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Education

- **Ph.D.** in Human Resource Management; National Chung Cheng University, 01/2012
- **M. A.** in Economics (Managerial Track); University of Oklahoma, U.S.A. 12/2004
- **B. A.**, in Economics (Minor: Accounting); University of Oklahoma, U.S.A. 07/2003

Area of Specialty

- International Human Resource Management; Leadership and Decision Making;
Cross-Culture Management

Academic Experience

- Assistant Professor, Dept. of Hospitality Management, Southern Taiwan University of Science and Technology. 06/2012 to Present
- Assistant Professor, Dept. of Foreign Language, National Chiayi University 02/2005 to 06/2014
- Adjunct Instructor, Dept. of Applied Foreign Language, National Yunlin University of Science and Technology 08/2006 to 01/2008

Work Experience

- Human Resource Manager, Personnel Office, Chiun-Hsian Industrial Co., LTD, 2011/1 to 2014/7
- Accounting Supervisor, Department of Accounting Information, Chiun-Hsian Industrial Co., LTD, 2006/4 to 2010/12
- Purchase Specialist, Department of Procurement, Chiun-Hsian Industrial Co., LTD, 2005/1 to 2006/3

Publications

Journal Papers:

1. Ya-Hui Bella Lien, David Pauleen, Yu-Ming Kuo, and Tz-Li Wang, (2014) "The Rationality and Objectivity of Reflection in Phenomenological Research," Quality &

Quantity: International Journal of Methodology, Vol. 48, Issue 1, January, pp. 189-196 (SSCI)

2. Szu-Wei Yen, Tz-Li Wang, and Chun-Chen Huang, (2013) "TRADE vertical specialization, interindustry diffusion effects and technology imports: The case of Taiwan," *Innovation: Management, Policy & Practice*, Vol. 15, Issue 4, pp. 494-507 (SSCI)
3. Tz-Li Wang, Ya-Hui Bella Lien, and Yu-Ming Kuo, (2013) "The Power of Using video Data," *Quality & Quantity: International Journal of Methodology*, Vol. 47, Issue 5, August, pp. 2933-2941 (SSCI)
4. Szu-Hsien Lin, You-Jie Chen, Tz-Li Wang, and Ya-Chiu Angela Liu, (2012), "FDIs in Life Cycle Stages: Firm-Level Evidence from Taiwan," *Applied Economics Letters*, Vol. 19, Issue 4, March, pp. 393-397 (SSCI)
5. Szu-Hsien Lin, You-Jie Chen Tz-Li Wang, and Hung-Chih Wang, (2012), "The Decision Behavior of Taiwan Firms Investing in China: Evidence from Different Industries," *Review of Pacific Basin Financial Markets and Policies*, Vol. 15, No. 1, pp. 1250002-1-1250002-25.

Conference Papers:

1. **Tz-Li Wang** and Jaw-Yih Wang(2016/10/28), "A Study in Clothing Production Makers' Career Plateau, Job Embeddedness, and Turnover Intention ," 2016 business Administration and Marketing Innovation Conference, Kaohsiung, Taiwan (Accepted for presentation as an Interactive Paper) (In Chinese)
2. **Tz-Li Wang** and Li-Hsiang Lin (2016/10/28), "A Study in Administrative Staffs' Organizational Culture, Job Stress, and Intention to Stay-Case in Junior High School of Tainan," 2016 business Administration and Marketing Innovation Conference, Kaohsiung, Taiwan (Accepted for presentation as an Interactive Paper) (In Chinese)
3. **Tz-Li Wang** and Shu-Chun Tu (2016/10/28), "A Study in Polices and Firefighters' Positive Practice Environment, Job Stress, and Turnover Intention," 2016 business Administration and Marketing Innovation Conference, Kaohsiung, Taiwan (Accepted for presentation as an Interactive Paper) (In Chinese)
4. **Tz-Li Wang** and Yu-Chen Huang (2016/10/28), " A Managerial Competency Model of Manager in Property Management," 2016 business Administration and Marketing Innovation Conference, Kaohsiung, Taiwan (Accepted for presentation as an Interactive Paper) (In Chinese)
5. **Tz-Li Wang** and Ying- Kuei Wang (2016/10/28), " A Study in Public Servants Knowledge Sharing Willingness, Organizational Learning, and Work Performance in Tainan," 2016 business Administration and Marketing Innovation Conference, Kaohsiung, Taiwan (Accepted for presentation as an Interactive Paper) (In Chinese)

