

SOOYEOL KIM

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Updated: September 2025

ACADEMIC EMPLOYMENT

Sep 2025 – Present Assistant Professor, Department of Organizational Behavior and Human Resources Management, Seoul National University (SNU) Business School

June 2019 – Aug 2025 Assistant Professor, Department of Management & Organization
National University of Singapore (NUS) Business School

EDUCATION

Ph.D. University of Illinois at Urbana Champaign (UIUC), IL, 2019
Human Resources Management

M.A. George Mason University, Fairfax, Virginia, 2013
Industrial & Organizational Psychology

B.A. Michigan State University, East Lansing, Michigan, 2011
Psychology

RESEARCH INTERESTS

- Occupational stress, health, and recovery (e.g., microbreaks)
- The role of leadership in employees' stress and recovery processes
- Workplace inclusion and diversity (e.g., employees with disabilities and/or stigmatized identity)

PUBLICATIONS

Liang, Y., Park, Y., & Kim, S., **Kim, S.** (Forthcoming). Shelters from the storm: A daily investigation of customer sexual harassment and organizational resources as moderators. *Journal Managerial Psychology*.

Lee, H. W., & **Kim, S.** (Forthcoming). Can a reflective conversation be a catalyst for change? The benefits of reflective conversation for leaders' state hope and change-oriented behavior. *Personality and Social Psychology Bulletin*. Advanced online publication. doi: 10.1177/01461672241280554

Cho, S., **Kim, S.**, Lee, H. W., Li, Z. (2024). You make me anxious! Witnessing safety violations during the daily commute and at work leads to employee work withdrawal. *Human Resource Management*, 63, 207-223. doi: 10.1002/hrm.22197

Kim, S., Cho, S., & Chung, W. (2023). Benefits of leaders' pleasurable recovery activities on follower performance via emotional contagion. *Journal of Applied Psychology*, 108, 1336-1355. doi: 10.1037/apl0001076

Kim, S., Lyons, B., Chung, W., & Cho, S. (2022). The costs of political conversations at work: An experience sampling study during national election periods in South Korea. *Journal of Vocational Behavior*, 134, 103704. doi: 10.1016/j.jvb.2022.103704
Impact factor: 12.082, 3 of 84 (Psychology-Applied)

Kim, S., Cho, S., & Park, Y. (2022). Daily microbreaks in a self-regulatory resources lens: Perceived health climate as a contextual moderator via microbreak autonomy. *Journal of Applied Psychology*, 107, 60-77. doi: 10.1037/apl0000891

Cho, S., & **Kim, S.** (2022). Does a healthy lifestyle matter? A daily diary study of unhealthy eating at home and behavioral outcomes at work. *Journal of Applied Psychology*, 107, 23-39. doi: 10.1037/apl0000890

Cho, S., **Kim, S.,** Ahmad, U., Chin, S. (2020). Daily effects of continuous ICT demands on work-family conflict: Negative spillover effect and role conflict. *Stress & Health*, 36, 533-545. doi: <https://doi.org/10.1002/smi.2955>

Park, Y. & **Kim, S.** (2019). Customer mistreatment harms nightly sleep and next-morning recovery: Job control and recovery self-efficacy as cross-level moderators. *Journal of Occupational Health Psychology*, 24: 256-269. doi: 10.1037/ocp0000128
Impact factor: 7.707, 9 of 84 (Psychology-Applied)
Media Coverage: PsyPost.org

Kim, S., Park, Y., & Headrick, L. (2018). Daily micro-breaks and job performance: General work engagement as a cross-level moderator. *Journal of Applied Psychology*, 103: 772-786. doi: <http://dx.doi.org/10.1037/apl0000308>
Media Coverage: Time.com

Kim, S., Park, Y., & Niu, Q. (2017). Micro-break activities in the workplace to recover from daily work demands. *Journal of Organizational Behavior*, 38: 28-44. doi: 10.1002/job.2109

Anderson, A.J., Ahmad, A.S., Lindsey, A.P., King, E.B, Feyre, R., Ragone, S. & **Kim, S.** (2015). The effectiveness of three training strategies to reduce the influence of bias in evaluations of female leaders. *Journal of Applied Social Psychology*, 45: 522-539. doi: 10.1111/jasp.12317

Lyons, B., Wessel, J., Ghumman, S. Ryan, A. M., & **Kim, S.** (2014). Applying models of identity management across cultures: Christianity in the United States and South Korea. *Journal of Organizational Behavior*, 35: 678-704. doi: 10.1002/job.1917

MANUSCRIPT UNDER REVIEW

Kim, S., & Barnes, C., Yam, K.C., & Chung, W. (1st R&R). Title removed for blind review process. *Personnel Psychology*.

