

Bichen Guan

Lecturer in Management & HR & Course Coordinator, Bachelor of Business, La Trobe Business School, La Trobe University

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Education

PhD in Management, Macquarie University | 2020

Master of Education in Applied Psychology, Renmin University of China | 2016

Bachelor of Science in Applied Psychology, Renmin University of China | 2013

Academic and industry experience

Lecturer in Management & HR, La Trobe University | Aug 2023-current

Research Fellow, The University of Queensland | Jan 2022-Aug 2023

Postdoctoral Research Fellow, University of Technology Sydney | Mar 2020-Jan 2022

Sessional Academic, Macquarie University | Feb 2017-Dec 2020

Talent Consultant, Mercer Consulting, Beijing & Guangzhou | May 2016-Jan 2017

Research and teaching interests

Research: Employee wellbeing, emotion regulation, hybrid work, leadership, trust, aged care workforce

Teaching: Organisational behaviour, leadership, human resource management, cross cultural management

Referred journal articles

Long, T., Zhao, L., **Guan, B.**, Xiao, R., Soetan, G., Hu, C., & Feng, X. (2026). The dark side of human resource management systems: How and when high-performance work systems lead to unethical pro-organizational behavior? *Personnel Review*, n/a(n/a), 1-25. <https://doi.org/10.1108/PR-08-2025-0978>

Wood, R. E., Ren, S., & **Guan, B.** (2026). Contingent leader identity and leader emergence. *Journal of Personality*, n/a(n/a), 1-14. <https://doi.org/10.1111/jopy.70070>

Ratten, V., Hibbert, P., Ng, E., Almeida, S., Jayaweera, N., Scaringella, L., Nguyen, H., Presbitero, A., Kumar, R., Ferrigno, G., Pinto, H., & **Guan, B.** (2026). 30th Journal of management and organization birthday: Valuable advice for management researchers. *Journal of Management & Organization*, 32, 321–335. <https://doi.org/10.1017/jmo.2025.10074>.

Guan, B., & Jepsen, D. M. (2024). Managing emotions in ongoing service relationships: new intrinsic and extrinsic emotion regulation strategies from aged care. *The International Journal of Human Resource Management*, 35(1), 36–66. <https://doi.org/10.1080/09585192.2023.2211710>

Wood, R. E., Beckmann, N., Ren, S., & **Guan, B.** (2022). Situation contingent negative emotions and performance: The moderating role of trait neuroticism. *Personality and Individual Differences*, 197, 111788. <https://doi.org/10.1016/j.paid.2022.111788>)

Guan, B., & Jepsen, D. M. (2020). Burnout from emotion regulation at work: The moderating role of gratitude. *Personality and Individual Differences*, 156, 109703. <https://doi.org/10.1016/j.paid.2019.109703>

Wang, H., & **Guan, B.** (2018). The positive effect of authoritarian leadership on employee performance: The moderating role of power distance. *Frontiers in Psychology*, 9(357). <https://doi.org/10.3389/fpsyg.2018.00357>

Selected conference proceedings and presentations

ANZAM conferences:

Guan, B., & Jepsen D. (2025). *A dual pathway model of workplace burnout contagion: the moderating role of interpersonal emotion regulation strategies*. The 38th **ANZAM** conference, Geelong, Australia.

Guan, B., Wood, R. E., Beckwith, W. (2021). *Empathy and organizational citizenship behavior: The moderating role of expressive suppression*. The 34th **ANZAM** Conference, Virtual Conference, Australia.

Guan, B., & Jepsen, D. M. (2019). *Does caring for others make me exhausted? The role of emotion regulation and supervisor's compassion*. The 33rd **ANZAM** Conference, Cairns, Australia.

- Guan, B., & Jepsen, D. M. (2018).** *The moderating role of gratitude on the relationship between emotion regulation and burnout.* The 32nd **ANZAM** Conference, Auckland, New Zealand.
- Guan, B., & Jepsen, D. M. (2017).** *A systematic review of emotion regulation in the aged care workforce.* Paper presented at the 31st **ANZAM** Conference, Melbourne, Australia.

International conferences:

- Guan, B., & Jepsen, D. M. (2026).** Burnout contagion dual pathway model with emotion regulation and cognitive reappraisal moderators. *Academy of Management Proceedings*, 2026(1), 11363.
<https://doi.org/10.5465/AMPROC.2026.11363abstract>
- Guan, B., Gillespie, N., Knight, C., & Parker, S. (2026).** *How care responsibilities influence hybrid work patterns and thriving: Perceived location flexibility and job level matter.* 2026 European Academy of Occupational Health Psychology conference, Helsinki, Finland.
- Guan, B., & Jepsen, D. M. (2023).** Managing workplace emotions of self and others in service relationships: evidence from aged care. *Academy of Management Proceedings*, 2023(1), 10859.
<https://doi.org/10.5465/AMPROC.2023.10859abstract>
- Gillespie, N., & **Guan, B. (2023).** *Measuring trust in work relationships: validation of the behavioral trust inventory across multiple referents.* The 12th First International Network on Trust Workshop on Trust Within and Between Organizations, Helsinki, Finland.
- Guan, B., Wood, R., Beckwith, W., Borgnolo, L., & Mayers, J. (2021).** Stay hungry: Development and validation of a measure of Dissatisfaction with the Status Quo. *Academy of Management Proceedings*, 2021(1), 12705.
<https://doi.org/10.5465/AMBPP.2021.12705abstract>
- Guan, B., & Jepsen, D. M. (2019).** “She was my nan at work”: Communal relationships as an explanation of emotion regulation. *Academy of Management Proceedings*, 2019(1), 15520.
<https://doi.org/10.5465/AMBPP.2019.15520abstract>
- Guan, B., & Jepsen, D. M. (2018).** Emotion regulation dynamics in interpersonal workplace relationships. *Academy of Management Proceedings*, 2018(1), 10517. <https://doi.org/10.5465/AMBPP.2018.10517abstract>

