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Education

- PhD, Institute of Human Resource Management, National Sun Yat-sen University, 2004/6
- Master, The Graduate School of Commerce, Waseda University, 1992/3

Area of Specialty

Human Resource Management, Organizational Behavior, Competency Analysis,
Performance Management

Academic Experience

- Associate Professor, Department of Business Administration, Southern Taiwan University of Science and Technology, 2009/8 to present
- Associate Professor, Institute of Technological and Vocational Education and Human Resources Development, Southern Taiwan University, 2005/8 to 2009/7
- Instructor, Department of Leisure, Recreation and Tourism Management 1992/8 to 2005/7

Publications

Journal Papers:

1. **Huang, Pei-Wen**, Wei-Ping Hu, and Su-Hui Huang (2010) "The Influences of Female Leadership Traits and Leadership Effectiveness on Employees' Job Involvement," *International Journal of Information, Business and Management*, 2(2), 21-32. (in Chinese)
2. **Huang, Pei-Wen**, and Ya-Chung Li (2010) "The Influences of Competency and Job Performance on Promotional Opportunity- A Case of J Company," *Journal of Global Commerce and Management*, 5(1), 51-71. (in Chinese)
3. **Huang, Pei-Wen**, and Min-San Wu (2009) "The Impacts of Self-Efficacy, Family Support, School Support, and Career Support on Work Adjustment with Hearing Impaired," *Training and Development*, 4, 106-118. (in Chinese)
4. **Huang, Pei-Wen**, Chih-Lien Wang, Chia-Chen Lin, Wei-Chen Chang, and Yong-Xin Lee (2008) "A Case Study of Competence Analysis and Training Program in the Preparatory Phase – The Example of Distribution Service Industry," *Commerce & Management Quarterly*, 9(4), 505-526. (in Chinese)
5. Chen, Yi-Jung, and **Pei-Wen Huang** (2008) "The translation equivalence of the Effort Scale between Chinese and Portuguese travel agents," *Social Behavior and Personality*, 36(7), 931-932. [SSCI]
6. Huang, Pei-Wen (2007) "The Simultaneous Effects of Fit With Organizations, Groups, and Jobs on Job Satisfaction: A Case Involving the Food and Beverage Employees of the Hotel Industry in Taiwan," *Sun Yat-sen Management Review*, 15(2), 465-498. [TSSCI] (in Chinese)

Conference Papers:

1. **Huang, Pei-Wen**, and Wang-Shun Huang (2011) "The Influence of Justice in Performance Appraisal on Civil Servants' Job Involvement: The Moderating Effect of Relationship Quality," 2011 Symposium on Global Business Operation and Management, Kaohsiung, Taiwan.
2. **Huang, Pei-Wen**, and Yu-Chih Chiang (2011) "The Influences of Practical Training Values and Internship Satisfaction on Willingness to Work in the Industry," 2011 Conference of Commerce and Management, Tainan, Taiwan.
3. **Huang, Pei-Wen**, and Yu-Fen Tang (2011) "The Influences of Teacher Talk and Teacher-Student Relationship on Students' Learning Satisfaction: An Impression Management Theory Perspective," TBI 2011 Taiwan conference on Business and Information, New Taipei, Taiwan.
4. **Huang, Pei-Wen**, and Jung-Chieh Tsai (2011) "The Influence of Gender Traits and Work Values on the Willingness to Join the Military for University Students: A Case of Southern Taiwan University," TBI 2011 Taiwan conference on Business and Information, New Taipei, Taiwan.
5. **Huang, Pei-Wen**, and Heay-Jen Wu (2011) "The Influences of Learning Motivation, Learning Satisfaction, Open Skills and Closed Skills on Transfer of Training: A Case of the Industrial Human Resource Investment Program of Southern Taiwan University," TBI 2011 Taiwan conference on Business and Information, New Taipei, Taiwan.
6. **Huang, Pei-Wen**, and Chu-Da Chen (2011) "The Influences of Instructors' Servant Leadership and Teacher-student Interaction on Students' Learning Satisfaction - A Case of T University of Technology," Sustainable Development of Technological and Vocational Education Conference 2011, Taipei, Taiwan.
7. **Huang, Pei-Wen**, and Wei-Hao Chen (2011) "The Relationship between Human Resource Professionals' Competencies and Job Performance under Subprime Mortgage Crisis," 2011 Symposium on Global Business Operation and Management, Kaohsiung, Taiwan.
8. **Huang, Pei-Wen**, and Su-Fang Chen (2011) "A Correlational Study between Practice Environment and Employee Loyalty for Nurses," 2011 Finance and Management Conference, Chiayi, Taiwan.
9. **Huang, Pei-Wen**, and Chia-Hsien Lin (2011) "The Influences of TTQS Counselling and Training Courses on Perception, Documenting Ability and Score of TTQS Indicators: A Case of Yunlin-Chiayi-Tainan Region," The 2011 Conference of Marketing, Logistics and Management, Tainan, Taiwan.
10. **Huang, Pei-Wen**, and Li-Chuan Lai (2011) "The Development of Employment Opportunities about the Supportive Employment Service for Person with Chronic Mental Disorders," The 2011 Conference of Marketing, Logistics and Management, Tainan, Taiwan.
11. **Huang, Pei-Wen**, and Chao-I lee (2011) "The Influence of Bank Staffs' Person-Organization Fit on Intent to Stay— The Mediating Effect of Job Vigour," The 2011 Conference of Marketing, Logistics and Management, Tainan, Taiwan.
12. **Huang, Pei-Wen**, and Ding-Bang Wan (2011) "The Influences of Employee Participation and Justice Recognition on Work Attitude: A case of armed forces school," The 2011 Conference of Marketing, Logistics and Management, Tainan, Taiwan.

13. **Huang, Pei-Wen**, and Yi-Jyun Chang (2010) "The impacts of competence and job performance on succession opportunity in the hotel industry: The moderating effect of relationship quality," 2010 Conference on innovation and business, Changhua, Taiwan.
14. **Huang, Pei-Wen**, and Su-Hui Huang (2010) "The Influences of Female Leader Core Competencies on Employees' Job Involvement," 2010 Conference of Service Management & Innovation, Tainan, Taiwan.
15. **Huang, Pei-Wen**, and Chia-Hsuan Lin (2010) "The Relationship between Human Resource Development Strategy and Human Capital—The Mediating Effects of Organizational Learning," New Paradigms of Management, The 9th Annual Academic Conference, Tainan, Taiwan.
16. **Huang, Pei-Wen**, and Ai-Chi Chang (2010) "The Influences of Individual Traditionality-Modernity and Workplace Relationship Quality on Organizational Commitment," 2010 Conference on Innovation of Industry Management, Taichung, Taiwan.
17. **Huang, Pei-Wen**, and Ying-Ling Tsai (2010) "The Influence of Person-Organization Fit and Organizational Relationship Quality on Job Performance," 2010 Conference on Marketing and Logistics Management. Tainan, Taiwan.
18. **Huang, Pei-Wen**, and Chi-Wen Li (2010) "The Influences of Education Course Participation and Life Adjustment on Happiness for Female Vietnamese in Tainan County," 2010 Conference of Commerce and Management, Tainan, Taiwan.
19. **Huang, Pei-Wen**, and Po-Chin Huang (2010) "The Influences of Sanitary Staff's Competency on Job Performance : Job Involvement as a Moderator," 2010 Conference of Commerce and Management, Tainan, Taiwan.
20. **Huang, Pei-Wen**, and Chyi-Mei Li (2010) "The Influence of the Job Specialist's Emotional Labor on Work Vigor – Emotional Intelligence as a Moderator," 2010 Conference of Commerce and Management, Tainan, Taiwan.
21. **Huang, Pei-Wen**, and Hsin-Hui Li (2010) "The Influences of Foreign Spouse's Self-Efficacy and Social Support on Work Adaptation: A Case of Vietnamese Spouses in Tainan County," 2010 Conference on Enterprises Competitiveness and Management of Chinese Economic Circle, Hsinchu, Taiwan.
22. **Huang, Pei-Wen**, and Yi-Yu Tsai (2010) "The Influences of Person-Organization Fit, Effort, and Competency on Work Performance: A Case of J Company," 2010 Conference on Enterprises Competitiveness and Management of Chinese Economic Circle, Hsinchu, Taiwan.
23. **Huang, Pei-Wen**, and Ya-Tzu Wang (2010) "The Influences of the Hospitality Frontline Employees' Personality Traits on Job Vigour – Emotional Labour Strategies as a Mediator," 2010 MCU Tourism Conference Intensive Cultivation of Taiwan - Culture Value-Trend of Refinement and Internationalization of Service Industry, Taipei, Taiwan.
24. **Huang, Pei-Wen**, and Hsing-Fang Hsu (2010) "The Influence of Teachers' Impression Management Strategy on Students' Learning Satisfaction and Learning Effectiveness: An Example of Math Courses in H Elementary School," The Sixth Annual Conference, Taipei, Taiwan.
25. **Huang, Pei-Wen**, and I-Fan Chang (2010) "A Construction of Measurement Scales on the Competencies for Queena Plaza Hotel," 2010 Conference on Cross-Strait Forum on Business, Tainan, Taiwan.

