

VITA

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PRESENT POSITION

Professor, College of Business Administration, Seoul National University

EDUCATION

3/1978 - 2/1982	Seoul National University	BBA	2/1982
3/1982 - 2/1984	Seoul National University	MBA	2/1984
9/1985 - 7/1989	University of Pittsburgh	Ph.D.	7/1989

Major: Business Administration (Organizational Studies)

WORKING EXPERIENCE

4/84 - 5/85	Researcher, Korean Development Institute (KDI), Korea
8/89 - 7/90	Visiting Assistant Professor, Graduate School of Business, University of Pittsburgh
9/90 - 2/91	Research Director, LG Academy, Korea
3/91 - 2/95	Assistant/Associate Prof., College of Social Science, Chung Ang University, Korea
3/95 - 2/98	Associate Prof., School of Business, Kyung Hee University, Seoul, Korea
3/98 - Date	Professor, College of Business Administration., Seoul National University, Korea
9/03 - 8/04	Visiting Scholar, Fuqua School of Business, Duke University

PROFESSIONAL ACTIVITY

3/95 - 2/09	Director/Managing Director, Korean Academic Society of Business Administration
3/95 - 2/08	Director/Managing Director/Vice President, Korean Academy of Management
3/98 - 2/00	Managing Director, Korean Industrial Relations Research Association
3/01 - 2/13	Managing Director/President, Korea Academy of Business Ethics

Advising Professor:

LG Academy, Anam Industry, Bingrae, Samsung Group, Samsung Electronics, Korean Air, Hyundai Group, Daewoo Group, Kyobo Insurance, GS Caltex, S Oil, Hyosung Group, Etc.

Outside Director:

Orion, Isu Petasys, Isu Chemical.

Committee Member:

National Innovation Committee of South Korean Government
Innovation Committee of Korea Development Bank(KDB)
Chairman, Ethical Standard Committee of KICPA, Etc.

HONORS AND AWARDS

7/85 - 7/89	Fulbright Scholar
6/89	Member of <i>Beta Gamma Sigma</i> (honor society for collegiate school of business)
9/01 - 9/02	Leading Scholar Research Award, Korea Research Foundation
2016 & 7	Teaching Award, College of Business Administration, Seoul National University
2018	Academic Research Education Award, Seoul National University
2020	Emerald Literati Award, Emerald Publishing

PUBLICATIONS

Master Thesis / Doctoral Dissertation:

- Park, W. (1984). *A study on the relationship between business strategy and organizational structure* (in Korean). Unpublished master thesis, Graduate School, Seoul National University.
- Park, W. (1989). *A Comprehensive study of Janis' groupthink model: Questionnaire development and empirical tests*. Unpublished doctoral dissertation, University of Pittsburgh.

Articles Written in English:

- Park, W. (1990). A review of research on groupthink. *Journal of Behavioral Decision Making*, 3, 229-245.
- Park, W. (1999). Person-organization fit, person-department fit, and their relationship to performance, satisfaction, and turnover intention. *Seoul Journal of Business*, 5(1/2), 35-61.
- Park, W. (2000). A comprehensive empirical investigation of the relationship among variables of the groupthink model. *Journal of Organizational Behavior*, 21, 873-887.
- Park, W. (2001). How a western management concept is transferred to Korea: The case of empowerment. *Korean Management Review*, 30(4), 1265-1289.
- Park, W. (2001). The corporate culture change campaigns in Korea: Lessons from their failures. *Asia Pacific Business Review*, 7(4), 89-110.
- Park, W. (2002). The unwilling hosts: State, society, and the control of guest workers in South Korea. *Asia Pacific Business Review*, 8(4), 67-94.
- Min, B., Park, O. S., Park, W., Park, H. J., & Yun, S. (2007). Impression management, social exchange, and organizational citizenship behaviors. *Review of Business Research*, 7, 129-134.
- Park, W. & Lee, S. (2008). Korean cultural heritage and its influence on implementing empowerment and self-directed teams. *The Korean Business Journal*, 42, 125-152.
- Park, W. & Shin, S. Y. (2009). Moderating effects of group cohesiveness in competency-performance relationships: A multi-level study. *Journal of Behavioral Studies in Business*, 1, 38-51.
- Park, S., Park, W., Kim, S., & Kim, C. Y. (2012). Team learning and creativity: The roles of exploitation and team cohesiveness. *Journal of Organizational Psychology*, 12(4), 70-80.
- Seong, J. Y., Hong, D. S., & Park, W. (2012). Work status, gender, and organizational commitment among Korean workers: The mediating role of person-organization fit. *Asia Pacific Journal of Management*, 29(4), 1105-1129.
- Park, W. & Kim, S. (2012). The need of leader-subordinate reciprocal dyadic trust to build the subordinate's trust in the organization: The case of Korean Air pilots. *The International Journal of Aviation Psychology*, 22(2), 97-119.
- Choi, J. & Park, W. (2013). Interaction of self-enhancement motives, group efficacy, and directive behavior of leaders on procedural justice. *Seoul Journal of Industrial Relations*, 24, 109-139.

