



JOONYOUNG KIM

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EDUCATION

- Ph.D.**, Cornell University 2019–2023 (anticipated)
Human Resource Studies
ILR School
Ithaca, New York
- Dissertation: “*Uncovering Gaps in HR Practice Delivery: Antecedents and Consequences of Line Managers’ HR Delivery Attitudes and Behaviors*”
 - Dissertation Committee: Dr. Rebecca R. Kehoe (Chair), Dr. M. Diane. Burton, and Dr. Brittany Bond
- M.I.L.R.**, Cornell University (GPA: 4.00 / 4.00) 2017–2018
Human Resources & Organizations
ILR School
Ithaca, New York
- B.B.A.**, Korea University (GPA: 3.91 / 4.50) 2003–2009
Business Administration
Business School
Seoul, Korea

RESEARCH INTERESTS

- Strategic HRM; HR-entrepreneurship; Compensation; Consequences of individual HR practices

PEER-REVIEWED JOURNAL PUBLICATIONS

- Kim, J.** Dispersed or skewed? An expanded conceptualization and longitudinal analysis of pay dispersion and its firm-level implications. Conditionally accepted at *Academy of Management Discoveries*.
- Kehoe, R. R., Brymer, R., Keller, J., & **Kim, J.** Hiring by professional affiliation: The benefits and challenges of leveraging prospective hires’ prior employment ties to improve matching and access to resources. Conditionally accepted at *Personnel Psychology*.

MANUSCRIPTS IN REVISE & RESUBMIT STAGE

- Kim, J.**, & Kehoe, R. R. [Competing priorities and high-performance work systems]. 2nd round review at *Journal of Applied Psychology*.
- Kim, J.**, Chang, H. K.†, & Bell, B. [Training and organizational performance: A meta-analysis]. Revise and resubmit at *Journal of Management*.
- Kim, J.** [People aspects of entrepreneurial performance: A meta-analysis]. Revise and resubmit at *Human Resource Management Review*.

Updated August, 2022

- Winner of the 2022 Academy of Management HR Division Best Student Paper Award for Human Resources-Entrepreneurship Research.

†Denotes Ph.D. student coauthor

MANUSCRIPTS UNDER REVIEW

Kim, J. [A longitudinal analysis of high-performance work systems and new venture performance]. Under review at *International Journal of Human Resource Management*.

Zitek, E., Stroup, C.†, **Kim, J.**, & Weingarten, A. [Performance feedback format and fairness perceptions]. Under review at *International Journal of Human Resource Management*.

†Denotes Ph.D. student coauthor

SELECTED RESEARCH IN PROGRESS

Kim, J. The intersection between human resources and entrepreneurial performance: A review and roadmap for future research (*Preparing for submission*). Target: *Entrepreneurship Theory and Practice*.

- Winner of the 2020 Academy of Management HR Division Best Student Paper Award for Human Resources-Entrepreneurship Research.

Kim, J., & Kehoe, R. R. Focusing on the “how” of HR alignment: An agentic and process-based model (*Writing stage*). Target: *Academy of Management Review*.

- Included in the Showcase Symposium of the All-Academy Theme (AAT) Program in the 2021 Annual Meeting of the Academy of Management.

Kim, J.*, & Park, T.-Y*. Strategic pay dispersion (*Writing stage*). Target: *Academy of Management Journal*.

Kim, J.*, Chung, D.†*, & Chung, H†. Collective turnover and innovation: Learning-by-hiring perspective (*Preparing for submission*). Target: *Journal of Management*.

Kim, J., & Kehoe, R. R. Uncovering gaps in HR policy delivery: People managers’ roles in HR policy implementation (*Data collection stage*). Target: *Journal of Applied Psychology*.

†Denotes Ph.D. student coauthor

*Denotes authors contributed equally

BOOK CHAPTERS

Kim, J., & Kehoe, R. R. (expected 2022). The underappreciated role of line managers in human resource management. In K. Townsend, A. Bos-Nehles, & K. Jiang (Eds.), *Handbook on Line Managers*, Edward Elgar Publishing.

Kim, J., & Burton, M. D. (expected 2023). People management in entrepreneurial firms. In P. Sherer (Eds.), *Research Agenda in Strategic Human Resource Management: Bringing Variety in Forms, Theory, and Methodology and Outcomes*, Edward Elgar Publishing.

AWARDS AND GRANTS

Best Student Paper Award for Human Resources-Entrepreneurship Research, HR Division, Academy of Management, 2022 (\$1,500 award)

Best Student Paper Award for Human Resources-Entrepreneurship Research, HR Division, Academy of Management, 2020 (\$1,500 award)

Conference Travel Grant, ILR School, Cornell University, 2019-2022 (\$1,000 research grant)

Updated August, 2022

Honor Scholarship, Korea University, 2005-2008

The Army Commendation Medal, U.S. Army, 2007

CONFERENCE PRESENTATIONS (* denotes the person who presented)

Kim, J.* To fit in or stand out? Competing priorities shape the adoption and consequences of high-performance work systems. Presented at the *82nd Annual Meeting of the Academy of Management*, Seattle, August 2022.

Kim, J.* The people aspects of entrepreneurial performance: A meta-analytic review and roadmap for future research. Presented at the *82nd Annual Meeting of the Academy of Management*, Seattle, August 2022.

- Winner of the 2022 Academy of Management HR Division Best Student Paper Award for Human Resources-Entrepreneurship Research.

Kim, J.*, Chang, H. K., & Bell, B. When and how do training programs influence organizational performance? A meta-analytic investigation. Presented at the *82nd Annual Meeting of the Academy of Management*, Seattle, August 2022.

