

Faculty CV

QU Qing Ph.D. Associate Professor

Department of Leadership and Organization Management
School of Economics and Management, Tsinghua University
Beijing 100084, P.R. China
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Education

2007 Ph.D. in Management, Tsinghua University
1997 Master in Engineering (Business Administration), Tsinghua University
1993 Bachelor in Engineering, Tsinghua University

Research Interests

Organization Culture, Leadership (cultural leadership, responsible leadership, paternalistic leadership, leader humility, servant leadership)
Human Resource Management (high humanity human resource practices, high performance human resource management)

Courses Taught

Managerial Thinking, Human Resource Management, Leadership Development, Leadership Training Plan for Excellent Talent, Organization Culture

Activities with Industries

Independent director of Sichuan Changhong

Professional Societies/Activities

- 6/2004 to present Member of International Association on Chinese Management Research
- 6/2012 to present Member of Academy of Management

Research Projects/Grants

1. 10/2019-02/2020, Company Culture Diagnosis and Improvement of Dongpin Online Network Technology Co., Ltd., Fujian Dongpin Online Network Technology Co., Ltd
2. 01/2018-12/2021, High Humanity Paradigm of Human Resource

教师简历

曲庆 博士，副教授

中国，北京（100084）
清华大学经济与管理学院
领导力与组织系
电话：86-10-6278-9895
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教育背景

2007年 清华大学管理学博士
1997年 清华大学工学硕士（企业管理专业）

1993年 清华大学工学学士（管理信息系统专业）

主要研究领域

企业文化，领导力（文化领导力，责任型领导，家长式领导，谦逊领导，服务型领导），人力资源管理（高人文人力资源实践，高绩效人力资源管理）

讲授课程

管理思维，人力资源管理，领导力提升，优秀人才领导力培养计划，企业文化

企业相关活动

四川长虹独立董事

学术兼职

- 2004年6月至今 中国管理研究国际学会成员
- 2012年6月至今 国际管理学会成员

科研项目/经费

1. 10/2019-02/2020, 冻品在线企业文化诊断与改进方案设计，福建冻品在线网络科技有限公司
2. 01/2018-12/2021, 企业人力资源实践的高人文范式：构念、效应和作用机

Practices in Enterprises: Constructs, Effects, and Mechanisms, National Natural Science Foundation of China

3. 1/2013-12/2016, How Is Leadership Connected to Strong Culture? A Research on the Characters and Mechanism of Cultural Leadership, Funded by NSF
4. 8/2010-10/2010, The Diagnosis and Improvement of the Corporate Culture Of Jining Energy Development Group, Funded by Jining Energy Development Group
5. 6/2010-8/2010, The Diagnosis and Design of the Organizational Culture of the Property Management Center of Tsinghua University, funded by the Property Management Center of Tsinghua University
6. 1/2008-12/2010, An Empirical Research on the Effectiveness of the Internal Transmission Channels of Corporate Culture, Funded by NSF
7. 1/2007-10/2007, Principal, The Research of the Competency Model for the Volunteers of 2008 Beijing Olympic Games and the Corresponding Survey, Founded by Beijing Organization Committee for the Games of the XXIX Olympiad (BOCOG)
8. 6/2007-7/2007, Principle, The Performance Management system of the Property Management Center of Tsinghua University, funded by the Property Management Center of Tsinghua University
9. 7/2003-5/2004, Principal, The Evaluation System of the Students in Tsinghua University, funded by Tsinghua University

Honors and Awards

- 2020, Teaching Award of Executive Education Program, School of Economics and Management, Tsinghua University
- 2006, Teaching Achievement Award (Class I), Tsinghua University
- 2004, Teaching Achievement Award (Class II), Tsinghua University
- 7/1997, Excellent Graduate, Tsinghua University
- 7/1997, Excellent Master Thesis of Tsinghua University, Tsinghua University
- 7/1993, Excellent Graduate, Tsinghua University