- Shin, S. Y., Park, W., & Lim, H. S. (2013). What makes small- and medium-sized enterprises to promote organizational creativity: The contingency perspective. *Social Behavior and Personality*, 41(1), 71–82.
- Kristof-Brown, A. L., Seong, J. Y., DeGeest, D., Park, W., & Hong, D. (2014). Collective fit perceptions: A multi-level investigation of person-group fit and group-level outcomes. *Journal of Organizational Behavior*, 35, 969–989.
- Park, W. & Park, O. (2014). Two-factor theory of culture change management: Distinguishing between critical success and critical failure factors. *The Korean Business Journal*, 48, 37–65.
- Seong, J. Y., Kristof-Brown, A. L., Park, W., Hong, D. S., & Shin, Y. (2015). Person-group fit: Diversity antecedents, proximal outcomes and performance at the group level. *Journal of Management*, 41(4), 1184–1213.
- Kim, C. Y. & Park, W. (2015). Emotionally exhausted employees' affective commitment: Testing moderating effects using three-way interactions. *Social Behavior and Personality*, 43(10), 1699–1714.
- Park, W., Kim, H., Kim, H., Shin, G., & Um, C. (2016). Alternative to null hypothesis significance testing (NHST): Understanding the Bayesian approach. *The Korean Business Journal*, 50, 77–106.
- Park, W., Kim, M. S., & Gully, S. M. (2017). Effect of cohesion on the curvilinear relationship between team efficacy and performance. *Small Group Research*, 48(4), 455–481.
- Park, W., Lew, J. Y., & Lee, E. K. (2018). Team's knowledge diversity and team creativity: The moderating role of status inequality. *Social Behavior and Personality*, 46(10), 1611–1622.
- Lee, E.K., Avgar, A. C., Park, W., & Choi, D. (2019). The dual effects of task conflict on team creativity: Focusing on the role of team-focused transformational leadership. *International Journal of Conflict Management*, 30(1), 132-154.
- Park, W., Han, H., Kim, S. H., Yoon, S., & Yu, H. (2019). An integrative review and theoretical framework of validity in qualitative research: Reflections on the Academy of Management Journal for 2000 to 2016. *Seoul Journal of Industrial Relations*, 30, 181-214.
- Chung, H. S., Kim, H. H., Lee, J., Lim J., & Park, W. (2019). A comprehensive framework for determining measurement types of group-level construct. *Korean Management Review*, 48(2), 533–559.
- Kim, M. S., Park, H., & Park, W. (2020). Why employees help teammates when their leader looks powerful: A multilevel investigation. *Group & Organization Management*, 45(6), 808-835.
- Downes, E. P., Gonzalez-Mulé, E., Seong, J. Y., & Park, W. (2021). To collaborate or not? The moderating effects of team conflict on performance-prove goal orientation, collaboration, and team performance. *Journal of Occupational and Organizational Psychology*, 94(3), 568-590.
- Kim, M. S., Methot, J. R., Park, W., & Gully, S. M. (2022). The paradox of building bridges: Examining countervailing effects of leader external brokerage on team performance. *Journal of Organizational Behavior*, 36, 35-51.
- Kim, M. S., Phillips, J. M., Park, W., & Gully, S. M. (2022). When leader-member exchange leads to knowledge sharing: The roles of general self-efficacy, team leader modeling, and LMX differentiation. *The International Journal of Human Resource Management* (forthcoming).