Lanaj, K. & **Kim, S.**, & Lee, Y. (1st R&R). Title removed for blind review process.
Organizational Behavior and Human Decision Processes.

Zhang, J., & **Kim, S.**, Yan, J., Bauer, T. (1st R&R). Title removed for blind review process.
Journal of Applied Psychology.

Lee, H., Dishop, C., **Kim, S.**, Lin, S.H., Scott, B., Hu, J., Kim, S., & Lee, H. (Under review).
Title removed for blind review process. ***Organizational Behavior and Human Decision Processes.***

Cortina, J., Wang, W., Chang, Y., **Kim, S.**, Sturman, M. C., & Alessandri, Guido. (Under review). Title removed for blind review process. ***Journal Applied Psychology.***

Lee, H. W., Lee, H, **Kim, S.**, & Kim, S. (Under review). Title removed for blind review process.
Organizational Science.

SELECTED RESEARCH IN PROGRESS

Li, Z, & **Kim, S.**, & Yu, W. (Writing stage). Social identity threat. (Target: *Journal of Applied Psychology*).

Dennerlein, T. & **Kim, S.**, & Li, Z. (Writing stage) Empowering leadership and stress. (Target: *Academy of Management Journal*).

Kim, S., & Park, Y. (Writing stage). Interpersonal effects of microbreaks. (Target: *Academy of Management Journal*)

Kim, S., Lee, H. W., Lanaj, K. & Chung, W. (Writing stage). Depletion crossover. (Target: *Academy of Management Journal*).

GRANTS AND AWARDS

Singapore Ministry of Education-AcRF Tier1 Grant	December, 2022
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Title: Understanding interpersonal effects of leaders' physical activity on followers' well-being and work outcomes

Approved Amount: S\$78,416 (Appx. US\$58,025)

Early Career Research Excellence Award, NUS Business School	January 2022
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Singapore Ministry of Education-AcRF Tier1 Grant	December, 2021
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Title: Leaders' microbreaks and leadership behaviors in resource perspective

Approved Amount: S\$81,390 (Appx. US\$60,228)

Singapore Ministry of Education-AcRF Tier1 Grant	October, 2020
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Title: Employees' negative experiences, wellbeing, and productivity post COVID-19

Approved Amount: S\$100,300 (Appx. US\$75,500)

Tim Judge Fellowship, LER, UIUC

May, 2017

Outstanding Practical Implications for Management Award in the OB Division,
Academy of Management

August, 2015

ACADEMY OF MANAGEMENT BEST PAPER PROCEEDINGS

Park, Y. & Kim, S. (2017). Daily customer mistreatment and recovery damages: Resources as stress-buffers. *Academy of Management Best Paper Proceedings*. 2017:1 10460. doi: 10.5465/AMBPP.2017.154

Kim, S., Park, Y., & Headrick, L. (2015). Employees' micro-break activities and job performance: An examination of telemarketing employees. Winner of the *Outstanding Practical Implications for Management Award in the OB Division, Academy of Management Best Paper Proceedings*, 2015:1 13943. doi: 10.5465/AMBPP.2015.169

INVITED TALK

Kim, S. (2018). *Community of interest: Taking advantages of breaks at work*. Invited facilitator at the 33th Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

CHAIR OR ORGANIZER IN CONFERENCE SESSIONS

Kim, S. (2020). *Human energy in the context of work-nonwork interface: A look at the everyday*. Organized symposium at the 80th Annual Meeting of the Academy of Management, Vancouver, BC. Canada. (Conference cancelled)

Kim, S. (2019). *Improving employees' well-being and performance through recovery at work*. Organized symposium at the 79th Annual Meeting of the Academy of Management, Boston, MA.

ACADEMIC CONFERENCE PRESENTATIONS

Kim, S. & Park, Y. (2025). Crossover Effects of Leader Microbreaks on Follower Work Outcomes. Paper presented at the 85th Annual Meeting of the Academy of Management, Copenhagen Denmark.

Li, Z., Kim, S., & Yu, W. (2025). The Influence of Negative News on Employee Creativity: A Social Identity Perspective. Paper presented at the 85th Annual Meeting of the Academy of Management, Copenhagen Denmark.