Publications

- **Journal Articles**

制, 国家自然科学基金委

3. 2013.1-2016.12, 领导者如何塑造强文化: 文化领导的特征和影响机制研究, 国家自然科学基金委员会
4. 2010.8-2010.10, 济宁能源发展集团企业文化诊断与方案完善, 济宁能源发展集团委托
5. 2010.6-2010.8, 清华大学物业管理中心组织文化梳理与设计, 清华大学物业管理中心委托
6. 2008.1-2010.12, 企业文化内部传播渠道有效性实证研究, 国家自然科学基金委员会
7. 2007.1-2007.10, 项目负责人, 北京奥运会志愿者素质调研, 北京第 29 届奥林匹克运动会组织委员会
8. 2007.6-2007.7, 项目负责人, 清华大学物业管理中心的绩效管理体系, 清华大学物业管理中心委托
9. 2003.7-2004.5, 项目负责人, 清华大学学生评价体系, 清华大学党委学生部委托

荣誉及奖项

- 2020 年获清华大学经管学院 EMBA 和高管教育教学优秀奖
- 2006 年获得清华大学教学成果一等奖
- 2004 年获得清华大学教学成果二等奖
- 1997 年 7 月获得清华大学优秀毕业生奖
- 1997 年 7 月获得清华大学优秀硕士毕业论文奖
- 1993 年 7 月获得清华大学优秀毕业生奖

