

WINNIE Y. JIANG
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EMPLOYMENT

INSEAD 2019 – Present
Assistant Professor in Organizational Behavior
**on maternity leave 2022*

EDUCATION

Yale University 2019
Ph.D. in Management (Organizational Behavior)

Agnes Scott College 2014
B.A. in Economics and Psychology
Valedictorian, summa cum laude

RESEARCH INTERESTS

Meaning-making at work, growth and progression at work, employee motivations and well-being, human resource management

PUBLICATIONS

[1] Yeo, W., Han, L., **Jiang, W.** & Natrajan, N. (2022). Innovative deviance in a rule-bound city-state. *Global Perspectives*. 3(1). <https://doi.org/10.1525/gp.2022.36640>

[2] **Jiang, W. Y.** (2021). Sustaining meaningful work in a crisis: Adopting and conveying a situational purpose. *Administrative Science Quarterly*. 66(3): 806-853.
<https://doi.org/10.1177/0001839221994049>

[3] **Jiang, W. Y.** & Wrzesniewski, A. (2021). Misaligned meaning: Couples' work orientation incongruence and their work outcomes. *Organization Science*. <https://doi.org/10.1287/orsc.2021.1453>

[4] Cho, Y.* & **Jiang, W. Y.*** (2021). If you do what you love, will the money follow? How work orientation impacts objective career outcomes via managerial (mis)perceptions. *Academy of Management Journal*. <https://doi.org/10.5465/amj.2020.0841> (*Equal contribution)

[5] Dokko, G. & **Jiang, W.** (2017). Managing talent across organizations: The portability of individual performance. In D. G. Collings, K. Mellahi, & W. F. Cascio (Eds.), *The Oxford Handbook of Talent Management*, 115-133. Oxford, UK: Oxford University Press.

[6] **Jiang, Y.**, Hughes, J. L., & Pulice-Farrow, L. (2014). Coworkers and supervisors on Facebook? Effect of workplace friendship, trust, and sex. *Psi Chi Journal of Psychological Research*, 19(3), 144-153.

PAPERS UNDER REVIEW

[7] **Jiang, W. Y.** & Wrzesniewski, A. Perceiving fixed or flexible meaning: Toward a process of navigating occupational destabilization. (Provisionally accepted at *Administrative Science Quarterly*).

[8] **Jiang, W. Y.*** & Zhao-Ding, A.* Emotion and self-evolution among disadvantaged entrepreneurs. (Equal contribution; Revise & Resubmit at *Academy of Management Journal*)

WORKING PAPERS

[9] **Jiang, W. Y.** Garrett, L. & Ginena, K. Making sense of the relationships between body, work, and self: A study of stunt performers. (Manuscript in preparation for submission to *Academy of Management Journal*)

[10] Chen, S.* & **Jiang, W. Y.*** Toward a model of meaning reconciliation: A qualitative study of artists and journalists. (*Equal contribution; Manuscript in preparation for submission to *Administrative Science Quarterly*)

WORK IN PROGRESS

[11] Cho, Y.* & **Jiang, W. Y.*** How crisis affects work values. (*Equal contribution; Target: *Administrative Science Quarterly*)

[12] **Jiang, W. Y.**, Wang, L., & Chen, F. How employees expand and escalate perceived responsibility inside organizations. (Target: *Administrative Science Quarterly*)

[13] Song, Y. & **Jiang, W. Y.** Intergroup competition and job crafting. (Target: *Organization Science*)

[14] Dokko, G. & **Jiang, W. Y.** Toward a friction-based model of career transitions. (Target: *Academy of Management Review*)

[15] **Jiang, W. Y.**, Wang, L., & Jiang, T. Managing mistakes in high reliability organizing: A qualitative study of pilots (Target: *Academy of Management Journal*)

[16] He, T.* & **Jiang, W. Y.*** Work orientation in teams. (*Equal contribution; Target: *Academy of Management Journal*)

OTHER PUBLICATIONS

Jiang, W. 2022. Book Review: Erin A. Cech. *The Trouble with Passion: How Searching for Fulfillment at Work Fosters Inequality*. Oakland, CA: University of California Press, 2021. *Administrative Science Quarterly*.
<https://journals.sagepub.com/doi/abs/10.1177/00018392221086194>

