

# Chung-Kai Huang

## I. PERSONAL INFORMATION

Name: Chung-Kai Huang

Position: Professor

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Courses Taught:

*Postgraduate Level*—Research Methods and Thesis Writing

*Undergraduate Level*—Workplace Communication and Sustainability, International Human Resource Management, Multimedia and Business Presentations, Educational Practicum

*International Program*—Employee Training and Development, Human Resource Management, Organizational Change, Technology and Innovation Management

Research Interests:

Organizational Learning and Human Resource Development, Applications of Digital Technology, Business Management and Sustainability, Project Design and Innovation in Education, Usability and User Behavioral Analysis

## II. EDUCATIONAL BACKGROUND

Ph.D., Learning Technology, The University of Texas at Austin, United States

M.A., Education, Teachers College, Columbia University, United States

B.A., Finance/Secondary Business Education, National Central University, Taiwan

## III. PRIOR EMPLOYMENT EXPERIENCE

Associate/Assistant Professor, Department of International Business, NTUB

Director, Division of Research and Development, Center for Research and Development, NTUB

Director, International Cooperation Division, Office of International Affairs, NTUB

## IV. PUBLICATIONS & PAPERS PRESENTED

### A. Journal Articles

- Chou, L. C., Yan, Y. C. A., & Huang, C. K. (2025). The relationship between ESG rating adjustments and corporate financial performance. *Finance Research Letters*, 82, 107584.
- Lin, C. Y., Sukdanon, P., & Huang, C. K. (2024). Working from home: An attempt to enhance employees' work attitudes through the benefits of teleworking. *Journal of Business*

*Administration*, 49(1), 21-41.

- Huang, C. K. (2023). Coaching for change: Preparing mathematics teachers for technology integration in differentiated classrooms. *Education and Information Technologies*, 28(11), 13913-13941.
- Lin, C. Y., Huang, C. K., Li, H. X., Chang, T. W., & Hsu, Y. C. (2022). Will they stay or leave? Interplay of organizational learning culture and workplace mindfulness on job satisfaction and turnover intentions. *Public Personnel Management*, 51(1), 24-47.
- Lin, C.-Y., & Huang, C.-K. (2021). Employee turnover intentions and job performance from a planned change: The effects of an organizational learning culture and job satisfaction. *International Journal of Manpower*, 42(3), 409-423.
- Huang, C.-K., Chen, C.-H., Chang, C.-Y., & Lin, C.-Y. (2020). Technology acceptance, growth needs, and pedagogical usability as factors influencing teachers' perception and use of the geometer's sketchpad software. *Journal of Educational Research and Development*, 16(2), 95-133.
- Lin, C.-Y., & Huang, C.-K. (2020). Understanding the antecedents of knowledge sharing behaviour and its relationship to team effectiveness and individual learning. *Australasian Journal of Educational Technology*, 36(2), 89-104.
- Lin, C.-Y., Huang, C.-K., & Ko, C.-J. (2020). The impact of perceived enjoyment on team effectiveness and individual learning in a blended learning business course: The mediating effect of knowledge sharing. *Australasian Journal of Educational Technology*, 36(1), 126-141.
- Lin, C.-Y., Huang, C.-K., & Zhang, H. (2019). Enhancing employee job satisfaction via e-learning: The mediating role of an organizational learning culture. *International Journal of Human-Computer Interaction*, 35(7), 584-595.
- Chang, H.-H., Huang, C.-K., Lin, C.-J. (2019). A case study of intelligent retail talent cultivation in a university campus setting. *Contemporary Educational Research Quarterly*, 27(1), 1-37.
- Huang, C.-K. & Lin, C.-Y. (2017). Flipping business education: Transformative use of team-based learning in human resource management classrooms. *Journal of Educational Technology & Society*, 20 (1), 323-336.
- Huang, C.-K. (2015). Invited book review: Helen Basturkmen's developing courses in English for specific purposes. *Taiwan International ESP Journal*, 7(2), 47-49.
- Lin, C.-Y. & Huang, C.-K. (2015). Leveraging HRD competencies and roles to improve managers' performance. *Journal of Global Business Management*, 11(4), 13-26.
- Wang, P.-Y. & Huang, C.-K. (2015). The effect of visual cueing and control design on children's reading achievement of audio e-books with tablet computers. *Journal of Curriculum and Teaching*, (4)1, 96-107.
- Yang, Y.-C. Chao, Y.-C. & Huang, C.-K (2014). The role of EFL teacher beliefs in Web-supported

writing instruction and feedback. *NCUE Journal of Humanities*, 9, 101-122.

