



Jingjing YAO

Ph.D., Business Administration, Organizational Behaviour

**Full Professor, International Negotiation and Sales
Management**

j.yao@ieseg.fr

EDUCATION

2016 Ph.D., Business Administration, Organizational Behaviour, Peking University, China

RESEARCH INTERESTS

Cross-cultural Studies, Negotiation, Organizational Behavior

PROFESSIONAL EXPERIENCE

ACADEMIC:

2023 - Present Full Professor, IÉSEG School of Management, France

2020 - 2023 Associate Professor, IÉSEG School of Management, France

2016 - 2020 Assistant Professor, IÉSEG School of Management, France

2013 - 2014 Visiting Scholar, Northwestern University, USA

COURSES TAUGHT

- Research and consulting tools, Grande école (master cycle)
- International negotiation, International mba
- Practical negotiation skills, Grande école (master cycle)

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

Yao J., Marescaux E., Ma L., Storme M., (2023), A contingency approach to HRM and firm innovation: The role of national cultures, *Human Resource Management*, 62(5), pp. 685-699

- Han Y., Yao J., (2022), Building Organizations as Communities: A Multicase Study of Community Institutional Logic at Chinese Firms, *Management and Organization Review*, 18(5), pp. 829–858
- Hu Q., Yao J., Zhang Z.-X., (2021), Selecting people based on person-organisation fit: Implications for intrateam trust and team performance, *Human Resource Management Journal*, 31(1), pp. 293–310
- Kong T., Yao J., (2021), Words Beyond the Partial Deed: Prosocial Framing of a Partial-Trust Act Promotes Reciprocation between Strangers, *Social Psychology Quarterly*, 84(3), pp. 267-281
- Yao J., Brett J., (2021), Mapping Societal Trust and Trust in Negotiations, *International Journal of Conflict Management*, 32(5), pp. 826-847
- Yao J., Brett J., Zhang Z.-X., Ramirez Marin J., (2021), Multi-issue Offer Strategy and Joint Gains in Negotiations: How Low-trust Negotiators Get Things Done, *Organizational Behavior and Human Decision Processes*, 162(2021), pp. 9–23
- Yao J., Storme M., (2021), Trust Building via Negotiation: Immediate versus Lingering Effects of General Trust and Negotiator Satisfaction, *Group Decision and Negotiation*, 30(3), pp. 507-528
- Yao J., Zhang Z.-X., Liu L. A., (2020), When There is No ZOPA: Mental Fatigue, Integrative Complexity, and Creative Agreement in Negotiations, *Negotiation and Conflict Management Research*, 14(2), pp. 111-130
- Kong T., Yao J., (2019), Advancing the Scientific Understanding of Trust and Culture in Negotiations, *Negotiation and Conflict Management Research*, 12(2), pp. 117-130
- Yao J., Ma L., Zhang L., (2018), From Lab Experiments to Real Negotiations: An Investigation of International Iron Ore Negotiations, *Negotiation Journal*, 34(1), pp. 69-87
- Hu Q., Zhang Y., Yao J., (2017), Family Involvement in Middle-Level Management and Its Impact on Firm Productivity, *Management and Organization Review*, 14(2), pp. 249–274
- Yao J., Ramirez Marin J., Brett J., Aslani S., Semnani-Azad Z., (2017), A Measurement Model for Dignity, Face, and Honor Cultural Norms, *Management and Organization Review*, 13(4), pp. 713-738
- Yao J., Zhang Z.-X., Brett J., (2017), Understanding Trust Development in Negotiations: An Interdependent Approach, *Journal of Organizational Behavior*, 38(5), pp. 712-729
- Yao J., Zhang Z.-X., Brett J., Murnighan J. K., (2017), Understanding the trust deficit in China: Mapping positive experience and trust in strangers, *Organizational Behavior and Human Decision Processes*, 143, pp. 85-97
- Ramirez Marin J., Aslani S., Brett J., Yao J., Semnani-Azad Z., Zhang Z., Tinsley C., Weingart L., Adair W., (2016), Dignity, face, and honor cultures: A study of negotiation strategy and outcomes in three cultures, *Journal of Organizational Behavior*, 37, pp. 1178-1201
- Zhou Y., Hu Q., Yao J., Qin X., (2016), The determinants of family business owners' intrafamily succession intention: An interplay between business owners and institutional environment, *Chinese Management Studies*, 10(4), pp. 710-725

