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### Education

- PhD, Major in Organizational Theory and Human Resource Management ,Department of Business Administration, National Taipei University, 2004/1
- Master, Department of Business Administration , Tunghai University, 1991/6

### Area of Specialty

- Human Resource Management
- Organizational Behavior
- Business Ethics

### Academic Experience

- Assistant Professor, Department of Business Administration, Southern Taiwan University of Science and Technology, 2004/1 to present
- Lecturer, Department of Business Administration, Southern Taiwan University of Science and Technology, 2000/8 to 2003/12
- Lecturer, Department of International Business Management, Tainan University of Technology, 1999/8 to 2000/7

### Publications

#### **Journal Papers:**

1. Liao, Wan-Ru, **Miao-Ling Fang**, Mei-Lan Lin, Pi-Yueh Cheng and Yu-Jhen Hong (2016). Effect of hunger on charity activities and gender as moderator. Taiwan Journal of Leisure Studies, 1(2), 65-94. (in Chinese)
2. **Fang, Miao-Ling** and Liu Po-Min (2015). The Influence of Employees' Practical Intelligence on Job Performance. Service Industry Management Review, 13, 1-31. (in Chinese)
3. Lin, Mei-Ling, **Fang Miao-Ling**, and Chang Rui-Chun(2015). Impact of the Speed and Volume of Restaurant Background Music on Consumers' Waiting Time Perception. Journal of Tourism and Leisure Studies, 21(1), 55-77. (in Chinese)

## Conference Papers:

1. **Fang, Miao-Ling** and Qiu-Hong Chen (2016, May) "Influence of Job Embeddedness on Employees' Sense of Well-being—A Study on Personality Traits as a Mediating Variable", The 13th Academic Conference on Service Management and Innovation, Tainan, Taiwan. (in Chinese)
2. **Fang, Miao-Ling** and Shi-Yu Wang (2016, May) "A Study of the Correlation between Cross-Culture Adaptation and Job Involvement of Vietnamese employees in Tainan", The 13th Academic Conference on Service Management and Innovation, Tainan, Taiwan. (in Chinese)
3. **Fang, Miao-Ling** and Zhen-Yu You (2016, May) "A Social Value Perspective on the government-led Program—The Case of Social Youth Traineeship Program between West and East", 2016 Interdisciplinary Conference, Taipei, Taiwan.
4. **Fang, Miao-Ling** and Jian-Zhong Wang (2015, May) "A study of the relationships between military instructor's leadership styles and student's learning outcomes", The 7th Conference on Management Master Theses in Southern Taiwan, Tainan, Taiwan. (in Chinese)
5. **Fang, Miao-Ling** and Bing-Lun Wu (2015, Mar.) "A Study on the relationship of Organizational Politics, Organizational Citizenship Behavior and Self-Monitoring", 2015 Finance, Accounting and Management Decision Conference, Tainan, Taiwan. (in Chinese)
6. Liao, Wan-Ru, **Miao-Ling Fang**, Mei-Lan Lin and Yu-Jhen Hong (2014, Nov.) "Effect of hunger on charity activities and gender as moderator", 2014 9th CABMT Annual Conference, Yunlin, Taiwan. (in Chinese)
7. **Fang, Miao-Ling** and Rong-Ting Chen (2014, Oct.) "A Study of Constructing the Model of Competency for Vocational Rehabilitation Case Managers", Business Administration and Marketing Innovation Conference, BAMI 2014, Kaohsiung, Taiwan. (in Chinese)
8. **Fang, Miao-Ling** and Dong-Lin Chen (2014, Sep.) "The Research of Relationship between Personality and Person-Environment Fit", The 10th Annual Business Research Conference, Zhongli, Taiwan. (in Chinese)
9. **Fang, Miao-Ling** and Zuo-Rong Chen (2014, May) "A Study of the Relevance among Gender Differences, Personality Traits, and Work Adjustment in the Republic of China Armed Forces", The 11th Academic Conference on Service Management and Innovation, Tainan, Taiwan. (in Chinese)
10. **Fang, Miao-Ling** and Shu-Yan Luo (2014, May) "A Study of the Relevance among Personality Traits, Leadership Style and Job Involvement", The 11th Academic Conference on Service Management and Innovation, Tainan, Taiwan. (in Chinese)
11. Lin, Bih-Jiau, **Miao-Ling Fang** and Chin-Sheng Wan (2013, Dec.). "Exploring the Stereotype Changes Have the Times Changed of Hospitality Workers in Taiwan", International Conference for Academic Disciplines, Msida, Malta.
12. **Fang, Miao-Ling** (2013, Nov.). "Application of Dephi Method on Developing University Social Responsibility Assessment Indicators", The 9<sup>th</sup> International Conference on Knowledge-based Economy and Global Management, Tainan, Taiwan.
13. **Fang, Miao-Ling** and Guo-Xian Wu (2013, Mar.) "The Public Employment Service Agency of Contracted Employees' Organizational Commitment, and

