

# CURRICULUM VITAE

Philip Yang

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## CONTACT INFORMATION

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## PERSONAL DETAILS

Marital status: Married, one daughter (born 2012) and three sons (born 2015, 2018, 2021)  
Date of birth: November 23, 1981  
Place of birth: Chengdu, China  
Citizenship: German

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## RESEARCH INTERESTS

Sustainability, Diversity, Ethics, New Work, Innovation

## TEACHING INTERESTS

Leadership, HRM, Strategy, Management Methods, Innovation, Organizational Behavior,  
Labor Economics, International Business

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## ACADEMIC & PROFESSIONAL CAREER

Summer term 2021	Interim Professor for Organisational Studies at the University of Konstanz (Prof. Dr. Florian Kunze)
01/2020-12/2020	In-house project leader/scientific consultant at Dr. Ing. h.c. F. Porsche AG on the subject „Key Performance Indicators of Agile Work“.
06/2018	Successful midterm evaluation
2014-present	Assistant Professor for Strategy & Organization, Eberhard Karls Universität Tübingen

2015-present	Faculty Member of LEAD- “Learning, Educational Achievement, and Life Course Development” Research Network initially funded within the framework of the Excellence Initiative (Eberhard Karls Universität Tübingen)
2014-present	External Research Associate Institute of Labour Economics, Leibniz Universität Hannover
2009-2014	Research Assistant, Institute of Labour Economics, Leibniz Universität Hannover (Prof. Dr. P. Puhani)
2009-2012	Project assistant in the VW foundation funded project “Employment problems of older employees”
2008	<i>GIZ</i> Consultant and in-house researcher on the subject “The effect of certification on the well-being of fishers”.

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## PROJECTS IN COLLABORATION WITH INDUSTRY PARTNERS

01/2020-present	Project leader of the research project in collaboration with <i>Dr. Ing. h.c. F. Porsche AG</i> on the subject „New work forms- Agility and Multi Teaming”. (Reference: Dr. Steffen Wütz, Manager Business Innovation, Dr. Ing. h.c. F. Porsche AG)
2017	Project leader of the research project in collaboration with <i>Daimler AG car2go</i> on the subject „Individual preferences and antecedents towards the adoption of car sharing“ (Reference: Sebastian Syperek, PCX&UX Research).
2016	Project leader of the research project in collaboration with <i>Robert Bosch Start-up GmbH</i> on the subject „Promoting Intrapreneurship at the Robert Bosch Start-up GmbH“. (Reference: Alexander Buddrick, Bosch Start-up GmbH)
2014-present	Research and teaching collaboration with <i>itdesign GmbH</i> . (Reference: Carolin Nill, itdesign GmbH)

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## INTERNATIONAL JOB OFFERS

2021	Full Professorship in “Leadership”, Privatuniversität Schloss Seeburg, Austria.
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## EDUCATION

- 04/2009- 07/2014 Ph.D. Economics and Management, Leibniz University Hannover,  
Title of Dissertation: “Four Essays on Human Capital”
- 10/2002- 03/2009 Student in Economics and Management, Leibniz University Hannover  
and Bristol University, Final degree “Diplom-Ökonom”
- 10/2003-06/2008 Student in Politics and Sociology, Leibniz University Hannover
- 06/2001 German High School Diploma (“Abitur”), Martino Katharineum
- 08/1998-08/1999 Dow City High School, Iowa, USA
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## SCHOLARSHIPS, AWARDS, FUNDS

- 2020 Top 5 “The Leadership Quarterly” articles 2019
- 2019 Academy of Management Best International Symposium Finalist
- 2015 Platform 4 Exploration Funds Universität Tübingen
- 2013 Swiss Leading House Best Paper Award Runner up price 2013
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## EXTENDED RESEARCH STAYS

- 05/2017 American University (upon invitation by Siri Terjesen)
- 06/2017 Harvard University (upon invitation by Heidi Gardner)
- 04-05/2014 Fudan University Shanghai

## EXTERNAL FUNDING & GRANTS

“Performance Messung in der agilen Projektarbeit” Dr. Ing. h.c. F. Porsche AG € 60.000

“Bildungserfolg & Humankapital” Platform 4 Exploration Funds Universität Tübingen € 9.800

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## PUBLICATIONS & CURRENT RESEARCH PROJECTS

### PUBLICATIONS

T. Veer, Yang, P. & J. Riepe (forthcoming) Ventures’ conscious knowledge transfer to close partners, and beyond: A framework of performance, complementarity, knowledge disclosure, and knowledge broadcasting. *Journal of Business Venturing*

Puhani, P. & Yang, P. (2020), Does Increased Teacher Accountability Decrease Leniency in Marking? *Journal of Economic Behavior & Organization* 171, pp. 333-341.