Kim, S., Yam, K. C., & Chung, W. (2024). Microbreaks and recovery at home. Paper presented at the 84th Annual Meeting of the Academy of Management, Chicago, IL.

Kim, S., Lee, H., & Li, Z. (2023). Dealing with Task Transition in Modern Organizational Life: Insights from Emerging Research In S. Yoon, E. Kwon, & J. LePine (Chairs), *Understanding the Effects of Daily Microbreaks from a Work Strategy Perspective*. Symposium accepted at the 83th Annual Meeting of the Academy of Management, Boston, MA.

Kim, S., & Park, Y. (2023). Energizing Leaders to be Transformational: Work-Breaks. Paper presented at the 21st European Association of Work and Organizational Psychology, Katowice, Poland.

Han, J., & **Kim, S. (2023).** Does Counterproductive Behavior Induce Helping Others?: A Moral Cleansing Mechanism. Poster presented at the 38th Annual Meeting of Society for Industrial and Organizational Psychology, Boston, MA.

Kim, S., Lee, H., & Cho, S. (2022). The benefits of sharing personal difficulties for employee productivity. Paper presented at the 22nd Annual Meeting of the European Academy of Management, Winterthur, Switzerland.

Kim, S., Cho, S., Lee, H., & Kim, S. (2022). A Lack of Personal Social Interaction and Its Costs: VSI As a Moderator. Poster presented at the 37th Annual Meeting of Society for Industrial and Organizational Psychology, Seattle, WA.

Lee, H., & **Kim, S. (2021).** A Leader-centric approach to leader well-being: How leaders' behaviors affect their own energy and positive emotions In K. Bae & D.M. Mayer (Chairs), *Finding hope in times of hardship: A daily investigation of the benefits of reflective conversation for leaders*. Symposium accepted at the 81th Annual Meeting of the Academy of Management. (Online Conference)

Kim, S., & Park, Y. (2021). Optimizing the workday: Day-level research on energy management strategies at work. In M. Taylor & C. Fritz (Chairs), *Energizing leaders to be transformational when they come to work in poor recovery: A conservation of resources perspective*. Symposium at the 36th annual meeting of the Society for Industrial-Organizational Psychology (Online Conference)

Kim, S. & Park, Y. (2020). Human energy in the context of work-nonwork interface: A look at the everyday. In S. Kim (Chair), *The effects of leader microbreaks on transformational leadership and follower job satisfaction*. Symposium accepted at the 80th Annual Meeting of the Academy of Management, Vancouver, BC. Canada. (Conference cancelled)

Cho, S., **Kim, S., & Chung, W. (2020).** Human energy in the context of work-nonwork interface: A look at the everyday. In S. Kim (Chair), *It is important what my leader experienced last night: A daily dyadic examination of follower creativity*. Symposium accepted at the 80th Annual Meeting of the Academy of Management, Vancouver, BC. Canada. (Conference cancelled)

Kim, S., Lyons, B., & Chung, W. (2020). *The costs of political conversation at work: An experienced sampling study*. Paper accepted at the 35th Annual Meeting of Society for Industrial and Organizational Psychology, Austin, TX. (Conference cancelled)

Kim, S., Cho, S., & Park, Y. (2019). Advances in predicting employee recovery at home and work. In Y. Park & K. Ritter (Chair), *Predictors of micro-breaks: A self-regulatory resource perspective*. Symposium presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Kim, S., & Park, Y. (2019). *Is Personal Smartphone Use At Work Good Or Bad?: Evidence From Two Studies*. Paper presented at the 19th Annual Meeting of the European Academy of Management, Lisbon, Portugal.

Kim, S., & Cho, S. (2019). *Personal and situational predictors of microbreaks: A daily diary study*. Paper presented at the 34th Annual Meeting of Society for Industrial and Organizational Psychology, Washington, DC.

Kim, S. (2018). *Exploring the predictors of micro-breaks and the role of the quality of micro-breaks*. Paper presented at the 78th Annual Meeting of the Academy of Management, Chicago, IL.

Kim, S., & Park, Y. (2017). *A daily investigation of smartphone use and affective well-being at work*. Paper presented at the 77th Annual Academy of Management, Atlanta, GA.

Park, Y. & Kim, S. (2017). *Daily customer mistreatment and recovery damages: Resources as stress-buffers*. Paper presented at the 77th Annual Academy of Management, Atlanta, GA.

Kim, S., & Niu, Q. (2016). *Dynamic goal-setting and task performance: A computational model*. Poster presented at the 31th Annual Meeting of Society for Industrial and Organizational Psychology, Anaheim, CA.

