

JeongJin Kim, Ph.D.

Curriculum Vitae

[e] jjkim@ou.edu[w] <https://www.jeongjinkim.com>**ACADEMIC APPOINTMENT**

Assistant Professor August 2025 – present
 Department of Psychology (Industrial-Organizational)
 The University of Oklahoma (Norman, OK)

EDUCATION

- Ph.D. Industrial-Organizational Psychology 2025
 George Mason University
 Dissertation committee: Reeshad S. Dalal, Ph.D. (Chair), Seth A. Kaplan, Ph.D., and Sarah M. Wittman, Ph.D.
 Dissertation title: *Conditions under which the behavior of employees with attention-deficit/hyperactivity disorder is misperceived as low job performance*
- M.A. Industrial-Organizational Psychology (Concurrent degree with Ph.D.) 2022
 George Mason University
- M.A. Psychology (Industrial-Organizational Psychology emphasis) 2019
 Yonsei University
 Thesis committee: Young Woo Sohn, Ph.D. (Chair), Kwanghee Han, Ph.D., and Suran Lee, Ph.D.
 Thesis title: *Examining when and why overqualified workers engage in extra-role behaviors: Testing a moderated mediation model*
- B.A. Psychology 2016
 University of Wisconsin–Madison
 Faculty advisor: Judy M. Harackiewicz, Ph.D.
 Graduate student advisor: Cameron A. Hecht, Ph.D.
 Thesis title: *Effects of utility-value intervention variations differ by student ethnicity and self-construal*

RESEARCH INTERESTS

I am interested in the cognitive, affective, and social processes that shape individuals' job performance and well-being in the workplace. My work generally falls into one or more of the following areas:

- **Person–situation interactions**, with a particular emphasis on situational factors (e.g., situational strength and content),
- **Job affect/emotion and attitudes** such as job boredom and work engagement, and
- **Individual work performance behavior** such as counterproductive work behavior and organizational citizenship behavior.

PEER-REVIEWED PUBLICATIONS

Note. Boldface denotes my initials. Publications are listed by recency.

11. **Kim, J. J.**, Son, M., Dalal, R. S., Baines, J. I., Bui, T. N., Tsai, H., Aranda, N., & Kaplan, S. A. (in press). Contextualizing personality–job performance relationships: A cultural tightness–looseness-based meta-analysis. *Applied Psychology: An International Review*.
<https://doi.org/10.1111/apps.70126>
10. **Kim, J. J.**, Dalal, R. S., Aitken, J. A., Kaplan, S. A., Baines, J. I., Zhu, Z., & Hassani, J. (2026). Good versus bad situational strength? The relationship of within-person situational strength shift and stability with affect and job performance. *Current Psychology*, 45, 1111.
<https://doi.org/10.1007/s12144-026-09670-w>
9. Aitken, J. A., Zhu, Z., Baines, J. I., **Kim, J. J.**, Kaplan, S. A., Dalal, R. S., Hassani, J., & Gibson, J. L. (2025). Emotion regulation at work: A micro-randomized trial comparing three cognitive reappraisal interventions. *Occupational Health Science*, 9, 991–1021.
<https://doi.org/10.1007/s41542-025-00232-3>
8. Aitken, J. A., Dalal, R. S., **Kim, J. J.**, & Zhu, Z. (2025). The self-regulation of counterproductive work behavior: A conceptual replication of Aitken et al. (2024). *Current Psychology*, 44, 15510–15514. <https://doi.org/10.1007/s12144-025-08136-9>
7. **Kim, J. J.**, Kaplan, S. A., Aitken, J. A., & Ponce, L. P. (2025). An examination of the daily relationship between job boredom and later burnout and turnover intentions along with mitigating strategies. *Current Psychology*, 44, 8807–8822. <https://doi.org/10.1007/s12144-025-07788-x>
6. Zhu, Z., Aitken, J. A., **Kim, J. J.**, Baines, J. I., Kaplan, S. A., Dalal, R. S., & Hassani, J. (2025). The emotion regulation intervention in the workplace: An ecological momentary approach and its impact on employee job performance. *Journal of Occupational and Organizational Psychology*, 98, e70020. <http://dx.doi.org/10.1111/joop.70020>
5. **Kim, J. J.**, Son, M., & Dalal, R. S. (2024). Situational strength. *Oxford Bibliographies in Psychology*. New York: Oxford University Press, [Launch Date: October 24, 2024].
<https://doi.org/10.1093/obo/9780199828340-0327>
4. **Kim, J. J.**, Kaplan, S. A., Aitken, J. A., & Ponce, L. P. (2024). Within-person dynamics of job boredom and counterproductive work behavior: A latent change score modeling approach. *Affective Science*, 5, 273–279. <https://doi.org/10.1007/s42761-024-00256-y>
3. Park, J., Woo, S. E., & **Kim, J. J.** (2024). Attitudes toward artificial intelligence application at work: Scale development and validation. *Journal of Occupational and Organizational Psychology*, 97(3), 920–951. <https://doi.org/10.1111/joop.12502> [Top 10 most-cited paper published by the journal in 2024]
2. **Kim, J. J.**, Park, J., Sohn, Y. W., & Lim, J. I. (2021). Perceived overqualification, boredom, and extra-role behaviors: Testing a moderated mediation model. *Journal of Career Development*, 48(4), 400–414. <https://doi.org/10.1177/0894845319853879>
1. Shin, S. M., Song Y. S., **Kim, J. J.**, & Oh, J. S. (2018). The relationship between impulsiveness and smartphone addiction among adolescents: Focused on the possible application of delay discounting task. *The Korean Journal of Health Psychology*, 23(2), 345–363.
<https://doi.org/10.17315/kjhp.2018.23.2.003>

