

Curriculum Vitae



Dr Sherwin Ignatius Chia

Head, Human Resource Management Programme

S R Nathan School of Human Development

Tel : +65 6240 8773

Education Qualifications

2015	PhD (Organisational Behaviour), Nanyang Technological University, Singapore
2009	BA, Psychology (Minor in Organisational Psychology), Murdoch University, Perth, Australia
2002	BEng, Mechanical (Specialisation in Design), Nanyang Technological University, Singapore

Academic and Professional Experience

2019 - 2021	Head Psychologist, Centre of Leadership Development, MINDEF, Singapore
2018 - 2019	P-TECH Industry Programme Manager, IBM, Singapore
2015 – 2018	Senior Lecturer and Head of Programme, SUSS, Singapore
2006 - 2009	Senior Mechanical Engineer (R&D), Hewlett-Packard, Singapore
2004 - 2006	Mechanical Engineer (R&D), Motorola Electronics, Singapore
2002 - 2004	Mechanical Engineer (R&D), Affymetrix Incorporated, Santa Clara, CA, USA

Professional Membership

Since 2014	Academy of Management
Since 2014	Society for Industrial and Organizational Psychology

Professional Activities & Service

Since 2023	Reviewer, Journal of Global Mobility
2018 to 2021	ROVER, Singapore Armed Forces
Since 2018	Reviewer, Journal of Business Ethics
2017	Validation Group Member for IHRP HR Skills Framework
2016	Ethics Code Review Committee Member, Singapore Psychological Society
2013 to 2016	Board Member, Jesuit Mission Services

Research Interests

- Motivation (Self-Regulation)
- Work Engagement and Work Stress
- Careers
- Culture

Selected Publications

Journals:

Dimitrova, M., Chia, S. I., Shaffer, M. A., & Tay, C. (2020). Forgotten travelers: Adjustment and career implications of international business travel for expatriates. *Journal of International Management*, 26(1), 1-15. <https://doi.org/10.1016/j.intman.2019.100707>

赵志裕, & 谢思明 (2014). 慎重派与急攻派: 谁才是较好的组织公民. 中欧商业评论.

Book Chapters:

Chia, S. I. (2024). Investigating the dual moderated mediation of work autonomy and supervisor support in the relationship between workload and turnover intentions through burnout. In D. Vrontis, A. Thrassou, L. Efthymiou, Y. Weber, S. M. R. Shams, & E. Tsoukatos (Eds.), *Evolution, transformation and adaptation across disciplines and typologies*. Palgrave Macmillan.

Tsui-Auch, L. S., Chia, S. I., Liu, A. (2016). Putting Singapore in the global innovation map: The shifting role of state in the rapidly changing environment. In U. Hilpert (Ed.), *Routledge handbook of politics and technology* (pp. 191-206). Routledge. <https://doi.org/10.4324/9781315725239>

Chiu, C.-y., Chia, S. I., & Wan, W. (2015). Measures of cross-cultural values, personality and beliefs. In G. J. Boyle, D. Saklofske, & G. Matthews (Eds.), *Measures of personality and social psychological constructs* (pp. 621-651). Elsevier Academic Press. <https://doi.org/10.1016/B978-0-12-386915-9.00022-X>

Op-eds and Commentaries:

Chia, S. I. & Tan C. (2024, April 24). *Should SME employees just forget about flexible work requests?* ChannelNewsAsia. <https://www.channelnewsasia.com/commentary/flexible-work-arrangement-request-sme-boss-4285551>

Chia, S. I. (2022, September 21). *Singapore's ONE pass to attract top foreign talent – is it too little, too late?* Today. <https://www.todayonline.com/commentary/commentary-singapores-one-pass-attract-top-foreign-talent-it-too-little-too-late-1998671>

Conference Proceedings:

Dimitrova, M., Chia, S. I., Luk, D. M., Shaffer, M. A., & Tay, C. (2012). International business travelers and commuters: Curvilinear effects of travel frequency. *Best Paper Proceedings from the Academy of Management Conference*. Academy of Management.

Conferences and Presentations

Conference Presentations:

- Chia, S. I. (2023, September 28). *Not all job resources are equal: The moderated mediation of work autonomy and supervisor support* [Paper Presentation]. 16th Annual Conference of the EuroMed Academy of Business, Euromed Research Business Institute, Vilnius, Lithuania.
- Dimitrova, M., Chia, S. I., Shaffer, M. A., & Tay, C. (2018, August 14). *Expatriates on the go: International business travel during expatriation* [Paper Presentation]. Academy of Management Conference, Chicago, IL, United States. (Best International Paper in Careers Division)
- Dimitrova, M., Chia, S. I., Shaffer, M. A., & Tay, C. (2017, June 23). *International business travel in the context of expatriation* [Paper Presentation]. Europe Academy of Management Conference, Glasgow, Scotland.
- Wang, J., Chia, S. I., Lim, T. W., & Kam, J. (2016, December 2). *The impact of student characteristics on learning and growth in service-learning programmes* [Paper Presentation]. Second International Conference on Service-Learning, Hong Kong, S.A.R., China
- Chia, S. I., & Chiu, C.-y. (2015, August 11). *The desire to be organizational citizens: A self-regulation perspective* [Paper Presentation]. Academy of Management Conference, Vancouver B. C., Canada
- Chia, S. I., & Bendapudi, N. (2015, April 25). *Self-regulatory effects on cultural norms on creativity* [Paper Presentation]. Society for Industrial and Organizational Psychology Conference, Philadelphia, PA, United States.
- Chia, S. I., & Chiu C.-y. (2014, August 11). *Do all employees engage in citizenship behaviors for the same motives? A regulatory mode perspective on citizenship behaviors* [Paper Presentation]. Academy of Management Conference, Philadelphia, PA, United States.
- Chia, S. I., & Chiu, C.-y. (2013, September 11). *Thinking versus doing: How it affects enhancing and verifying oneself* [Paper Presentation]. Joint '7th SELF Biennial International Conference' and 'ERAS conference', Singapore.
- Chia, S. I., & Chiu, C.-y. (2013, June 28). *Locomotors' decision and assessors' discomfort: The effects of regulatory mode on epistemic motivation and predilection to present* [Paper Presentation]. European Association of Social Psychology Small Group Meeting on Motivational, Affective and Cognitive Sources of the Knowledge Formation Process, Krakow, Poland.
- Dimitrova, M., Chia, S. I., Luk, D. M., Shaffer, M. A., & Tay, C. (2012, August 7). *International business travelers and commuters: Curvilinear effects of travel frequency* [Paper Presentation]. Academy of Management Conference, Boston, MA, United States. (Best Paper in International Division)
- Dimitrova, M., Chia, S. I., Tay, C., Shaffer, M. A., & Luk, D. M. (2012, April 28). *International travel frequency effects on global business travelers' career attitudes* [Paper Presentation]. Society for Industrial and Organizational Psychology Conference, San Diego, CA, United States.
- Chia, S. I., & Tay, C. (2010, December 14). *Moderating effects of cultural intelligence on job stress of global employees* [Paper Presentation]. Asia Academy of Management Conference, Macau, SAR, China.

Conference Organised:

- Chia, S. I., Zhan, S., & Bendapudi, N. (2015, April 25). *Exploring the complex relationship between culture and creativity/innovation* [Symposium Organizer]. Society for Industrial and Organizational Psychology

Conference, Philadelphia, PA, United States.

Updated on 05 September 2024