

CURRICULUM VITAE

Prof. Herman Tse

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SUMMARY

Herman Tse is a Professor of Organisational Behaviour at Monash University and former Director of the Early Career Academics Network at Monash Business School for four years. He earned his PhD from the University of Queensland. He is a Fellow of the Australian and New Zealand Academy of Management (ANZAM), the Institute of Managers and Leaders, and the US-based Center for Evidence-Based Management, as well as a Senior Fellow of the UK Higher Education Academy. Herman's research focuses on leadership effectiveness, workplace relationships and employee well-being. His work has appeared in leading journals, including the *Journal of Applied Psychology*, *Personnel Psychology*, *The Leadership Quarterly* and the *Journal of Organizational Behavior*. His research achievements have been recognised through several ANZAM awards and the Center for Creative Leadership's Kenneth Clark Leadership Research Award. He was ranked among the world's top 20 most productive leadership scholars in a review published in *The Leadership Quarterly* and recognised by ScholarGPS as being among the top 1% of leadership researchers globally. His work has also been featured in major media outlets, including the ABC, *Forbes*, the *Financial Times* and SBS.

Alongside his research, Herman is committed to teaching innovation, mentoring and researcher development. He received the 2025 ANZAM Teaching Innovation Award and two ANZAM PELT (Promoting Excellence in Learning and Teaching) Grants, has supervised more than 10 doctoral candidates to completion, and has served three terms as an Associate Editor of the *Journal of Organizational Behavior*. His contributions to ANZAM include serving as a stream chair, Special Interest Group coordinator, mentor and speaker at various doctoral workshops and early career researcher events. During his four years as Faculty Director of the ECR Network, Herman worked with Deputy Deans, ECR Directors across faculties and senior university leaders to strengthen support for emerging academics. He also helped colleagues develop competitive funding applications and industry research partnerships, contributing to a portfolio of projects that attracted more than \$8 million in funding. His academic leadership and industry engagement reflect his commitment to developing research capability and connecting scholarship with professional practice.

AREAS OF RESEARCH EXPERTISE

- Leadership effectiveness, interpersonal work relationships, emotions in teams, AI-human collaboration and multilevel research.
- Professor Tse has conducted multiple industry projects about workplace health and safety and well-being funded by Worksafe Victoria and other organisations.

QUALIFICATIONS

- 2024: Certificate of Teaching with Cases, Harvard Business School Publishing Education
- 2006: PhD, Organisational Behavior, University of Queensland
- 2002: MPhil, Organisational Behavior, Hong Kong Polytechnic University
- 1999: BCom (Marketing and Management) Curtin University of Technology

EMPLOYMENT / EXTERNAL POSITIONS

Academic Positions

- Professor in Organisational Behavior, Department of Management, Monash Business School, Monash University (July 2023 - present)
- Faculty Director of Early Academic Network, Monash Business School, Monash University (June 2018 - Dec 2022)
- Associate Professor in Organisational Behavior, Department of Management Monash Business School, Monash University (Jan 2016 - 2023)
- Senior Lecturer, Department of Management, Griffith Business School, Griffith University (2009-2015)
- Lecturer, Department of Employment Relations and HR Management, Newcastle Business School, University of Newcastle, (2007-2009)

External Roles

- Appointed as Associate Editor of Journal of Organisational Behavior, a leading journal in the field (2018 - present)
- Advisory Council Member of Harvard Business Review (2024 - present)
- Editorial Board Members of the Leadership Quarterly, Management Organisation Review and Journal of Business Research.
- Visiting Lecturer, University of Manchester
- Honorary Visiting Scholar, University of Sydney

MAJOR PROFESSIONAL HONOURS AND AWARDS

- Monash 70th Anniversary Fellow in Education (2026 - 2029)
- Finalist of the Monash University's Vice Challenor's Excellence Award for Teaching (2025)
- Elected as Fellow of the Centre of Evidence-based Management (CEBMA) in the US (2025)
- Elected as Fellow of the Australian and New Zealand Academy Management (2024)
- Awarded Senior Fellow of the UK Higher Education Academy, York Science Park United Kingdom (2023)
- Elected as Fellow of the Institute of Leaders and Managers (2023)
- Australian Business Dean Council Award for Innovation and Excellence in Learning and Teaching for the Design and Implementation of the Master of Indigenous Business Leadership, Australian Business
- Dean Council Award for Innovation and Excellence (2022)
- Monash University's Vice Chancellor's Excellence Award for Diversity and Inclusion – Advancing Access to Business Leadership Education for Indigenous Australians (2022).
- Monash Business School Dean's Award for Excellence in Teaching (2020)
- Monash Business School Dean's Award for Excellence in Research (2017)
- Various ANZAM Research Excellence Awards

