

## *Amber Yun-Ping Lee (李芸蘋)*

Professor

Department of Public Administration and Management

National University of Tainan

33, Sec. 2, Shu-Lin St., Tainan, Taiwan 70005

Phone: +886-6-2133111 ext.951

Mobil: +886-961119690

E-mail: [amberlee@gm2.nutn.edu.tw](mailto:amberlee@gm2.nutn.edu.tw)

ORCID: <https://orcid.org/0000-0002-6574-863X>

Personal Website: <https://amberlee10.wixsite.com/website>

### ACADEMIC POSITIONS

---

2025/2 – now	Professor	National University of Tainan
2016/8 – 2025/1	Associate Professor	National University of Tainan
2014/2 – 2016/7	Assistant Professor	National University of Tainan
2012/8 – 2014/1	Assistant Professor	Macau U of Science and Technology
2013/8 – 2019/7	Assistant Professor (Part-time)	National Sun Yat-sen University
2012/2 – 2012/7	Assistant Professor (Contracted)	National Sun Yat-sen University

### EDUCATION

---

NATIONAL SUN YAT-SEN UNIVERSITY, Institute of Human Resource Management

*Ph.D. in Human Resource Management*, September 2011

UNIVERSITY OF WARWICK, Warwick Business School

*MA in Organisation Studies*, September 2006

SOOCHOW UNIVERSITY, Department of Business Administration

*Bachelor of Business Administration*, June 2000

## RESEARCH INTERESTS

Work Attitudes and Behavior (Calling at work)

Creativity and Innovation (Play / Workplace Fun)

## PUBLICATIONS IN REFERRED JOURNALS

*Work attitude and behavior*

- Po-Chien Chang, Xun Xu, Xiaoxiao Gao & **Amber Y-P Lee\*** (2024, Jan). Do good relationships contribute to innovative behavior? A study of relationship conflict affecting team innovative behavior. *Asian Journal of Social Psychology*, <https://doi.org/10.1111/ajsp.12606>. [SSCI, 2024 IF: 2.1 (Q3)]
- Chen, S-Y, **Lee, A. Y-P.\*** & Ahlstrom, D. (2021). Strategic talent management systems and employee behaviors: The mediating effect of calling. *Asia Pacific Journal of Human Resources*, 59, 84-108. <https://doi.org/10.1111/1744-7941.12229> [SSCI, 2024 IF: 3.9 (Q2)]
- Chang, P-C., Rui, Honglei & **Lee, A. Y-P.\*** (2020). How having a calling leads to crafting behavior? A moderated mediating model. *Frontiers in Psychology*. <https://doi.org/10.3389/fpsyg.2020.552828> [SSCI, 2024 IF: 2.6 (Q2)]
- 李芸蘋**、王議賢、陳以亨、葉羿廷 (2019). Calling and organizational commitment: A moderated mediation model of career commitment and person-organization fit. *管理學報*, 36 卷, 4 期, 頁 369-390。 [https://doi.org/10.6504/JMBR.201912\\_36\(4\).0002](https://doi.org/10.6504/JMBR.201912_36(4).0002) [TSSCI]
- Lee, A. Y-P.**, Chen, I-H., & Chang, P-C. (2018). Sense of calling in the workplace: The moderating effect of supportive organizational climate. *Journal of Management & Organization*, 24(1), 129-144. <https://doi.org/10.1017/jmo.2016.16> [SSCI, 2024 IF: 3.1 (Q2)]
- Chen, H-C., **Lee, A. Y-P.\***, Chen, I-H., & Wu, H-L. (2016). The meaningfulness of managerial work: case of Taiwanese employees. *Chinese Management Studies*, 10(1), 138-154. <https://doi.org/10.1108/CMS-05-2015-0098> [SSCI, 2024 IF: 1.9 (Q3)] (\*corresponding author)
- Huang, L-C., Ahlstrom, D. A., **Lee, A. Y-P.**, Chen, S-Y., & Hsieh, M-J. (2016). High performance work system, employee well-being, and job involvement: An empirical study. *Personnel Review*, 45(2), 296-314. <https://doi.org/10.1108/PR-09-2014-0201> [SSCI, 2024 IF: 3.3 (Q2)]
- 李芸蘋**、陳以亨、陳先郡、陳啟文。(2014)。台灣警務人員之工作使命感研究。 *公共行政學報*, 46 期, 頁 29-58。 [TSSCI]
- 李芸蘋\***、陳先郡、林瑩滋。(2012)。生活風格作為職業選擇的決定因素：以教師為例。 *經濟管理*, 34(Z1), 頁 120-123。 [CSCSI] (\*通訊作者)
- Chung, A., Chen, I-H., **Lee, A. Y-P.**, Chen, H-C., & Lin, Y-T. (2011). Charismatic leadership and self-leadership: A relationship of substitution or supplementation in the contexts of internalization and identification? *Journal of Organizational Change Management*, 24(3): 299-313. <https://doi.org/10.1108/09534811111132703> [SSCI, 2020 IF: 2.293]