6. **Tz-Li Wang** and Thi-Ai Nguyen(2016/6/17), "A Study on the relationship among Personality, Job Embeddedness, and Turnover Intention-A Case of Footwear Factory's in Vietnam," 2016 The conference of Operational management and Information Technology, Taichung, Taiwan (Accepted for presentation as an Interactive Paper) (In Chinese)
7. **Tz-Li Wang** and Wen-Ling Shu(2016/5/27), " A Study in Baking Professionals' Personality, Emotional Labor, and Job Satisfaction," 2016 The 11th Conference on Theories and Practice in International Business, Kaohsiung, Taiwan (Accepted for presentation as an Interactive Paper) (In Chinese)
8. **Tz-Li Wang** and Chan-Yuan Hsu(2016/5/27), " A Study in On-the-Job Training Labors' Learning Attitude, Learning Motivation, and Learning Engagement," 2016 The 11th Conference on Theories and Practice in International Business, Kaohsiung, Taiwan (Accepted for presentation as an Interactive Paper) (In Chinese)
9. **Tz-Li Wang** and Shih-Wen Chen(2016/5/28), " A Study in Junior High School Students' Learning Motivation, Learning Attitude, and Learning Engagement," 2016 The 8th Conference on Management Master Theses in Southern Taiwan, Kaohsiung, Taiwan (Accepted for presentation as an Interactive Paper) (In Chinese)
10. **Tz-Li Wang** and Shih-Hao Lan(2016/5/28), " A Study on the relationship among Work Satisfaction, Work Performance, and Work Involvement in Life Insurance Agents," 2016 The 8th Conference on Management Master Theses in Southern Taiwan, Kaohsiung, Taiwan (Accepted for presentation as an Interactive Paper) (In Chinese)
11. Li-He Lin and **Tz-Li Wang** (2015/11/19-20), " A Study of the Wage Differences When the East Meets the West," The 11th International Conference on Knowledge-Based Economy and Global Management, Tainan, Taiwan (Accepted for presentation as an Interactive Paper) (In English)
12. **Tz-Li Wang** and Po-Tsung Liao(2015/5/29), " A Study in Secondary Practice Teachers' Job Characteristics, Personality, and Job Satisfaction," 2015 The 7th Conference on Management Master Theses in Southern Taiwan, Tainan, Taiwan (Accepted for presentation as an Interactive Paper) (In Chinese)
13. **Tz-Li Wang** and Nai-Chi Kuo(2015/5/29), " A Study on the Influence Personality, Job Characteristics, and Turnover Intention of Life Insurance Agent," 2015 The 7th Conference on Management Master Theses in Southern Taiwan, Tainan, Taiwan (Accepted for presentation as an Interactive Paper) (In Chinese)
14. Wan-Fen Liao, **Tz-Li Wang**, and Su-Chong Chuang (2014/11/13-14), " A New Perspective of the Strategic Network-Evolution Model From Taiwan Hospital," The 10th International Conference on Knowledge-Based Economy and Global

Management, Tainan, Taiwan (Accepted for presentation as an Interactive Paper) (In English)

15. Su-Chong Chuang, **Tz-Li Wang**, Tsung-Shyan Shih, and Wan-Chi Wu (2014/11/5-9), "A Study of Street Level Bureaucrats on their Perception of Ethics," The 75th International conference on Next Steps for Public Administration in Theory and Practice: Looking Backward and Moving Forward, Guangzho, China (Accepted for presentation as an Interactive Paper) (In English)

Dissertation

Tz-Li Wang (2013). A Study in Foreign Labor's Personality, Mindfulness, Cultural Intelligence, Cross-Cultural Adjustment, and Work Performance. Taiwan: National Chung Cheng University.

Honors and Awards (Guide students to Participate in the Competition)

- Second Prize, 2015 Compus Innovation Competition .
- Best Movie Award, 2015 E-Commerce Idea Competition.
- Excellent Award in Business Commerce Innovation Track, 2014 Start-up Taiwan

Professional Certifications

- Customer Relationship Management Assistant, No: 2015CRMA-T00089, the General Chamber of Commerce of ROC, 2015/06/25
- Business Management Certification-Basic, No:2015BMCB-T00089, the General Chamber of Commerce of ROC, 2015/06/25
- Survey and Research Analyst, No:SRM20131050, Tri-Star Statistics Service Company, 2013/06/21

Academic Service

- Committee member, Committee of degree Examination, MS, Graduate School of Real Estate Development and Management, Kun Shan University, 2016/06/16
- Proctor of Tainan Test Distinct in the 4-year TVE Joint College Entrance Examination, 2016/04/18
- Delegate of school Affairs Council, 2015/08/01-2016/07/31.
- Committee member, Committee of Course consulting, Department of Marketing and Distribution Management, 2015/06/15.
- Committee member, Committee of degree Examination, MS, Department of Cultural and Creative Enterprise Management, Nanhua University, 2015/05/01.
- Committee member, Committee of degree Examination, MS, Graduate School of

Real Estate Development and Management, Kun Shan University, 2015/01/15.

- Delegate of School Affairs Council, 2014/08/01-2015/07/31