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
- Yao J., Li H., Zhang Z.-X., Brett J., (2025), Information Exchange in Negotiations: Trust Level, Trust Radius, and Harmony Concern in East Asia versus West, *Academy of Management Journal*, -(), pp. -

Communications in refereed conferences

International

- Li H., Zhang Z.-X., Yao J., (2025), *Surviving Famine, Thriving in Business: The Impact of Early-Life Disaster Experiences on Entrepreneurial Exit through Overconfidence* IACMR 2025 Conference, Xi'An, China
- Yao J., Liu B., Xu M., (2025), *Pain Not in Vain: How and When Productive Presentism Positively Affect Employee Workplace Well-Being* Academy of Management Annual Meeting 2025, Copenhagen, Denmark
- Liu B., Xu M., Yao J., (2023), *Suffered from Deep-Seated Childhood Shadows: Linking Childhood Emotional Abuse to Interpersonal Conflict at Work and Workplace Ostracism* The 36th International Association for Conflict Management conference, Thessaloniki, Greece

Xu M., Liu B., Yao J., (2023), *Home Is Not a Shelter & Workplace Is a Warm Harbor: Childhood Emotional Abuse and Leader Emergence* The 83rd Annual Meeting of the Academy of Management, Boston, USA

Yao J., Li H., Zhang Z.-X., Brett J., (2023), *Trust or Harmony: The Myth of Information Exchange in Negotiations in East Asia* The 36th International Association for Conflict Management conference, Thessaloniki, Greece

Zhang S., Yao J., Zhang Z.-X., (2023), *To Litigate or Not: A Resource Dependence Perspective on Interorganizational Conflict Resolution* The 36th International Association for Conflict Management conference, Thessaloniki, Greece

Yao J., Zhang Z.-X., Ma L., Shang Z., (2018), *The Influence of Different Phrasings on Negotiators' Competitiveness* International Association for Chinese Management Research, Wuhan, China

Ramirez Marin J., Yao J., Brett J., Aslani S., Semnani-Azad Z., (2016), *What Strategy Negotiators Commonly Use? Predicting Negotiation Strategies with Cultural Norms* International Academy of Conflict Management Conference, New York, USA

Yao J., Ma L., Zhang L., (2016), *Bargaining in Worldwide Commodity Trade: What Determined Price in the Dynamic Iron Ore Negotiations?* International Academy of Management Conference, New York, USA

Yao J., Zhang Z.-X., Liu L. A., (2016), *Making the Impossible Possible: Cognitive Energy, Creative Behavior, and Negotiation Agreement* International Academy of Conflict Management Conference, New York, USA

Other conference and seminar presentations

International

Yao J., Ma L., (2020), *Immigrant workers under the pandemic*. Emerging Markets Cross-Cultural Research Group 5th Conference, Stockholm, Sweden

Yao J., Brett J., Zhang Z.-X., (2017), *Multi-issue Offers: A Low-trust Path to Joint Gains in Negotiations* International Association for Conflict Management Conference , Berlin, Germany

Yao J., Zhang Z.-X., Brett J., Murnighan K., (2016), *Understanding the Trust Deficit in China: Mapping Positive Experience and Trust in Strangers* International Academy of Conflict Management Conference, New York, USA

Zhou Y., Hu Q., Yao J., (2016), *The determinants of family business owners' intrafamily succession intention: An interplay between business owners and institutional environment* International Academy of China Management Research Conference, Hangzhou, China

Aslani S., Ramirez Marin J., Yao J., Semnani-Azad Z., Brett J., Zhang Z.-X., Tinsley C., Weingart L., Adair W., (2013), *Honor, face and dignity cultures: A tri-cultural study of negotiations* International Association for Conflict Management, Tacoma, USA

Chapters in books

Forthcoming

Brett J., Yao J., Zhang Z.-X., (2018), Offer: behaviorally coding indirect and direct information exchange in negotiations, in: Elisabeth Brauner, Margarete Boos, & Michaela Kolbe(Eds.), *The Cambridge Handbook of Group Interaction Analysis*, 9781107533875, Cambridge University Press, Cambridge

Case studies

Ramirez Marin J., Yao J., (2020), *EuroVegas: Negotiation between the U.S. and Spain, The Case Centre*, case study 420-0024-1, teaching note 420-0024-8

EDITORIAL ACTIVITY

Associate Editor in an academic journal

2022 Negotiation and Conflict Management Research

2019 Group Decision and Negotiation

