



# Kim, Hyunjee Hannah

김 현 지

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## RESEARCH AREAS

New HR system in virtual and AI/Robot-based working environment  
Creative idea generation and Innovation implementation management  
Team dynamics and team working process  
Knowledge Management  
Cross-cultural team management  
Innovation of Non-profit organization: World University Rankings for Innovation (WURI)

## TEACHING AREAS

Organizational Behavior  
Human Resource Management  
Organization Theory, Innovation Management  
Team Management  
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 (Management Science & Engineering Department)
- Ph.D. in Seoul National University, Seoul, South Korea (Organizational Behavior & Human Resource Management)

## EXPERIENCE

- **2002-2007** Consultant, The Boston Consulting Group, Seoul, South Korea
- **2008-2011** Consultant, The Boston Consulting Group, San Francisco, CA, USA
- **2019-2022** Lecturer, Seoul National University, Sookmyung Women's University, Sejong University, University of Seoul, Chungnam National University, Hanbat National University
- **2019-2020** Visiting Scholar, Labor Relations Research Institute, Seoul National University
- **2021-Current** Visiting Scholar, Management Research Institute at Seoul National University

## SELECTED PUBLISHED JOURNALS

- Kim, H.H. & Choi, J.N. (2023). How to translate creative ideas into innovation: Differential resources for proactive and responsive idea generation. *Creativity Research Journal*
- 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). Why and when others reciprocate my knowledge sharing in work teams: Attribution of intention and social values. *Social Behavior and Personality: An international journal*, 50(1), e10693.
- 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.