



**2026 Forum of Work and Organization Management in the Digital Era
& Journal of Applied Psychology Paper Development Workshop**

**2026 数智时代的工作与组织管理研究论坛
暨 Journal of Applied Psychology 论文发展工作坊**

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Day 1	29-May	Conference Activities	Location
9:30	10:30	Welcome by hosts and Overview of <i>Journal of Applied Psychology</i>	Golden Hall
10:30	12:00	JAP Panel discussion	
12:00	13:30	Lunch break	
13:30	14:45	JAP PDW breakout session 1	Please see detailed arrangements in the following sections
14:45	15:05	Break	
15:05	16:20	JAP PDW breakout session 2	
16:20	16:30	break	
16:30	17:00	JAP PDW summary and closing	Golden Hall
Day 2	30-May		
9:00	9:20	Welcome by hosts and photo	Golden Hall
9:20	10:00	Keynote speech 1 Stephan Alexander Böhm Keynote Address Topic Will be Finalized Soon	
10:00	10:40	Keynote speech 2 Claudia Buengeler The Young Leader Puzzle: Why Bias Persists, When It Weakens, and What This Means for Technological Change	
10:40	10:55	break	
10:55	11:35	Keynote speech 3 Susanne Scheibe Growing Older at Work: Emotional Strengths in Times of Change	
11:35	12:15	Keynote speech 4 Fabiola Gerpott Research on AI as a Phenomenon and with AI as a Tool: Insights from Management Science	
12:15	13:45	Lunch break	
13:45	15:00	Parallel forum presentations 1	Please see detailed arrangements in the following sections
15:00	15:15	break	
15:15	16:15	PHD PDW	
16:15	16:30	break	
16:30	17:45	Parallel forum presentations 2	
Day 3	31-May		
8:30	9:10	Keynote speech 5 Christopher Rosen Changing World, Changing Focus: New Directions in Self-Regulation Research During the Digital Era	Golden Hall
9:10	9:50	Keynote speech 6 Chu-Hsiang (Daisy) Chang Organizational Research in the Era of Autonomous Vehicles: Opportunities and Threats	
9:50	10:05	break	
10:05	11:35	Multiple-Journal Editors Panel	
11:35	12:05	Award ceremony and closing	

JAP PDW Breakout Sessions

May 29

JAP PDW breakout session #1, Room: C102

May 29, 13:30-14:45

JAP AE in Attendance: Andreas Hirschi

Title	Presenter
1. Pauses That Matter: Fallow Years and Extraordinary Creativity Over the Creative Career	Linan Chang Lingnan University
2. Leadership Emergence at the Collective Level: A Claiming–Granting Alignment Perspective on Team Effectiveness	Chu-Ding Ling Renmin University of China
3. Proactive Helping, Helper Gender and Status: An Observer-Centric Perspective	Daoming Sun Wuhan University
4. The Self-Regulatory Consequences of Job Boredom: How State Optimism and Its Variability Mitigate the Boredom-Procrastination Spiral	Xiaoling YANG Ritsumeikan Asia Pacific University

JAP PDW breakout session #2, Room: C102

May 29, 15:05-16:20

JAP AE in Attendance: Andreas Hirschi

Title	Presenter
1. Implicit Algorithmic Management Theories: Conceptualization, Scale Development and Empirical Validation	Yuan-Xin Tang Huazhong University of Science and Technology
2. Shattering the 'Iron Rice Bowl'? Performance Appraisal Implementation and the Paradox of Marketization in Chinese SOEs	Xiaocui Li Harbin Institute of Technology
3. It's Not Me, It's the AI: Low-Performance Attributions, Emotional Exhaustion, and Employee Turnover	Shengming Liu Peking University
4. Breaking Rules to Reward Talent: The Mixed Consequences of Unconventional Promotion	Chang-Jun Li Wuhan University