Awards, scholarships and grants

- 2026 La Trobe Business School Contribution to Mission Award (2026)
- 2026 La Trobe Business School Research and Innovation Award for Early Career Researcher (2026)
- 2026 La Trobe Business School Teaching and Learning Excellence (2026)
- Best ECR Award at Wellbeing@Work SIG Symposium & 3-Minute Research Competition, ANZAM (2025)
- 2024 Centre for Transformative Work Design conference ECR Travel Bursary (2024)
- Second Prize in Macquarie Business School Three Minute Thesis Competition (2019)
- The 14th Asia-Pacific Symposium on Emotions in Work-life Student Travel Scholarship (2019)
- The 13th Asia-Pacific Symposium on Emotions in Work-life Student Travel Scholarship (2018)
- The 12th Asia-Pacific Symposium on Emotions in Work-life Student Travel Scholarship (2017)
- The International Macquarie University Research Training Program Scholarship (2017-2020)
- La Trobe Business School Seed Grant [\$5,000] – Project title: Understanding and reducing burnout contagion among aged care workers: The role of employee interpersonal emotion regulation strategies (Lead Chief Investigator, 2025)
- The University of Queensland Business School Research Project Fund [AUD\$9,972] – Project title: How do post-pandemic hybrid work practices influence employee well-being and productivity? (Chief Investigator, 2023)
- The University of Queensland Business School Travel Grant [AUD\$3,000] - Project Title: Managing workplace emotions of self and others in service relationships: Evidence from aged care (Lead Chief Investigator, 2023)
- Macquarie Business School Dean’s Fund [AUD\$ 4,000] - Project title: “She was my nan at work”: Communal relationships as an explanation of emotion regulation (Lead Chief Investigator, 2019)
- Macquarie University Postgraduate Research Fund [AUD\$5,000] - Project title: A multi-method study of emotion regulation in the aged care workforce (Lead Chief Investigator, 2018)

Teaching and supervision

Coordinating and teaching:

MGT4006 Organisational Behaviour and Management Practice (postgraduate, blended, 2026)

MGT5OBR Organisational Behaviour (postgraduate, blended, 2024-2026)

MGT3LWM Leadership (undergraduate, blended & online, 2024-2026)

BUA4MGT Managing People and Organisation (MBA, online, 2025)

Guest lecturing:

Specialist staffing campaigns and assessment centre for MGTS7612 - The Fundamentals of Designing and Staffing Organisations (postgraduate, hybrid, 2022 S2)

Ability test and personality assessments in recruitment and selection for HRM250 - Staffing Organisations - (undergraduate, in-person, 2019 S1; online, 2019 S2)

Tutoring:

MGMT2050/ HRM250 - Staffing Organisations/ Human Resource Management (undergraduate, in-person, 2017-2019 S1; online, 2017-2019 S2, 2020 S1)

MGMT2030 - Cross Cultural Management (undergraduate, online, 2020 S1)

HRM107 - Introduction to Human Resources (undergraduate, in-person, 2018 S1)

HDR supervision:

PhD student, Ranjetha Nagalingam, project: How Gen AI facilitates leadership development (May 2026 – Current)

PhD student, Jane Qin, project: A work design perspective of AI adoption in knowledge worker (2026 – Current)

Master of Research student, Ziyi Cao, project: Tracing Formal ESG Requirements into Employee Task Practice (Feb 2026 – Current)

Selected professional services

ANZAM related:

1. OB Stream Co-Chair, Australian and New Zealand Academy of Management (ANZAM) conferences (2024 – Current)
2. Session Chair, Coping for better wellbeing (delivered session), 2025 ANZAM conference (2025)
3. Session Chair, Employee wellbeing (interactive session), 2025 ANZAM conference (2025)
4. Session Chair, OB Delivered Session, the 32nd ANZAM Conference (2018)
5. Reviewer, OB Stream, Australian and New Zealand Academy of Management Conference (2019 – Current)

Others:

1. La Trobe Business School (LBS) Research Committee (2025 – Current)
2. Course Coordinator, Bachelor of Business and LBS Learning & Teaching Committee (2026 – Current)
3. Scientific Committee, the 15th International Conference on Emotions and Worklife, IGR-IAE and CREM, University of Rennes, France (2026)
4. Program Committee, the 12th International Conference on Emotions and Worklife, Virtual (2020)
5. Session Chair, The Labor of Emotional Regulation, the 78th Annual Meeting of the Academy of Management (AOM)
6. Panellist, First International Network (FINT) 2023 Doctoral Colloquium - Scholarly Life and Career (14 Jun 2023)
7. Panellist, Meet the Academic Seminar Series: How to get into Post-Doc in ANZ (4 Aug 2022, Macquarie University)
8. Panellist, How to publish papers during PhD candidature: Strategies from students (18 Sep 2020, Macquarie University)
9. Panellist, APS College of Organisational Psychologists (QLD) - Building and Preserving Trust in Organisations (13 Sep 2022, University of Queensland)
10. Speaker, KPMG National Community of Practice for Organisational Psychology Event - Importance of trustworthy organisations and how to enhance employee trust in organisations (29 Aug 2023, KPMG)
11. HDR Candidate Representative, Macquarie Business School, Macquarie University (2017-2019)
12. Reviewer, British Journal of Management, Journal of Occupational and Organizational Psychology, International Journal of Human Resource Management, Australian Journal of Management, Stress and Health, Journal of Management & Organization, AOM conferences, International Conferences on Emotions and Organizational Life.