Revise and Resubmit (R&R) or Under Review

5. Baines, J. I., Dalal, R. S., **Kim, J. J.**, Aitken, J. A., Kaplan, S. A., Zhu, Z., Hassani, J. (R3 under review). Research on remote work and counterproductive work behavior. *Human Performance*.
4. Ponce, L. P., **Kim, J. J.**, Kaplan, S. A., & Fyffe, S. (R2 under review). Research on personality and measure-related techniques in experience-sampling methods. *International Journal of Social Research Methodology*.
3. Ponce, L. P., Kaplan, S. A., Dalal, R. S., **Kim, J. J.**, Moon, N. A., & Aitken, J. A. (R2 under review). Research on personality and work engagement. *Journal of Business and Psychology*.

2. Son, M., **Kim, J. J.**, Dalal, R. S. Sohn, J., Nguyen, L. K., & Maguire, L. (R1 under review). Research on situational strength and substance. *European Journal of Personality*.
1. Dalal, R. S., **Kim, J. J.**, Son, M., Sohn, J., Nguyen, L. K., & Maguire, L. (Under review). Research on situational and personality strength.

GRANTS AND RESEARCH FUNDING

Awarded Internal Funding

2025	Research on attention-deficit/hyperactivity disorder and job performance Granter: George Mason University I-O Graduate Student Fund Role: PI	\$5,628.00
2023	CARMA workshop in Polynomial Regression and Response Surface Analysis [Attendee] Granter: George Mason University I-O Graduate Student Fund	\$400.00
2021	Research on job boredom Granter: George Mason University I-O Graduate Student Fund Role: PI	\$3,000.00
2021	CenterStat workshop in Multilevel Modeling [Attendee] George Mason University I-O Graduate Student Fund	\$600.00

Awarded External Funding

2024	<i>Success via a Human-Assistive Wearable Technology Partnership Fostering Neurodiverse Individuals' Work Success via an Assistive Wearable Technology</i> (Award #2326270) Granter: National Science Foundation PI: Vivian G. Motti. Co-PI: Sarah M. Wittman Role: Graduate Research Assistant (January 2024 – May 2025)	\$1,871,692.00
2021	<i>Just-in-Time Adaptive Interventions for Emotion Regulation</i> (Award #2052190) Granter: National Science Foundation PI: Reeshad S. Dalal. Co-PI: Seth A. Kaplan Role: Graduate Research Assistant (June 2021 – August 2023)	\$400,000.00
2018	Jang Hoon Research Grant Granter: Consumer Insight & Invight (South Korea) Role: PI	\$1,060.00

AWARDS & HONORS

2024	Graduate Student Travel Fund Department of Psychology, George Mason	\$829.00
2023	University	\$1,000.00
2022		\$750.00
2025	SIOP Travel Award, Society for Industrial and Organizational Psychology	\$500.00
2024		\$500.00
2025	Graduate Student Travel Fund Office of the Provost, George Mason University	\$450.00
2024		\$450.00
2023		\$328.00

2023	Top 10 Poster Recognition at the Annual Conference of the Society for Industrial and Organizational Psychology. Poster entitled <i>Do Tight Cultures Act as Strong Situations? A Meta-Analytic Test</i>	N/A
2018	Travel Award for 2019 International Convention of Psychological Science Association for Psychological Science	\$500.00
2017	Graduate Student Research Fellowship Brain Korea 21, Yonsei University	\$1,590.00
2015 2016	Dean's List at the College of Letters and Science, University of Wisconsin–Madison	N/A

CONFERENCE PRESENTATIONS

Note. Boldface denotes my initials. An asterisk denotes the presenter.