26. **Huang, Pei-Wen**, and Ya-Chung Li (2009) "The Influences of Competency and Job Performance on Promotional Opportunity," 2009 Annual Conference on Business Research, Taoyuan, Taiwan.
27. **Huang, Pei-Wen**, and En-Wei Wang (2009) "The Influences of Team Leader's Playfulness and Creative Personality on Innovation Performance: Team Diversity as a Moderator," 2009 Annual Conference on Business Research, Taoyuan, Taiwan.
28. **Huang, Pei-Wen**, and Tz-Shiang Liao (2009) "The Impacts of Team Heterogeneity on Team Performance: Trust as a Moderating Variable," 2009 Annual Conference on Business Research, Taoyuan, Taiwan.
29. **Huang, Pei-Wen**, and Chih-Hsien Huang (2009) "Factors of Contracted Staff Fit: The impacts of Person-organization Fit on Psychological Contract and Organization Citizenship Behavior," 2009 Conference on the Theories and Practices of IHRM, Taoyuan, Taiwan.
30. **Huang, Pei-Wen**, and Ching-Ya Yang (2009) "The Impact of Organizational Learning Culture on Organizational Performance—Service Innovation as a Mediating Variable," 2009 Southern Taiwan MBA Conference, Tainan, Taiwan.
31. **Huang, Pei-Wen**, and **Kuan-Chang Chen** (2009) "The EMT Volunteer Participates in the Motive, the Sense of Mission and Research of the Work Investment Related," 2009 Conference on the Theories and Practices of IHRM, Taoyuan, Taiwan.
32. **Huang, Pei-Wen**, and Yueh-Chiu Pan, Ching-Lu Chang (2009) "The Relations of Rotation, Job Satisfaction and Job Performance: A Case of Nursing Staff in the Tainan Area," The 2009 Conference on Human Resource Development and Strategy, Tainan, Taiwan.
33. **Huang, Pei-Wen**, and Yu-Fen Wang (2009) "The Relations of Training Satisfaction, Management Competency and Job Performance - A Case of CHDT and CHS Classes," The 2009 Conference on Human Resource Development and Strategy, Tainan, Taiwan.
34. **Huang, Pei-Wen**, and Yi-Ling Cheng (2009) "The Relationship between Self-directed Learning Readiness, Information Literacy and Blended Learning Effects," The 2009 Conference on Human Resource Development and Strategy, Tainan, Taiwan.
35. **Huang, Pei-Wen**, and Ming-Shun Ching (2009) "The Relations among Personality, Independent Learning and Cross-cultural Adjustment – A Case of the National Kaohsiung Hospitality College," The 2009 Conference on Human Resource Development and Strategy, Tainan, Taiwan.

