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### **Academic Qualifications**

2006-2010

### **Employment History**

2023/07- / /  
2016/07-2023/06 / /  
2010/08-2016/06 / /

### **Teaching Area :**

Entrepreneurship  
Managerial Psychology  
Strategic Management  
Organization Behavior

### **Research Area :**

Leadership  
Workplace spirituality  
Emotions in workplace  
Positive Psychology  
Social Psychology

## Selected Academic Publications

### Scholar's books:

1. \_\_\_\_\_ (2013).

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### Journal Articles:

1. Li, J., Liu, X., Houghton, J. D., Li, L., & **Zou, W. C.** (2023). A multi-level perspective of the value congruence mechanisms underlying transformational leadership and cooperative voice. *Baltic Journal of Management*, <https://doi.org/10.1108/BJM-06-2022-0213>.(SSCI)
2. Su, L., Houghton, J. D. Chen, S. Y., **Zou, W. C.**, (2022) Does Organizational Empowerment Promote Self-leadership in Hotel Management? An Analysis Based on Employees' Cultural Value Orientation. *Journal of Hospitality and Tourism Management*, 53, 165-175. (SSCI)
3. **Zou, W. C.**, Lin, B.W, Su, L., & Houghton, J. D. (2022). Spiritual Leadership and Employee CSR Participation: A Probe from a Sensemaking Perspective. *Journal of Business Ethics*, <https://doi.org/10.1007/s10551-022-05227-6>. (SSCI)
4. **Zou, W. C.**, Houghton, J. D., & Li, J. J. (2022). Workplace spirituality as a means of enhancing service employee well-being through emotional labor strategy choice. *Current Psychology (New Brunswick, N.J.)*, 41(8), 5546–5561. <https://doi.org/10.1007/s12144-020-01069-5>(SSCI)
5. **Zou, W.C.**, Zeng, Y., Peng, Q., Xin, Y., Chen, J., & Houghton, J. D. (2020). The influence of spiritual leadership on the subjective well-being of Chinese registered nurses. *Journal of nursing management*, 28(6), 1432-1442. <https://doi.org/10.1111/jonm.13106> (SCI/SSCI)
6. Zhang, J. H., **Zou, W. C.**, & Jiang, X. Y. (2019). One Religion, Two Tales: Religion and Happiness in Urban and Rural Areas of China. *Religion*, 10(9), 532. (A&HCI)
7. **Zou, W. C.**, Jason Dahling (2017). Workplace spirituality buffers the effects of emotional labour on employee well-being. *European Journal of Work and Organizational Psychology*, 26(5), 768–777. (SSCI)
8. \_\_\_\_\_ (2017). \_\_\_\_\_ 26(9):60–65. \_\_\_\_\_ ; CSCI
9. **Zou, W. C.**, Qing Tian, Jia Liu (2015). Servant Leadership, Social Exchange Relationships, and Hotel Employee's Helping Behavior: Positive Reciprocity Beliefs Matters. *International Journal of Hospitality Management*, 51, 147–156.

(SSCI)

10. **Zou, W. C.**, Qing Tian, Jia Liu (2015). The Role of Work Group Context and Information Seeking in Newcomer Socialization: An Interactionist Perspective. *Journal of Management and Organization*. 21(2):159–175. (SSCI)
11. Qing Tian, Li Cheng Zhang, **Zou, W. C.** (2014). Job insecurity and counterproductive behavior of casino dealers - the mediating role of affective commitment and moderating role of supervisor support. *International Journal of Hospitality Management*, 40, 29–36. (SSCI)
12. \_\_\_\_\_ . (2015). \_\_\_\_\_ ,23(3):544–547 \_\_\_\_\_ ;  
CSSCI
13. \_\_\_\_\_ .(2012) “ \_\_\_\_\_ ”\_\_\_\_\_ \_\_\_\_\_  
20(11): 1879–1888 \_\_\_\_\_ ; CSSCI
14. \_\_\_\_\_ .(2011) “ \_\_\_\_\_ ”\_\_\_\_\_ - \_\_\_\_\_  
19(8):1193–1204 \_\_\_\_\_ ; CSSCI
15. \_\_\_\_\_ (2011). \_\_\_\_\_ \_\_\_\_\_  
26(9):60–65 \_\_\_\_\_ ;  
CSSCI

#### Conference Proceedings:

1. **Wenchi Zou**, Yong Zheng, Jia Liu. (2014). The Impact of Transformational Leadership on the Helping Behavior of Hotel employee. 2014 International Conference on Economics and Business Administration.
2. Qing Tian, Juan, I, Sanchez, & **Wenchi Zou** (2012). Paternalistic leadership and employee innovative behavior: Unlocking the moving parts. *Academy of Management Conference Proceedings*. (ISIP)
3. **Wenchi Zou**, Yong Zheng, & Jing Shan Zhu. (2011). Information Seeking as a Mediator between Proactive Personality and Adjustment: A Study of New Employees' Socialization in Five-star Hotels. *Tourism and Services Engineering Management*. Seminar in 2011 International Conference on Risk and Engineering Management session.
4. Yong Zheng, **Wenchi Zou**, & Jing Dong. (2011). Examine the uncertain information hypothesis on Hang Seng Index and HS HSI ETF. *Proceedings of The Fifth International Conference on Management Science and Engineering Management* (pp. 3-10). (ISIP)

#### Research Project

Wenchi Zou. "Spiritual Leadership and Employee CSR Participation: A Probe

from a Sensemaking Perspective". Funded by Macau Foundation. Duration: from 5/5/2022 to 5/5/2023.

Wenchi Zou. "The survey of satisfaction of Macao residents toward Macao SAR government." Funded by Macau Foundation. Duration: from 2019 to 2020.

Wenchi Zou. "Macao residents food safety risk perception research report". Funded by The Civil Affairs Department of the Macao SAR Government. Duration: from 2017 to 2018.

Wenchi Zou. "Can Servant Leadership Influence Hotel Employees' Brand Citizenship Behavior? Framing and Examining a Cross-Level Model". Funded by Macau Foundation. Duration: from 2016 to 2017.

Wenchi Zou. "The Study of Macau Casion Dealer's Mental Health and Subjective Well-being". Funded by Macau Foundation. Duration: from 1/9/2014 to 1/8/2015.

Wenchi Zou. "An Analysis of the Impact Factors on Brand Citizenship Behavior of Hotels' Employees in Macau" .Funded by Macau Foundation. Duration: from 1/12/2011 to 1/12/2012.