

GIHYUN KIM

University of Massachusetts—Amherst

Doctoral Student in Organization Studies

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RESEARCH INTERESTS

Emotions at work (emotional labor; emotion regulation)

Dark sides of organization (incivility; victimization; abusive supervision)

Organizational culture

Human resource management (performance appraisals; incentive; benefits)

EDUCATION

M.A., Industrial and Organizational Psychology

2016

Yonsei University, Seoul, Korea

B.A., Psychology (*Magna Cum Laude*)

2014

Sogang University, Seoul, Korea

SCHOLARSHIPS

Brain Korea 21 Plus Scholarship, National Research Foundation of Korea

2014 - 2016

Superior Academic Performance Scholarship, Sogang University

2013

CONFERENCE PRESENTATIONS

0. **Kim, G.**, McKenna, K., & Xu, M. (*under review*). High Performers Wear Fair-colored Lenses: The Spillover Effects of PFP Perception on Incivility, *Paper to be presented at the annual meeting of the Academy of Management (AOM)*, 2018, Chicago, IL.
1. **Kim, G.**, & Sohn, Y. W. (2017, March). Emotionally Intelligent Ones Don't Poke the Bear. Instead, They Give In, Give Up or Run Away: Moderating Role of Emotion Intelligence between Abusive Supervision and Coping Strategies, *Poster to be presented at the annual meeting of the International Congress of Psychological Science (ICPS)*, 2017, Vienna, Austria.
2. Song, J., **Kim, G.**, & Kammeyer-Muller, J. D. (2017, April). The Differential and Interactive Effects of Intrinsic and Identified Motivation. *Poster to be presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP)*, 2017, Orlando, FL.
3. **Kim, G.**, Bae, E., & Sohn, Y. W. (2016, May). Identifying with Those Who Go "Up" Matters: The Moderating Role of Work Overload between Upward Identification and Work Engagement, *Poster presented at the annual spring conference at the Korean Society for Industrial and Organizational Psychology (KSIOP)*, 2016, Seoul, Korea.
4. **Kim, G.**, Yoon, M. Y., & Sohn, Y. W. (2016, February). Along with Bad Feedback, the Big Fish in a Small Pond is Bored to Death: Perceived Overqualification, Feedback, and Boreout, *Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP)*, 2016, San Diego, CA.
5. Yoon, M. Y., **Kim, G.**, Lee, S., & Sohn, Y. W. (2016, February). I Perceive Your Envy and I Behave Well: Moderating Roles of Fear of Negative Evaluation and Need To Belong in the Relationship between Perceived Envy and Organizational Citizenship Behavior, *Poster presented at the annual meeting of the Society for Personality and Social Psychology (SPSP)*, 2016, San Diego, CA.
6. **Kim, G.**, Kim, M., Jung, Y., Lee, S., & Sohn, Y. W. (2015, May). Reappraisal is Not a Cure-all: The Moderating Role of Emotional Labor Context in the Relationship between Emotional Intelligence and Emotion Regulation, *Poster presented at the annual convention of the Association for Psychological Science (APS)*, 2015, New York, NY.
7. Jung, Y., Kim, M., **Kim, G.**, Lee, S., & Sohn, Y. W. (2015, May). The Influence of Leader-member Exchange (LMX) on Affective Reactions to Negative Feedback: The Mediating Effect of Emotion Regulation Strategy, *Poster presented at the annual convention of the Association for Psychological Science (APS)*, 2016, New York, NY.

RESEARCH EXPERIENCE

Research Assistant in Project named Emotion and Stress at Work and Daily Life (with Dr. M. Kim)

KT Corp., Seoul, Korea

2015. 1 - 2

- Reviewed literature in-depth, developed research design, and conducted surveys regarding affect, emotion regulation, and other job variables in the workplace and daily life.
- Analyzed the congruence of generally felt emotion between work and daily life and examined the spillover effect.

BBQ Corp., Seoul, Korea

2015. 1 - 2

- Collected qualitative data consisting of physical fatigue indicators (e.g., balances of autonomic nervous system and cardiovascular disease) and quantitative data (paper and pen).
- Conducted regression analysis using quantitative data set, including emotion regulation, negative feedback, LMX, and other job-related outcomes.

WORK EXPERIENCE

Part-time Research Analyst

Kia Motors., Seoul, Korea

2014. 7 - 2015. 3

- Transcribed qualitative interviews with executives and middle managers on the front line probing the complex situation and different views toward the organization.
- Collected extensive survey data from workers in the manufacturing sector and office, and analyzed it by status, region of the plant, and division.
- Employees' emotional competence, organizational justice, organizational identification, work meaning, work engagement and counterproductive behavior were contingent upon their company's organizational culture and HR system.

SK Leadership Center, Assessment Division, Seoul, Korea

2014. 7 - 8

- Analyzed the personality (e.g., openness to change, independence, narcissism, passive-aggressiveness) and leadership style (e.g., transformational, paternal, authoritative) of managers in each division of SK Corp.
- Analyzed the discrepancy between leaders' self-report and subordinates' others-report.

TEACHING EXPERIENCE

Teaching Assistant

Yonsei University, Department of Psychology

- Research in Organizational Psychology (PSY7282-01) Spring, 2015
- Industrial Psychology (PSY4126-01)
- Research Seminar 1 in Industrial and Organizational Psychology (PSY7153-01) Fall, 2014
- Psychology of Talent and Skill (PSY4141-01)
- Seminar in Organizational Psychology (PSY2780-01) Spring, 2014

PROFESSIONAL AFFILIATIONS

- Academy of Management