JAP PDW breakout session #3, Room: C103

May 29, 13:30-14:45

JAP AE in Attendance: Hong Deng

Title	Presenter
1. How AI Adoption Influences the Collaboration of Remote Work Members? A Paradoxical Result and an Evidence from a Daily Study	Lixun Zheng Tsinghua University
2. Thin Slices, Deep Traits: Can Large Language Models Assess Corporate Leaders' Personalities from Their Video Interviews?	Charson Cancan Dong Shandong University
3. All Work and No Pay: Hero Narratives and the Selection of First-Generation College Students for Unpaid Work	Shuang Wu The Chinese University of Hong Kong
4. Too Dense to Fit in? The Curvilinear Effects of Team Friendship Network Density on Newcomer Inclusion and Socialization Outcomes	Yue Pan Hong Kong Polytechnic University

JAP PDW breakout session #4, Room: C103

May 29, 15:05-16:20

JAP AE in Attendance: Hong Deng

Title	Presenter
1. Adapting Smiles: A Latent Transition Analysis of Emotional Labor Profile Dynamics Under Temporal Performance Pressure	Xiangyu Gao Lingnan University
2. When AI Becomes My Subordinate: The Effect of Perceived AI Subordinate Role on Leadership Emergence	Aolong Liu Northeastern University
3. Beyond the Act: A Person-Centered Investigation of Time Thieves and Their Work Outcomes	Biyun Hu Tongji University

JAP PDW breakout session #5, Room: C110

May 29, 13:30-14:45

JAP AE in Attendance: Jia (Jasmine) Hu

Title	Presenter
1. The Creativity Illusion: How Generative AI Inflates Self-Evaluated Creativity Without Improving Judgment Accuracy	Yiyong Zhou Peking University
2. Voluntary or Involuntary? Distinguishing Digital Connectivity for Work After Hours in Predicting Job Performance	Ying Wang Beijing Institute of Technology
3. When Family Demands Overwhelm: The Implications of Family Role Overload for Leadership Engagement at Work	Hanyu Zhu Auburn University
4. When AI threatens who I will become: AI job replacement anxiety and the construction of future work selves	Yuhan Li Shandong University

JAP PDW breakout session #6, Room: C110

May 29, 15:05-16:20

JAP AE in Attendance: Jia (Jasmine) Hu

Title	Presenter
1. Thinking, Savoring, and Sharing: How Reflective Processing of AI Use Builds Cognitive Resources, Energy, and Organizational Citizenship Behavior	Zhiyuan Zhang Lingnan University
2. The Longitudinal Effectiveness of Directive Versus Participative Leadership Amid the COVID-19: The Role of Disruption and Recovery Stages	Xinxin Li Shanghai Jiao Tong University
3. If You Go Alone, Can You Go Fast?: The Impact of Social Support on Work Performance of Delivery Gig Workers in Response to Work Incivility	Jomel Wei Xuan Ng Zhejiang University
4. Exploring the Longitudinal Impact of Leaders' Ambiguous Responses on Followers' Subsequent Proactive Behavior	Yueyu Xiong University of Nottingham Ningbo China

JAP PDW breakout session #7, Room: C203

May 29, 13:30-14:45

JAP AE in Attendance: Wei He

Title	Presenter
1. Increasingly Overqualified: POQ Trajectory, Turnover Intention, and The Mitigating Role of Task Demand Growth	Wei Wu Zhejiang University
2. Your Quiet Becomes My Crossroads: How and When Colleagues' Quiet Quitting Influences Employee Workplace Behaviors	Juejie Bian Xiangtan University
3. Voice as a Mirror: The Differential Curvilinear Effects of Promotive and Prohibitive Voice on Inclusive Leadership via Supervisor Self-reflection	Lei Lu Peking University
4. When LLMs Meet Employees' Ethically Sensitive Prompts: The Impacts of AI Ethical Voice in Shaping Employees' Moral Decision-Making	BeiEr Hong Renmin University of China

JAP PDW breakout session #8, Room: C203

May 29, 15:05-16:20

JAP AE in Attendance: Wei He

Title	Presenter
1. Be a Beacon for Younger Employees": Disentangling Two Pathways of Older Workers' Successful Aging at Work to Younger Coworkers' Task Performance	Guodong Cui Hohai University
2. Forgiveness or Reconciliation? A Two-Stage LMX Cascade Linking Senior Leaders' Repair Signals to Team Outcomes	Yuxuan Zhi Peking University
3. Does Leader Vulnerability Display Elicit Support or Undermine Respect? Employee Reactions via Empathic Concern and Contempt	Yuanmeng Wang Shanghai University of Finance and Economics

