

DR. ZITONG SHENG

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EDUCATION

PhD, Management (OB/HR), Virginia Commonwealth University, USA (2020)
MA, Industrial/Organisational Psychology, George Mason University, USA (2014)
BS/BA, Psychology (Double Major: Economics), Peking University, China (2012)

EMPLOYMENT

- Deakin University, Deakin Business School, Management Discipline — Associate Professor (Jan 2026–present); Senior Lecturer (Jul 2023–Dec 2025)
- University of Auckland, Department of Psychology — Lecturer (part-time) (Feb 2021–Mar 2023)
- Curtin University, Future of Work Institute — Research Fellow (Jul 2019–Jul 2023)

RESEARCH INTERESTS

Topics: Proactive and prosocial behaviour; newcomer socialisation; mentoring; counterproductive work behaviour
Methods: Quantitative, longitudinal and social network methods; responsible research practices

EDITORIAL ROLES

- Associate Editor, *Applied Psychology: An International Review*
- Editorial Board Member, *Applied Psychology: An International Review*; *Journal of Business and Psychology*
- Ad-hoc Reviewer: *Human Resource Management*, *Journal of Organizational Behavior*, *Human Relations*

JOURNAL PUBLICATIONS (SELECTED)

**Equal authorship; supervised student authors underlined.*

He, Y.*, Sheng, Z.*, Lytle, B., & Yao, X. (2025). Coevolution of trust and helping behavior: A social network examination of dyadic and third-party influences. *Journal of Organizational Behavior*. [ABDC A*]

Sheng, Z., Fiscus, J., He, Y., Xu, V. X., & Yao, X. (2025). Who uses abusive supervision to punish deviant employees? An integration of identity threat and self-regulation perspectives. *Applied Psychology: An International Journal*. [ABDC A]

Zou, H.-Y., Wang, H.-J., Sheng, Z., Liu, W., & Jiang, F. (2024). When is more (not) better? How social network characteristics affect newcomer assimilation and learning. *Human Resource Management Journal*, 34(4), 1080-1111. [ABDC A*; 2024 top-10 most-cited paper]

He, Y., Sheng, Z., Griffin, M., & Yao, X. (2024). A multilevel model linking altruistic motivation to workplace safety: The role of servant leadership. *Journal of Organizational Behavior*, 45, 497-517. [ABDC A*]

Sheng, Z., Serban, A., Cortina, J. M., He, Y., & Yao, X. (2024). From helping to helpful: A social network examination of antecedents and outcomes of helpfulness at multiple levels. *Journal of Business and Psychology*, 39, 927-946. [ABDC A]

Sheng, Z., & Griffin, M. A. (2023). Job insecurity, employability, and mental health in the new era. *Stress and Health*, 39(2), 384-403. [ABDC A]

Alessandri, G., Cortina, J. M., Sheng, Z., & Borgogni, L. (2021). Where you came from and where you are going: The role of performance trajectory in promotion decisions. *Journal of Applied Psychology*, 106, 599-623. [ABDC A*]

Cortina, J. M., Sheng, Z., et al. (2020). From alpha to omega and beyond! A look at the past, present, and (possible) future of psychometric soundness in the *Journal of Applied Psychology*. *Journal of Applied Psychology*, 105, 1351-1381. [ABDC A*]

Dalal, R. S., & Sheng, Z. (2019). When is helping behavior unhelpful? A conceptual analysis and research agenda. *Journal of Vocational Behavior*, 110, 272-285. [ABDC A*]

Sheng, Z., Kong, W., Cortina, J. M., & Hou, S. (2016). Analyzing matrices of meta-analytic correlations: Current practices and recommendations. *Research Synthesis Methods*, 7, 187-208.

RESEARCH GRANTS (SELECTED)

Co-PI, “AI replacing humans” or “AI assisting humans”: How mental model of technology influences work design in human-AI collaboration. National Natural Science Foundation of China (2025–2028), ¥400,000.

Co-PI, An Evidence-Based Framework for Protecting Employee Mental Well-Being against Adverse Effects of Generative AI. Deakin Science and Society Network Incubator Grant, A\$12,463.

CI, How Does Proactive Networking Help Globally Mobile Employees Combat Loneliness. Deakin Faculty Research Grant Scheme (2025–2026), A\$12,000.

Co-PI, Developing and incorporating a mentorship program into a virtual incubator. Social Sciences and Humanities Research Council of Canada Partnership Development Grant (2024–2026), C\$196,354.

PI, EMHS Remote Monitoring Service (RMS) Project. East Metropolitan Health Service (2020–2022).

SERVICE & COMMUNITY ENGAGEMENT

- Management Discipline Seminar Coordinator, Deakin Business School (2025-current)
- Management Discipline Representative, Faculty Research Committee, Faculty of Business and Law, Deakin University (2025-current)
- Member, 2025 ANZAM Annual Conference Organising Team

HONORS & AWARDS (SELECTED)

2025 ANZAM Early Career Researcher Award

2025 Deakin University Vice-Chancellor's Early Career Researcher Award (Highly Commended)

2024 Deakin Faculty of Business and Law — E Yetton Prize (Research Innovation and Impact);

2024 Deakin Faculty of Business and Law — Organisational Citizenship Award;

2022 Future of Work Institute, Curtin University — Early Career Researcher Award

2020 AOM OB Division Best Paper with International Implications Award

2020 Journal of Business and Psychology Editor Commendation

TEACHING & SUPERVISION

Courses taught: Quantitative Research Methods (HDR), Leadership Research Project, Organisational Behaviour, Organisational Psychology; Leadership, Statistics, Research Methods.

Supervision: 15+ completed graduate diploma and Masters; 1 completed PhD supervision.

PROFESSIONAL AFFILIATIONS

Australian and New Zealand Academy of Management (ANZAM);

Society for Industrial and Organizational Psychology (SIOP);

Academy of Management (AOM)

SKILLS

Statistical software: SPSS, R; Structural equation modelling: Mplus, LISREL; Multilevel analysis: HLM; Social network analysis: UCINET, Gephi; proficient in Word, Excel, PowerPoint.