Yang (Cathy) GUO

Ph.D., Organizational Behaviour

Assistant Professor, Human Resource Management

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EDUCATION

2020   Ph.D., Organizational Behaviour, National University of Singapore (NUS), Singapore

PROFESSIONAL EXPERIENCE

ACADEMIC:

2020 - Present Assistant Professor, IÉSEG School of Management, France

COURSES TAUGHT

- Research and consulting tool

- Survey design and analysis

- Human behavior

- Fundamentals of organization

- Human capital in organizations

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

Yao J., Lim S., Guo C. Y., Ou A. Y., Ng J. W. X., (2022), Experienced Incivility in the Workplace: A Meta-Analytical Review of Its Construct Validity and Nomological Network, *Journal of Applied Psychology*, 107(2), pp. 193-220

Ilies R., Guo C. Y., Lim S., Yam K. C., Li X., (2020), Happy But Uncivil? Examining When and Why Positive Affect Leads to Incivility, *Journal of Business Ethics*, 165(4), pp. 595-614

Forthcoming

Chen W., Guo C., Yin Z., Hamstra M., Yao J., (2025), Ethical conflict and team innovation: A categorization-elaboration model approach, *Group Decision and Negotiation*, 0(0), pp. 0

Communications in refereed conferences

International

Chen J. Q., Ou A. Y., Lim A. C., Foo M. D., Guo C. Y., (2018), *It takes a village: Research on practices to advance female careers in Singapore* European Group for Organizational Studies Annual Conference, Tallinn, Estonia

Yao J., Guo C. Y., Ng J. W. X., Lim S., Ou A. Y., (2017), *Workplace Incivility: A Meta-Analytic Review* Annual Conference of the Society of Industrial and Organizational Psychology, Orlando, USA

Refereed proceedings

Published

Guo C. Y., Tang P. M., Su R. K., (2019), The daily impact of customer incivility on service employees' self-denigration and behaviors, in: Guclu Atinc(Eds.) in *Academy of Management Proceedings, Academy of Management , New York*

EDITORIAL ACTIVITY

Reviewer in an academic journal

Journal of Business Ethics

Applied Psychology: An International Review

European Journal of Work and Organizational Psychology