JAP PDW breakout session #9, Room: C205

May 29, 13:30-14:45

JAP AE in Attendance: Yihao Liu

Title	Presenter
1. Algorithmic Resistance of Content Creators: Exploring the Construct and Its Impact on Creativity	Xinyu Hu Renmin University of China
2. Proactive AI Integration at Work: Examining the Role of AI Crafting in Enhancing Job Improvement and Person-Job Fit	Kongqi Li The University of Hong Kong
3. The Double-edged Sword Effect of AI Monitoring: How and When Developmental and Deterrent AI Monitoring Influence Employee Well-being	Hanyue Dai Northwestern Polytechnical University
4. Learning My Role from a Leader's Mistakes: Negative Self-Experience Storytelling in Preflight Briefings and Its Effects on Role Clarity and Performance	Gefei Wang Beijing University of Posts and Telecommunications

JAP PDW breakout session #10, Room: C205

May 29, 15:05-16:20

JAP AE in Attendance: Yihao Liu

Title	Presenter
1. Artificial Intelligence Usage Climate: Dimensions, Measurement, and Its Formation	Feiyue Chen Sun Yat-sen University
2. Pay Disclosure and the Cooperation–Competition Tradeoff: A Drift Diffusion Computational Model of Decision-Making	Yingni Cai The Chinese University of Hong Kong, Shenzhen
3. An Experience-Centered Lens of Organizational Rituals: Ritual Types and Ritual Experiential Profiles	Yaqi (Jacquelyn) Gao Peking University
4. How High Versus Low Performers Respond to Overpayment: The Contingent Role of Pay Transparency	Lei Wen Renmin University of China

JAP PDW breakout session #11, Room: A203

May 29, 13:30-14:45

JAP AE in Attendance: Zhenyu Yuan

Title	Presenter
1. Unveiling the Complexity of Cultural Value Diversity: A Longitudinal Study of Its Dynamic Effects on Team Creativity Under Task Interdependence	Linshan Fu Zhejiang Wanli University
2. AI vs. Human Coaching: Longitudinal Impacts on Task Competence Development and Task Performance Contingent Upon Employees' Prior Knowledge	Xin Wei Renmin University of China
3. Pay Range Disclosure and Organizational Attraction: Females' Anticipated Gender Pay Inequity and Job Search Self-Efficacy as Underlying Mechanisms	Xinyi Zhou Nanjing University
4. Midlife Identity Conflict at Work: Temporal Ambidexterity and Career Development Under Environmental Disruption	Summer Xiaoxia Lin Lingnan University

JAP PDW breakout session #12, Room: A203

May 29, 15:05-16:20

JAP AE in Attendance: Zhenyu Yuan

Title	Presenter
1. Examining the Impact of AI Feedback on Employees' Routine Performance and Proactive Behavior: A longitudinal study	Binbin Sun Tianjin University
2. Empowering or Backfiring? The Double-Edged Effects of Digital Responsibility Human Resource Management on Employees' Taking Charge	Han Gao Wuhan University of Technology
3. Barrier or Equalizer? AI Skill Requirements and Gender Gaps in Job Applications	Aixin Guo South China University of Technology

Parallel Forum Presentations, Section I

May 30, 13:45 – 15:00

Session 1: Leadership and Followership in AI-Enabled Work

Chair: **Haijiang Wang**, Huazhong University of Science and Technology

Discussant: **Yaping Gong**, The Hong Kong University of Science and Technology

Room: B112

May 30, 13:45-15:00

Title	Presenter
1. Daily Leader AI Vision Communication and Employee AI Knowledge Acquisition: Dual Cognitive Pathways of Future Organizational Identification Thinking and Rumination	Haoyu Cheng Wuhan University
2. Leaders' AI Anxiety and Its Impact on Leadership Effectiveness—the Mediating Effect based on Coping Strategies	Lizhen Liu East China University of Political Science and Law
3. When Leaders Use AI to Deliver Feedback: The Moderating Role of Feedback Quality and the Dual Pathways to Followership	Xuhong Zhao Huazhong Agricultural University
4. Harmonizing Human–AI Dynamics: The Impact of Leader–Follower AI Use (In)congruence on Followers' Creative Process Engagement	Xi Ran Renmin University of China