- Lin, C.-Y., Huang, C.-K. & Cheng, C.-H. (2014). Barriers to ICT adoption for Chinese language teachers in U.S. universities. *ReCALL*, 26(1), 100-116.
- Chiu, C.-H., Wu, C.-Y., Hsieh, S.-C. Cheng, H.-W. & Huang, C.-K. (2013). Employing a structured interface to advance primary students' communicative competence in a text-based, computer-mediated environment. *Computers and Education*. 60(1), 347-356.
- Lin, C.-Y., & Huang, C.-K. (2011). Exploring users' perspectives on Web 2.0-supported Chinese blended learning curriculum design and evaluation. *Journal of the Chinese Language Teachers Association/Chinese as a Second Language*, 46(3), 85-115.
- Huang, C.-K., & Lin, C.-Y. (2011). Enhancing classroom interactivity and engagement: CFL learners' perceptions of the application of Web 2.0 technology. *British Journal of Educational Technology*, 42(6), E141-E144.
- Huang, C.-K., Lin, C.-Y., & Chiang, Y.-H. (2010). Incorporating competency-based blended learning in a Chinese language classroom: A Web 2.0 Drupal module design. *International Journal on E-Learning*, 9(4), 529-548.
- Huang, C.-K., Hsin, C.-O., & Chiu, C.-H. (2010). Evaluating CSL/CFL website usability: A user-centered design approach. *Journal of Educational Multimedia and Hypermedia*, 19(2), 177-210.
- Wei, H.-S., & Huang, C.-K. (2005). Reviewing school bullying research: Empirical findings and methodical considerations. *NTTU Educational Research Journal*, 16(1), 69-112.

#### B. Conference Papers

- Lin, C.-K., Huang, C.-K., Chou, H.-T. & Siriwachira, P. (2025, February 28–March 1). *Economic constraints, work volition, and the attainment of decent work for employees in Thailand* [Conference presentation abstract]. 2025 Management Theory and Practice Conference, Bangkok, Thailand.
- Huang, C.-K. & Lin, C.-Y. (2025, February 19–22). *Validating a conceptual framework for applying design thinking in workplace training and development courses* [Poster session]. The 2025 Academy of Human Resource Development International Research Conference, Arlington, VA, United States.
- Huang, C.-K., Lin, C.-Y., Chen, H.-A. & Greg, W. (2025, February 19–22). *What makes workers happier? Investigating the sequential impact of perceived organizational support, felt obligation, and commitment* [Conference presentation abstract]. The 2025 Academy of Human Resource Development International Research Conference, Arlington, VA, United States.
- Wang, G., Doty, H., Lin C.-K, Huang, C.-K. & Tung, H.-L. (2025, February 19–22). *If culture is “the software of the mind,” Who or what is the programmer? Exploring the causation of HRD and*

*culture* [Conference presentation abstract]. The 2025 Academy of Human Resource Development International Research Conference, Arlington, VA, United States.