Articles Written in Korean:

- Park, W. (1992). Empowerment: Conceptual and behavioral turnaround from power struggle to power enlargement (in Korean). *Seoul Journal of Industrial Relations*, 3, 197-210.
- Park, W. (1992). A new approach to performance evaluation: Management-oriented appraisal with CIPP model (in Korean). *The Korean Personnel Administration Journal*, 16, 137-146.
- Park, W. (1993). An empirical study on employee typology based on the fitness among cultural units within an organization (in Korean). *The Korean Personnel Administration Journal*, 17, 349-362.
- Park, W. (1995). Group appraisal as an important method in performance appraisal (in Korean). *The Korean Business Journal*, 29(1/2), 290-303.
- Park, W. (1996). A comprehensive empirical investigation of the groupthink model (in Korean). *The Korean Personnel Administration Journal*, 20, 125-151.
- Park, W. (1997). A study on the performance of culture change efforts of Korean companies (in Korean). *Management Review*, Kyung Hee University, 2, 53-81.
- Park, W. (1997). Corporate culture of Korean companies in the 21C: Its direction and content (in Korean). *Management Review*, Kyung Hee University, 2, 163-182.
- Park, W. (1997). Empowerment: Its meaning and applications (in Korean). *Korean Management Review*, 26, 115-138.
- Park, W. (1998). Innovation in R&D part of Korean firms: Special focus on organization, human resource, and project management (in Korean). *Seoul Journal of Industrial Relations*, 9, 55-84.
- Park, W. (1999). Self, superior, and subordinate appraisal of managerial ability (in Korean). *The Korean Business Journal*, 33(2), 66-94.
- Park, W. (1999). A study on the development of manpower planning model: With focus on discount store industry (in Korean). *The Korean Business Journal*, 33(3), 221-244.
- Park, W. (1999). Problems and successful ways of managing virtual organizations (in Korean). *The Korean Business Journal*, 33(4), 201-232.
- Park, W. (2000). Self, superior, and subordinate appraisal of managers' ability (in Korean). *Korean Journal of Management*, 8(1), 51-104.
- Park, W. (2000). The increase of the effectiveness of group decision making via IT application (in Korean). *The Korean Business Journal*, 34(3), 161-187.
- Park, W., Park, O., & Kim, S. (2000). Compensation of university professors: The case of Seoul National University (in Korean). *Seoul Journal of Industrial Relations*, 11, 171-206.
- Park, W. (2001). Critical success and failure factors of corporate culture change (in Korean). *Korean Journal of Management*, 9(1), 189-208.
- Park, W. & Bang, H. (2001). A review of research on corporate culture clash: Its meaning and measurement (in Korean). *The Korean Business Journal*, 35(2/3), 175-210.
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- Park, W. & Paik, K. (2003). Cultural due diligence for successful M&A (in Korean). *Seoul Journal of Industrial Relations*, 13, 71-96.
- Park, W. & Lee, E. (2003). Testing the validity of person-job fit measurement using Interplace (in Korean). *The Korean Business Journal*, 37(4), 57-89.
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- Park, W. & Bang, H. (2004). A review of research on determinants of team effectiveness (in Korean). *Seoul Journal of Industrial Relations*, 15(1), 1-73.