Jiang, W., Harbour, C., & Tirard, A. How to Find Fulfilment by Taking a Step Down. INSEAD Knowledge. <https://knowledge.insead.edu/career/how-find-fulfilment-taking-step-down>

Jiang, W. Your Most Passionate Employees May Not Be Your Top Performers. HBR.org.
<https://hbr.org/2021/10/your-most-passionate-employees-may-not-be-your-top-performers>

Jiang, W. Keeping Meaning Alive as Your Workload Surges. INSEAD Knowledge.
<https://knowledge.insead.edu/leadership-organisations/keeping-meaning-alive-as-your-workload-surges-16431>

Jiang, W. & Singh, J. What Lies Ahead for the Class of 2020? INSEAD Knowledge.
<https://knowledge.insead.edu/blog/insead-blog/what-lies-ahead-for-the-class-of-2020-13971?p=>

FELLOWSHIPS, GRANTS, & HONORS

Shortlisted for Grigor McClelland Doctoral Dissertation Award	2020
Summer Institute, Center for Advanced Study in the Behavioral Sciences (CASBS), Stanford University	2019
Harry and Heesun You Fellowship	2018
Academy of Management Organizational Behavior Doctoral Consortium	2018
P.E.O. Scholar Award (\$15,000)	2018 – 2019
Yale University Three-Minute Thesis Competition Finalist	2018
Victor H. Frank, Jr. Fellowship for U.S. and Muslim World Relations (\$4,500)	2017
Yale University Conference Travel Fellowship (\$200)	2017
Yale University Council on East Asian Studies Field Research Grant (\$1,000)	2016
Phi Beta Kappa, Agnes Scott College	2014
Kemper Scholar, James S. Kemper Foundation	2011 – 2014
Agnes Scott College Full Scholarship	2010 – 2014

PRESENTATIONS

“Intergroup Competition and Job Crafting: Moderating Role of Task- vs. Relation-oriented Leadership”

- Academy of Management Annual Meeting, 2022, Seattle, WA

“Fusing vs. Forgoing: How Individuals Make Meaning of Their Work in Interconnected Contexts”

- Academy of Management Annual Meeting, 2022, Seattle, WA

“Beyond Boundaryless: Toward a friction-based model of career transitions”

- Academy of Management Annual Meeting, 2022, Seattle, WA

“Meaning detachment and deviation from invincibility cultural scripts among stunt performers”

- Academy of Management Annual Meeting, 2021, Virtual

“Sustaining meaningful work in a crisis: Adopting and conveying a situational purpose”

- Adderley Positive Research Incubator, Center for Positive Organizations, University of Michigan, Virtual

“Meaning-making at work: Toward an integrative review and framework”

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- Center for Advanced Study in the Behavioral Sciences (CASBS), Stanford University, Virtual

“Does employee learning help teams survive crisis situations? A moderated mediation model of employee proactive behaviors and leadership effectiveness”

- Tsinghua Leadership Forum, Tsinghua University, Beijing, China, Virtual

“The ghost of Hollywood: Navigating danger, precariousness, and invisibility in the stunt profession”

- May Meaning Meeting, 2019, Bainbridge Island, WA

“Professional identity and practices of journalists in China”

- Identity Research Conference, 2019, Philadelphia, PA

“When meaningful work goes awry: Employee meaning making and client outcomes in refugee resettlement”

- May Meaning Meeting, 2018, Houston, TX
- East Coast Doctoral Conference, 2018, New York, NY

“Employment traps: How organizations constrain individual well-being and upward mobility”

- People and Organizations Conference, 2017, Philadelphia, PA

“Lost callings: The role of meaning in declining occupations”

- May Meaning Meeting, 2017, Boston, MA
- Positive Organizational Scholarship (POS) Research Conference, 2017, Ann Arbor, MI
- European Group for Organizational Studies (EGOS) Conference, 2017, Copenhagen, Denmark
- Academy of Management Annual Meeting, 2017, Atlanta, GA