Kim, S., & Niu, Q. (2016). *Development of new procrastination scale*. Paper presented at the 31th Annual Meeting of Society for Industrial and Organizational Psychology, Anaheim, CA.

Kim, S. (2015). *Employees' micro-break activities and job performance: An examination of telemarketing employees*. Paper presented at the 75th Annual Meeting of Academy of Management, Vancouver, BC, Canada

Kim, S., Park, Y., & Niu, Q. (2015). *Micro-break activities at work to recover from daily work demands*. Paper presented at the 30th Annual Meeting of Society for Industrial and Organizational Psychology, Philadelphia, PA.

Park, Y., Sliter, M. T., & Kim, S. (2015). *Perceived control over customer incivility among customer service employees*. In D. D. Walker, M. T. Sliter, & D. D. van Jaarsveld (Co-chairs). *New developments in workplace incivility research*. Symposium presented at the 30th Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Kim, S., & Niu, Q. (2014). *Smartphone: It can do more than you think*. Poster presented at the 29th Annual Meeting of Society for Industrial and Organizational Psychology, Honolulu, HI.

Media coverage by: ABC News, CBS News, CBS News, SIOP official website, Huffingtonpost, Businessnewdaily, NPR.com, and Science Daily

Gilrane, V.L., Anderson, A.J., Ahmad, A.S., King, E.B., Kim, S., & Park, J. (2013). Perceptions of and behaviors toward Arab and Asian leaders. In D. Avery (Chair), *Is race still relevant?*

Assessing its continuing significance in organizations. Paper presented at the 28th Annual Meeting of Society for Industrial and Organizational Psychology, Houston, TX.

Anderson, A.J., Ahmad, A.S., Lindsey, A.P., King, E.B., Ragone, S., Feyre, R., & **Kim, S.** (2013). The effectiveness of training strategies to reduce bias in evaluations of female leaders. In W. Shen & A. Carter-Sowell (Chairs), *Understanding and promoting inclusion in the workplace*. Symposium presented at the 28th Annual Meeting of Society for Industrial and Organizational Psychology, Houston, TX.

Kim, S., Ghumman, S., & Park, J. (2012). *Perceived stigma of non-drinkers in South Korean culture*. Poster presented at the 27th Annual Meeting of Society for Industrial and Organizational Psychology, San Diego, CA.

Ghumman, S., **Kim, S.**, & Park, J. (2012). *Misperceptions at work: Failure to drink, failure to launch*. Paper presented at the 72th Annual Meeting of Academy of Management, Boston, MA.

Kim, S., Lyons, B., Ryan, A.M., Wessel, J., & Ghumman, S. (2011). *Extending models of invisible management: Religion in the workplace*. Paper presented at the 26th Annual Meeting of Society for Industrial and Organizational Psychology, Chicago, IL.

TEACHING EXPERIENCE

Teaching Curriculum as a Primary Instructor:

- Leadership and Decision Making (MNO2705; Undergraduate), *NUS*
- Organizational Behavior (MNO1706; Undergraduate), *NUS*
- Quantitative Research Methods (BMH5101; Master students), *NUS*
- Seminar in Occupational Health and Stress (BMO6023A; Doctoral students), *NUS*

Past Teaching as a Teaching Assistant:

- Quantitative Method in Labor and Employment Relations (LER593, Master), *UIUC*

PROFESSIONAL SERVICE

Editorial Board Member

Journal of Vocational Behavior (Since 2023)

Ad-Hoc Journal Reviewing

Nature (since 2023)

Organizational Science (since 2023)

Organizational Behavior and Human Decision Processes (since 2023)

Academy of Management Journal (since 2022)

Journal of Management (since 2020)

Journal of Applied Psychology (since 2018)

Journal of Occupational Health Psychology (since 2017)

Conference Submission Reviewing

Academy of Management Annual Meeting (since 2015)

Society for Industrial and Organizational Psychology Annual Meeting (since 2014)

PROFESSIONAL MEMBERSHIP

- Academy of Management (AOM)
- Society for Industrial and Organizational Psychology (SIOP)
- European Academy of Management (EURAM)

WORK EXPERIENCE

Research Intern, National Center for Professional & Research Ethics, UIUC

May-August 2017

- Consulting leadership programs for Nanyang Technology University

STATISTICAL SOFTWARE SKILLS

- R, MPlus, AMOS, SPSS, UCINET