发表成果

- 期刊论文

1. Yang, Bo, Fu, Pingping, Beveridge, Alim, Qu, Qing, "Humanistic leadership in a Chinese context", *Cross Cultural & Strategic Management*, Vol.27, No.4, pp.547-566, 2020
 2. Gao, Ang, Zhao, Kai, Qu, Qing, "Linking person-organization adhocracy value congruence to creativity", *Journal of managerial psychology*, Vol.35, No.7-8, pp.603-615, 2020
 3. Qu Qing, FU Pingping, "Suzhou Good-Ark: A Chinese Model of Happy Enterprise Construction", *Tsinghua Business Review*, No. 6, pp. 108-114, 2019
 4. KANG Fei, QU Qing, ZHANG Han, "Influence of empowering leadership on employee job engagement", *Science Research Management*, Vol. 40, No. 11, pp. 216-225, 2019
 5. KANG Fei, QU Qing, ZHANG Han, "Ethical Leadership, Positive Emotion and Voice ——Moderating Effect of Subordinates Gender", *Soft Science*, Vol. 32, No. 6, pp. 66-69, 2018
 6. Li, F., Li, D.J., Li, C.Q., Zhang, Y.H., Liu, X., & Qu, Q. "Small and Beautiful" Marketing Myth: A Case of Huanyi International Travel Agent *Nankai Business Review*, 2018, 21(6), pp.64-74. (In Chinese)
 7. Qu, Q., Fu, P.P., Kang, F., & Zhao, K. Cultural Leadership: Conceptualization and the Preliminary Evidence of Its Predictability. *Nankai Business Review*, 21(1), pp.191-202, 2018. (In Chinese)
 8. Fu, P.P., Qu, Q., & Weber, W. "Good-Ark vs. Cedores: Similarities and Differences between the Hidden Champions in China and Germany. *Business Review*. 2017, 1, pp.62-70.
 9. Yu, G.T., Fu, P.P., Qu, Q., Liu, J., & Sun, C. Chinese Life Values: A Revised Indigenous Instrument and Chinese Value Theory. *Nankai Business Review*, 2016, 19(6), pp.63-72.
 10. Qu, Q. The Way of Virtual and Real: How to Institutionalize the Company Culture Effectively? *Tsinghua Business Review*, Vol. 1, No. 6, pp. 73-80, 2016
 11. Gao, A., Qu, Q., Yang, B. Y., & Zhao, X. R. "How Does Paternalistic Leadership Influence Team Performance? The Moderating Effect of Leader's Competency", *Science of Science and Management of S&T*, 35(1), pp.100-108, 2014. (In Chinese)
 12. Qu, Q. The Focus of A leader. *China Human Resource Development*, 2014, 4: 54-58
1. Yang, Bo, Fu, Pingping, Beveridge, Alim, 曲庆, "Humanistic leadership in a Chinese context", *Cross Cultural & Strategic Management*, Vol.27, No.4, pp.547-566, 2020
 2. Gao, Ang, Zhao, Kai, 曲庆, "Linking person-organization adhocracy value congruence to creativity", *Journal of managerial psychology*, Vol.35, No.7-8, pp.603-615, 2020
 3. 曲庆, 富萍萍, "苏州固得: 幸福企业建设的中国范本", *清华管理评论*, 6期, 108-114页, 2019
 4. 康飞, 曲庆, 张涵, "授权式领导对员工敬业度的影响研究", *科研管理*, 11期, 40卷, 216-225页, 2019
 5. 康飞, 曲庆, 张涵, "伦理领导、积极情绪与建言行为——下属性别的调节作用", *软科学*, 6期, 32卷, 66-69页, 2018
 6. 李飞, 李达军, 李纯青, 张语涵, 刘茜, 曲庆, "小而美的营销神话——基于环意国际旅行社的案例研究", *南开管理评论*, 6期, 64-74页, 2018
 7. 曲庆, 富萍萍, 康飞, 赵锴, "领导者如何影响组织文化? 文化领导力的内涵及其有效性初探", *南开管理评论*, 1期, 21卷, 191-202页, 2018
 8. 富萍萍, 曲庆, Winfried Weber, "苏州固得 vs.赛多利斯: 中德隐形冠军的异同", *商业评论*, 1期, 62-70页, 2017
 9. 于广涛, 富萍萍, 曲庆, 刘军, 孙聪, "中国人的人生价值观: 测量工具修订与理论建构", *南开管理评论*, 6期, 19卷, 63-72页, 2016
 10. 曲庆, "虚实之道——如何让企业文化真正落地", *清华管理评论*, 6期, 1卷, 73-80页, 2016
 11. 高昂, 曲庆, 杨百寅, 赵小染. 家长式领导对团队工作绩效的影响研究: 领导才能的潜在调节作用. *科学学与科学技术管理*, 2014, 35(1): 100-108
 12. 曲庆. 领导者的定力. *中国人力资源开发*, 2014, 4: 54-58.