Session 2: Creativity and Innovation in Human–AI Work

Chair: **Yue Zhu**, Zhejiang Gongshang University

Discussant: **Bernadeta Goštautaitė**, ISM University of Management and Economics

Room: B212

May 30, 13:45-15:00

Title	Presenter
1. Leveraging AI at Work: How AI Assistance Enhances Employee Job Performance and Creativity	Junyun Jia Harbin Institute of Technology (Weihai)
2. The Hidden Cost of AI Efficiency: How AI Reshapes Temporal Engagement and Undermines Creativity	Yuangeng (Glydia) Guo Tsinghua University
3. How Generative AI Restructures Attention: A Multimodal Behavioral Investigation	Yibing Zhou Shanghai Jiao Tong University
4. From Role Identity to Human-AI Innovation: A Systematic Review of Creative Role Identity and Future Research Directions for the Generative Artificial Intelligence Era	Xi Zhang Fudan University

Session 3: Proactivity, Crafting, and Motivational Processes at Work

Chair: **Jie Wang**, University of Nottingham Ningbo China

Discussant: **Sara Zaniboni**, Polytechnic University of Milan

Room: B210

May 30, 13:45-15:00

Title	Presenter
1. Proactivity Block: Conceptualization, Scale Development, and Nomological Network	Zhongda Wu Jinan University
2. Navigating Adversity with Agency: Scale Development for Crisis Crafting Behaviors	Huili Ye Huazhong University of Science and Technology
3. Neurological Basis of Promotion Focus and Job Creativity: A Self-regulation Perspective and Motivational Lens	Han Ren Sichuan University

Session 4: Platform Algorithms and Work Experiences

Chair: **Yucheng Zhang**, Zhejiang University

Discussant: **Guiyao Tang**, Shandong University

Room: B308

May 30, 13:45-15:00

Title	Presenter
1. Creating in the Fog: How Content Creators Respond to Recommendation Algorithm Transparency	Liru Pan Northeastern University
2. A Blessing or a Curse? The Effect of Serendipitous Success on Creators' Sustained Success	Yuhan Zuo & Lianyi Yang Central University of Finance and Economics
3. The More Autonomy, The More Exhaustion? Interactive Antecedents and Reinforcement Processes of Overwork Among Gig Workers	Jun Yang Tongji University
4. Bridging Two Worlds: Dual Workplace Identity Integration Among Professionals Navigating Institutional and Platform Work	Ying Xia Nanjing University



Session 5: AI, Attribution, and Employee Behavioral Responses

Chair: **Changqin Lu**, Peking University

Discussant: **Shuhua Sun**, Tulane University

Room: B311

May 30, 13:45-15:00

Title	Presenter
1. The Depletion of Displayed Positive Affect Trajectory Using Artificial Emotional Intelligence Approach	Yubei Xiao Peking University
2. AI Alibi: Examining How Customer Incivility Influences Service Employees' Workplace Outcomes and the Moderating Role of AI Attribution	Lixun Zheng Tsinghua University
3. Designed to Be Trusted: How AI-enabled Virtual Agent Features Shape Employees' Feedback-Seeking Behavior	Xuan Lei Wuhan University

Session 6: Multilevel Dynamics in Organizations and Teams

Chair: **Haiyang Liu**, Nanyang Technological University

Discussant: **Weipeng Lin**, Shandong University

Room: A301

May 30, 13:45-15:00

Title	Presenter
1. CEO Entrepreneurial Orientation and Employee Well-being: The Interplay of Job Engagement, LMX Differentiation, and Promotion System Fairness	Xu Zhang Nanjing Audit University
2. The Perils of Leader Humility: How It Amplifies the Impact of Status Threat on Inter-Team Coordination in Multiteam Systems	Mengyi Zhang Shanghai Jiao Tong University
3. The Burden of Centrality: How Partner Exposure Mitigates Coordination Bottlenecks in Multilayer Care Team Networks	Jianna Wang Sun Yat-sen University