- Park, W. & Ahn, S. (2005). A review on and recommendations for team-based rewards (in Korean). *Korean Journal of Management*, 13(1), 101-138.
- Park, W. & Ko, S. (2005). Procedures and methods of multilevel analysis: With a focus on WABA (in Korean). *The Korean Business Journal*, 39(1), 59-90.
- Park, W. & Choi, H. (2005). A study on the antecedents and consequences of shared mental models in team (in Korean). *The Korean Business Journal*, 39(2/3/4), 27-60.
- Park, W. & Ko, S. (2006). Mediating role of process conflict in the relationship between person-organization fit and job attitudes (in Korean). *Korean Management Review*, 35(2), 521-555.
- Park, W. & Paik, Y. (2006). Negative effects of group-efficacy on group performance (in Korean). *Korean Management Review*, 35(5), 1427-1448.
- Park, W. & Ahn, S. (2006). Research on the effects of culture gap on organizational commitment, job satisfaction, and turnover intention (in Korean). *Seoul Journal of Industrial Relations*, 17, 1-21.
- Park, W. (2007). Team structure in Korea: Characteristics, effectiveness, and future directions (in Korean). *The Korean Business Journal*, 41, 59-97.
- Park, W., Ryu, S. M., & Ahn, S. (2007). The mediating effect of subordinate's trust in leader in the relationship between leader's trust in subordinate and subordinate's trust in organization (in Korean). *Korean Management Review*, 36(3), 679-704.
- Park, W., Kim, M. S., Jeong, S. M., & Huh, K. M. (2007). Causes and remedies of common method bias (in Korean). *Korean Journal of Management*, 15(1), 89-133.
- Seong, J. Y., Park, W., & Yun, S. (2008). The effect of person-environment (organization, supervisor, coworker) fit, on organizational citizenship behavior and performance, and the mediating effect of justice (in Korean). *Korean Journal of Management*, 16, 1-62.
- Park, W. & Shin, S. Y. (2008). The revival of interest on organizational culture (in Korean). *Seoul Journal of Industrial Relations*, 18, 1-20.
- Park, W. & Ahn, S. (2008). Studies of organizational culture in Korea: Trends and recommendations (in Korean). *Seoul Journal of Industrial Relations*, 18, 21-44.
- Park, W. & Ryu, S. (2008). Internal and external factors of an organization: How are they related to organizational culture? (in Korean). *Seoul Journal of Industrial Relations*, 18, 45-82.
- Park, W. & Seong, J. Y. (2008). A review of the studies on the relationship between organizational culture and organizational performance (in Korean). *Seoul Journal of Industrial Relations*, 18, 83-135.
- Park, W. & Seong, J. Y. (2008). A review of the studies on effective measurement of organizational culture (in Korean). *Seoul Journal of Industrial Relations*, 18, 137-181.
- Seong, J. Y., Park, W., & Yun, S. (2008). The curvilinear effect of demographic dissimilarity (relational demography) on individual performance (in Korean). *Korean Journal of Management*, 16, 139-175.
- Park, W. (2009). Sports Toto's revival and success via strategic corporate social responsibility (in Korean). *Management Education Review*, 13, 1-32.
- Park, W., Park, H., & Kim, S. (2010). A study on person-organization fit: Conceptual distinction, measurement, and analysis (in Korean). *The Korean Business Journal*, 44, 313-356.
- Ahn, S. & Park, W. (2010). Team trust: Review, conceptualization, and recommendations for future research (in Korean). *Korean Management Review*, 39, 1049-1091.
- Park, W., Go, D. W., & Yun, E. (2010). Improving causality: The significance of control variable, phenomena, and recommendations (in Korean). *Seoul Journal of Industrial Relations*, 21, 1-50.
- Park, W., Son, S. Y., Park, H., & Park, H. S. (2010). A proposal on determining appropriate sample size considering statistical conclusion validity (in Korean). *Seoul Journal of Industrial Relations*,