13. Qu, Q., Gao, A. "How Does Person-Organization Value Fit Influence Employees' Attitude and Performance? An Empirical Study Based on Competing Value Framework", *Nankai Business Review*, 16 (5), pp.4-15, 2013. (In Chinese)
14. Qu, Q., He, Z. C., & Mei, Z. Q. "An Empirical Study on the Impact of Leader Humility on Leadership Effectiveness and Employees' Organizational Identification", *China Soft Science Magazine*, 7, pp. 101-109, 2013. (In Chinese)
15. Qu, Q., Ma, L. "The Application of Corporate Culture Carriers in the Practices of Chinese Enterprises: A Content Analysis", *Management Review*, 25(6), pp.72-80, 2013. (In Chinese)
16. Ma, L. & Qu, Q., "Differentiation in Leader-Member Exchange: A Hierarchical Linear Modeling Approach", *The Leadership Quarterly*, 21(5), pp.733-744, 2010
17. Zheng, W, Qing Qu, Baiyin Yang, "Toward a theory of organizational cultural evolution", *Human Resource Development Review*, Vol.2, pp.151-173,2009
18. "The Realization of Corporate Values in Human Resource Management Systems", *Economic Management*, 21-22: 88-92, 2008 (In Chinese)
19. "An Empirical Study on the Effectiveness of the Corporate Cultural Transmission Channels—Based on Individual Perceptions", *Science of Science and Management of S. & T.*, 8: 162-167, 2008 (In Chinese)
20. "The Construction of the Scale of Personal Perceptions of the Internal Transmission Channels of Corporate Culture", *Nankai Business Review*, 10(6): 93-98, 2007 (In Chinese)
21. Ma, L. & Qu, Q., "Implications of Leader-Member Exchange and Guanxi on Organizational Justice", *Management World*, 11: 87-95, 2007 (In Chinese)
22. "Five Mechanisms of the Internal Transmission of Corporate Culture", *Science of Science and Management of S. & T.*, August: 118-120, 2007 (in Chinese)
23. "A Comparison Between the Cultural Statements of Chinese and United States Companies", *China Industrial Economy*, May: 80-87, 2007 (in Chinese)
24. "How Do 'The Best Companies to Work For' in U.S. Keep Talents?", *Chinese Talents*, January: 76-77, 2007 (in Chinese)
13. 曲庆, 高昂. 个人-组织价值观契合如何影响员工的态度与绩效? 基于竞争价值观模型的实证研究. *南开管理评论*, 2013,16 (5): 4-15
14. 曲庆, 何志婵, 梅哲群. 谦卑领导行为对领导有效性和员工组织认同的影响实证研究. *中国软科学*. 2013, 7: 101-109
15. 曲庆, 马力. 中国企业文化建设中载体应用情况研究——基于内容分析法. *管理评论*, 2013, 25(7): 72-80
16. Ma, L. & Qu, Q., "Differentiation in Leader-Member Exchange: A Hierarchical Linear Modeling Approach", *The Leadership Quarterly*, 21(5), pp.733-744, 2010.
17. Zheng, W, Qing Qu, Baiyin Yang, "Toward a theory of organizational cultural evolution", *Human Resource Development Review*, Vol.2, pp.151-173,2009
18. 企业价值观在人力资源管理制度中的实现, *经济管理*, 21-22: 88-92, 2008
19. 基于个人感知的企业文化内部传播渠道有效性实证研究, *科学学与科学技术管理*, 8: 162-167, 2008
20. 企业文化内部传播渠道个人感知量表的建构, *南开管理评论*, 10 (6): 93-98, 2007
21. 马力, 曲庆, 可能的阴暗面: 领导-成员交换和关系对组织公平的影响, *管理世界*, 11: 87-95, 2007
22. 曲庆, 企业文化内部传播的五种机制, *科学学与科学技术管理*, 8: 118-120, 2007
23. 曲庆, 中美优秀企业文化陈述的对比研究, *中国工业经济*, 5: 80-87, 2007
24. 曲庆, 美国“最适合工作的公司”拥才之道, *中国人才*, 2: 76-77, 2007