29. **Kim, J. J.***, Son, M., Jang, H., & Dalal, R. S. (2026, April 29–May 2). *Apples and oranges? How ADHD behavior is confused with low job performance* [Poster]. Society for Industrial and Organizational Psychology 2026 Conference, New Orleans, LA, USA.
28. Freire, J. (Co-Chair), Keegan, Q. (Co-Chair), Blocker, C., **Kim, J. J.**, Kuykendall, L. E., Sutphin, D. J., & Vincent, C. (2026, April 29–May 2). *Fake it 'til you... Wait, am I actually making it? A discussion on imposter syndrome* [Panel]. Society for Industrial and Organizational Psychology 2026 Conference, New Orleans, LA, USA.
27. **Kim, J. J.*** (Co-Chair), Dalal, R. S. (Co-Chair), & Green, J. P.* (Discussant). (2025, April 2–5). *Decoding work situations: The nomological network of situational content and strength* [Symposium]. Society for Industrial and Organizational Psychology 2025 Conference, Denver, CO, USA.
26. Son, M.*, **Kim, J. J.**, Sohn, J., Nguyen, L. K., Maguire, L., & Dalal, R. S. (2025, April 2–5). Connecting the dots: Reviewing the current status of situational strength theory and its disconnection from situation content. In Kim, J. J. (Co-Chair), Dalal, R. S. (Co-Chair), & Green, J. P. (Discussant), *Decoding work situations: The nomological network of situational content and strength* [Symposium]. Society for Industrial and Organizational Psychology 2025 Conference, Denver, CO, USA.
25. Kalantari, N., **Kim, J. J.***, Wittman, S. M., & Motti, V. G. (2025, April 2–5). Exploring neurodivergent individuals' workplace challenges and strategies through AI-assisted analysis [Symposium]. In Ponce, L. P. (Co-Chair), Mintz, R. M. (Co-Chair), & Wittman, S. (Co-Chair), *Understanding neurodiversity in the workplace: Perceptions, intersectionality, and interventions*. Society for Industrial and Organizational Psychology 2025 Conference, Denver, CO, USA.
24. Kalantari, N.*, **Kim, J. J.**, Wittman, S. M., & Motti, V. G. (2024, May 30–31). *Bridging human insight and AI: A comparative study of neurodivergent workplace experiences through large language models and manual coding* [Paper]. Neurodiversity at Work Research Conference 2024, College Park, MD, USA.
23. Kalantari, N.*, **Kim, J. J.**, Wittman, S. M., & Motti, V. G. (2024, May 30–31). *Including neurodivergent voices through probing interviews: A methodological approach to enhance hiring practices* [Paper]. Neurodiversity at Work Research Conference 2024, College Park, MD, USA.
22. **Kim, J. J.***, & Kaplan, S. A. (2024, April 17–20). Within-person changes in job boredom and counterproductive work behavior [Symposium]. In Bowling, N. A. (Co-Chair) & Dye, K. (Co-Chair), *Measurement, causes, and consequences of job boredom*. Society for Industrial and Organizational Psychology 2024 Conference, Chicago, IL, USA.
21. Park, J., Woo, S.E., & **Kim, J. J.*** (2024, April 17–20). A multidimensional measure of attitudes towards artificial intelligence applications at work [Symposium]. In Samo, A. (Chair) & Jayatilleke,

