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### **Education**

- PhD, Institute of International Business, National Cheng-Kung University

### **Area of Specialty**

- International Human Resource Management, Strategic Human Resource Management, International Business.

### **Academic Experience**

- Associate Professor, Department of International Business, Southern Taiwan University of Science and Technology, 2014/2 to present
- Assistant Professor, Department of International Business, Southern Taiwan University of Science and Technology, 2009/8 to 2014/1
- Adjunct lecturer, Department of International Business, Southern Taiwan University of Science and Technology, 2004/9~2009/7

### **Publications**

#### **Journal Papers:**

1. Chiang, Y.H., **Hsu, C. C.\***, & Shih, H. A. (2015) Experienced High Performance Work System, Extroversion Personality, and Creativity Performance. *Asia Pacific Journal of Management*, 32(2), 531-549. [SSCI]
2. Chiang, Y. H., **Hsu, C. C.\***, and Hung, K. P. (2014) Core self-evaluation and workplace creativity. *Journal of Business Research*, 67(7), 1405-1413. [SSCI].
3. Chiang, Y. H., Shih, H. A., and **Hsu, C. C.** (2014) High commitment work system, transactive memory system, and new product performance. *Journal of Business Research*, 67(4), 631-640. [SSCI].
4. Shih, H. A., Chiang, W. H., and **Hsu, C. C.** (2013) High performance work system and HCN performance. *Journal of Business Research*, 66(4), 540-546. [SSCI].
5. Shih, H. A., Chiang, W. H., and **Hsu, C. C.** (2010) High involvement work system, work-family conflict, and expatriate performance. *International Journal of Human Resource Management*, 21(11), 2013-2030. [SSCI]

#### **Conference Papers:**

1. **Hsu, C. C.**, Chiang, Y. H., & Shih, H. A. (2015). Extroversion and creativity performance. The 9th Asia Academy of Management and 8th Taiwan Academy of Management Joint Conference, Hong Kong, 22-24 June.
2. **Hsu, C. C.**, Chiang, Y. H., & Shih, H. A. (2014) Core Self-evaluation and Creativity Performance-The Moderating Effect of Team Control Mode, 2014 Management Theory and Practice Conference, Kitakyushu City, Japan, 4~5 April.
3. Chiang, Y. H., **Hsu, C. C.**, Shih, H. A., and Hsu, W. Y. (2013) "Productive dialogue and creativity performance, The 2013 Annual Meeting of the Academy of Management, Lake Buena Vista (Orlando), FL, United States, 9~13 August.
4. **Hsu, C. C.\***, Chiang, Y. H., and Hsu, W. Y. (2012) The congruence of high performance work performance perception and work team performance, The 2012 Annual Meeting

- of the Academy of Management, Boston, Massachusetts, United States, 3~7 August.
5. Shih, H. A., Chiang, Y. H., **Hsu, C. C.**, and Liu, Y. W. (2012) Perceived high commitment work system, the transactive memory system, and new product performance, The 2012 Annual Meeting of the Academy of Management, Boston, Massachusetts, United States, 3~7 August..
  6. Chiang, Y. H. and **Hsu, C. C.\*** (2012) Perceived high performance work system and individual creativity performance in work teams, 2012 IEEE International Conference on Management of Innovation and Technology (ICMIT), Bali, Indonesia, 11~13 June. Best Paper Award. [EI].
  7. **Hsu, C. C.** and Shih, H. A. (2012) Stressor, social exchange relationship, and job performance, 2012 IEEE International Conference on Management of Innovation and Technology (ICMIT), Bali, Indonesia, 11~13 June. [EI].
  8. Shih, H. A., Chiang, W. H., and **Hsu, C. C.** (2011) Information exchange and creativity performance of new product development engineers in Taiwan, The 2011 Annual Meeting of the Academy of Management, San Antonio, Texas, United States, 12~16 August.
  9. Shih, H. A., Tso-Jen, Chen, and **Hsu, C. C.** (2011) Linkage high performance work system and transformational leadership behavior with task performance: The mediating role of psychological capital, The 2011 Annual Meeting of the Academy of Management, San Antonio, Texas, United States, 12~16 August
  10. Shih, H. A., **Hsu, C. C.** , and Hui-Wen Tsay. (2011) Employee-Organization Relationship and Job Performance, The 2011 IEEE International Technology Management Conference, San Hose, California, United States, 26~30 June. [EI].
  11. Liang, Hsiao-Yun and **Hsu, C. C.** (2010) Enhancing NPD performance through human resource management, The 2010 Annual Meeting of the Academy of Management, August 6~10, Montréal, Canada.
  12. Shih, H. A., Chiang, W. H., and **Hsu, C. C.** (2010). High performance work system and host country national's performance, The Annual Meeting of International Association for Chinese Management Research, June, 16~21, Shanghai, China.

### **Grants**

1. Ministry of Science and Technology, No: MOST 104-2410-H-218-0016, Diversity in team members' high performance work system experience and the performance of cross-functional teams- A mediated moderation model. 2015/8 - 2016/7.
2. Ministry of Science and Technology, No: MOST 103-2410-H-218-023-SSS, Need for cognition, creative processes engagement, team diversity, and creativity performance. 2014/8 - 2015/9.
3. National Science Council, No: NSC 102-2410-H-218-006-SSS, Extroversion, information exchange, and creativity performance at work - A moderated mediation model, 2013/8 - 2014/9.
4. National Science Council, No: NSC 101-2410-H-218-010, A cross level study on core self evaluation, team control modes, and individual worker's creativity performance, 2012/8 - 2013/7.
5. National Science Council, No: NSC 100-2410-H-218-014, Stressor Influence to Job Performance: The Moderating Effects of Self-Efficacy, Leader-Member Exchange, and Social Exchange Relationship, 2011/8 - 2012/7.
6. National Science Council, No: NSC 99-2410-H-218-002, Domain-Relevant Knowledge and Creativity: The Moderating Effects of Personal Characteristics and Output Control - A Multi-Level Perspective, 2010/8 - 2011/7.