25. Qu Q., Yang W.L. & Liu L.H.. "The Development-Oriented Student Evaluation System", *Tsinghua Journal of Education*, 2006, 27(Sup. 1): 172-178
- **Books/Chapters**
Qu, Q. *The Institutionalization of Corporate Culture: Theories and Practices*. Beijing: Tsinghua University Press, 2015.
 - **Conference Papers/presentations**
 1. Qing Qu, Qianqian Hu, Pingping Fu, "From One Dimension to Three Dimensions: A Critical Review and Reconstruction of the Human Resource Practice Models", The Ninth Biennial IACMR Conference, 2020
 2. Laasch, O., Fu, P.P., Livne-Tarandach, R., Dierksmeier, C., QU Qing, Pirson, M. A., "Humanistic Management Performativity 'in the Wild': The Role of Performative Bundles of Practices", 79th Annual Meeting of the Academy of Management, 2019
 3. QU Qing, Beveridge, A. J., FU Pingping, ZHAO Kai, "How Senior Leaders Shape the Values of Org. Members: A Trickle-down model of cultural leadership", 79th Annual Meeting of the Academy of Management, 2019
 4. FU Pingping, QU Qing, Yang Bo, "On the Relationship between Confucian Humanism and Chinese Humanized Management", The Eighth Biennial IACMR Conference, 1-40 页, 2018
 5. Yang Bo, Fu Pingping, Alim Beveridge, QU Qing, "Constructing Humanistic Leadership Theory from the Perspective of Confucianism", 34th EGOS Colloquium, 1-35, 2018
 6. QU Qing, FU Pingping, KANG Fei, ZHAO Kai, "Cultural Leadership in Organizations", AMJ "New Ways of Seeing" paper and idea development workshop, 2017
 7. QU Qing, FU Pingping, KANG Fei, ZHAO Kai, "The Development and Validation of the Cultural Leadership Scale", 77th Annual Meeting of the Academy of Management, 2017
25. 曲庆, 杨万利, 刘理晖. 以发展为导向的学生素质评估系统----以清华大学为例, *清华大学教育研究*, 27 (Sup.1) :172-178, 2006
- **著作 (章节)**
曲庆. *企业文化落地理论与实践*. 清华大学出版社, 2015 年 1 月
 - **会议论文/展示**
 1. 曲庆, 胡倩倩, 富萍萍, "From One Dimension to Three Dimensions: A Critical Review and Reconstruction of the Human Resource Practice Models", The Ninth Biennial IACMR Conference, 2020
 2. Laasch, O., Fu, P.P., Livne-Tarandach, R., Dierksmeier, C., QU Qing, Pirson, M. A., "Humanistic Management Performativity 'in the Wild': The Role of Performative Bundles of Practices", 79th Annual Meeting of the Academy of Management, 2019
 3. QU Qing, Beveridge, A. J., FU Pingping, ZHAO Kai, "How Senior Leaders Shape the Values of Org. Members: A Trickle-down model of cultural leadership", 79th Annual Meeting of the Academy of Management, 2019
 4. FU Pingping, QU Qing, Yang Bo, "On the Relationship between Confucian Humanism and Chinese Humanized Management", The Eighth Biennial IACMR Conference, 1-40, 2018
 5. Yang Bo, Fu Pingping, Alim Beveridge, QU Qing, "从儒家思想角度构建人文领导理论", 34th EGOS Colloquium, 1-35 页, 2018
 6. QU Qing, FU Pingping, KANG Fei, ZHAO Kai, "Cultural Leadership in Organizations", AMJ "New Ways of Seeing" paper and idea development workshop, 2017
 7. QU Qing, FU Pingping, KANG Fei, ZHAO Kai, "The Development and Validation of the Cultural Leadership Scale", 77th Annual Meeting of the Academy of Management, 2017