Parboteeah, K.P., Chen, H-C., Lin, Y-T., Chen, I-H., **Lee, A. Y-P.**, & Chung, A. (2010). Establishing organizational ethical climates: How do managerial practices work? *Journal of Business Ethics*, 97(4), 599-611. <https://doi.org/10.1007/s10551-010-0527-9> [SSCI, 2020 IF: 6.43]

### *Creativity and Innovation*

**Lee, A. Y-P.\***, Chang, P-C. & Chang, H-Y. (2022). How workplace fun in teams promotes individual informal learning: A moderated mediation model. *Employee Relations*, 44(4), 870-889. <https://doi.org/10.1108/ER-06-2021-0251> [SSCI, 2024 IF: 2.7 (Q2)]

**Lee, A. Y-P.\***, Wang, I-H. & Yang, F-R. (2021). Feeling exhausted? Let's play – How play in work relates to experienced burnout and innovation behaviors. *Applied Research in Quality of Life*, 16(2): 629-648. <https://doi.org/10.1007/s11482-019-09794-1> [SSCI, 2024 IF: 2.8 (Q1)]

Wang, I-H., Chou, L-F., **Lee, A. Y-P.\*** & Yeh, Y-T. (2020). Voice behavior and creative performance: A three-way interaction model of promotive voice, prohibitive voice, LMX and creative performance. *人力資源管理學報*, 20 卷, 1 期, 頁 1-26。 [https://doi.org/10.6147/JHRM.202006\\_20\(1\).0001](https://doi.org/10.6147/JHRM.202006_20(1).0001) [TSSCI]

Chang, H-Y., & **Lee, A. Y-P.\*** (2016). The Impact of process innovation on business diversification at different corporate life cycle stage. *Technology Analysis & Strategic Management*, 28(7): 827-840. <https://doi.org/10.1080/09537325.2016.1158405> [SSCI, 2024 IF: 2.9 (Q2)] (\*corresponding author)

Chen, I-H., **Lee, A.Y-P.\***, Parboteeah, K.P., Lai, C-S., Chung, A. (2014). The Effects of physicians' characteristics on innovation readiness in Taiwan's hospitals. *Innovation: Management, Policy & Practice*, 16(1), 158-169. <https://doi.org/10.5172/impp.2013.675> [SSCI, 2018 IF: 1.429] (\*corresponding author)

陳以亨、**李芸蘋**、林思吟。(2013)。未來想像教育的課程設計與架構發展。*教育學刊*, 40 期, 頁 69-98。 [TSSCI]。

陳以亨、**李芸蘋\***、林思吟。(2012)。未來想像與未來教育。*創造學刊*, 3 卷 1 期, 頁 5-18。(\*通訊作者)

### ONGOING PROJECTS / PAPERS UNDER REVIEW

---

王議賢、周麗芳、**李芸蘋\***、王師綾 (under 2<sup>nd</sup> review). 有樂趣就不孤單：探討工作場所樂趣、孤獨感、權力距離與任務績效之關係。*組織與管理* [TSSCI]

**Lee, A. Y-P.\***, Chang, P-C., & Wang, Y-H. (working paper). Balancing acts: The impact of calling, work-life enrichment, and work overtime on sleep quality. Target: Work and Stress.

