

## MYUNGJUNE (MJ) SONG

Department of Strategy, Entrepreneurship and Management  
Alberta School of Business, University of Alberta  
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### EDUCATION

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<b>University of Alberta</b> , School of Business, Edmonton, Alberta, Canada Ph.D. (ABD) in Human Resources Management and Organizational Behavior	2022 ( <i>expected</i> )
<b>Rutgers University</b> , School of Management and Labor Relations Visiting student	2021
<b>Korea University</b> , College of Liberal Arts, Seoul, South Korea M. A., Clinical Psychology	2001
<b>Korea University</b> , College of Liberal Arts, Seoul, South Korea B. A., Psychology	1999

### RESEARCH INTERESTS

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Strategic Human Resources Management; Strategic Intellectual Capital; Inequality in Human Capital; Dark Side of Organizational Commitment

### MANUSCRIPTS UNDER REVIEW

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**Song, M.** & Joo, Y. Human capital inequality based on regional origin: How regional migrants are stigmatized as a vagabond and excluded from firm specific human capital. Under review at *Journal of Management*

### WORKS IN PROGRESS

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**Song, M.** Double shock effects of downsizing in an economic downturn on outcomes of employees with high firm-specificity.

**Song, M.**, Kim, S. S., & Luchak, A. A. Performance management bundle: How skill- and motivation-enhancing HR practices aligned with performance management contribute to organizational and financial performances.

**Song, M.**, & Luchak, A. HR configurations revisited: Developing a typology of HR systems.

**Song, M., Kim, H. Y., & Luchak, A. A.** The dark side of commitment: How high-commitment managers turn into abusive supervisors.

## **CONFERENCE PRESENTATIONS**

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**Song, M.** Double shock effects of downsizing in an economic downturn on outcomes of employees with high firm-specificity. Paper presented at the 81<sup>st</sup> Annual Meeting of the Academy of Management. *Academy of Management Proceedings*, 2021(1). doi.org/10.5465/AMBPP.2021.12295abstract. 2021

**Song, M., & Luchak, A.** Unpacking HR systems: How organizational strategy and resource munificence explain inter-firm variation in HR practice. Paper presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston, Massachusetts. *Academy of Management Proceedings*, 2019(1). doi:10.5465/AMBPP.2019.19598abstract. 2019

## **TEACHING EXPERIENCES**

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### **University of British Columbia**

COMM 321 Organizational Behaviour 2021 Fall  
COMM 292 Organizational Behaviour 2021 Winter  
COMM 329 Organizational Behaviour

### **University of Alberta**

SMO 301 Behaviour in Organizations 2019/2020  
Winter

## **AWARDS AND GRANTS**

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### **University of Alberta**

Graduate Student Principal Instructor Teaching Award 2021  
*Recognition of graduate student principal instructors who are especially skillful and dedicated teachers*  
SHRM Foundation Graduate Academic Scholarship 2020  
SHRC Supplemental Institutional Grant 2020  
KCSFE Academic Excellence Scholarship 2019  
Mark Robinson International Research Award 2017

## **PROFESSIONAL SERVICES AND AFFILIATIONS**

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### **Academy of Management**

Member, Human Resources and Organizational Behavior Divisions 2016 – present  
Ad-hoc Reviewer, the Annual Meeting, Human Resources and Organizational Behavior Divisions 2016 – present

### **Ad-hoc Reviewer**

Journal of Personnel Psychology 2019

## **INDUSTRY EXPERIENCES**

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**Hay Group** (*now* Korn Ferry), Director Consultant 2008 – 2014

**nPlatform Management Consulting**, Senior Consultant 2007 – 2008

**Mercer Human Resource Consulting**, Consultant 2005 – 2007

**Republic of Korea Navy**, Counseling officer 2002 – 2005

**MindEdu**, Software Engineer 2001 – 2002

## **SKILLS**

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Methods Multilevel analysis and mixture models using *Mplus*; Panel analysis using Stata  
Programming C, PHP, Python, and Visual Basic  
Languages

## **NATIONALITY**

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Citizenship Canadian (Immigration category: Federal Skilled Worker, HR Professional)