8. SI Wei, FAN Jingli, QU Qing, FU Pingping, KANG Fei, "Paternalistic Leadership in China: A Latent Profile Analysis of its Antecedents and Outcomes", 77th Annual Meeting of the Academy of Management, 2017
 9. Kang, F., Qu, Q. "Manager Coaching Behavior and Employee Engagement: The Mediating Role of Harmonious Passion", 2016 International Association for Chinese Management Research (IACMR) Conference, 2016
 10. Qu, Q., Fu, P. P., Huang, X. Changing Employee Mindset by Developing Humanistic Spirituality: Case Study of a Company in China., Academy of Management Annual Conference 2016, 2016
 11. Li G. Q., Qu Q., Fu P. P. From obsessive passion to harmonious passion: The roles of perceived supervisory support and team supportive climate, 2016 International Association for Chinese Management Research (IACMR) Conference, 2016
 12. Si W., Fu P. P., Qu Q., Farh J L., Kang F., Paternalistic leadership and its effectiveness on followers: A person-centered approach, 2016 International Association for Chinese Management Research (IACMR) Conference, 2016
 13. Kang, F., Fu, P. P., Qu, Q. Vision Inspiration, Harmonious Passion and Voice: A Three-wave Moderated Mediation Model, Academy of Management Annual Conference 2016, 2016
 14. Li, F., Qu, Q., Ma, Y., He, X. M., Liu, X., & Kang, F. Constructing the Shan Tao Marketing Theory: A Dual Case Study of Pangdonglai and Xinyulou, The Tenth Forum on Case-based and Qualitative Research in Business Administration in China, 2016
 15. Qu, Q., Fu, P. P. What makes up a cultural leader: Profiles built based on qualitative research. AOM 2014 Annual Meeting, PDW, Philadelphia.
 16. Qu, Q., Fu, P. P., Zhao, K., & Kang, F. What makes up a cultural leader? Defining and measuring cultural leadership in organizations. The 7th Developing Leadership Capacity Conference (DLCC), 2015, Oxfordshire, U.K.
8. SI Wei, FAN Jingli, QU Qing, FU Pingping, KANG Fei, "Paternalistic Leadership in China: A Latent Profile Analysis of its Antecedents and Outcomes", 77th Annual Meeting of the Academy of Management, 2017
 9. 康飞, 曲庆, "管理者教练行为与员工敬业度: 和谐激情的中介作用", 2016 International Association for Chinese Management Research (IACMR) Conference, 2016
 10. 曲庆, 富萍萍, 黄旭 "通过员工精神境界开发改变其思维模式: 一家中国公司的案例研究", Academy of Management Annual Conference 2016, 2016
 11. 李圭泉, 曲庆, 富萍萍, "从强迫激情到和谐激情: 领导支持感知与团队支持氛围的作用", 2016 International Association for Chinese Management Research (IACMR) Conference, 2016
 12. 司维, 富萍萍, 曲庆, 樊景立, 康飞, "家长式领导及其对下属的有效性", 2016 International Association for Chinese Management Research (IACMR) Conference, 2016
 13. 康飞, 富萍萍, 曲庆, "愿景激励、和谐激情与建言行为: 一个有调节的中介模型", Academy of Management Annual Conference 2016, 2016
 14. 李飞, 曲庆, 马燕, 贺曦鸣, 刘茜, 康飞, "善道营销理论的构建——基于胖东来和信誉楼的双案例研究", 第十届中国企业管理案例与质性研究论坛, 2016
 15. Qu, Q., Fu, P. P. What makes up a cultural leader: Profiles built based on qualitative research. AOM 2014 Annual Meeting, PDW, Philadelphia.
 16. Qu, Q., Fu, P. P., Zhao, K., & Kang, F. What makes up a cultural leader? Defining and measuring cultural leadership in organizations. The 7th Developing Leadership Capacity Conference (DLCC), 2015, Oxfordshire, U.K.