- 21, 51–85.
- Park, W., Yang, Y., Lee, H. J., Choi, Y., & Kim, M. J. (2010). The meaning and verification methods of measurement equivalence/invariance (in Korean). *Seoul Journal of Industrial Relations*, 21, 87–137.
- Park, W., Chang, J. W., & Lee, S. (2010). A methodological assessment of longitudinal design in organizational behavior research (in Korean). *Seoul Journal of Industrial Relations*, 21, 139–173.
- Park, W., Chung, G. H., Yoo, J. H., Choi, D., & Kim, S. (2010). An evaluation of validity of cross-sectional research on organizational science and recommendations for future research: Based on studies in Korean Journal of Management (in Korean). *Seoul Journal of Industrial Relations*, 21, 175–211.
- Park, W., Cha, M., Jeon, Y., & Park, M. (2012). A comprehensive study of multilevel constructs: Types, issues and research proposal (in Korean). *The Korean Business Journal*, 46, 117–157.
- Park, W. & Shin S. Y. (2013). The effect of goal orientation on task behavior and job performance: investigating the mechanism of the sub-dimensions of goal orientation (in Korean). *Korean Management Review*, 42(1), 29–51.
- Cho, B., Park, W., Park, H., & Kwon, S. (2014). Business ethics research in Korea: Trends and future directions (in Korean). *Korean Academy of Business Ethics*, 14(1), 1–20.
- Park, W. (2014). Characteristics of virtual organization and operational problems (in Korean). *Seoul Journal of Industrial Relations*, 25, 41–60.
- Shin S. Y. & Park, W. (2014). A study on the effect of goal orientation in superior-subordinate dyad relationship (in Korean). *Korean Management Review*, 43(3), 613–637.
- Park, W. (2015). Raising intrapreneur (in Korean). *Journal of Management Case Research*, 48-49. The Institute of Management Research, Seoul National University, 19–37.
- Park, W. (2017). Measurement Tools of Organizational Culture (in Korean). *The Korean Business Journal*. The Institute of Management Research, Seoul National University, 51, 51–91.
- Kim, C. Y. & Park, W. (2017). Psychological well-being in workplace: A review and meta-analysis (in Korean). *Korean Journal of Management*, 25(2), 15–67.
- Park, W. (2019). Change of organizational culture: Needed not only to build excellent companies but also to conserve the constitution of Korea (in Korean). *Seoul Journal of Industrial Relations*, 30, 1-22.
- Lee, H. & Park, W. (2019). The relationship between CEO and organizational culture: Trends of empirical studies and recommendations for future research (in Korean). *Seoul Journal of Industrial Relations*, 30, 119-144.
- Park, W. (2020) Organizational culture collision and effective organizational culture management (in Korean). *Seoul Journal of Industrial Relations*, 31, 31-56.
- Park, W., Mah, S., Bae, S., Ji, S., Lee, Y., & Kim J. (2020) Careless Responding in Surveys: Detection Methods and the Impact of Screening on Research (in Korean). *Korean Management Review*, 49(2), 331-364.
- Park, W. (2020) Mutual fit between Asan's personal characteristic and Hyundai's corporate culture: Background of extraordinary growth (in Korean). *Journal of the Institute for Asan Studies*, 6, 66-91.
- Park, W., Lee, Y., Mah, S., Kim J., & Ji, S. (2021). Causes of Careless Responding in Surveys and Preventions in the Survey Design (in Korean). *Korean Management Review*, 50(5), 1401-1434.

Conference Papers:

- Park, W. (1991). A comprehensive study of groupthink model: Relationships between groups of variables (in Korean). *Proceedings of 1991 Conference of Korean Academy of Management*, 64-89.
- Park, W. & Kym, H. (1992). The effect of cultural fit/misfit on the productivity and turnover of IS personnel. *1992 ACM SIGCPR Conference Proceedings*, Cincinnati, OH: ACM, 184-190.
- Park, W. (1992). Strategic performance evaluation: Methods and applications (in Korean). *Proceedings of 1992 Conference of Korean Personnel Management Association*, 85-98.
- Park, W. (1992). Empowerment: From power struggle to power enlargement (in Korean). *Proceedings of 1992 Conference of Korean Academy of Management*, 49-61.
- Park, W. (1993). Organizational transformation: Concept and approaches (in Korean). *Proceedings of 1993 Conference of Korean Academy of Management*, 63-83.
- Park, W. & Kwon, S. (1996). Developing human capital of Korean corporations (in Korean). *Proceedings of 1996 Conference of Korean Academic Society of Business Administration*, 527-547.
- Park, W. (1997). Relationship between self, superior, and subordinate appraisal of managerial competence (in Korean). *Proceedings of 1997 Conference of Korean Academic Society of Business Administration*, 527-547.
- Park, W. (1998). Intraorganizational cultural fit/misfit approach to increase the effectiveness of information systems personnel. Paper presented at the sixth conference on international human resource management, University of Paderborn, Germany.
- Park, W. (1998). Intraorganizational subcultural congruence: Employee typology and its relationship to employee's performance, satisfaction, and turnover intention. Paper presented at the Inaugural Conference of Asia Academy of Management, Hong Kong.
- Park, W. (1999). Empowerment in Korea: How it is understood and implemented. *Proceedings of 1999 Seoul National University-Organization Science Conference*, Seoul, 411-422.
- Park, W. (2001). Critical success and failure factors of corporate culture change, Presented at the OCD Session, 2001 Academy of Management Conference, Washington, D.C., August 7.
- Park, W. & Bang, H. (2002). Team role balance and team performance, Presented at the 2002 Belbin Conference, Cambridge University, March 26.
- Seong, J. Y., Park, W., Choi, W., & Yun, S. (2009). Person-environment fit, organizational commitment, and job performance behaviors. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Park, W., Kim, M. S., & Gully, S. M. (2010). General self-efficacy, team-efficacy, and leader goal orientation as multi-level predictors of OCBs, *2010 Academy of Management Annual Meeting*, Montreal, Canada, August 10, 2010.
- Park, W. (2010). Two-factor theory of culture change management in South Korea: Distinguishing critical success factors and critical failure factors, *2010 Asia Academy of Management Conference*, Macau, SAR, China, December 12, 2010.
- Park, W., Kim, S., & Choi, J. R. (2011). Self-enhancement motives and turnover intention, *The annual conference of the Society for Industrial and Organizational Psychology*, Chicago, IL. April, 2011.
- Park, W., Choi, J., Kim, M. S., & Gully, S. M. (2011). Cohesiveness as a moderator on the relationship between group efficacy and performance, *2011 Academy of Management Annual Meeting*, San Antonio, TX, August 15, 2011.
- Kristof-Brown, A. L., Seong, J. Y., DeGeest, D. S., Park, W., & Hong, D. S. (2011). The homology of person-group fit: A multilevel analysis of supplementary and complementary fit, *2011 Academy of Management Annual Meeting*, San Antonio, TX, August 15, 2011.

- Park, S., Park, W., Kim, S. & Kim, C. Y. (2012). Beyond limitation: team exploitation on team creativity, *2012 Annual meeting of the Society for Industrial and Organizational Psychology (SIOP)*, San Diego, CA, April 27, 2012.
- Kim, C. Y., Park, W., Park, S., & Kim, S. (2012). Can LMX be related to organizational affective commitment negatively?, *2012 Annual meeting of the Society for Industrial and Organizational Psychology (SIOP)*, San Diego, CA, April 27, 2012.
- Shin, S. Y. & Park, W. (2013). A study on the effect of goal orientation in superior-subordinate dyad relationship (in Korean), *2013 Korean Academy of Management Meeting*, April 2013.
- Cho, B., Park, W., Park, H., & Kwon, S. (2013). Current situation and issues of Korean research in business ethics (in Korean), *2013 Spring Conference Proceedings*, Korean Academy of Business Ethics, pp. 132–156.
- Noh, H. & Park, W. (2013). A review of major global academic societies of business ethics (in Korean), *2013 Spring Conference Proceedings*, Korean Academy of Business Ethics, pp. 74–90.
- Park, S., Park, W., & Kim, C. Y. (2013). Linking team performance to individual self-efficacy: What affects cross-level attribution? *2013 Academy of Management Annual Meeting*, Orlando, Florida, August, 2013.
- Lee, E. K., Avgar, A. C., & Park, W. (2015). Revolution Calling: Innovative approaches to negotiation Process. *2015 Academy of Management Annual Meeting*, Vancouver, Canada, August 10, 2015.
- Kim, M. S., Park, W., & Gully, S. M. (2015). Micro and Macro Perspectives on Social Networks, *2015 Academy of Management Annual Meeting*, Vancouver, Canada, August 10, 2015.
- Kim, M. S., Park, H., & Park, W. (2017). How leader's power affect citizenship behavior: A moderate mediation model. *2017 Academy of Management Annual Meeting*, Atlanta, Georgia, August 7, 2017.
- Kim, C. Y. & Park, W. (2017). Emotionally exhausted employee's violated identity: Interaction effect on justice and OCB. *2017 Academy of Management Annual Meeting*, Atlanta, Georgia, August 8, 2017.
- Park, S., Kim, M. S., Jiang, Y., Chung, H. S., & Park, W. (2020) Relational approach to team-level pay satisfaction: The role of LMX differentiation, leader conscientiousness, and task interdependence. *2020 Academy of Management Annual Meeting*.