**Lee, A. Y-P.\***, Chiu, (Chad) C-Y., & Huang, J-C. (working paper). By all means necessary? Investigating the relationship between leader's occupational calling and follower's emotion exhaustion. Target: Journal of Applied Psychology

## NATIONAL SCIENCE and TECHNOLOGY COUNCIL PROJECT (NSTC PROJECT)

---

2025/08/01 ~ 2026/07/31	Humility' s Burden: From Follower to Leader Emotional Exhaustion with Calling and Work Autonomy as Moderators 謙遜的負擔：從追隨者到領導者的情緒倦怠以及使命感與工作自主的調節作用 (114-2410-H-024-016-)
2024/08/01 ~ 2025/07/31	By All Means Necessary? Investigating the Relationship between Leaders' Occupational Calling and Possibilities of Employee Exploitation and Emotion Exhaustion 使命必達？探討領導者使命感與員工剝削及情緒倦怠可能性之間的關係 (113-2410-H-024-007-SSS)
2023/08/01 ~ 2024/07/31	Does having fun at work pose a challenge to leadership? Exploring the effect of workplace fun for shared leadership 工作樂趣是否對領導力構成挑戰?探討工作場所樂趣對共享領導力的作用 (112-2410-H-024-010-SSS)
2022/08/01 ~ 2023/07/31	The necessary evil of managers: Exploring how managers' calling influences their felt guilt 管理者的必要之惡:探究管理者的使命感如何引來罪惡感 (111-2410-H-024-010-)
2021/08/01 ~ 2022/07/31	When calling leads to work-family conflict: The dual path between calling and work-family conflict 使命感與工作家庭衝突的雙重途徑 (110-2410-H-024-006-)
2022/05/04 ~ 2022/08/05	科技部 110 年度 (第 59 屆) 補助科學與技術人員國外短期研究
2020/08/01 ~ 2021/07/31	A cultural lens approach to understand calling and its application 從文化視角的觀點解析使命感及其應用 (109-2410-H-024-016-)
2019/08/01 ~ 2021/01/31	How play works? An empirical assessment through scale development 工作中如何玩樂？一個透過量表建構所進行的實證研究 (108-2410-H-024-017-)
2018/08/01 ~ 2019/07/31	Organizational play and interpersonal relationships: A closer look at the role of play in leadership development and workplace friendship 組織玩樂與人際關係：探討玩樂在領導力發展與職場友誼間所扮演的角色 (107-2410-H-024-023-SSS)
2016/08/01 ~ 2018/07/31	Having fun at work? The study of organizational play and its application in the work context 樂在工作？組織遊戲的研究與應用 (105-2410-H-024 -019-SS2)
2015/08/01 ~ 2016/07/31	A study on the mechanism of calling in the work context under Chinese culture 使命感的作用機制：在華人文化工作環境下的研究 (104-2410-H-024 -029-)
2014/08/01 ~ 2015/07/31	Leave or voice when facing abusive supervision? An application of AET to abusive supervision 逃離組織或發出建言以對抗不當督導?從情感事件理論探討不當督導產生的影響 (103-2410-H-024-042-SSS)

## MINISTRY OF EDUCATION PROJECT

---

2016/05/01 ~ 2017/04/30	The development of school-centered community innovation and entrepreneurship action plan
-------------------------	--

## BOOKS

- 陳以亨、林思吟、李芸蘋。(2013)。開啟未來的另一扇門－國中小學課程模組發展。未來想像教育在台灣，第五章，頁 144-161。台北市：教育部未來想像計畫。ISBN: 978-986-03-6414-9
- 陳以亨、林思吟、謝佩凌、李芸蘋。(2013)。推開想像新世界－國中小學課程案例分享。未來想像教育在台灣，第六章，頁 162-183。台北市：教育部未來想像計畫。ISBN: 978-986-03-6414-9