Session 7: Leadership Influence, Learning, and Voice

Chair: **Jianfeng Jia**, Northeastern University

Discussant: **Lin Wang**, Sun Yat-sen University

Room: C102

May 30, 13:45-15:00

Title	Presenter
1. Gratitude Intervention Facilitates Daily Leader Identity and Effective Leadership Behaviors: A Within-Person Field Experiment	Jessie Cheng Nanjing University
2. Structural Power Leverages the Effectiveness of Female Leaders' Humility	Yidong Tu Wuhan University
3. From Setbacks to Stepping Stones: How Does Managerial Coaching Behavior Facilitate Hospitality Employees' Learning from Failure	Doudou Liu Guangdong University of Finance and Economics
4. The Courage to Concur: Unlocking Peer Voice Endorsement through Servant Leadership and Team Trust	Xiaoyan Lin Sichuan University

Forum PhD PDWs

May 30, 15:15 – 16:15

Forum PhD PDW #1

Chair: **Haijiang Wang**, Huazhong University of Science and Technology

Discussant: **Jack Ting-Ju Chiang**, Peking University

Room: B112

May 30, 15:15-16:15

Title	Presenter
1. Identity Without Anchor: How Gig-Platform Multiple Team Membership Shapes Identity Integration and Work Performance	Buerlan Aiyitan Shanghai Jiao Tong University
2. Who Gets Blamed When the Algorithm Punishes? Attribution Ambiguity and Gig Worker Aggression	Zihan Zhao Peking University
3. Reclaiming Order in the Shadows of Algorithms: Status Acuity and Informal Leadership Emergence	Shijing Yu Peking University
4. AI Usage and Exploitative Leadership: The Mediating Role of Employee Objectification	Chenxi Han Zhejiang University

Forum PhD PDW #2

Chair: **Jie Wang**, University of Nottingham Ningbo China

Discussant: **Bernadeta Goštautaitė**, ISM University of Management and Economics

Room: B212

May 30, 15:15-16:15

Title	Presenter
1. When Tasks, Not Jobs, Are Automated: How Generative AI Reshapes Career Opportunity Through Task Exposure and Concentration	Yi Zhou Peking University
2. Social Comparison Perspective on the Impact of AI Coaching on Human Mentors' Tacit Knowledge Sharing Behavior	Yunpeng Xiao Dongbei University of Finance and Economics
3. Service or Savings? AI Interview Social Presence and Applicant Attributions of Employer Intention	Yue Jing Renmin University of China
4. When and Why Receiving Help Helps and Hurts Older Workers: A Motivational Perspective	Yingjie Qian Zhejiang University

Forum PhD PDW #3

Chair: **Yanjun Guan**, University of Nottingham Ningbo China

Discussant: **Changqin Lu**, Peking University

Room: B210

May 30, 15:15-16:15

Title	Presenter
1. Work Interruption Management in the Digital Workplace: A Typology and Its Dyadic and Team Level Consequences	Yutong Sun The Hong Kong Polytechnic University
2. 数智时代个体 AI 领导力（IAL）的构念开发、前因机制与结果效应研究	Zhi Chen Xinjiang University of Finance and Economics
3. New Leader Socialization: Construct Development and Scale Validation for Understanding Psychological Adaptation in Leader Transitions	Han Gao Wuhan University of Technology

Forum PhD PDW #4

Chair: **Yong Zhang**, Chongqing University

Discussant: **Yiduo Shao**, University of Iowa

Room: B308

May 30, 15:15-16:15

Title	Presenter
1. How Generative AI Shapes Workplace Interpersonal Dynamics: A Power-Illusion Perspective	Qianning Liu Fudan University
2. Organizational Generative AI Adaptation Practices: How and When They Influence Work-Related Depersonalization and Hostile and Defensive Behavior	Chuang Zhang Hunan University
3. Leading With or Through AI? The Effects of Different Human-AI Collaboration Types on Perceived Objectification	Li Ji Zhejiang University

