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Adjunct Professor, aSSIST

RESEARCH AREAS

Creative idea generation and Innovation implementation management
Team dynamics and team working process
Knowledge Management
Cross-cultural team management
Virtual and AI/Robot-based working environment
World's Universities with Real Impact (WURI)

TEACHING AREAS

Organizational Behavior
Human Resource Management
Organization Theory
Innovation Management
Team Management
Personal and Team Leadership
Research Methodology

EDUCATION

- B.B.A. in Yonsei University, Seoul, South Korea (Business & Applied Statistics, dual major)
- M.B.A. in Harvard Business School, Boston, MA, USA
- M.S. in Stanford University, Stanford, CA, USA (Organization, Technology and Entrepreneurship in Management Science & Engineering Department)
- Ph.D. in Seoul National University, College of Business Administration, Seoul, South Korea (Organizational Behavior & Human Resource Management)

EXPERIENCE

- Consultant, The Boston Consulting Group, Seoul, South Korea
- Consultant, The Boston Consulting Group, San Francisco, CA, USA
- Lecturer, Seoul National University, Sookmyung Women's University, Sejong University, University of Seoul, Chungnam National University, Hanbat National University
- Visiting Scholar, Labor Relations Research Institute, Seoul National University
- Visiting Scholar, Management Research Institute at Seoul National University

PUBLISHED JOURNALS

- Kim, H.H., Choi, J.N. and Sy, T. (2022). Translating proactive and responsive creativity to innovation implementation in work teams: contrasting internal and external resources for implementation. *Creativity and Innovation Management*, 31(2), 162-178
- Kim, H.H. & Choi, J.N. (2022). How to translate creative ideas into innovation: Differential resources for proactive and responsive idea generation. *Creativity Research Journal*
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- Kim, H.H. (2021). Generalized vs. dyadic reciprocity: How will my knowledge hiding affect my creativity in a work team? *Korean Journal of Management*, 29(1), 113-141.
- Kim, H.H. (2020). The effect of intrinsic and extrinsic motivation on innovation implementation in work teams: Resource utilization as mediating mechanism and team context as boundary conditions. *Journal of Organization and Management*, 44(4), 71-99.
- Kim, H.H. (2020, August). Translating Innovative Ideas into Successful Implementation in Work Teams: Idea and Social Elaboration as Core Intermediating Mechanisms. In *Academy of Management Proceedings* (Vol. 2020, No. 1). Briarcliff Manor, NY 10510: Academy of Management.
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- Chung, H.S.*, Kim, H.H.*, Lee, J.*, Lim, J.*, Park, W.-W (2019). A comprehensive framework for determining measurement types of group-level construct. *Korea Business Review*, 48(2), 533-559.
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- Kim, H. H., & Choi, J. N. (2019, July). Do They Pay Back My Knowledge? Generalized Reciprocity of Knowledge and Creativity in Work Teams. In *Academy of Management Proceedings* (Vol. 2019, No. 1, p. 10911). Briarcliff Manor, NY 10510: Academy of Management.
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- Kim, H.H. (2017). Network, culture, and career success: When strong ties matter. *Seoul Journal of Industrial Relations*, 28, 1-17.
- Kim, H. H., & Hinds, P. (2016). Iterative prototyping for team creativity: A cross-cultural examination. In *Academy of Management Proceedings* (Vol. 2016, No. 1, p. 12335). Briarcliff Manor, NY 10510: Academy of Management.
- KIM, H.H. (2015). The safety of failure in different cultures: cognitive, motivational, and social effects of psychological safety on team creativity, *Seoul Journal of Industrial Relations*, 26, 1-25.
- Kim, H.H., Mishra, S., Hinds, P., & Liu, L. (2011). Creativity and Culture: State of the Art. In H.Plattner, C.Meinel, L.Leifer (Eds.), *Design Thinking Research: Studying Co-creation in Practice*, 75-85.