- Service-Oriented OCB”, 2013 Finance and Management Conference, Tainan, Chiayi. (in Chinese)
14. **Fang, Miao-Ling** and Qiu-Yue Lin (2012, Dec.) “The Research of Employees’ Sense of Well-being and Retention in Jobs – An instance of being a kindergarten teacher”, The Seventh Academic Conference on Chinese Business and Technology, Tainan, Taoyuan. (in Chinese)
  15. **Fang, Miao-Ling** and Yao-Ru Tsai (2012, May) “The Relationships between Quality of Work Life and Job Involvement”, The Ninth Academic Conference on Service Management and Innovation, Tainan, Taiwan. (in Chinese)
  16. **Fang, Miao-Ling** and Li-Min Zhuang(2012, May) “The Relationships among Employees’ Leisure Participation, Work Vigor, and Job Stress”, The Ninth Academic Conference on Service Management and Innovation, Tainan, Taiwan. (in Chinese)
  17. **Fang, Miao-Ling** and Fang-Jun Liu(2012, May) “The Research on Role Conflict of Human Resource Personnel”, The Ninth Academic Conference on Service Management and Innovation, Tainan, Taiwan. (in Chinese)

### **Books:**

1. **Fang, Miao-Ling** (2013). Gender Difference in Ethical Thinking. In Xiao Jin-Tu (Eds.), Symposium of Gender Equality in Education (pp. 67-78). Kaohsiung, Liwen . ISBN: 978957748543-4.

### **Dissertation:**

- **Fang, Miao-Ling** (2003) “*Evaluating Ethical Intentions of Individual Employee in Organizations—Evidence from the New Generation,*” Ph.D. Dissertation, Department of Business Administration, National Taipei University, Taipei, Taiwan.

### **Grants**

1. Granted by Ministry of Science and Technology, “Top Management Incentives, Financial Performance, and Social Performance-from Agency Theory and Stakeholder Theory Perspective,” 2005/08/01-2006/07/01, No: 94-2416-H-218-015-.
2. Granted by Ministry of Science and Technology, “The Moderating Effect of Relationships on Determinants of Ethical Decision Making and Behavioral Intentions,”2004/03/01-2005/07/01, No: NSC93-2416-H-218-001.

### **Entrusted Practical Projects**

1. Entrusted by Sinyi Culture Foundation, “Project of Strengthening Business Ethic Education,” 2011/11/10-2012/9/30, No: 320990284.
2. Entrusted by Taishan Training Center Bureau of Employment and Vocational Training Council of Labor Affairs, No: 320980089, “Research of the Effect on Vocational Training for Medium and Long Term unemployment in Taiwan” 2009/8/1-2009/12/7.
3. Entrusted by Sinyi Culture Foundation, “Project of Strengthening Business Ethic Education,” 2008/9/1-2009/8/31, No: 320970244.

### **Professional Certifications**

1. Employment Service Technician Certificate, No: 195-002854, Council of Labor Affairs, 2011/05/20.

### **Academic and Professional Service**

1. Reviewer, Commerce & Management Quarterly, 2016/06.
2. Reviewer, Journal of South Taiwan University, 2015/08.
3. Reviewer, Bulletin of Taiwan Shoufu University, 2014/09.
4. Reviewer, Journal of Academic Ethics, 2013/11.
5. Reviewer, Journal of Human Resource Management, 2011/11.
6. Reviewer, Journal of South Taiwan University, 2011/11.