## PROFESSIONAL CONFERENCE PRESENTATIONS (REFERRED)

- Lee, A. Y-P.\*, Chang, P-C., & Wang, Y-H. (2024). Balancing acts: The impact of calling, work-life enrichment, and work overtime on sleep quality. *11<sup>th</sup> European Conference on Positive Psychology*, Jul 10-13, Innsbruck, Austria.
- Lee, A. Y-P.\*, Chiu, Chia-Yen (Chad) & Huang, Jia-Chi. (2024). By all means necessary? Investigating the relationship between leaders' occupational calling and follower's emotion exhaustion. *European Academy of Management*, Jun 25-28, Bath, UK.
- Lee, A. Y-P.\*, Chiu, Chia-Yen (Chad) & Huang, Jia-Chi. (2022). Necessary evil but necessary guilt? How managers' occupational calling influences their felt guilt. *Academy of Management Annual Meeting*, Aug 5-9, Seattle, USA.
- Chen, Shu-Yuan & Lee, A. Y-P. (2022). Exploring the effect of employee value proposition on adaptive service behaviors. *European Academy of Management Annual Meeting*, June 15-17, Winterthur, Switzerland.
- Lee, A. Y-P.\* & Chiu, Chia-Yen (Chad). (2021). Necessary evil but necessary guilt? Exploring how perceived work as a calling influences individuals' felt guilt after making tough decisions. *Australian and New Zealand Academy of Management (ANZAM)*, Dec 1-2, Virtual meeting.
- Lee, A. Y-P.\*, Chang, P-C., Chen, H-C., Chang, H-Y., & Chen, I-H. (2020). How having a calling leads to job crafting. *Academy of Management Annual Meeting*, Aug 7-11, Vancouver, British Columbia, Canada.
- Chang, H-Y., Lee, B-Y, Chen, H-C., Chen, S-Y. & Lee, A. Y-P. (2020). The impact of CEO successor origin on firm innovativeness. *European Academy of Management Annual Meeting*, December 4-6, Dublin, Ireland.
- Chen, C. & Lee, A. Y-P. (2019). The role of influencers in marketing international sports tourism, *2019 Asian Association for Sport Management Conference*, August 7-9, Tokyo, Japan.
- Lee, A. Y-P.\*, Wang, Y-H., Chen, S-Y., & Chang, H-Y. (2019). Feeling exhausted? Let's play – How play in work relates to experienced burnout and innovation behaviors, *European Academy of Management Annual Meeting*, June 26-28, Lisbon, Portugal.
- 李芸蘋、張紹恩、黃若梅、潘思穎。(2019)。員工敬業與組織公民行為之研究：團隊凝聚力與調節焦點之層次調節效果。2019 台灣組織與管理學會研討會，6 月 19-21 日。印尼，峇里島。
- Lee, A. Y-P.\*, Wang, Y-H., Huang, L-C., & Chen, I-H. (2018). My calling, your organization: A moderated mediation model of career commitment and person-organization fit, *European Academy of*

