Award (\$1,000) 2016

Grant Activity

- CSUSB 2019 Summer Innovative Course Development Grants (\$4,700)

- NSF 22-545. National Science Foundation. \$199,952. 10/01/2022-09/30/2024. HSI Pilot Project: Improving Online STEM Education for Undergraduate Students at HSIs. (Senior Staff)

Professional Affiliations

- Member of the Academy of Management (AOM)
- Member of the Society of Industrial Organizational Psychology (SIOP)
- Member of the Society of Human Resources Management (SHRM)

Last updated: June 2023