- Wang, G., Doty, H., Lin C.-K, Huang, C.-K. & Tung, H.-L. (2025, February 19–22). *Causal directionality between HIS governance, HRD, and culture* [Conference presentation abstract]. The 2025 Academy of Human Resource Development International Research Conference in the Americas, Arlington, VA, United States.
- Lin, C.-Y., Huang, C.-K., & Wei, Y. (2024, September 29–October 3). *The impact of CSR and ethical leadership on employees' well-being in Chinese hotels—A moderated mediation study* [Conference presentation abstract]. 2024 Asian AHRD Conference, Ilsan/Seoul, South Korea.
- Huang, C.-K., Lin, C.-Y., & Hsu, C.-J. (2024, September 29–October 3). *Harnessing public service motivation and sustainable behaviors through the implementation of sustainability-based flipped classroom* [Poster session]. 2024 Asian AHRD Conference, Ilsan/Seoul, South Korea.
- Huang, C.-K., Lin, C.-Y., Chang, C.-W., & Lo, W.-Y. (2024, June 12–14). *Investigating the relationships among abusive supervision, subordinates' emotional exhaustion, work engagement, and cyberloafing* [Conference presentation abstract]. University Forum for Human Resource Development Conference 2024, Lisbon, Portugal.
- Lin, C.-Y., Huang, C.-K., Lee, C.-C., & Hsu, C.-J. (2024, June 12–14). *The impact of supervisors' lack of mentor expertise on subordinates' emotional labor and job embeddedness* [Conference presentation abstract]. University Forum for Human Resource Development Conference 2024, Lisbon, Portugal.
- Lin, C.-Y., Huang, C.-K., Lee, C.-C., & Hsu, C.-J. (2024, February 21–24). *Unleashing creativity: Examining the impact of authentic leadership, organizational learning culture, team creativity climate on employee creative effort and job performance in Vietnam* [Conference presentation abstract]. The 2024 Academy of Human Resource Development International Research Conference, Arlington, VA, United States.
- Lin, C.-Y., Huang, C.-K., Lee, C.-C., & Hsu, C.-J. (2024, February 21–24). *Green human resource, organizational CSR climate, and workplace behaviors* [Conference presentation abstract]. The 2024 Academy of Human Resource Development International Research Conference, Arlington, VA, United States.
- Lin, C.-Y., Huang, C.-K., Thu Hien, L.-T. & Liao, L.-Y. (2023, November 16). *The impact of CSR skepticism on job pursuit intentions and negative word-of-mouth: The mediating role of organizational attractiveness* [Conference presentation abstract]. 2023 The Global Corporate Sustainability Forum, Taipei, Taiwan.
- Lin, C.-Y., Huang, C.-K., Sukdanont, P., & Lee, W.-T. (2022, October 11). *Yes! Work from home: Enhancing employees' work attitudes through the benefit of teleworking* [Conference presentation

abstract]. 2022 International Conference on Business Administration-Spring session, Taipei, Taiwan.

- Lin, C.-Y., Huang, C.-K., Lee, W.-T., & Wang, H.-C. (2022, October 11). *The impact of green human resource management, organizational CSR climate on employee creative effort, and prosocial motivation in Vietnam* [Conference presentation abstract]. 2022 The Global Corporate Sustainability Forum, Taipei, Taiwan.
- Huang, C.-K., Chen, H.-A. & Lin, C.-Y. (2022, June 8–10). *Rethinking about vocational education in Taiwan: The use of flipped learning in business communication courses* [Conference presentation abstract]. The University Forum for Human Resource Development 2022, Sheffield, UK.
- Lin, M.-F., Liu, M., Lin, C.-Y., Huang, C.-K. (2020, April 14–16). *How creativity was experienced in the design thinking process? An exploratory study* [Conference presentation abstract]. The Technology, Colleges and Community (TCC) Worldwide Online Conference.
- Lin, C.-Y., Kuo, Y.-S., Huang, C.-K., & Chen, Y.-S. (2019, June 24–26). *Investigating the effect of socially responsible human resource management on employee ethical behavior* [Conference presentation abstract]. The 20th International Conference on HRD Research and Practice Development across Europe, Nottingham, United Kingdom.
- Lin, C.-Y., Tong, T.-H., & Huang, C.-K. (2019, June 24–26). *Knowledge workers' organizational commitment and turnover intention: The role of organizational learning culture and leader-member exchange quality* [Conference presentation abstract]. The 20th International Conference on HRD Research and Practice Development across Europe, Nottingham, United Kingdom.
- Lin, C.-Y., Chien, H.-Y., & Huang, C.-K. (2019, June 24–26). *The impact of workload and proactive personality on principals' work-family conflict and job satisfaction* [Conference presentation abstract]. The 20th International Conference on HRD Research and Practice Development across Europe, Nottingham, United Kingdom.
- Huang, C.-K., Lin, C.-Y., Lin, Z.-C., & Wang, C. (2017). Roles, strategies and impact of MOOCs in flipping business education. In P. Kommers, T. Issa, P. Isaías & Ana H. (Eds.), *Proceedings of 2017 ICEDuTECH: International Conference on Educational Technologies*, (p. 191-192). Sydney, Australia.
- Huang, C.-K., Lin, C.-Y. Leu, Y.-C. & Yu. T.-L. (2016, June 8–10). *Drivers and barriers to technology integration in differentiated learning design* [Conference presentation abstract]. The 17th International Conference on HRD Research and Practice across Europe. Manchester, United Kingdom.
- Lin, C.-Y., Huang, C.-K., & Lu, J.-X. (2015). Linking self-efficacy to organizational identification: The roles of task interdependence. In C. R. Munro (Ed.), *Proceedings of the 5th Annual*

