

Curriculum Vitae

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EDUCAITON EXPERIENCE:

2004, PH.D. Business Administrative, School of Business, Nanjing University
2003, Visiting Scholar, University of Missouri-St. Louis
2001, Master Degree in Business Administrative, School of Business, Nanjing University
1998, Bachelor Degree in Electronics Engineering, University of Electronics Science and Technology
of China,

WORK EXPERIENCE:

2007-present, Associate Professor, School of Business, Nanjing University
2004-2006, Lecturer, School of Business, Nanjing University
2003, July-Sep., Visiting scholar in University of Missouri at Saint Louis

TEACHING COURSES:

Human Resource Management, MBA
Seminar in Organizational Behavior, Postgraduate Student
Human Resource Management, Undergraduate Student
Leadership, Undergraduate Student

REWARDS:

- 1、 The sixth humanity and social science research award, Nanjing University, second class, 2007
- 2、 The new staff research award of School Of Business , Nanjing University, 2006
- 3、 The best PhD. dissertation award in Jiangsu Province, 2005
- 4、 The fifth humanity and social science research award, Nanjing University, second class, 2005
- 5、 The best PhD. dissertation award of Nanjing University, 2005

PUBLISHED PAPERS:

1. Dejun Cheng (2007), Internal And External Human Resource Strategy On The View Of Specific Knowledge”, Journal Of Research Management, , 3

2. Feng Bai, Dejun Cheng (2006) , How Pay Distance In Team Affects The Individual And Team Performance, Journal Of Economic Science, 12
3. Dejun Cheng, Shuming Zhao (2006) , Social Network In High Involvement Work System And Transformation Obstacle, Journal Of Chinese Industry Economics, 12
4. Dejun Cheng, Chunyan Jiang, Wanwen Dai (2006) , Ownership Characterize, Human Resource Strategy And Corporation Performance: On The View Of Strategic Flexibility, NJU Business Review, 8: 61-74
5. Dejun Cheng, Shuming Zhao (2006) , High Involvement Work System And Corporation Performance, Moderator Of Specific Human Capital And Human Dynamics, Journal Of Management World, 3: 86-93
6. Ke xiang ,Dejun Cheng (2006) , Competence Model Of Top Manager In Nation-Ownership Enterprise, Journal Of Jianghai Studies, 3
7. Dejun Cheng (2005) , Information Structure, Decision Power Structure And Transformation Of High Involvement Organization, Journal Of Chinese Industrial Economy, 11: 111-117
8. Kejiang Xu, Dejun Cheng (2005) , Formation And Management Of Imitate Obstacle In Company, Journal Of Economy And Management, 19: 47-50.
9. Dejun Cheng(20075), The Exiting Condition Of Network Organization And Performance, Journal Of Research Management, 6: 80-86
10. Dejun Cheng, Shuming Zhao (2004) , Strategic Human Resource Management On The View Of Resource-Based View Theory, Journal Of Research Management, 5
11. Dejun Cheng (2004) , “Comparison Between American and Japanese Enterprise Management Mode: on The View of Knowledge and Decision Power”, Economy Management, 4
12. Dejun Cheng, Zhao Shuming and Tang Yi (2004), Information Structure, Specific Human Capital and Choice Of Human Resource Management Mode”, Chinese Industrial Economy, 1
13. Dejun Cheng (2003) , Internal Human Resource Management Strategy on The View of Specific knowledge, Economy Management, 16
14. Dejun Cheng, Xiaobo Chen (2003) , Final Risk In The Proceeding Of MBO, Initial Journal Of Economy, 3
15. Dejun Cheng, Donghua Wu (2002), Essence Of ESOPS and Its Problem in the Practice”, Journal of Modern Management Science, 5
16. Shuming Zhao, Dejun Cheng (2002) , Industrial Cluster and Development of Software Industry In Nanjing”, Journal of Science & Technology and Economy, 15
17. Dejun Cheng, Jihong Kong (2002), Reason of the Decentralization in the Organization”, Journal Of Chinese Industrial Economics, 4
18. Dejun Cheng,, Xiangnan Tao(2002) , Knowledge Dispersing and the Reform in the Organization”, Nankai Business Review, 3
19. Dejun Cheng,, Xiangnan Tao (2001) , Dispersing Knowledge and Centralization or

- Decentralization of Power in enterprises, Journal Of Foreign Economics and Management, 3
20. Dejun Cheng (2000) , How To Compete With Multinational Corporations, Journal Of Modern Corporation, 12
 21. Dejun Cheng (2000) , Profit Center, the New Role of HR Department, Journal Of Chinese Human Resource Development, 9
 22. Dejun Cheng (2000) , The Change From Profit Center To Cost Center,” Journal of Modern Management Science, 9
 23. Dejun Cheng (2000) , Research On Research and Countermeasures of High Turnover in High Technology Company,” Journal Of Jiangsu Corporation Management, 7-1

BOOK CHAPTERS:

1. Dejun Cheng, Chunyan Jiang & Wanwen Dai, Impact Of International And Externalization Employment Mode On Performance: Evidence From The People’s Republic Of China, Human Resource Management And Development In A Transitional Economy, Edited By Shuming Zhao, Joel Glassman Hong Liu Xiangnan Tao And Dejun Cheng, 2005, Nanjing China
2. Dejun Cheng, Shuming Zhao, “Research on the Role of Human Resource Management”, In Advance of Research on Human Resource Management in China, Edited By Zhao Shuming, Fen Zhiyan and Liu Hong, Nanjing University Press, 2002

CONFERENCE PAPERS:

1. Dejun Cheng, High Involvement Work System And Organizational Performance: The Effect of Human Capital Specific and Dynamic Of Environment, 2th conference, ICAMR, 2006, 6, Nanjing
2. Shuming Zhao & Dejun Cheng, From “Iron-Rice-Bowl” To “Xiangang”: Employment Modes Transitions Of Chinese Manufacturing Firms, The Academy Of Management Annual Meeting ,Honolulu, Hawaii, August 5-1-, 2005
3. Chunyan Jiang & Dejun Cheng, The Alignment of Internalization and Externalization Employment Mode on Performance: The Case of Manufacturing Firms in the People’s Republic of China, the Fourth Asia Academy of Management Conference, December 16-18, 2004, Shanghai, China
4. Wanwen Dai & Dejun Cheng, Cross-Culture Challenge To Dutch-Based Multination Company Doing Business In China, Management Sciences and Global Strategies In The 21st Century, Proceedings of the 5th International Conference On Management, p1908-1917, Welfare Printing Co., Ltd., Macao, 2004, 5
5. Chunyan Jiang & Dejun Cheng, Organizational Citizenship Behavior and The Creation of Social Capital: A Functional Approach, The Third Asian Academy of Management, Dec.12–14, 2002, Bangkok, Thailand

BOOKS AND TRANSLATION:

1. Shuming Zhao, Dejun Cheng. Selective Of Human Resource Case, Beijing Normal University Press, 2007
2. Richard M Hodgetts, Fred Luthans, Shuming Zhao and Dejun Cheng, Translated Into Chinese, International Management: Culture, Strategy And Behavior, McGraw-Hill College, June 2000, published By Chinese Renming University Press, 2006, 01
3. Shuming Zhao, Joel Glassman, Hong Liu, Xiangnan Tao & Dejun Cheng Edited, Human Resource Management and Development in a Transitional Economy, 2005, Nanjing University Press