David Jeehyun Yoon

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Education

University of Minnesota, Carlson School of Management. Minneapolis, MN.

In Progress. Ph.D. in Industrial Relations and Human Resources.

Discipline: Organizational Behavior

Dissertation: When and Why Does Power Corrupt? The Roles of Psychological Distance,

Workplace Design, and Social Identity

Adviser: Jovce Bono

Committee: Theresa Glomb, Michelle Duffy, Sophie Leroy, Aaron Schmidt

Expected Date of Graduation: May 2013.

Rutgers University, School of Management and Labor Relations. Piscataway, NJ.

Master of Human Resource Management.

Date of Graduation: May 2007.

University of Virginia, College of Liberal Arts and Sciences, Charlottesville, VA.

Bachelor of Arts in English; Bachelor of Arts in Psychology.

Date of Graduation: May 2005.

Current Research Interest

Power and work relationships Personality and leadership Emotion in organizations Mistreatment at work

Publications

Kim, E., & Yoon, D. J. (forthcoming). Display of positive emotions and employee wellbeing in the service setting: A social interaction model. Journal of Applied Psychology.

Bono, J. E., Hooper, A. H., Yoon, D. J. (2012). Impact of rater personality on transformational and transactional leadership ratings. Leadership Quarterly, 23, 132-145.

Book Chapters

Bono, J. E., & Yoon, D. J. (2012). Positive supervisory relationships. In T. D. Allen & L. T. Eby (Eds.), Personal relationships: The effect of employee attitudes, behavior, and well-being (pp. 43-66). New York: Academic Press, Society of Industrial and Organizational Psychology Organizational Frontier Series.

Bono, J. E., Shen, W., & Yoon, D. J. (in press). Personality and leadership: Looking back, looking ahead. In D. V. Day (Ed.), The Oxford handbook of leadership and organizations. New York: Oxford University Press.

Manuscripts

Kim, E., & Yoon, D. J. (under review, July 2012). When and why does customer incivility Under Review reduce employee service performance? The roles of intrinsic motivation and core selfevaluations. Journal of Applied Psychology. Both authors contributed equally.

Manuscripts

Yoon, D. J., & Bono, J. E. The role of power and personality in high quality supervisory In Preparation relationships. For Personnel Psychology. Will be under review in July.

Shen, W., Yoon, D. J., & Bono, J. E. Personality and transformational and transactional leadership: Differing profiles by gender. Manuscript to be presented at the 2012 Academy of Management Conference. For Academy of Management Journal.

Personality, network, and prosocial performance. For Academy of Management Journal (with J. E. Bono, M. Wang, R. M. Croom).

Employee exchange relationships, commitment, and service behaviors in a team-oriented work environment. For Journal of Applied Psychology (with M. H. Yoon, S. E. Beatty).

Research In Progress

Affect balance and employee well-being. In initial stages of coding. For 2013 annual conference for the Society of Industrial and Organizational Psychology. (with J. E. Bono, T. M. Glomb, M. K. Duffy, T. Yang, K. Lee).

Yoon, D. J. Humor in organizations: A broaden-and-build perspective of well-being. Data collection stage.

Yoon, D. J. Social capital as a counterforce to the detrimental effects of customer incivility. Data collection stage.

Yoon, D. J. A meta-analytic review of power and its relationships with job outcomes. Data collection stage.

Conference

Kim, E., Yoon, D. J., & Glomb, T. M. Emotional contagion in the service encounter. Presentations Presented at the 2011 Society of Industrial and Organizational Psychology at a symposium session.

> Yoon, D. J., & Bono, J. E. When do I care about others' personality? Power, personality, and relationship quality in a dyad. Presented at the 2010 Academy of Management Conference to be presented at a Divisional Paper session.

Teaching Experience

University of Minnesota, Carlson School of Management. Minneapolis, MN.

Course Instructor (Undergraduate Level)

Spring 2011

- HRIR 3032 HR: Training and Development (Teaching Evaluation: mean of 5.6/6.0: median of 6.0/6.0).
- HRIR 3041 Micro OB: The Individual in the Organization (Teaching Evaluation: mean of 5.7/6.0; median of 6.0/6.0).

