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Education

- Ph.D. in Human Resource Management; National Chung Cheng University, 01/2012
- M. A. in Economics (Managerial Track); University of Oklahoma, U.S.A. 12/2004
- B. A., in Economics (Minor: Accounting); University of Oklahoma, U.S.A. 07/2003

Area of Specialty

- International Human Resource Management; Leadership and Decision Making;
- Leadership, Career Development, Training and Development, Strategic Management

Academic Experience

- Assistant Professor, Dept. of Hospitality Management, Southern Taiwan University of Science and Technology 06/2012 to 07/2014
- Assistant Professor, Dept. of Foreign Language, National Chiayi University 02/2005 to 06/2014
- Adjunct Instructor, Dept. of Applied Foreign Language, National Yunlin University of Science and Technology 08/2006 to 01/2008

Publications

- Tz-Li Wang (2013). A Study in Foreign Labor's Personality Mindfulness, Cultural Intelligence, Cross-Cultural Adjustment, and Work Performance. Taiwan: National Chung Cheng University

Journal Papers

1. Tz-Li Wang, (2023) "Leadership Behavior and Its Impact on Task Performance from the Employees' Perspective: A Case Study of Taiwan ", International Journal of of Human Resources Development and Management, Vol.23 No.3, (Accepted, In Press) (Scoups)
2. Tz-Li Wang, Tran Thi Kim Phuong, tran Trung Vinh, Nguyen thi Phuong, (2018) "Examining the Interrelationships among Service Quality, Perceived Price Fairness, Satisfaction and Purchase Intention of Passengers: A Case Study of Vietnam Airlines," Journal of Southern Taiwan University of Science and Technology: Social Science Edition, Vol. 3, Issue 1, July, pp. 36-54
3. Tz-Li Wang, Phuong Thi Kim Pran, Vinh Trung Tran, (2018) "Destinaion perceived quality, tourist satisfaction and word-of mouth", Tourism Review, Vol. 72, Issue 4, pp. 392-410 (SSCI)

Conference Papers

1. Vang Thi Yen Nhi and Tz-Li Wang, (2023/05/26), "A Study on Vietnamese Labors' Cultural Intelligence, Affective Commitment, Interpersonal Trust, and Job Innovation Behavior," 2023 18th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In Chinese)
2. Chun-Lin Tu and Tz-Li Wang, (2023/05/26), "A Study on College Students' Flow Experience in Class and the Effectiveness of Teaching Activities," 2023 18th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In Chinese)
3. Pei-Fen Tai and Tz-Li Wang, (2023/05/26), "A Study on College Students' Team Interaction and Creativity with a Creative Thinking Course," 2023 18th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In Chinese)

4. Po-Yen Kuo and Tz-Li Wang, (2023/05/26), "A Study on College Students' Adult Playfulness, Empathy, Self-efficacy, and Creativity," 2023 18th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In Chinese)
5. Rou-Syuan Huang and Tz-Li Wang, (2023/05/26), "A Study on Employees' Occupational Identification Emotional Blackmail, Resilience, Meaning at Work, and Service Sabotage in the Service Industry," 2023 18th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In Chinese)
6. Shi-Min Yang and Tz-Li Wang, (2023/05/26), "A Study on Employees' Work Connectivity Behavior After hours, Job Burnout, Resilience, and Service Sabotage," 2023 18th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In Chinese)
7. Yo-Xuan Hsu and Tz-Li Wang, (2023/05/26), "A Study in College Students' Team Interaction and Team Atmosphere on Creativity with Design Thinking," 2023 18th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In Chinese)
8. Yi-Rou Wu and Tz-Li Wang, (2023/05/26), "A Study on Employees' Workload, Psychological Detachment, and Well-Being." 2023 18th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In English)
9. Ru-Hsin Hong and Tz-Li Wang, (2023/05/26), "The research on Job Autonomy, Work Engagement, and Employee Well-Being." 2023 18th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In English)
10. Hsin-Tzu Yang and Tz-Li Wang, (2022/05/12), "A Study in Middle-Aged and Elderly Adults' Organizational Climate, Mindfulness, and Workplace Bullying." 2022 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
11. Rou-Yang Wu and Tz-Li Wang, (2022/05/12), "A Study in Employees' Work Connectivity Behavior After Hours, Emotional Exhaustion, and Work-Family Conflict." 2022 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
12. Yu-Chi Chen and Tz-Li Wang, (2022/05/12), "A Study in Taiwan Twined Flower Skill Inheritance, Innovation, and Community Marketing Strategy." 2022 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
13. Hui-Min Huang and Tz-Li Wang, (2022/05/12), "A Study in Culture Creative Markets' Community Marketing and Environmental Awareness." 2022 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
14. Shu-Chung Wang and Tz-Li Wang, (2022/05/12), "A Study in New Business Model of Traditional Shoes Industry-A Case of Taiwan." 2022 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
15. Shu-Wen Yang and Tz-Li Wang, (2022/05/12), "A Study in Customer Incivility Behavior, Workplace Friendship, and Willingness to Stay." 2022 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
16. Wan-Ting Huang and Tz-Li Wang, (2022/05/12), "A Study in Art Teachers' Teaching Styles and Tacit Knowledge." 2022 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In English)
17. Yu-Chen Chen and Tz-Li Wang, (2022/05/12), "A Study in Employees' Personality Traits, Psychological Capital, and Job Stress." 2022 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
18. Chen-Jing Liao and Tz-Li Wang, (2022/05/12), "A Study in Leadership Style, Experience Lesson Learned, and Innovative Behavior." 2022 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
19. Chen-Huei Hsu and Tz-Li Wang, (2021/05/14), "A Study in Travel Agencies Employees' Opportunism Behavior, Organizational Trust, and Psychological Contract Breach." 2021 The Conference of Business Decision Making and Practice. (Accepted for presentation as an