Kim, J.* Dispersed or skewed? An expanded conceptualization and longitudinal analysis of pay dispersion and firm-level implications. Presented at the *81st Annual Meeting of the Academy of Management*, Virtual, August 2021.

Kim, J.* Navigating uncertainty with certain systems: A longitudinal analysis of high-performance work systems and new venture performance. Presented at the *81st Annual Meeting of the Academy of Management*, Virtual, August 2021.

Kim, J.* Focusing on the “how” of HR alignment: An agentic and process-based model. Presented at the *81st Annual Meeting of the Academy of Management*, Virtual, August 2021.

Kim, J.* The intersection between human resources and entrepreneurial performance: A review and roadmap for future research. Presented at the *80th Annual Meeting of the Academy of Management*, Virtual, August 2020.

- Winner of the 2020 Academy of Management HR Division Best Student Paper Award for Human Resources-Entrepreneurship Research.

Kim, J.* High-performance work systems and entrepreneurial performance: Revisiting “revising Burns and Stalker”. Presented at the *80th Annual Meeting of the Academy of Management*, Virtual, August 2020.

Kim, J.*, Chang, H. K., & Bell, B. Training and organizational performance: A review and suggestions for future research. Presented at the *79th Annual Meeting of the Academy of Management*, Boston, MA, August 2019.

CHAired SYMPOSIUMS

Kim, J., & Kehoe, R. R. (Chairs) Bringing the manager back in strategic human resource management: Redefined and enhanced roles of managers in HRM. *The 81st Annual Meeting of the Academy of Management*, Virtual, August 2021.

- Selected as a Showcase Symposium of the All-Academy Theme (AAT) Program

Kim, J., & Kehoe, R. R. (Chairs) Understanding competitive advantage through HRM: Looking beyond the use of effective HR practices. *The 80th Annual Meeting of the Academy of Management*, Virtual, August 2020.

RESEARCH EXPERIENCE

Updated August, 2022

Research Assistant **September 2019 – Present**
ILR School, Cornell University (Supervisor: Dr. Rebecca Kehoe)

Researcher **September 2018 – August 2019**
Institute of Compensation Studies, Cornell University (Supervisor: Dr. Hassan Enayati)

Research Assistant **May 2018 – August 2018**
Institute of Compensation Studies, Cornell University (Supervisor: Dr. Linda Barrington)

Research Assistant **October 2008 – December 2008**
IBM Global Business Services

TEACHING EXPERIENCES (*Selective*)

Teaching Assistant, Human Resource Management **September 2020 – December 2020**
Average Rating: 4.76 / 5.00 (68 students)
ILR School, Cornell University

Instructor, Key Talent Management **March 2017**
Average Rating: N/A (30 HR professionals)
Korea Personnel Improvement Association

Instructor, Job Management **March 2017**
Average Rating: N/A (40 HR professionals)
Korea Personnel Improvement Association

Instructor, Job Analysis & Job Evaluation **August 2016**
Average Rating: 96.00 / 100.00 (24 HR professionals)
Korea Personnel Improvement Association

Instructor, Leadership Assessment & Development **April 2014 – July 2014**
Average Rating: N/A (15 HR professionals)
Mercer Assessor Training Course

INVITED PRESENTATIONS (*Selective*)

Employee Engagement and Turnover, KB Group
Presentation for 120 high-level executives of KB Group (KB Bank, KB Card, KB Securities, KB Insurance, KB Capital) on management of employee engagement and turnover using employee opinion survey

Guest Lecturer July 2017

Compensation Trends in Financial Industry, Dongbu Group
Briefing on recent compensation trends in financial industry for 25 HR function leaders from financial subsidiaries of Dongbu Group (Dongbu Insurance, Dongbu Capital, Dongbu Asset Management, Dongbu Savings Bank)

Guest Lecturer July 2016

Strategic Workforce Planning, HR Strategy Seminar
Presentation for 90 HR professionals on strategic workforce planning methods and tools

Guest Lecturer July 2016

Executive Compensation and Performance Management, Amore Pacific Group
Presentation for 100 high-level executives of Amore Pacific Group on executive compensation and performance management

Guest Lecturer December 2015

PROFESSIONAL WORK EXPERIENCE

Mercer Talent Consulting April 2010 – July 2017

Director / Project manager

- Managed multiple project teams and communicating with high-level executives
- Managed client accounts and creating new project opportunities

Project Experiences (*Selected from a total of 50 projects*)

- Project topics: Compensation, performance evaluation, leadership assessment & development, job design, organizational diagnosis & employee engagement, career development, strategic workforce planning, and global HR projects
- Key clients: Samsung, Hyundai Motors, Kia Motors, SK, CJ, Amore Pacific, KB Financial, SK Hynix, Doosan Infracore, Kumho Tire, and Mando

FMA Business Consulting December 2008 – March 2010

Consultant

- Supported module leaders by providing research support and solution designs

U.S. Army December 2005 – December 2007

Interpreter / Translator

- Interpreted and translated between officers of the U.S. Army and 1st Republic of Korea Army (Top secret clearance)

ACADEMIC/PROFESSIONAL SERVICES/ACTIVITIES

Ad-hoc Journal Reviewer

- Strategic Entrepreneurship Journal
- Academy of Management Discoveries

Committee Member

- HR-Entrepreneurship Committee (2022), Human Resources Division, Academy of Management

Conference Reviewer

- Academy of Management Meeting (Human Resources Division)

ACADEMIC/PROFESSIONAL AFFILIATIONS

Academy of Management (HR; OB; STR; ENT; RM Division)

Strategic Management Society (Strategic Human Capital Interest Group)

SKILLS

Software: Stata, R, Mplus, SPSS, Powerpoint, Excel, Word

Language: English, Korean

Updated August, 2022