- Management Annual Meeting*, June 19-22, Reykjavik, Iceland.
- Lee, Jollen H-M., Lee, A. Y-P.\*, & Chen, I-H. (2018). Work alienation and deviant behaviors: The moderating roles of P-O fit and task interdependence, *European Academy of Management Annual Meeting*, June 19-22, Reykjavik, Iceland.
- Huang, L-C., Chen, S-Y., Ahlstrom, D., Lee, A Y-P., & Chen, P-F. (2018). Develop rebel talents: HPWS, perceived employee value and constructive employee behavior. *The 13<sup>th</sup> Annual International Symposium on Economic Theory, Policy and Applications*, July 2-5, Athens, Greece.
- 張博堅、簡睿清、李芸蘋\*。(2017)。(2017)。推行高績效人力資源管理系統真的會讓員工付出更多嗎? 2017 台灣組織與管理學會研討會，6 月 20-21 日。日本，福岡。
- 陳慶光、李芸蘋。(2016)。海外馬拉松運動旅遊的價值共創模式。2016 臺北馬拉松國際論壇，10 月 1 日。臺灣，臺北：集思臺大國際會議中心。
- Li, Y-L., Lee, A. Y-P., & Yang, F-J. (2016). Consequence of abusive supervision: The mediating effect of negative affect. Special Issue: Industrial and Organizational Psychology, 31<sup>st</sup> International Congress of Psychology, Yokohama, Japan. *International Journal of Psychology*, 51(S1): 763.  
<https://doi.org/10.1002/ijop.12328> [SSCI, 2018 IF: 1.608]
- Lee, A. Y-P., & Yang, F-J. (2016). The relationship between calling and commitment: A moderated mediation model, *Best Paper of 2016 The 19<sup>th</sup> Conference on Interdisciplinary and Multifunctional Business Management*, June 4, Taipei, Taiwan.
- Lee, A. Y-P., Li, Y-L, Chen, I-H., & Chang, H-Y. (2016). Leave or stay when facing abusive supervision? An application of AET to the effect of abusive supervision on intentions to quit and prohibitive voice, *2016 Management Theory and Practice Conference*, April 3-4, Kyoto, Japan.
- Lee, A. Y-P., Chen, H-C., Chen, I-H., Lin, S-Y., & Ou, Y-H. (2015). The mediating effect of calling and job involvement on prosocial motivation and performance, *Academy of Management Annual Meeting*, Aug 7-11, Vancouver, British Columbia, Canada.
- Chen, H-C., Lee, A. Y-P.\*, Chen, I-H., & Lin, S-Y. (2015). How do individual anticipated regret and organizational ethical climate affect safety behaviors? A multi-level analysis, *Asia Academy of Management*, June 22-24, Hong Kong, China.
- Lee, A. Y-P., Chen, I-H., & Chang, P-C. (2014). Sense of Calling in the Workplace: The Moderating Effect of Organizational Supportive Climate, *2014 Management Theory and Practice Conference*, April 4-5, Kltakyushu, Japan.
- Lin, S-Y., Chen, I-H., Lee, A. Y-P., & Chen, H-C. (2013). Examining futures imagination and vision in leadership through storytelling, *European Academy of Management Annual Meeting*, June 26-29, Istanbul, Turkey.
- Lin, J., Lee, A. Y-P., Chen, I-H. (2013). An examination of creativity of product innovation and performance, *Best Paper of American Society of Business and Behavioral Sciences (ASBBS) 20<sup>th</sup> Annual Conference*, February 21-24, Las Vegas, USA.
- Lee, A. Y-P.\*, Chen I-H., Chen, H-C., & Chang, P-C. (2012). Where does the sense of calling come from? The examination of individual and organizational factors for sources of calling, *International Association for Chinese Management Research*, June 20-24, Hong Kong, China.