- Interactive Paper) (In Chinese)
20. Pei-Chi Chen and Tz-Li Wang, (2021/05/14), "A Study in Employees' Perfectionism, Mental Resilience, and Flow Experience."2021 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
 21. Chun-Ting Ku and Tz-Li Wang, (2021/05/14), "A Study in New Recruits' Organizational Socialization, Person-Organization Fit, and Organizational Citizenship."2021 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
 22. Po-Yen Chen and Tz-Li Wang, (2021/05/14), "A Study in Financial Service Industry Employees' Cynicism, Psychological Safety, and Social Loafing."2021 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
 23. Yih-Wen Jiang and Tz-Li Wang, (2020/12/18), "A Study in Transformation Leadership, Job Performance, and Job Burnout." 2020 The 15th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In Chinese)
 24. Chia-How Huang and Tz-Li Wang, (2020/12/18), "A Study in Employee's Psychological Empowerment, Career Plateau, Turnover Intention." 2020 The 15th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In Chinese)
 25. Ya-Wen Tsai and Tz-Li Wang, (2020/10/15), "A Study in Middle-Aged and Elderlies' Personality, Career Adaptability, Decision-Making Self-Efficacy, and Reemployment Motivation.," BAMI 2020 Business Administration and Marketing Innovation Conference(Accepted for presentation as an Interactive Paper) (In Chinese)
 26. Ming-Chun Tsai and Tz-Li Wang, (2020/10/15), "A Study in Vocational Rehabilitation Staves'Competitive Psychological Climate, Self-Efficacy, and Turnover Intention.," BAMI 2020 Business Administration and Marketing Innovation Conference(Accepted for presentation as an Interactive Paper) (In Chinese)
 27. Tz-Li Wang and Jia-Yu Gao, (2020/06/11), "A Study in Insurance Agents' Perceived Organizational Support, Job Crafting, and Innovation Behavior," 2020 17th Service Industry Management and Innovation Conference(Accepted for presentation as an Interactive Paper) (In Chinese)
 28. Tz-Li Wang and Wei-Ting Chen, (2020/06/11), "A Study in Real Estate Salespersons' Supportive Organizational Climate, Voice Behavior, and Creative," 2020 17th Service Industry Management and Innovation Conference (Accepted for presentation as an Interactive Paper)(In Chinese)
 29. Tz-Li Wang and Fang-Chi Hsu (2020/06/11), "A Study in Car Salespersons' Perfectionism, Interpersonal Interaction, and Work Engagement," 2020 17th Service Industry Management and Innovation Conference (Accepted for presentation as an Interactive Paper)(In Chinese)
 30. Tz-Li Wang and Sheng-Hung Lo (2020/06/11), "A Study in Perfume Brand Credibility, Perceived Value, and Customer Behavior Intentions," 2020 17th Service Industry Management and Innovation Conference (Accepted for presentation as an Interactive Paper) (In Chinese)
 31. Tz-Li Wang and Ying-Xuan Wu (2020/06/11), "A Study in Financial Consultants' Workplace Loneliness, Social Support, and Job Satisfaction," 2019 17th Service Industry Management and Innovation Conference (Accepted for presentation as an Interactive Paper) (In Chinese)
 32. Tz-Li Wang and Chun-Hung Lu (2020/06/11), "A Study in Brand Experience, Brand Identity, and Brand Equity-A Case of Gogoro," 2020 17th Service Industry Management and Innovation Conference (Accepted for presentation as an Interactive Paper) (In Chinese)
 33. Tz-Li Wang and Pei-Hsuan Huang (2020/06/11), "A Study in Content Marketing, Perceived Quality, Customer Satisfaction, and Purchase Intention," 2020 17th Service Industry Management and Innovation Conference (Accepted for presentation as an Interactive Paper)(In Chinese)
 34. Tz-Li Wang and Zi-Zhen Chen (2020/06/11), "A Study in Optical Shop Employees' Relational Aesthetics, Brand Attitude, and Behavior Intention," 2020 17th Service Industry Management and Innovation Conference (Accepted for presentation as an Interactive Paper)(In Chinese)

