

# Dayoung Kim

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## EDUCATION

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| <p><b>Auburn University, Auburn, AL, USA</b><br/>Harbert College of Business<br/>Ph.D. in Business, Management<br/>Concentration in Human Resources and Organizational Behavior</p> | <p>2024 - 2028 [expected]</p> |
| <p><b>Temple University, Philadelphia, PA, USA</b><br/>Fox School of Business, Department of Management<br/>Master of Science in Business Research</p>                              | <p>2024</p>                   |
| <p><b>Korea University, Seoul, Korea</b><br/>Bachelor of Business Administration<br/>Bachelor of Public Governance</p>  | <p>2015</p>                   |

## RESEARCH INTERESTS

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Employee (un)ethical behavior; proactive behavior; well-being; HR practices

## JOURNAL PUBLICATIONS AND BOOK CHAPTERS

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### *Peer-Reviewed Journal*

**Kim, D.**, Hu, D., & Harold, C. M. (2025). Working around unpredictable clocks: Examining the impact of last-minute schedule changes on perceived contract breach and job performance *Human Relations*. <https://doi.org/10.1177/00187267241306238>

Hu, B., Harold, C. M., & **Kim, D.** (2023). Stealing Time on the Company's Dime: Examining the Indirect Effect of Laissez-Faire Leadership on Employee Time Theft. *Journal of Business Ethics*, 183, 475–493. <https://doi.org/10.1007/s10551-022-05077-2>

### *Book Chapter*

Harold, C. M., **Kim, D.** & Gardner, K. (In press). Workplace Theft. In, R.S. Dalal, J. Jenson, & S. Lim (Eds.), *Handbook of Counterproductive Work Behavior*.

## WORK IN PROGRESS

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Huang, L., Wang, D., He, W., **Kim, D.**, & Xiao, S. Leader unethical behavior. [Writing a manuscript stage]

**Kim, D.** & Huang, L. Employee unethical pro-organizational behavior. [Data collection stage]

## CONFERENCE PAPERS AND PRESENTATIONS

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### *\*presenter*

\*Park, J. & **Kim, D.** (2025). Gaslighting as a stealth mistreatment: An interdisciplinary review [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

\*Agolli, A. & **Kim, D.** (2025). Nonstandard work schedules: A review of organization-level research [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

\***Kim, D.** (2024). Financial Precarity: An Integrative Review and Future Research Agenda. Paper presented to the 84th Annual Meeting of Academy of Management, Chicago, IL, United States. [prerecorded presentation]

\***Kim, D.** (2023). Work schedule unpredictability: How last-minute schedule changes impact workplace behaviors. Paper presented at the 83rd Annual Meeting of Academy of Management, Boston, MA, United States.

Agolli, A. & \***Kim, D.** (2023). Breaks at Work: Review of the Literature and Directions for Future Research [Poster]. Presented at the 39th Annual Conference of Society for Industrial and Organizational Psychology, Boston, MA, United States.

## PROFESSIONAL EXPERIENCE

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Research Assistant, Auburn University, USA <i>Advisor: Lei Huang, Ph.D.</i>	2024 -
Research Assistant, Temple University, USA <i>Advisor: Crystal M. Harold, Ph.D.</i>	2020 - 2023
Researcher, Korea Applied Behavior Analysis Institute, Seoul, Korea	2018
Associate, Korea Federation of Savings Banks, Seoul, Korea <i>Management Support Department</i>	2014 - 2017
Intern, SK Lubricants & Oils India Pvt Ltd., Haryana, India	2014

## TEACHING EXPERIENCE

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<b>Teaching Assistant</b>	
Graduate Teaching Assistant, Temple University Course: Leadership and Organizational Management (HRM 1101) <i>Instructor: Kelly Grace, Ph.D.</i>	Fall 2022
<b>Certificates</b>	
Teaching Academy <i>Temple University, Fox School of Business</i>	2022
Large Classroom Engagement Workshop <i>Temple University, Fox School of Business</i>	2022

## HONORS AND ACHIEVEMENTS

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2024 Presidential Graduate Research Fellowship <i>Auburn University</i>	2024 - 2027
OB Division Best Reviewer Award <i>84th Annual Meeting of Academy of Management</i>	2024

**PROFESSIONAL AFFILIATIONS AND SERVICE**

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Academy of Management (OB, HR, RM Division)	2020 - present
Society for Industrial and Organizational Psychology	2020 - present

**Service**

Conference paper reviewer for Society of Industrial and Organizational Psychology Annual Meeting	2023-present
Conference paper reviewer for Academy of Management Annual Meeting (OB, HR)	2023-present

**TECHNICAL SKILLS**

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Statistical software: R, SPSS, Mplus