- Chen, I-H., Ke, H-H., Liao, J-W., **Lee, A. Y-P.**, Chang, H-I., & Lin, S-Y. (2012). Leader's vision and innovation: The role of imagination, *European Academy of Management*, June 6-8, Rotterdam, the Netherlands.
- Chen, I-H., Lin, S-Y., **Lee, A. Y-P.**, & Chang, H-I. (2012). Entrepreneur's vision: The role of future imagination, *International Academy of Management and Business*, Apr. 23-25, Warsaw, Poland.
- Lin, Y-T., Valenti, M.A., Chung, A., **Lee, A. Y-P.**, Chen, H-C., & Pang, L-C. (2011). Does the physical environment enhance creativity? The mediating role of mood. 66<sup>th</sup> *Academy of Management Annual Meeting*, Aug. 12-16, San Antonio, Texas, USA.
- Lee, A. Y-P.\***, Chen, I-H., & Chang, H-Y. (2011). Lifestyle as the determinant of occupational choices, *European Academy of Management* 11<sup>th</sup> Annual Meeting, June 1-4, Tallinn, Estonia.
- Chung, A., Chen, I-H., Lin, Y., **Lee, A. Y-P.**, Chen, H-C., & Pang, L-C. (2011). The joint effect of self-influence and social influences on organizational commitment: A self-identity view, *European Academy of Management* 11<sup>th</sup> Annual Meeting, June 1-4, Tallinn, Estonia.
- Lee, M-Y., **Lee, A. Y-P.**, Jen, C-K., & Chen, I-H. (2011). Cultural influences on interaction patterns among international business groups, *IACCP* (International Association for Cross-Cultural Psychology) Regional Conference, June 30 – July 3, Istanbul, Turkey.
- 李芸蘋\***、陳以亨、陳先郡、林瑩滋、陳啟文。(2011)。使命感在工作環境的運用：使命感、工作負荷與工作滿意之相關研究。 *台灣管理學術研討會*，3月11日，台中中興大學。
- Chen, I-H., **Lee, A. Y-P.\***, Chung, A., Lin, Y-T. & Chang, H-Y. (2010). Level or style? Two manners towards creativity and their influences on product and performance, *Asia Academy of Management* 7<sup>th</sup> Annual Meeting, Dec. 12-14, Macau, China.
- Chen, I-H., Chung, A., Lin, Y-T., **Lee, A. Y-P.**, & Chen, H-C. (2010). Self-leadership: The act of leadership or the self? Paper presented at the *special issue and conference on Leadership in Asia*, Dec. 11-12, Macau, China.
- Chang, H-Y., **Lee, A. Y-P.**, & Chang, S-C. (2010). Diversification, Resource Allocation and Process Innovation, *AIB Southeast Asia Chapter Meeting*, Dec. 2-4, Ho Chi Minh City, Vietnam.
- Lin, Y-T., Chen, I-H., Chung, A., **Lee, A. Y-P.**, Chen, H-C., & Chang, H-I. (2010). Who Contributes to Creativity? Differential Effects of Physical Work Environment and Moods, *European Academy of Management* 10<sup>th</sup> Annual Meeting, May 19-22, Rome, Italy.
- Chung, A., Chen, I-H., Lin, Y-T., **Lee, A. Y-P.**, & Chen, H-C. (2010). Charismatic Leadership and Self-Leadership: A Relationship of Substitution or Supplementation in Contexts of Organizational Commitment?, *European Academy of Management* 10<sup>th</sup> Annual Meeting, May 19-22, Rome, Italy.

## COURSE TAUGHT

---

**Graduate:** Organizational Behavior, Performance Management, Advanced Human Resource Management

**Undergraduate:** Organizational Behavior, Human Resource Management, Creativity and Innovation Management, Performance and Compensation Management

## SERVICE ACTIVITIES

---

Ad hoc Reviewer for *Asia Pacific Journal of Management*, *Journal of Organizational Change Management*,  
*Current Psychology*, *NTU Management Review*, (中原商管、南大、中正勞工...)

Conference Reviewer for *Academy of Management Annual Meeting/OB division*, *European Academy of Management Conference*

Invited seminar of International Business MBA of National Sun Yat-sen University (2011)

TA in Soochow University (2000-2001)

TA in EMBA course, National Sun Yat-sen University (2006-2011)

TA in MBA course, National Sun Yat-sen University (2006-2011)

Review expert of the Ethics Review Committee of NCKU (國立成功大學人類研究倫理委員會書審專家)

## FELLOWSHIPS AND GRANTS

---

Ambassadorial Scholarship, The Rotary Foundation (2005)

NSTC subsidies for short-term research abroad for technologists (2021) (國科會補助科學與技術人員國外短期研究)

NSTC Subsidies for Outstanding Talents (2021/22)

NSTC Subsidies for Outstanding Talents (2023/24)

## PROFESSIONAL MEMBERSHIPS

---

Academy of Management

International Association for Chinese Management Research

Taiwan Academy of Management

Australian and New Zealand Academy of Management