35. Tz-Li Wang and Chia-Chun O-Yang (2020/06/11)," A Study in Employees' Organizational Culture, Job Stress, and Work Morale," 2020 17th Service Industry Management and Innovation Conference (Accepted for presentation as an Interactive Paper) (In Chinese)
36. Chien-Huang Li and Tz-Li Wang (2019/10/19),"A Study in Engineers' Leadership Style, Work Involvement, and Workplace Happiness, "BAMI 2019 Business Administration and Marketing Innovation Conference (Accepted for presentation as an Interactive Paper)(In Chinese)
37. Zhen- Cheng Zhan and Tz-Li Wang (2019/10/19), "A Study in Middle-Level Supervisors' Job Demand-Resource, Job Burnout, and Passion at work, "BAMI 2019 Business Administration and Marketing Innovation Conference (Accepted for presentation as an Interactive Paper)(In Chinese)
38. Yu-Ju Liang and Tz-Li Wang (2019/10/19),"A Study in Positive Psychological Capital, Emotional Exhaustion, and Organizational Citizenship Behavior, "BAMI 2019 Business Administration and Marketing Innovation Conference (Accepted for presentation as an Interactive Paper)(In Chinese)
39. Tz-Li Wang and Yi-Hsuan Chen," A Study in Organizational Socialization, Cognitive Dissonance, and Organizational Commitment,"2019 11th Conference on Management Master Thesis in South Taiwan (Accepted for presentation as an Interactive Paper) (In Chinese)
40. Tz-Li Wang and Yi-Jhen Chen (2019/05/26), "A Study in Militarist Job Stress, Psychological Capital, and Strategic Response," 2019 11th Conference on Management Master Thesis in South Taiwan (Accepted for presentation as an Interactive Paper) (In Chinese)
41. Tz-Li Wang and Chien-Yu Liao (2019/05/26), "A Study in Aesthetic Literacy, Boredom Proneness, and Creativity," 2019 11th Conference on Management Master Thesis in South Taiwan ((Accepted for presentation as an Interactive Paper)In Chinese)
42. Tz-Li Wang and Chu-Liang Ding (2018/11/21), "A Study in Village Chiefs' Services Environment, Service Value, and Service Satisfaction," 2018 Industrial Management, Information Applied and Innovation Conference (Accepted for presentation as an Interactive Paper)(In Chinese)
43. Tz-Li Wang and Pang-Ting Huang (2018/11/12), "A Study on the Relationships Among Supervisor's leadership Style, Motivating Language, and Leadership Effectiveness," 2018 The 14th International Conference on Knowledge-Based Economy and Global Management(Accepted for presentation as an Interactive Paper)
44. Yu-Huei, Lin and Tz-Li Wang (2018/10/17), "A Study in Administrative Staves' Job Insecurity, Workplace Friendship, and Work Engagement,"BAMI 2018 Business Administration and Marketing Innovation Conference (Accepted for presentation as an Interactive Paper)(In Chinese)
45. Pin-Jung Chen and Tz-Li Wang (2018/10/17),"A Study in Supervisors' Leadership Style, Organizational Citizenship Behavior, and Employee Engagement," BAMI 2018 Business Administration and Marketing Innovation Conference (Accepted for presentation as an Interactive Paper)(In Chinese)
46. Ching-Ya Su and Tz-Li Wang(2018/10/17),"A Study in Household Employees' Job Stress, Stress Response, and Burnout - A Case in Kaohsiung City," BAMI 2018 Business Administration and Marketing Innovation Conference (Accepted for presentation as an Interactive Paper)(In Chinese)

Dissertation

- Tz-Li Wang (2013). A Study in Foreign Labor's Personality, Mindfulness, Cultural Intelligence, Cross-Cultural Adjustment, and Work Performance. Taiwan: National Chung Cheng University.

Professional Certifications

1. Career Consultant Certification Program: Basic Level, Career Consulting Co.Ltd, 2022/2/18, No. 111C-S-111009.
2. Business Application Professionals Certification Programs-Essentials Level in Presentations Using Microsoft PowerPoint 2016, No.20-A-BAP-PT-ES-886002863

3. Academic Teaching with Distinction Course Certification, BRITISH COUNCIL, 2017/02/13
4. Business Application Professionals Certification Programs-Presentations 2010, No.16-A-BAP-PT-FD-886005926, the Global Learning & Assessment Development, 2016/08/31
5. Business Application Professionals Certification Programs-Documents 2010, No.16-A-BAP-DM-FD-886005893, the Global Learning & Assessment Development, 2016/08/31