Dissertation

Huang, Pei-Wen (2004) *"The Simultaneous Effects of Fit With Organizations, Groups, and Jobs on Job Satisfaction, Job Performance, and Job Change Intention: A Case Involving food and beverage employees in the hotel industry in Taiwan,"* Ph.D. Dissertation, National Sun Yat-sen University

Grants

1. Granted by Boen Hair Style Salon, No: 320980203, "A Construction of Competency and Performance System," 2010/3-2010/7.
2. National Science Council, No: NSC98-2410-H-218-016, "The Effects of Individual Traditionality-Modernity, Person-Organization Fit, Relationship Quality on Happiness," 2009/8-2010/7.

3. Granted by Sentien Printing Factory Co., Ltd., No: 440970140, "A Construction of Performance and Compensation System," 2009/3-2010/2.
4. Granted by Derjian Enterprises Ltd., No: 440970189, "The Perception of TTQS Indicators in the Areas of Yun-lin, Chia-yi, Tainan," 2009/3-2009/12.
5. Granted by Derjian Enterprises Ltd., No: 440970188, "The Effectiveness of Program for Assisting Enterprises to Make Improvement in Human Resources & Industrial Human Resource Investment Program in 2009," 2009/2-2009/11.
6. Granted by Tainan City Government, No: 440970077, "A Survey on the Difficulties of the Handicapped Employment in Tainan City," 2009/1-2009/3.
7. Granted by Tainan Training Center, No: 450970049, "The Arrangement for TTQS College in the Areas of Yun-lin, Chia-yi, Tainan," 2008/12-2008/12.
8. National Science Council, No: NSC97-2410-H-218-006, "The impacts of competence and job performance on succession opportunity in the hotel industry: The moderating effect of relationship quality," 2008/8-2009/7.
9. Granted by Derjian Enterprises Ltd., No: 440970025, "The Perception of TTQS Indicators," 2008/10-2008/12.
10. Granted by Poya International Co., Ltd., No: 440960081, "A Project on Vigor Team Service Innovation," 2008/6-2008/12.
11. Granted by Boen Hair Style Salon, No: 440960104, "A Project on All-round Enhancement of Competencies," 2008/6-2008/11.
12. Granted by Tainan Hotel Association, No: 440960098, "A Project on Enhancement of International Competencies for the Hotel Industry in Tainan City," 2008/5-2008/12.
13. Granted by Dream Mall, No: 440960095, "A Project on Enhancement of Service Quality," 2008/4-2008/11.
14. Granted by Jung Shing Wire Co., Ltd., No: 440960094, "A Project on Enhancement of Competency and Performance for the Key Position Succession," 2008/2-2009/1.
15. Granted by Derjian Enterprises Ltd., No: 440960028, "A Survey on Vocational Training Needs in Tainan Area," 2008/1-2008/12.
16. National Science Council, No: NSC96-2416-H-218-015, "The relationship between employers' job competence assessment and willingness to employ middle aged women who return to the job market: A case of the food and beverage chain industry," 2007/8-2008/7.
17. Granted by Derjian Enterprises Ltd., No: 440950072, "A Project on TTQS Optimization Indicators," 2007/7-2007/12.
18. Granted by Dream Mall, No: 440950070, "A Project on Enhancement of Service Quality for Dream Mall," 2007/7-2007/11.
19. Granted by Poya International Co., Ltd., No: 440950071, "A Project on Enhancement of Super Quality Service," 2007/7-2007/11.
20. Granted by Tainan Hotel Association, No: 440950073, "A Project on Enhancement of Service Quality for the Hotel Industry in Tainan," 2007/7-2007/11.

Honors and Awards

- *Masterpiece Paper Award*, "The Influences of Female Leader's Core Competencies on Employees' Job Involvement: Using Leadership Effectiveness as a Mediating Variable," Conference of Service Management & Innovation, 2010.

Academic Service

- *Reviewer*, Journal of Southern Taiwan University, 2010/4.
- *Reviewer*, Journal of Hospitality and Home Economics, 2008/5.
- *Reviewer*, The Journal of Chaoyang University of Technology, 2008/1.

Professional Experience

- Food and Beverage Director, Fortune Hotel, 1986/4-1988/6.