“Contextual and psychological constraints on the callings of MBA students”

- Academy of Management Annual Meeting, 2017, Atlanta, GA
- May Meaning Meeting, 2015, Litchfield, CT
- East Coast Doctoral Conference, 2015, New York, NY

“The meaning of meaningful help: How refugees get help and find jobs”

- May Meaning Meeting, 2017, Boston, MA
- University of Michigan Center for Positive Organizations Incubator, 2017, Ann Arbor, MI

“Make love, not war: The war for talent meets contemporary careers”

- Strategic Management Society Annual Meeting, 2016, Berlin, Germany
- SMS Strategic Human Capital Extension, 2016, Munich, Germany
- INFORMS, 2015, Philadelphia, PA

“The meaning of work in employment transitions: Effects of couples’ work orientation incongruence on work outcomes”

- Academy of Management Annual Meeting, 2016, Anaheim, CA
- East Coast Doctoral Conference, 2016, New York, NY

“Work passion anxiety: The cost of expecting passion at work”

- Academy of Management Annual Meeting, 2016, Anaheim, CA

“What’s my plan B?: Examining ex-journalists’ occupational transitions after losing a calling”

- May Meaning Meeting, 2016, San Francisco, CA

ORGANIZER, PANELIST & FACILITATOR ROLES

Symposium – “Toward A Broader Understanding of Job Crafting and Proactive Behaviors”

Organizer, with Yanbo Song

Academy of Management Annual Meeting, 2022, Seattle, WA

PDW – Cognition in the Rough (CIR) Workshop

Organizer, with Sophie Leroy

Academy of Management Annual Meeting, 2022, Seattle, WA

PDW – Diamonds in the Rough (DIR): Career Guidance for Emerging Scholars

Facilitator

Academy of Management Annual Meeting, 2022, Seattle, WA

Sub-Plenary – The Civic Lives of Cities: Global Perspectives on Studying Cities and their Organizations

Panelist

European Group for Organizational Studies (EGOS) Conference, 2022, Vienna, Austria

Symposium – “Calling, Passion, Idealism: Exploring Differences and Charting New Directions”

Organizer, with Siyin Chen and Audrey Holm

Academy of Management Annual Meeting, 2021, Virtual

Symposium – “Meaning, Money, and Mobility: Understanding the Career Implications of Meaningful Work”

Organizer, with Yuna Cho

Academy of Management Annual Meeting, 2020, Virtual

PDW – “Research on Internal Labor Markets: Challenges and Opportunities”

Organizer, with Evelyn Ying Zhang

Academy of Management Annual Meeting, 2018, Chicago, IL

PDW – “Navigating Qualitative Dissertations: Advice from the Experts”

Organizer, with Nathan Tong and Karim Ginena

Academy of Management Annual Meeting, 2018, Chicago, IL

Symposium – “Dynamics of Decline and Loss in Jobs, Organizations, Occupations, and Work Identity”

Organizer, with Amy Wrzesniewski

Academy of Management Annual Meeting, 2017, Atlanta, GA

Symposium – “The Meaning of Work in Difficult Times”

Organizer, with Amy Wrzesniewski

Academy of Management Annual Meeting, 2016, Anaheim, CA

- OMT and OB Division Showcase Symposium
- OMT Division Best Symposium Award Finalist

TEACHING EXPERIENCE

Psychological Issues in Management (M.B.A. Elective Course, INSEAD)

- Nominated for Best Teaching Award (July 2020)
- Won Best Teaching Award (December 2020)

Leadership in Action; Well-being at Work (Executive Education, INSEAD)

PROFESSIONAL ACTIVITIES AND SERVICES

Ad Hoc Reviewer 2019 – Present

Administrative Science Quarterly, Organization Science, Management Science,
ILR Review, Journal of Experimental Social Psychology, OBHDP

Representative-at-Large

Academy of Management Managerial and Organizational Cognition (MOC) 2021 – Present
Division

PROFESSIONAL AFFILIATIONS

Academy of Management, European Group for Organizational Studies (EGOS), Positive
Organizational Scholarship Community