Forum PhD PDW #5

Chair: **Tingting Chen**, Lingnan University

Discussant: **Sara Zaniboni**, Polytechnic University of Milan

Room: B311

May 30, 15:15-16:15

Title	Presenter
1. Can Artificial Intelligence Reduce the Gender Gap in Creativity Performance?	Yidong Tu Wuhan University
2. Saved by AI? The Double-Edged Effect of AI-Saved Time at Work	Jixuan Zhang Huaqiao University
3. Learning from AI or Leaning on AI? How Expert Workers' AI-Enabled Quiet Quitting Shapes Employee Behavior	Yichen Shi Zhongnan University of Economics and Law
4. Supporting Yet Alerting: How AI Augmentation Framing and AI Mentoring Jointly Shape Threat Perception and Adaptation	Yijun Chen Zhejiang University

Forum PhD PDW #6

Chair: **Raymond Loi**, University of Macau

Discussant: **Weipeng Lin**, Shandong University

Room: A301

May 30, 15:15-16:15

Title	Presenter
1. From Blame to Algorithm: When Does Failure Voice Improve Team Adaptation in R&D Team?	Fanghui Ci Fudan University
2. Unlocking the Implementation of Efficacy-Laden Voice: Voice Crafting as a Mediator and the Moderating Roles of Topic Uncertainty and Voice Solicitation	Xin Chen Renmin University of China
3. Soft Words, Harsh Reality: Why Euphemism Backfires Among Targets but Not Observers	Shuji Pan Zhejiang Gongshang University
4. Keeping Cards Hidden or Revealed: How Help-Seeking Types Influence Knowledge Sharing and Hiding by the Target	Zhiying Shi Fudan University



Forum PhD PDW #7

Chair: **Jianghua Mao**, Zhongnan University of Economics and Law

Discussant: **Yucheng Zhang**, Zhejiang University

Room: C102

May 30, 15:15-16:15

Title	Presenter
1. The Ethical Costs of Leader Inconsistency: Investigating How and When Capricious Supervision Promotes Employee Cheating Behavior	Qian Li Dalian University of Technology
2. When Illegitimate Tasks Erode Supervisor-Directed Citizenship Behavior: Distinct Integrity and Competence Evaluation Pathways Under Supervisor Power Dependence	Jingwen Yan The Hong Kong Polytechnic University, Hong Kong
3. Feeling Pride but Shame: Investigating The Dual Effects Of LMX Differentiation on Leader Well-Being	Wanxuan Wang University of Macau
4. Status Struggle at the Top: Passed-Over Insiders, New Leader Effectiveness, and Team Dynamics	Shengyi Cui Harbin Institute of Technology

Parallel Forum Presentations, Section II

May 30, 16:30 – 17:45

Session 8: The Double-Edged Effects of Human-AI Collaboration

Chair: **Haiyang Liu**, Nanyang Technological University

Discussant: **Yiduo Shao**, University of Iowa

Room: B112

May 30, 16:30-17:45

Title	Presenter
1. Opportunity or Threat: The Double-edged Sword Effects of AI-driven Star-Nonstar Performance Gap Convergence on Star Employees	Jinzhao Qu Hainan University
2. Encountering Preemptive Behavior from Service Robots: Amusement or Helplessness?	Shuxian Li Northwest University
3. Should I Reclaim My Territory? AI Invasiveness and Employee Responses from a Territoriality Perspective	Shengming Liu Fudan University
4. From Automation to Augmentation: How Metacognitive Prompts Reverse the Negative Effects of AI Decision Automation on Decision Quality	Hanhui Zhou Huazhong University of Science and Technology

Session 9: Emotions, Social Relationships, and Employee Well-Being

Chair: **Yue Zhu**, Zhejiang Gongshang University

Discussant: **Yihao Liu**, University of Georgia

Room: B212

May 30, 16:30-17:45

Title	Presenter
1. No Man is an Island: The Mechanisms Linking Platform Algorithmic Management to Food Delivery Riders' Loneliness	Tong Wu Northeastern University
2. Why and When High Performers Feel Ashamed: The Role of Coworker Abusive Supervision, Self-blame, and Group Cooperative Climate	Zhiyu Feng Fudan University
3. Daily Gossip at Work and Employees' Night Sleep Quality: Positive and Negative Emotions	Lijia Si & Aozhiyi Zhang Macau University of Science and Technology & Guangzhou Huali College
4. When Others Talk: Fear of Missing Out as a Mechanism Linking Gossip Prevalence to Newcomer Socialization	Lin (Jessie) Wang Lingnan University

