

YUNA CHO

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ACADEMIC POSITION

HKU Business School, The University of Hong Kong **2021-Present**
Assistant Professor, Management and Strategy

EDUCATION

- Ph.D., Management, Yale University** **2021**
• Committee: Amy Wrzesniewski (Chair), Jim Baron, Rodrigo Canales, Michael Kraus
- M.B.A., The Wharton School, University of Pennsylvania** **2015**
• Recipient of two-year Joseph Wharton Fellowship for outstanding academic and professional accomplishments
- B.A., Economics, Seoul National University** **2011**
• *cum laude*. Study abroad at London School of Economics and Political Science (LSE), United Kingdom, 2008-2009

RESEARCH INTERESTS

Work design, Careers, Work motivation, Interpersonal relationships, Human resource management

PUBLICATIONS (*denotes equal authorship)

Cho, Y.* & Jiang, W.* (in press). 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*

Wrzesniewski, A. & **Cho, Y.** (2018). Job crafting. In R. Griffin (Ed). *Oxford Bibliographies in Management*. New York: Oxford University Press.

WORKING PAPERS (†denotes manuscript names redacted for reviews)

Cho, Y., Wrzesniewski, A., & Baron, J. N. Organizational minimum pay increases and social comparisons.† (Reject & Resubmit at *Organization Science*)

Shin, J., **Cho, Y.**, & Huang, L. Motivation and partners in entrepreneurship.

Cho, Y. & Wrzesniewski, A. Foothold or springboard? Contrasting goals associated with extrinsic motivation.

Shin, J., Rothbard, N. P., & **Cho, Y.** Boredom and creativity at work.

WORK IN PROGRESS

Cho, Y. & Wrzesniewski, A. Finding a home: Exposure to potential paths and specialty choice of medical students. (Dissertation chapter)

Cho, Y. & Canales, R. Workplace relationships and career outcomes. (Dissertation chapter)

Paluch, R. & **Cho, Y.** Boomerang employment for layoff victims. (Writing stage)

Cho, Y. & Jiang, W. Work value relativity: Balancing my meaning of work with that of others. (Data collection stage)

Cho, Y. & Wrzesniewski, A. Working with robots in the recycling sorting industry. (Supported by National Science Foundation Future of Work at the Human-Technology Frontier program; Study design stage)

HONORS AND AWARDS

Harry and Heesun You Fellowship (Awarded to one student across all Yale SOM Ph.D. programs)	2021
Finalist for 2020 Michael Driver Best Symposium Award, Academy of Management	2020
Academy of Management Organizational Behavior Doctoral Consortium	2019
University Fellowship, Yale University	2015-2021
Joseph Wharton Fellowship, The Wharton School, University of Pennsylvania	2013-2015
Undergraduate Scholarship, Korea Foundation for Advanced Studies	2007-2011
Dean's Scholarship, Seoul National University	2007, 2010
Presidential Award for Distinguished Academic Student Report, Seoul National University	2007

SYMPOSIA ORGANIZED

“Moving Out and Back In: Unpacking Boomerang Employment and its Consequences” with Rebecca Paluch

- Showcase Symposium and Finalist for 2020 Michael Driver Best Symposium Award, AOM Careers Division
- Academy of Management Annual Meeting, Virtual, 2020

“Meaning, Money, and Mobility: Understanding the Career Implications of Meaningful Work” with Winnie Jiang

- Academy of Management Annual Meeting, Virtual, 2020

“Labor Market Inequalities: Integrating the Demand-Side and the Supply-Side Perspectives” with Allison L. Elias

- Academy of Management Annual Meeting, Boston, MA, 2019

“Individual Economics Meet Organizational Terrain” with Amy Wrzesniewski

- Academy of Management Annual Meeting, Atlanta, GA, 2017

CONFERENCE PRESENTATIONS (‡denotes presentation by co-author)

“Going Backwards to Move Forward: Former Employer Embeddedness and Boomerang Employment”

- Academy of Management Annual Meeting, Virtual, 2020

“The Cost of Working for Money: Linking Work Orientations to Objective Labor Market Outcomes”

- Academy of Management Annual Meeting, Virtual, 2020

“Who benefits from having a partner? Why entrepreneurs motivated by the business itself need partners the most”

- Academy of Management Annual Meeting, Virtual, 2020‡

“Stuck in the Middle: Unintended Affective Responses to Raising Minimum Pay”

- Korean Academy of Management Webinar, Virtual, 2021
- 36th European Group for Organizational Studies (EGOS) Colloquium, Virtual, 2020
- East Coast Doctoral Conference, New York, NY, 2019
- May Meaning Meeting, Seattle, WA, 2019
- Wharton People & Organizations Conference Plenary Session, Philadelphia, PA, 2017

“Finding a Home: Exposure to Potential Paths and Specialty Choice of Medical Students”

- Academy of Management Annual Meeting, Boston, MA, 2019
- May Meaning Meeting, Houston, TX, 2018
- May Meaning Meeting, Dover, MA, 2017

“Hire for Both Slope and Intercept: How Performance Feedback and Motives Combine to Drive Change in Turnover Intent”

- Academy of Management Annual Meeting, Atlanta, GA, 2017
- East Coast Doctoral Conference, New York, NY, 2017
- Society for the Study of Motivation 10th Anniversary Meeting, Boston, MA, 2017 (Poster)
- May Meaning Meeting, San Francisco, CA, 2016

TEACHING

Human Capital Strategy, Yale School of Management, MBA Elective
Teaching Assistant and Guest Instructor, Spring 2018, 2019, 2020, 2021

Managing Groups and Teams, Yale School of Management, MBA Core Curriculum
Teaching Assistant, Fall 2016, 2017, 2018, 2019 (Head TA), 2020 (Head TA)

Global Virtual Teams, Yale School of Management, MBA Core Curriculum
Teaching Assistant, Spring 2016, 2017, 2018, 2019, 2020 (Head TA), 2021 (Head TA)

The Employee Perspective, Yale School of Management, EMBA Core Curriculum
Teaching Assistant, Winter 2016, 2018

EMBA Excel Basics, Yale School of Management
Instructor, Summer 2019

PROFESSIONAL ACTIVITIES AND SERVICE

Reviewer, Academy of Management Annual Meeting

Student Contributor, The *Administrative Science Quarterly* Blog

Co-Organizer, 2017 & 2018 Yale SOM Organizations & Management Group Internal Seminar

Member, Academy of Management

Member, Society for the Study of Motivation

Member, European Group of Organization Studies (EGOS)

INDUSTRY EXPERIENCE

Fidelity Worldwide Investment

Hong Kong & Seoul, Korea

Summer Equity Research Analyst

2014

Conducted market analysis and company valuation to identify investment opportunities in the Asian display and semiconductor technology sector. Authored reports and presented stock recommendations to portfolio managers.

Oliver Wyman

Asia Pacific Region

Senior Consultant (Promoted from Consultant)

2010-2013

Extensive experience with a broad range of financial services clients across Asia Pacific. Accelerated into acting Junior Manager role starting in 3rd year, leading client meetings and managing on-the-ground project execution.