- B. (Discussant), *Human-centered, ethical, and responsible artificial intelligence (HCER-AI) at work: Insights from psychological research*. Society for Industrial and Organizational Psychology 2024 Conference, Chicago, IL, USA.
20. **Kim, J. J.***, Aitken, J. A., Baines, J. I., Zhu, Z., Hassani, J., Dalal, R. S., & Kaplan, S. A. (2024, April 17–20). *Good versus bad situational strength? Within-person effects on affect and performance* [Poster]. Society for Industrial and Organizational Psychology 2024 Conference, Chicago, IL, USA.
 19. Aitken, J. A.* , **Kim, J. J.**, Baines, J. I., Zhu, Z., Hassani, J., Dalal, R. S., & Kaplan, S. A. (2024, April 17–20). *A moral perspective on the self-regulation of counterproductive work behavior* [Poster]. Society for Industrial and Organizational Psychology 2024 Conference, Chicago, IL, USA.
 18. Aitken, J. A.* , Baines, J. I., Wonders, M. E., Kaplan, S. A., Clark, J. E., & **Kim, J. J.** (2024, April 17–20). *A meta-analysis of the within-person relationship between affect and job performance* [Poster]. Society for Industrial and Organizational Psychology 2024 Conference, Chicago, IL, USA.
 17. Zhu, Z.* , Aitken, J. A., **Kim, J. J.**, Baines, J. I., Kaplan, S. A., Dalal, R. S., & Hassani, J. (2024, April 17–20). *Ecological momentary emotion regulation intervention in the workplace* [Poster]. Society for Industrial and Organizational Psychology 2024 Conference, Chicago, IL, USA.
 16. Kalantari, N.* , **Kim, J. J.**, Wittman, S. M., & Motti, V. G. (2024, March 18–19). *Including neurodivergent voices through probing interviews: A methodological approach to enhance hiring practices* [Poster]. Access to Research and Inclusive Excellence 2024 National Conference, Fairfax, VA, USA.
 15. Park, J., Woo, S. E., **Kim, J. J.**, & Kim, S.* (2023, August 17–19). *Attitudes toward artificial intelligence application at work: Scale development and validation* [Symposium]. Korean Society for Industrial and Organizational Psychology 2023 Conference, Suwon, South Korea.
 14. **Kim, J. J.***, Son, M., Baines, J. I., Bui, T. N., Tsai, H.-C., Aranda, N., Dalal, R. S., & Kaplan, S. A. (2023, April 19–22). *Do tight cultures act as strong situations? A meta-analytic test* [Poster; *Top 10 Award*]. Society for Industrial and Organizational Psychology 2023 Conference, Boston, MA, USA.
 13. **Kim, J. J.***, Ponce, L. P., Aitken, J. A., Farrar, S., & Kaplan, S. (2023, April 19–22). *Within-person dynamics of workplace boredom and its coping mechanisms* [Poster]. Society for Industrial and Organizational Psychology 2023 Conference, Boston, MA, USA.
 12. Aitken, J. A.* , **Kim, J. J.**, Ponce, L. P., Farrar, S., Kaplan, S., & Merlo, K. (2023, April 19–22). *Delineating the performance consequences of affective states versus emotion episodes* [Poster]. Society for Industrial and Organizational Psychology 2023 Conference, Boston, MA, USA.
 11. Ponce, L. P.* , Aitken, J. A., **Kim, J. J.**, Farrar, S., & Kaplan, S. A. (2023, April 19–22). *The incremental advantage of personality facets in predicting state work engagement* [Poster]. Society for Industrial and Organizational Psychology 2023 Conference, Boston, MA, USA.
 10. Ponce, L. P.* , Aitken, J. A., **Kim, J. J.**, Kim, H., Farrar, S., & Kaplan, S. A. (2022, August 4–6). *Who will make the cut? Comparing scale shortening techniques* [Poster]. American Psychological Association 2022 Convention, Minneapolis, MN, USA.
 9. Aitken, J. A., Baines, J. I.* , **Kim, J. J.**, Zhu, Z., Hassani, J., Kaplan, S. A., Dalal, R. S., Gibson, J. L., & Merlo, K. L. (2022, May 26–29). *Just-in-time adaptive interventions for cognitive reappraisal: Improvements in workplace affect* [Poster]. Association for Psychological Science 2022 Convention, Chicago, IL, USA.
 8. Baines, J. I.* , Aitken, J. A., **Kim, J. J.**, Hassani, J., Zhu, Z., Kaplan, S. A., & Dalal, R. S. (2022, May 26–29). *The relationship between telework and counterproductive work behavior* [Poster]. Association for Psychological Science 2022 Convention, Chicago, IL, USA.
 7. Hecht, C. A.* , **Kim, J. J.**, Harackiewicz, J. M. (2021, February 9–13). *What's good for you is good for me: The role of other-oriented utility value in interdependent students' interest development* [Poster]. Society for Personality and Social Psychology 2021 Convention (virtual).