Books:

- Park, W. & Lee, K. (1992). *Corporate culture* (in Korean). Seoul: Ssangyong Group.
- Park, W. (1994). *Approaches of organizational transformation* (in Korean). Seoul: Samsung Group.
- Park, W. & Lee, B. (1996). *Corporate culture of Korean companies* (in Korean). Seoul: Korean Chamber of Commerce.
- Park, W. (1998). *Empowerment practice manual* (in Korean). Seoul: Sigma Consulting Group.
- Park, W. (1999). *Virtual organization* (in Korean). Seoul: Seoul National University.
- Park, W. (2000). *Group decision making and IT application* (in Korean). Seoul: Seoul National University.
- Park, W. (2002). *Web-based executive training* (in Korean). Seoul: Seoul National University.
- Park, W. (2002). *M&A and culture clash management* (in Korean). Seoul: Jipmoondang.
- Park, W. (2003). *Information technology and organizational structure* (in Korean). Seoul: Seoul National University.
- Park, W. (2006). *Motivation and empowerment* (in Korean). Seoul, Korea: Hunet.

- Park, W. (2006). *Teamwork: Meaning, method and measurement* (in Korean). Seoul: Seoul National University Press.
- Park, W. (2006). *Team structure in Korea: Its past, present, and performance* (in Korean). Seoul: Seoul National University Press.
- Robbins, S., Judge, T. A., Lee, D., Kim, T., Park, K., & Park, W. (2013). *Organizational behavior* (in Korean), Seoul, Korea: Pearson.
- Park, W. (2015). *Managing organizations* (in Korean), Seoul, Korea: Hunet.
- Park, W., Lim, C., Kim, J., Rhee, S. Y., Cha, Y., Kim, C. Y., & Cho, Y. T. (2018). *Happiness management: Beyond ethical management* (in Korean). Seoul, Korea: Korea Organization Competency Institute.
- Park, W. (2019). *Organizational culture change management* (in Korean). Paju, Korea: Sangneung.

Book Chapters:

- Park, W. (2000). Human resource management in South Korea. In P. Budhwar & Y. Debrah (Eds.), pp. 34-55. *Human resource management in developing countries*, London: Routledge Publishers.
- Park, W. (2002). The corporate culture change campaigns in Korea: Lessons from their failures. In C. Rowley, T. Sohn, & J. Bae (Eds.), pp. 89-110. *Managing Korean business*, London: Frank Cass.
- Park, W. (2002). The unwilling hosts: State, society, and the control of guest workers in South Korea. In Y. A. Debra (Ed.), pp. 67-94. *Migrant workers in pacific Asia*, London: Frank Cass.
- Park, W. (2002). Antecedents, meaning and methods of teamwork (in Korean). In J. T. Choi (Ed.), pp. 185-214. *Approaches in Personnel and Organization to Increase Corporate Competitiveness*, Institute of Labor Relations: Seoul National University Press.
- Kim, C. Y. & Park, W. (2019). Psychological well-being in workplace: A review and meta-analysis (in Korean). In W. Park et al. (Eds.), pp. 117–166. *Management 2.0*, Seoul, Korea: The Cloud 9.