Session 10: Role Dynamics in Leader-Follower Relationships

Chair: **Tingting Chen**, Lingnan University

Discussant: **Zhenyu Yuan**, University of Illinois Chicago

Room: B210

May 30, 16:30-17:45

Title	Presenter
1. The Energy of Being on the Same Page: A Shared Reality Perspective on How Leader-Follower (In)congruence Promotes Performance and Voice	Lei Lu Peking University
2. From Following to Leading: A Role-Based Experiential Mechanism to Middle Managers' Paradoxical Leadership	Hanyu Gao University of Macau
3. When Leaders Behave Like Followers: Role of Follower-Specific Prototypical Attributes in Leadership Effectiveness	Xinyi Zhou Xi'an Jiaotong Liverpool University
4. Mind the Gap: The U-Shaped Relationship between Leader-Subordinate Structural Power Gap and Subordinates' Voice Value to the Leader	Ying Wang University of International Business and Economics

Session 11: Digital Signals, Selection, and Opportunity Recognition

Chair: **Yong Zhang**, Chongqing University

Discussant: **Hong Deng**, University of Nottingham Ningbo China

Room: B308

May 30, 16:30-17:45

Title	Presenter
1. AI-Initiated Contact as a Gatekeeping Signal in Intermediary Recruitment	Yefei (Doris) Feng Nanyang Technological University
2. Not All Extrinsic Motivation Expression Is Penalized: Job Intrinsic Motivation Stereotypes and Recruiters' Dual-Process Inferences in Hiring Decisions	Yangyi Chen Nanjing University
3. Entrepreneurial Traits, Social Networks, and Opportunity Recognition in the Digital Era	Zihui Wang Zhongnan University of Economics and Law

Session 12: Moral Judgment, Credit, and Social Evaluation in Human-AI Work Contexts

Chair: **Jianfeng Jia**, Northeastern University

Discussant: **Shuhua Sun**, Tulane University

Room: B311

May 30, 16:30-17:45

Title	Presenter
1. Performative Morality: Large Language Models Express but Do Not Enact Moral Judgment in Occupational Discrimination	Ziwei Shen Peking University
2. Human-AI Collaboration and the Social Redemption of Dirty Work	Shijia Zhu Wuhan University of Technology
3. When Artificial Intelligence Meets Faith: God Belief Amplifies AI's Power to Reduce Corruption Perceptions	Chao Lei Harbin Institute of Technology
4. Cannot Take Credit: The Stereotype Penalty in Human-AI Collaboration	Bowei Hou Huazhong University of Science and Technology

Session 13: Career Transitions, Change, and Advancement

Chair: **Yidong Tu**, Wuhan University

Discussant: **Andreas Hirschi**, University of Bern

Room: A301

May 30, 16:30-17:45

Title	Presenter
1. When Job Insecurity Changes: The Role of Standing Certainty and Intervention Justice During Organizational Change	Yingni Cai The Chinese University of Hong Kong (Shenzhen)
2. Old Scars, New Start: How Past Dissatisfaction Leads to Dual Paths of Experienced Newcomer Resocialization	Yufeng Xing University of Georgia
3. Fast Tracks or Hidden Traps? The Mobility Paradox of Unconventional Promotion in Sustained Career Advancement	Changjun Li Wuhan University



Session 14: Power, Control, and Dark Side of Leadership

Chair: **Jianghua Mao**, Zhongnan University of Economics and Law

Discussant **Lin Wang**, Sun Yat-sen University

Room: C102

May 30, 16:30-17:45

Title	Presenter
1. Moralized Unethicality: How CEO Calling for Passion Fuels Leader Exploitation	Jinghao Zhang Xi'an Jiaotong University
2. The Hidden Evil of Flattery: How Low Power Yes-People Corrupt Powerful Leaders	Shangyun Chen Singapore Management University
3. Crafter or Thief? Explaining Divergent Responses to Leader-Induced Time Wasting	Jingqi Wen Xiangtan University
4. A Compensatory Control Lens on Employee Bottom-Line Mentality: The Alleviating Role of Directive Leadership in the Effects of Stretch Goals	Jun Zeng & Zhihao Yan Zhejiang University & Tongji University