Yang, P., Riepe, J., Moser, K., Pull, K., & Terjesen S. (2019), Women Directors, Firm Performance and Firm Risk: A Causal Perspective. *The Leadership Quarterly* 30(5), pp. 1-15.

Tenzer, H. & Yang, P. (2019), The impact of organizational support and individual achievement orientation on creative deviance. *International Journal of Innovation Management* 24(2), pp. 1-28.

Ayaita, A., Güllal, F., & Yang, P. (2019), Being the Good Shepherd or Being Secure: Public Service Motivation, Need for Security, and Public Sector Employment. *German Economic Review* 20(4), pp. e571-e599.

Tenzer, H. & Yang, P. (2019), Personality, values, or attitudes? Individual-level antecedents to creative deviance. *International Journal of Innovation Management* 23(2), pp. 1-30.

Yang, P. (2015), The Impact of Music on Educational Attainment, *Journal of Cultural Economics* 39(4), 369-396.

Pfeifer, C., Janssen, S., Yang, P., & Backes-Gellner, U. (2013), Effects of training on employee suggestions and promotions, *Schmalenbach Business Review* 65, 270-287.

Yang, P., Janssen, S., Pfeifer, C., & Backes-Gellner, U. (2013), Careers in an internal labor market: evidence from long panel data of four entry cohorts, *Journal of Business Economics* 83, 121-143.

Pfeifer, C., Janssen, S., Yang, P., & Backes-Gellner, U. (2012), Training participation of an aging workforce in an internal labor market, *Empirical Research in Vocational Education and Training* 4(2), 131-147.

**SUBMITTED MANUSCRIPTS**

*Motivated by Agility, Hampered by Switching. A Boundary Condition.*

(Julian Nüssle & Sylvia Gaiser, both Eberhard Karls Universität Tübingen & Steffen Wütz, Porsche AG)

Status: Under review in Information System Journal

*You can't go home again: Returning employees and bi-lateral helping behavior.*

(with Thorsten Grohsjean, Bocconi University & Gina Dokko, University of California Davis)

Status: Under review in Strategic Management Journal

*Are we on the same page? How team and task familiarity affect team performance through team coordination and team cooperation.*

(with Julian Nüssle & Kerstin Pull, both Eberhard Karls Universität Tübingen)

Status: Under review in Personnel Psychology

*Crisis calling? Women on deck! Female CEOs and firm risk during the Covid-19 pandemic*

(with Agnes Bäker, University of Amsterdam & Isabelle Nüssli, Zürich University & Jan Riepe, Eberhard Karls Universität Tübingen)

Status: Under review in Journal of Business Ethics

**MANUSCRIPTS IN PREPARATION FOR SUBMISSION IN 2022**

*A sizable advantage: Environmental and social sustainability implications of gender diversity*

(with Sarah Diederich & Jan Riepe, both Eberhard Karls Universität Tübingen)

Status: Preparing submission to Organization Science

*Electronic Performance Management Through a Functional Leadership Lens.*

Status: Preparing submission to Academy of Management Journal

*Rewarding Deviants: Unethical behavior as a signal of ones communal value.*

(with Wiley Wakeman, Stockholm Business School & Celia Moore, Imperial College London)

Status: Preparing submission to Management Science

This paper also appeared in the Best Paper Proceedings of the AOM.