Teaching Assistant (Graduate Level)

Fall 2010-Present

- HRIR 8031 Staffing, Training, and Development (Masters).
- HRIR 8032 Staffing and Selection: Strategic and Operational Concern (Masters).
- HRIR 8033 Employee Training: Creating a Learning Organization (Masters).
- HRIR 8034 Employee Development: Creating a Competitive Advantage (Masters).
- HRIR 8101 Strategy, Execution, and Ethics (Masters).
- HRIR 8840 Doctoral Seminar in Organizational Behavior (PhD).

Professional Experience

University of Minnesota, Carlson School of Management. Minneapolis, MN. 9/2008-Present

Research Assistant

- Collaborated with a department professor in writing and editing manuscripts for publication in academic journals.
- Analyzed and summarized survey data for a department professor using SPSS and STATA.

 Conducted literature reviews for a department professor in the area of leadership and personality, emotions, and gender discrimination.

Trane, Inc. Piscataway, NJ.

9/2007-6/2008

Compensation and Expatriate Analyst.

- Managed the expatriate compensation and the tax equalization processes through the collaboration with third party accounting and market research vendors.
- Analyzed salary surveys and maintained the Mercer compensation data system through continuous survey data refreshers.
- Participated in designing the salary structure as well as coordinating the annual incentive plans, long-term incentives, and stock options practices.
- Conducted job evaluations to establish competitive compensation packages for new positions.

Foundation for International Community Assistance (FINCA). Washington, D.C. 6/2007-8/2007

Human Development and Training Intern.

- Conducted research in standardizing the performance management system for the global affiliate clients.
- Assisted in evaluating the current training, staffing, and career planning within the global network.
- Coordinated headquarters internal human resources practices.

American Standard, Inc. Piscataway, NJ.

9/2006-5/2007

- Research Fellow.
 - Proposed and developed frameworks and action plans for the six sigma recruiting project, Global Integrated Supply Chain HR metrics, and formal exit interview processes.
 - Collaborated with the Human Resources Directors in providing research and data analysis on the current HR system and the progress of the managerial initiatives.

University of Virginia Clinical Psychology Lab. Charlottesville, VA. 1/2004-5/2004 *Research Assistant.*

- Conducted individualized experiments on participants who were involved in the obsessive-compulsive disorder research.
- Administered personalized SCID Interviews to participants in determining the presence of obsessive-compulsive personality among the participants.
- Recruited community participants through phone interviews.

Merrill Lynch, Pierce, Fenner & Smith, Inc. Birmingham, AL. 5/2003-8/2003 *Finance Intern.*

- Performed data collection and analysis of the market information for the Glasgow
 Rumbley financial advising team.
- Prepared quarterly client reports and updated changes of the stock market to the client's portfolios.
- Participated in the marketing campaign of the financial advising team.

Awards University of Minnesota, Carlson School of Management PhD Student Teaching Award. Minneapolis, MN.

Teaching excellence award for a PhD student for the 2010-2011 academic year.

Rutgers University Graduate Tuition Fellowship.

9/2005-5/2007

 Merit-based full tuition waiver award endowed by the School of Management and Labor Relations at Rutgers University to a graduate student in the field of human resource management.

Rutgers University Center for Human Resources Strategy Research Fellowship.

9/2006-5/2007

 Award sponsored by the Center for Human Resources Strategy (CHRS) at the School of Management and Labor Relations to a graduate student in the field of human resource management who is seeking experience in corporate research in the area of strategic HR.

Residency Status Permanent resident of the United States of America ("Green Card" holder). In the process of naturalization as a citizen of the United States of America.

Languages

Fluency in English and Korean.

Skills

Green Belt Certified in Six Sigma Process.

Judo (Japanese grappling martial arts) and Kendo (Japanese sword martial arts) expert. Proficiency in using all Microsoft Office programs, SPSS, STATA, *R*, HLM6, AMOS, Peoplesoft, and Mercer Prism.