17. Qu, Q., Fu, P. P., Huang, X. Balancing business and non-business practices for sustainable development: A theoretical model of holistic HRM. The 7th Developing Leadership Capacity Conference (DLCC), 2015, Oxfordshire, U.K.
18. Qu, Q., Fu, P. P. A study on the behaviors of ancient Chinese leaders. "Contemporary Exploration of Eastern Management" Collaborative Innovation International Conference, Shanghai, 2015.
19. Qu, Q., Fu, P. P. What makes up a cultural leader: Profiles built based on qualitative research. *AOM 2014 Annual Meeting, Philadelphia, United States of America*, 2014
20. Qu, Q. The Relationships between Paternalistic Leadership, Transformational Leadership, Leadership Humility and Employees' Organizational Culture Identification: Verification and Comparison. The 2012 IACMR Conference, Hong Kong
21. Gao, A., Qu, Q. How is Person-Organization Value Congruence Related to Employees' Attitude and Behavior? Interactional Effect of Transformational Leadership. The 2012 IACMR Conference, Hong Kong
22. Chen, X. P., Eberly, M., Qu, Q., Bachrach, D., Wu, C. C., Do I deserve what I receive? Asymmetric responses to positive vs. negative inequity and moderators, AOM 2010 Annual Meeting, Montreal, Canada
23. Qu, Q., Ma, L. "The Systematic Application of Carriers of Corporate Culture in Chinese Enterprises: Based on Content Analysis", The 2010 IACMR Conference, Shanghai
24. Zheng, W., Qu, Q., Yang, B. Y., A Model of Organizational Cultural Evolution and Implications for HRD, 2008 AHRD International Research Conference, Panama City Beach, U.S., 2008
25. Yang, B. Y., Qu, Q. "Learning Organization: A Review of Conceptualizations and Empirical Evidences". The 6th Asian Conference of the Academy of Human Resource Development, Beijing, 2007
26. Ma L. & QU Q., "Differential treatment Justified? Possible Dark Side of Leader-Member Exchange", IACMR Conference, Nanjing, China, 2006.
17. Qu, Q., Fu, P. P., Huang, X. Balancing business and non-business practices for sustainable development: A theoretical model of holistic HRM. The 7th Developing Leadership Capacity Conference (DLCC), 2015, Oxfordshire, U.K.
18. 曲庆, 富萍萍, 中国古代文化领导行为研究, "东方管理的现代探索"协同创新国际研讨会, 2015, 上海
19. Qu, Q., Fu, P. P. What makes up a cultural leader: Profiles built based on qualitative research.,AOM 2014 Annual Meeting, Philadelphia, United States of America,2014
20. 曲庆, 家长式领导、变革型领导、谦逊领导与员工企业文化认同的关系及其对比, The 2012 IACMR Conference, 香港
21. 高昂, 曲庆, 个体-组织价值观契合如何影响企业员工态度与行为? 威权领导行为的调节作用, The 2012 IACMR Conference, 香港
22. Chen, X. P., Eberly, M., Qu, Q., Bachrach, D., Wu, C. C., Do I deserve what I receive? Asymmetric responses to positive vs. negative inequity and moderators, AOM 2010 Annual Meeting, Montreal, Canada
23. 曲庆, 马力, 中国企业文化建设中载体应用的系统性——基于内容分析法, The 2010 IACMR Conference, 上海
24. Zheng, W., Qu, Q., Yang, B. Y., A Model of Organizational Cultural Evolution and Implication for AHRD International Research Conference Panama City Beach, U.S., 2008
25. Yang, B. Y., Qu, Q. "Learning Organization: A Review of Conceptualizations and Empirical Evidences". The 6th Asian Conference of the Academy of Human Resource Development, Beijing, 2007
26. Ma L. & QU Q., "Differential treatment Justified? Possible Dark Side of Leader-Member Exchange", IACMR Conference, Nanjing, China, 2006.

27. Qu Q., Zhang M. & Wu Z. M., “The Exploratory Research of Internal Transmission Mechanism of Corporate Culture”, The Chinese Management Annual Conference, 2006, Beijing (in Chinese)

• **Working Papers**

1. Qu, Q., Fu, P. P., & Huang, X. Cultivating Workplace Spirituality in Confucian Humanism: The Paradigmatic Case of Good-Ark Electronics
2. Si, W., Diefendorff, J. M., Qu, Q., Fu, P.P., Farh, L., & Huang, X. Paternalistic Leadership in China: A Latent Profile Analysis
3. Qu, Q., Hu, Q.Q., & Ma., L. Social Exchange in Communication within Organizations: How does Organizational Information Sharing Influence Employee Voice and Negative Gossip?
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6. Laasch, O., Livne-Tarandach, R., Qu, Q., Fu, P.P, & Pirson, M. Humanistic Management Performativity ‘in the Wild’: A Process Model of How Unrealistic Practices Become Real
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• **工作论文**

1. 儒家人文主义环境下的职场灵性培养: 固得电子的范例
2. 家长式领导在中国: 潜在剖面分析
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7. 具有中国特征的责任领导
8. 绩效、能力、人文兼顾: 企业人力资源实践的三元模式