*International Conference on Human Resource Management and Professional Development in the Digital Age* (pp.84-93). Singapore.

- Huang, C.-K. Lin, C.-Y., & Kuo, C.-C. (2015). Understanding job satisfaction and organizational commitment through team learning behavior and socialization processes in a changing environment. In C. R. Munro (Ed.), *Proceedings of the 5th Annual International Conference on Human Resource Management and Professional Development in the Digital Age* (pp.94-100). Singapore.
- Lin, C.-Y. Huang, C.-Y. & Liang, W.-T. (2015). Proactive behavior in organizational change: The moderating effect of team learning behavior. In C. R. Munro (Ed.), *Proceedings of the 5th Annual International Conference on Human Resource Management and Professional Development in the Digital Age* (pp.109-117). Singapore.
- Samnou, G. & Huang, C.-K. (2015). Life satisfaction among African students in Taiwan: An exploratory study. *Proceedings of the 2015 International Conference on Human Resource Development* (pp. 77-85). Taipei, Taiwan, National Taiwan Normal University.
- Huang, C.-K., Lin, C.-Y., & Villarreal, D. S. (2014). Challenges and opportunities for business communication: A Facebook approach conundrum. In S. Jager, L. Bradley, E. J. Meima, & S. Thouësny (Eds.), *Proceedings of CALL Design: Principles and Practice: 2014 EUROCALL Conference*, Groningen, The Netherlands (pp. 151-157). Dublin: Research-publishing.net.
- Huang, C.-K., Lin, C.-Y., & Villarreal, D. S. (2014). Contextual language learning: Educational potential and use of social networking technology in higher education. In S. Jager, L. Bradley, E. J. Meima, & S. Thouësny (Eds.), *Proceedings of CALL Design: Principles and Practice: 2014 EUROCALL Conference*. Groningen, The Netherlands (pp. 158-164). Dublin: Research-publishing.net.
- Olmanson, J., Huang, C.-K., Scordino, R., & Lee, J. (2013). Designing FunWritr: Unpacking an affinity-based, professionalizing, graduate-level educational technology design experience. *Proceedings of Design Learning for Tomorrow: 2nd International Conference for Design Education Researchers* (Vol. 1, p. 129-142). Oslo, Norway: Oslo and Akershus University College of Applied Sciences.
- Olmanson, J., Huang, C. K., Scordino, R., Sung, W., & Lee, J. (2013, April 27–May 1). *Explicit and congruent: A case study of factors guiding the design of an online environment* [Conference presentation abstract]. The Annual Conference of the American Educational Research Association, San Francisco, CA, United States.
- Huang, C.K., Olmanson, J., Sung, W., Chen, Y.H. (2012). FunWritr: An open-ended language exploration playground based on a sextet of design parameters for CALL. In J. Colpaert, A. Aerts, W. C. Wu, & Y. C. Chao (Eds.), *The Medium Matters: Proceedings of the 15th International*

*Computer-Assisted Language Learning Research Conference (CALL 2012)* (Vol. 1, pp. 277-283). Taichung, Taiwan: Providence University.

- Chao, Y. C., & Huang, C. K. (2007). The effectiveness of computer-mediated communication on enhancing writing process and writing outcomes: Implementation of blog and Wiki in the EFL writing class in Taiwan. In C. Montgomerie & J. Seale (Eds.), *Proceedings of World Conference on Educational Multimedia, Hypermedia & Telecommunications* (pp. 3463-3468). Vancouver, Canada: Association for the Advancement of Computing in Education.