*Understanding the Consequences of Unethical Pro-Group Behavior: Do they Help or Hurt When it Matters Most?*

(with Marie Mitchell & Mike Pfarrer, both University of Georgia & Elizabeth Umphress, University of Washington & Floor Rink, University of Groningen)

Status: Preparing final draft for Academy of Management Journal

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## SERVICE TO THE UNIVERSITY

Member of several hiring committees at the Faculty of Economics and Business Administration at the Eberhard Karls University Tübingen

Member of the selection committee for the master program “General Management” and “International Business” at the Eberhard Karls University Tübingen

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## CONFERENCE PRESENTATION AND INVITED TALKS

**2021:** Herbstworkshop der Wissenschaftlichen Kommission Personal im VHB (WK Personal), Düsseldorf; Business Economics Research Seminar, University of Zürich; Colloquium on Personnel Economics (COPE), Aarhus; Imperial College Lab Seminar, London

**2020:** Colloquium on Personnel Economics (COPE), London; Academy of Management Annual Meeting, virtual event

**2019:** Annual Conference of the Strategic Management Society, Minneapolis; Academy of Management Annual Meeting, Boston

**2018:** Herbstworkshop der Wissenschaftlichen Kommission Personal im VHB (WK Personal), München; Colloquium on Personnel Economics, München; Academy of Management Annual Meeting, Chicago

**2017:** Business Research Seminar, Bath; Colloquium on Personnel Economics, Zürich; GEBF, Heidelberg; HU Berlin Economics Seminar, Berlin; Bevölkerungsökonomischer Ausschuss, Vienna.

**2016:** CREAM, UCL Econ Seminar, London; Studium Generale, Tübingen; Colloquium on Personnel Economics, Aachen

**2015:** IAB-Colloquium (invited), Nürnberg; Colloquium on Personnel Economics, Vienna; Workshop on Leisure Time Activities, Education, and Economic Performance, Tübingen

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## TEACHING

### *Master-Level*

<i>Leadership, Strategic HRM &amp; Organisation</i>	2 SWS	Lecture & case studies	WS 2020/21
		Lecture & case studies	WS 2019/20
		Lecture & case studies	WS 2018/19
		Lecture	WS 2017/18
<i>Human Capital &amp; Skill Formation</i>	2 SWS	Lecture	WS 2016/17
		Lecture	WS 2015/16

		Lecture	WS 2014/15
<i>Empirical Studies in Organisation Research</i>	2 SWS	Lecture/Programming Lecture Lecture	WS 2016/17 WS 2015/16 WS 2014/15
<i>Empirical Studies in Leadership, Strategic HRM &amp; Organisation</i>	2 SWS	Lecture/ Programming Lecture/ Programming Lecture/ Programming Lecture/ Programming	WS 2020/21 WS 2019/20 WS 2018/19 WS 2017/18
<i>Empirical Management Methods</i>	2 SWS	Lecture	SS 2021
<b><i>Bachelor-Level</i></b>			
<i>Organizational Behaviour</i>	2 SWS	Lecture & case studies Lecture & case studies Lecture & case studies Lecture Lecture	SS 2020 SS 2019 SS 2017 SS 2016 SS 2015
<i>Bachelorseminar Organizational Behaviour</i>	2 SWS	Seminar Seminar Seminar Seminar Seminar	SS 2020 SS 2019 SS 2017 SS 2016 SS 2015
<i>Diversity Management</i>	2 SWS	Seminar	SS 2021
<i>Evidence-Based Personnel management</i>	2 SWS	Seminar	SS 2021

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## EVALUATIONS

Evidence-Based Personnel management (SS 2021- 7 Responses)	Course:	1,1
Diversity Management (SS 2021- 6 Responses)	Course:	1,6
Empirical Management Methods (SS 2021- 10 Responses)	Course:	1,8
Organizational Behaviour (SS 2020- 25 Responses)	Course:	1,4
Bachelor Thesis on Organizational Behaviour (SS 2020- 8 Responses)	Course:	1,1
Organizational Behaviour (SS 2019- 30 Responses)	Lecturer: Course:	1,4 1,5
Bachelor Thesis on Organizational Behaviour (SS 2019- 9 Responses)	Lecturer: Course:	1,6 1,7
Leadership, Strategic HRM & Organisation (WS 2018/19- 49 Responses)	Lecturer: Course:	1,7 1,8