6. **Kim, J. J.***, Lim, J. I., & Sohn, Y. W. (2019, March 7–9). *Perceived overqualification, job boredom, and counterproductive work behavior: A moderating role of meaning in life* [Poster]. International Convention of Psychological Science 2019 Convention, Paris, France.
5. **Kim, J. J.***, Park, S. Y., Koo, R. H., & Sohn, Y. W. (2018, May 24–27). *The relations of work identity with job satisfaction and life satisfaction: A moderating role of family identity* [Poster]. Association for Psychological Science 2018 Convention, San Francisco, CA, USA.
4. **Kim, J. J.***, Min, J. H., Piao, M., & Sohn, Y. W. (2018, May 19). *The relationship between occupational self-efficacy and organizational citizenship behavior: A moderating role of perceived overqualification* [Poster]. Korean Society for Industrial and Organizational Psychology 2018 Spring Conference, Cheonan, South Korea.
3. Shin, S. M., Song, Y. S.*, **Kim, J. J.**, & Kim, T. J. (2017, August 3–6). *The relationship between smartphone addiction and impulsiveness: Focused on delay discounting* [Poster]. American Psychological Association 2017 Convention, Washington, DC, USA.
2. Hecht, C. A.*, **Kim, J. J.**, Tibbetts, Y., & Harackiewicz, J. M. (2017, April 27–May 1). *Finding value for the self versus close others: Implications for culturally-tailored utility-value interventions* [Symposium]. In the Developments in Expectancy Value Intervention Research symposium, American Educational Research Association 2017 Convention, San Antonio, TX, USA.
1. Hecht, C. A.*, **Kim, J. J.**, Tibbetts, Y., & Harackiewicz, J. M. (2017, January 19–21). *Finding value for the self versus close others: Implications for culturally-tailored utility-value interventions* [Poster]. Society for Personality and Social Psychology 2017 Convention, San Antonio, TX, USA.

TEACHING EXPERIENCE

The University of Oklahoma

Introduction to Industrial-Organizational Psychology (PSY 3753-996) <i>Instructor</i>	Spring 2026
Understanding Statistics (PSY 2003-001) <i>Instructor</i>	Fall 2025
Introduction to Industrial-Organizational Psychology (PSY 3753-001) <i>Instructor</i>	Fall 2025

George Mason University

General Linear Modeling I (PSYC 642) <i>Lab Teaching Assistant</i>	Fall 2023
Research Methods in Psychology (PSYC 301) <i>Lab Teaching Assistant</i>	Spring 2023
Organizational Behavior (MGMT 313) <i>Teaching Assistant</i>	Summer 2022
Statistics in Psychology (PSYC 300) <i>Lab Teaching Assistant</i>	Spring 2021
Statistics in Psychology (PSYC 300) <i>Lab Teaching Assistant</i>	Fall 2020

Yonsei University

Understanding on Cinema (UCL1105) <i>Teaching Assistant</i>	Spring 2019
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Modern Society and Psychological Health (UCL1205) <i>Teaching Assistant</i>	Spring 2018
Psychology of Talent and Skill (PSY4141) <i>Teaching Assistant</i>	Winter 2017
Science of Stress & Adaptive Life (YCE1607) <i>Teaching Assistant</i>	Fall 2017
Psychology of Language: Theories & Practice (PSY3125) <i>Teaching Assistant</i>	Spring 2017

INSTITUTIONAL AND PROFESSIONAL SERVICE

The University of Oklahoma

Diversity, Equity, and Inclusion (Helen Riddle Award) Committee	Aug. 2025 – present
Social Media and Web Committee	Aug. 2025 – present

Peer Review

<i>Annual Conference for the Society for Industrial and Organizational Psychology (SIOP)</i> Conference Reviewer	2023–2025
<i>Journal of Business and Psychology</i> Assistant Editor	Dec. 2022 – Dec. 2023

Student Administrative Service

Industrial-Organizational Psychology Student Association (IOPSA), George Mason University Vice President	Aug. 2021 – July 2022
Department of Psychology, George Mason University Research Coordinator for the Undergraduate Subject Pool (SONA)	May 2021 – May 2025
Department of Psychology, Yonsei University Research Coordinator for the Undergraduate Subject Pool (SONA)	Mar. 2018 – Mar. 2019

PROFESSIONAL AFFILIATIONS

Member, <i>Society for Industrial and Organizational Psychology (SIOP)</i>	2025–present
Member, <i>Data Institute for Societal Challenges, The University of Oklahoma</i>	2025–present
Affiliate, <i>Institute for Community and Society Transformation, The University of Oklahoma</i>	2025–present
Student Member, <i>Academy of Management</i>	2023–present
Student Affiliate, <i>Society for Industrial and Organizational Psychology</i>	2020–2025

MEDIA COVERAGE

Association for Psychological Science. (2019, July 10). *Dedication buffers employees against boredom, study suggests*. [LINK](#)