PUBLICATIONS AND RECOGNITION

Career total: Over 80 publications spanning leadership, emotions in teams, well-being and performance, including 43 peer-reviewed journal articles, 10 book chapters, 20 published conference proceedings, 43 media articles, 8 commissioned government and industry reports, and one edited special issue. He has frequently served as lead or second author of his work, reflecting both scholarly leadership and a sustained commitment to mentoring junior scholars and building their research capacity. Google Scholar metrics: h-index of 35; i10-index of 42; more than 7,300 citations. He was also ranked among the world's top 20 most productive leadership scholars in a review published in *The Leadership Quarterly* and recognised by ScholarGPS as being among the top 1% of leadership researchers globally.

Career Best 15 Publications

1. Kaur, S., Tse, H. H. M., Eva, N., & Schwarz, G. (2026). Envy from above: a social comparison examination of leaders' malicious envy and affective trust in organizations. *Journal of Occupational and Organizational Psychology*, 99(1), Article e70098 (ABDC – A* Journal).
2. Lin, X., Tse, H. H. M., Shao, J., & Duan, J. (2024). How do humble leaders unleash followers' leadership potential? The roles of workplace status and individualistic orientation, *Journal of Organizational Behaviour*, 45, 818-836. (ABDC - A* Journal).
3. Chan, H. H., Howard, J., Eva, N. & Tse, H. H. M. (2022). A state-of-the-art review and guiding framework of work recovery within daily working hours, *Journal of Vocational Behaviour*, 137, 1-19. (ABDC - A* Journal).
4. Tse, H. H. M., Troth T.C., Ashkanasy, N. M., & Liden, R. (2021). New Perspectives for Studying the Role of Affect in Interpersonal Work Relationships, *Journal of Organisational Behaviour*, 42, 1135-1142. (ABDC - A* Journal).
5. Tse, H. H. M., Troth, A.C., Ashkanasy, N. M., & Colins, A. T. (2018). Affect and leader-member exchange in the new millennium: A state-of-the-art review and guiding framework. *The Leadership Quarterly*, 23, 135-149 (ABDC - A* Journal).
6. Tse, H. H. M., To M. L., & Chiu, C.K. (2018). When and why does transformational leadership influence employee creativity? The role of personal control and creative personality. *Human Resources Management*, 57, 145-157 (ABDC - A* Journal).
7. Tse, H. H. M., Lam, C. K., Gu, J., & Lin, X. S. (2018). Examining the interpersonal consequences of leader-member exchange social comparison. *Journal of Organizational Behavior*, 39, 922-940. (ABDC - A* Journal).
8. Wang, L., Shao, B., & Tse, H. H. M. (2018). Motivational or dispositional? The type of inference shapes the effectiveness of leader anger expressions. *The Leadership Quarterly*, 29, 709-723 (ABDC - A* Journal).
9. To, M. L., Tse, H. H. M., & Ashkanasy, N. M. (2015). A multilevel model of transformational leadership, affect and creative process behavior in work teams. *The Leadership Quarterly*, 26, 543-556. (ABDC - A* Journal).
10. Tse, H. H. M., & Ashkanasy, N. M. (2015). The dyadic level of conceptualization and analysis. A missing link in multilevel OB research. *Journal of Organizational Behavior*, 36, 1176-1180. (ABDC - A* Journal).
11. Tse, H. H. M., Lam, C. K., Lawrence, S. A., & Huang X. (2013). When my supervisor dislikes you more than me: The effect of dissimilarity in leader-member exchange on coworkers' interpersonal emotion and perceived help. *Journal of Applied Psychology*, 94, 974-988. (ABDC - A* Journal).
12. Tse, H. H. M., Huang X., & Lam, W. (2013). When does transformational leadership matter for turnover? A multi-foci social exchange perspective. *The Leadership Quarterly*, 24, 763-776. (ABDC - A* Journal).
13. Troth, A. C., Lawrence, S. A., Jordan, P. J., & Tse, H. H. M. (2012). A multilevel analysis of team members' emotional intelligence and communication performance. *Journal of Organizational Behavior*, 33, 700-722. (ABDC - A* Journal).
14. Tse, H. H. M., Ashkanasy, N. M., & Dasborough, M. T. (2012). Relative leader-member exchange, negative affectivity and social identification: A moderated-mediation examination. *The Leadership Quarterly*, 23, 354-366. (ABDC - A* Journal).
15. Tse H. H. M., Dasborough, M. T., & Ashkanasy, N. M. (2008). A multilevel analysis of team climate and interpersonal exchange relationships at work. *The Leadership Quarterly*, 19, 195-211. (ABDC - A* Journal).