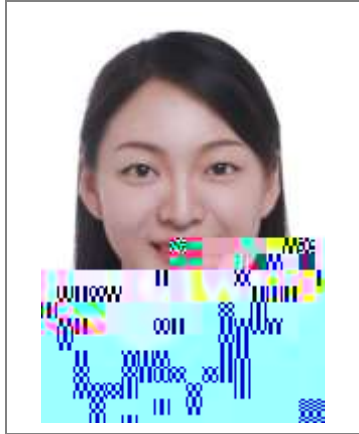


Zhang QianRu



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Academic Qualification

2010-2013 Ph.D.: Macau University of Science and Technology, Law;
2007-2010 Master: Zhongnan University of Economics and Law, Law;
2003-2007 BS/BA: Zhongnan University of Economics and Law, Law.

Working Experience

2013-Present Assistant Professor / Macau University of Science and Technology

Teaching Activities

Legal Environment of Business; Business/Company Law; WTO & Regulation of International Trade

Research Areas

Legal Sociology; Common Law; Business Organizations

Selected Publications

Journal Articles:

Zhang Qianru. How to Establish the Promoter's Liability on Pre-incorporation Contracts? An Analytical Perspective Based on Departmental Law and Sociology of Law. *Journal of Macau University of Science and Technology*. 2023, 17(2): 31-46 <https://doi.org/10.58664/mustjournal.2023.06.002>

foci meta-analysis of counterproductive workplace behaviors. *Organizational Psychology Review*, 11(2), 97-143.

Book Chapter:

Zhang, C. Q., Wang, A. Y., & Liao, E. (2022). If Winter Comes, Can Spring Be Far Behind? A Case Study on China Southern Airlines. In *Cases on Emerging Market Responses to the COVID-19 Pandemic* (pp. 90-109). IGI Global.

Wang, A. Y., Zhang, C. Q., & Liao, E. (2021). The Responsibility Paradox: Is CSR Truly Beneficial During the Global Pandemic?. In *Stakeholder Strategies for Reducing the Impact of Global Health Crises* (pp. 150-168). IGI Global.

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Eko Y. Liao & Cheryl Q. Zhang. (2019). PART II Complications, Groups, and Firms- SECTION VI Complexity and Culture: Negotiation Styles Inspired by Chinese Wisdom. *Negotiation Essentials for Lawyers*. AMERICANBAR ASSOCIATION Dispute Resolution Section. U.S.A: ABA Book Publishing. ISBN:9781641054805. Page 193-197.

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Liao, E. Y. & Zhang Qianru. (2018). PART III EAST ASIA- China (Mainland): The *Gong Hui* Mediation Committee, *Ju Wei Hui* Neighborhood Committee, *He Shi Lao* Peacemaker, and Other Cultural Models of Conflict Resolution. *Conflict Resolution in Asia: Mediation and Other Cultural Models*. Maryland, U.S.A: Lexington Books. ISBN 978-1-4985-6643-8. (pp. 161-181).

Conference Papers:

He, Y.S. & Zhang, Q. R. (2022). *Research on the Evaluation Index System of Public Welfare Projects on Social Benefits -- A Case Study of Social Governance Projects Competition in Chancheng District of Foshan City*. Academy of International Business Southeast Asia Regional Conference, HongKong (online).

Zhang, Q.R. & Liao, E. Y. (2020). *The Influences of Covid-19 on the Performance of Commercial Contracts---based on the Frustration Theory*. Academy of International Business Southeast Asia Regional Conference, HongKong (online).

Eko Yi Liao, Cheryl Qianru Zhang and Amy Yaimei Wang. (2019). Dark Side: A Multi-Foci Meta-Analysis of Counterproductive Behaviors. *Academy of Management Proceedings*, Vol. 2019, No. 1. ISSN: 0065-0668

Zhang Qian- Organizational Liability: Contracting Power and Beyond. Twenty Seventh Annual World Business Congress (IMDA), Hong Kong, ISBN: 1-888624-17-5. pp.252. 2018 June.

Liao, E. Y. & Zhang, Q. (2017). Demotivate your coworkers? Exploring the dark side of employee i-deals. EAWOP, Dublin.

Zhang, Q. & Liao, E. Y. (2017). Piercing the Corporate Veil: The Limited Liability of Entrepreneurs and the Exceptions in Family Business Corporate Governance. EAWOP, Dublin.

Other Professional Activities

Research on the Evaluation Index System of Public Welfare Projects on Social Benefits supported by General Research Grants of Macau University of Science and Technology

The Research on Counterproductive Workplace Behaviors (supported by Tertiary Education Services Office of Macao Special Administrative Region Government)

The Research on Return of Talent in Macau (supported by Talents Development Committee of Macau Special Administrative Region Government)

The Legal Research on Corporate Governance in Macau ---Based on the Benefit Balance Perspective supported by General Research Grants of Macau University of Science and Technology

Honors/Awards

Legal Professional Qualification Certificate in People's Republic of China

Certificate of Cross-Strait Advanced Case Teaching Workshop (NATIONAL CHENGCHI UNIVERSITY)

Portuguese-Speaking Countries Business Environment / / : Brazil/Portugal/Angola Business Environment Training Course As Instructor (Sponsored by Macau Tertiary Education Services Office)

Outstanding Performance Award in Online Teaching of MUST