Empirical Studies in Leadership, Strategic HRM & Organisation (WS 2018/19- 11 Responses)	Lecturer: Course:	1,5 1,7
Organizational Behaviour (SS 2017- 49 Responses)	Lecturer: Course:	1,5 1,7
Bachelor Thesis on Organizational Behaviour (SS 2017- 12 Responses)	Lecturer: Course:	2,2 1,9
Human Capital & Skill Formation (WS 2016/17- 39 Responses)	Lecturer: Course:	2,2 2,5
Empirical Studies in Organisation Research (WS 2015/16- 12 Responses)	Lecturer: Course:	1,4 1,7
Human Capital & Skill Formation (WS 2015/16- 53 Responses)	Lecturer: Course:	1,8 2,0

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## MASTER THESIS SUPERVISIONS

\*indicates a master thesis in collaboration with an industry partner

1. Börmann, Sebastian: Job change and turnover intention as a mechanism for individual improvement.
2. Ebel, Pauline: The Impact of Board Gender Diversity on Firm Performance under consideration of the National Context.
3. Felzen, Janine: Are Managers in the Private and Public Sector Alike? An Empirical Analysis of the Relationship between Personality and Sector Choice.
4. Gerhards, Peter: Does music activity increase job satisfaction?
5. Gitschier, Pascal: Socio-demographic Antecedents for Innovation Adoption.\*
6. Gründig, Berenike: Personality and Leadership - How does Extraversion relate to Leadership Emergence in Organizations?
7. Gründig, Ricarda: Work Preferences over the Life Cycle.\*
8. Gutermann, Tabea: Discriminating along origins. Evidence from NHL.
9. Holzschuh, Lena: Stress in an agile work environment – A challenge or hindrance for employees?\*
10. Kieffer, Aurore: The impact of leadership styles and leadership characteristics on team performance.
11. Konerth, Karina: Recruiting Generation Y: Graduates' preferences for job and organizational characteristics.
12. König, Laura: Why employees leave - The impact of job stress on job satisfaction and turnover.
13. Kulik, Martina: Selecting into Innovation: Evidence on Intrapreneurship using Company Data.\*



14. Ladage, Felix: Stress in Agile Teams - How are Challenge and Hindrance Stressors Perceived by Employees Working in Agile Teams? \*
15. Müller, Stephanie: How does recognition affect satisfaction? An empirical analysis of acknowledgement channels through German survey data.
16. Niemann, Annika: Leadership in Agile Teams: The Scrum Master as Complexity Leader to foster Team Self-Management.\*
17. Pilz, Amelie: The dark side of Motivation? Effects of personality on health and the mediating role of overtime. An empirical analysis based on German survey data.
18. Platz, Marie: Attending Work While Ill: A Quantitative Analysis of the Effects of Presenteeism on Individual Performance.
19. Pohlmann, Aaron: Role Ambiguity, Self-Leadership, and Empowerment in Holacracy.\*
20. Scheuerle, Thorsten: Unity or Diversity - What drives team performance?
21. Schiffel, Nadja: The Plurality of Motivation and its Influence on Performance.
22. Lisa, Stangl: The Influence of Communication Richness & Communication Frequency on Team Performance & Knowledge Sharing.
23. Uhleman, Kai: Personality and Life Satisfaction: The Moderating Effect of Job Characteristics.
24. Schäfer, Samira: Is too much as bad as too little? – The effect of TMT cultural diversity on firm performance.
25. Schlipfenbacher, Nora: Agility in Teams – Is the Influence of Agility on Team Performance mediated by Team Empowerment?\*
26. Siess, Raphael: In how far is the influence of agreeableness and conscientiousness on presenteeism moderated by task interdependence?\*
27. Spirollari, Elda: Dispersion and team performance.
28. Strauss, Kim: Does one plus one equal three? Considering Group Dynamics in the Impact of Tacit Knowledge on Team Performance.

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## PHD SUPERVISIONS

\*indicates a PhD supervision in collaboration with an industry partner

1. Sylvia Gaiser, Dr. Ing. h.c. F. Porsche AG / Eberhard Karls Universität Tübingen, New work forms: How Agility Changes Work for Leaders and Followers.\*
2. Julian Nüssle, Eberhard Karls Universität Tübingen: Repeated Interactions and its Relevance for Performance.
3. Katharina Moser, Eberhard Karls Universität Tübingen: Gender Diversity, Competition, and Performance.