



Jingjing YAO

Ph.D., Business Administration, Organizational Behaviour
Full Professor, International Negotiation and Sales Management

j.yao@ieseg.fr

EDUCATION

2016 Ph.D., Business Administration, Organizational Behaviour, Peking University, China

RESEARCH INTERESTS

Cross-cultural Studies, Negotiation, Organizational Behavior

PROFESSIONAL EXPERIENCE

ACADEMIC:

2023 - Present Full Professor, IÉSEG School of Management, France

2020 - 2023 Associate Professor, IÉSEG School of Management, France

2015 - 2020 Assistant Professor, IÉSEG School of Management, France

2013 - 2014 Visiting Scholar, Northwestern University, USA

COURSES TAUGHT

- Research and consulting tools, Grande école (master cycle)
- International negotiation, International mba
- Practical negotiation skills, Grande école (master cycle)

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

Yao J., Marescaux E., Ma L., Storme M., (2023), A contingency approach to HRM and firm innovation: The role of national cultures, *Human Resource Management*, 62(5), pp. 685-699

- Han Y., Yao J., (2022), Building Organizations as Communities: A Multicase Study of Community Institutional Logic at Chinese Firms, *Management and Organization Review*, 18(5), pp. 829–858
- Hu Q., Yao J., Zhang Z.-X., (2021), Selecting people based on person-organisation fit: Implications for intrateam trust and team performance, *Human Resource Management Journal*, 31(1), pp. 293–310
- Kong T., Yao J., (2021), Words Beyond the Partial Deed: Prosocial Framing of a Partial-Trust Act Promotes Reciprocation between Strangers, *Social Psychology Quarterly*, 84(3), pp. 267-281
- Yao J., Brett J., (2021), Mapping Societal Trust and Trust in Negotiations, *International Journal of Conflict Management*, 32(5), pp. 826-847
- Yao J., Brett J., Zhang Z.-X., Ramirez Marin J., (2021), Multi-issue Offer Strategy and Joint Gains in Negotiations: How Low-trust Negotiators Get Things Done, *Organizational Behavior and Human Decision Processes*, 162(2021), pp. 9–23
- Yao J., Storme M., (2021), Trust Building via Negotiation: Immediate versus Lingering Effects of General Trust and Negotiator Satisfaction, *Group Decision and Negotiation*, 30(3), pp. 507-528
- Yao J., Zhang Z.-X., Liu L. A., (2020), When There is No ZOPA: Mental Fatigue, Integrative Complexity, and Creative Agreement in Negotiations, *Negotiation and Conflict Management Research*, 14(2), pp. 111-130
- Kong T., Yao J., (2019), Advancing the Scientific Understanding of Trust and Culture in Negotiations, *Negotiation and Conflict Management Research*, 12(2), pp. 117-130
- Yao J., Ma L., Zhang L., (2018), From Lab Experiments to Real Negotiations: An Investigation of International Iron Ore Negotiations, *Negotiation Journal*, 34(1), pp. 69-87
- Hu Q., Zhang Y., Yao J., (2017), Family Involvement in Middle-Level Management and Its Impact on Firm Productivity, *Management and Organization Review*, 14(2), pp. 249–274
- Yao J., Ramirez Marin J., Brett J., Aslani S., Semnani-Azad Z., (2017), A Measurement Model for Dignity, Face, and Honor Cultural Norms, *Management and Organization Review*, 13(4), pp. 713-738
- Yao J., Zhang Z.-X., Brett J., (2017), Understanding Trust Development in Negotiations: An Interdependent Approach, *Journal of Organizational Behavior*, 38(5), pp. 712-729
- Yao J., Zhang Z.-X., Brett J., Murnighan J. K., (2017), Understanding the trust deficit in China: Mapping positive experience and trust in strangers, *Organizational Behavior and Human Decision Processes*, 143, pp. 85-97
- Ramirez Marin J., Aslani S., Brett J., Yao J., Semnani-Azad Z., Zhang Z., Tinsley C., Weingart L., Adair W., (2016), Dignity, face, and honor cultures: A study of negotiation strategy and outcomes in three cultures, *Journal of Organizational Behavior*, 37, pp. 1178-1201
- Zhou Y., Hu Q., Yao J., Qin X., (2016), The determinants of family business owners' intrafamily succession intention: An interplay between business owners and institutional environment, *Chinese Management Studies*, 10(4), pp. 710-725

