



## Jingjing YAO

**Ph.D., Business Administration, Organizational Behaviour**  
**Full Professor, International Negotiation and Sales**  
**Management**

[j.yao@ieseg.fr](mailto: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

**2015 - 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

### **Communications in refereed conferences**

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#### **International**

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

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## 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

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## 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

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## 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

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## EDITORIAL ACTIVITY

### Associate Editor in an academic journal

**2022** Negotiation and Conflict Management Research

**2019** Group Decision and Negotiation

### Member of the editorial board of an academic journal

**2021** Management and Organization Review