Communications in refereed conferences

International

- Liu B., Xu M., Yao J., (2023), *Suffered from Deep-Seated Childhood Shadows: Linking Childhood Emotional Abuse to Interpersonal Conflict at Work and Workplace Ostracism* The 36th International Association for Conflict Management conference, Thessaloniki, Greece
- Xu M., Liu B., Yao J., (2023), *Home Is Not a Shelter & Workplace Is a Warm Harbor: Childhood Emotional Abuse and Leader Emergence* The 83rd Annual Meeting of the Academy of Management, Boston, USA
- Yao J., Li H., Zhang Z.-X., Brett J., (2023), *Trust or Harmony: The Myth of Information Exchange in Negotiations in East Asia* The 36th International Association for Conflict Management conference, Thessaloniki, Greece
- Zhang S., Yao J., Zhang Z.-X., (2023), *To Litigate or Not: A Resource Dependence Perspective on Interorganizational Conflict Resolution* The 36th International Association for Conflict Management conference, Thessaloniki, Greece
- Yao J., Zhang Z.-X., Ma L., Shang Z., (2018), *The Influence of Different Phrasings on Negotiators' Competitiveness* International Association for Chinese Management Research, Wuhan, China

Ramirez Marin J., Yao J., Brett J., Aslani S., Semnani-Azad Z., (2016), *What Strategy Negotiators Commonly Use? Predicting Negotiation Strategies with Cultural Norms* International Academy of Conflict Management Conference, New York, USA

Yao J., Ma L., Zhang L., (2016), *Bargaining in Worldwide Commodity Trade: What Determined Price in the Dynamic Iron Ore Negotiations?* International Academy of Management Conference, New York, USA

Yao J., Zhang Z.-X., Liu L. A., (2016), *Making the Impossible Possible: Cognitive Energy, Creative Behavior, and Negotiation Agreement* International Academy of Conflict Management Conference, New York, USA

Other conference and seminar presentations

International

Yao J., Ma L., (2020), *Immigrant workers under the pandemic*. Emerging Markets Cross-Cultural Research Group 5th Conference, Stockholm, Sweden

Yao J., Brett J., Zhang Z.-X., (2017), *Multi-issue Offers: A Low-trust Path to Joint Gains in Negotiations* International Association for Conflict Management Conference , Berlin, Germany

Yao J., Zhang Z.-X., Brett J., Murnighan K., (2016), *Understanding the Trust Deficit in China: Mapping Positive Experience and Trust in Strangers* International Academy of Conflict Management Conference, New York, USA

Zhou Y., Hu Q., Yao J., (2016), *The determinants of family business owners' intrafamily succession intention: An interplay between business owners and institutional environment* International Academy of China Management Research Conference, Hangzhou, China

Aslani S., Ramirez Marin J., Yao J., Semnani-Azad Z., Brett J., Zhang Z.-X., Tinsley C., Weingart L., Adair W., (2013), *Honor, face and dignity cultures: A tri-cultural study of negotiations* International Association for Conflict Management, Tacoma, USA

Chapters in books

Forthcoming

Brett J., Yao J., Zhang Z.-X., (2018), Offer: behaviorally coding indirect and direct information exchange in negotiations, in: Elisabeth Brauner, Margarete Boos, & Michaela Kolbe(Eds.), *The Cambridge Handbook of Group Interaction Analysis*, 9781107533875, Cambridge University Press, Cambridge

Case studies

Ramirez Marin J., Yao J., (2020), *EuroVegas: Negotiation between the U.S. and Spain*, *The Case Centre*, case study 420-0024-1, teaching note 420-0024-8

EDITORIAL ACTIVITY

Associate Editor in an academic journal

2022 Negotiation and Conflict Management Research

2019 Group Decision and Negotiation

Member of the editorial board of an academic journal

2021 Management and Organization Review