

陳以亨

現職

到職年月	服務機關與職稱
091年08月	國立中山大學人力資源管理研究所 教授
093年10月	國立中山大學創新與創意研發中心 主任

經歷

任職起訖年月	服務機關與職稱
自 102年02月01日起 至 105年01月05日止	國立中山大學管理學院 副院長
自 100年06月01日起 至 103年07月31日止	國立中山大學人力資源管理研究所頂新康師 傅亞太人力資源研究中心 主任
自 096年02月01日起 至 100年07月31日止	國立中山大學管理學院人力資源管理研究所 所長
自 096年02月01日起 至 097年07月31日止	國立中山大學管理學院醫務管理研究所 代理 所長
自 093年08月01日起 至 096年12月31日止	國立中山大學管理學院 副院長
自 088年08月01日起 至 091年07月31日止	國立中山大學教育推廣中心 主任
自 085年09月01日起 至 091年07月31日止	國立中山大學教育推廣中心新聞聯絡組 組長
自 085年09月01日起 至 091年07月31日止	國立中山大學教育推廣中心藝文組 組長

學歷

文化大學戲劇系國劇組學士

美國紐約大學 (New York University) 表演藝術管理碩士

美國紐約大學 (New York University) 人力資源管理與組織發展博士

教育部主持計畫

期間	委託單位	計畫名稱
2019-	國教署	教育部臺灣偏鄉特色小學國際與創生計畫
2017-2018	高教司	教育部高屏偏鄉創新創業與未來家園實踐計畫
2016-2017	高教司	教育部臺灣管理教育白皮書規劃
2015-2017	資科司	教育部發展以學校為核心之社區創新創業計畫
2015	青年發展署	教育部青年三創教育政策研究
2015	資科司	國民中小學未來想像與創意人才培育紀錄片計畫
2011-2015	資科司	教育部國民中小學未來想像與創意種子教師培育計畫及成果推廣計畫
2011-2015	資科司	教育部未來想像與創意人才培育計畫－造艦計畫-國民中小學
2009	顧問室	第二屆國際創造力教育博覽會計畫
2006-2008	顧問室	教育部創造力教育中程計畫－高中職創意學校建構計畫-高中職
2005-2010	顧問室	教育部創造力教育中程計畫－地方創造力教育推動計畫-國民中小學
2004	顧問室	第一屆創造力教育博覽會
2004-2009	顧問室	教育部創造力教育中程計畫－創意的發想與實踐巡迴課程計畫-大學

科技部主持計畫

年度	計畫名稱
2016	探索工作使命感之本質:量表之發展與確認
2014	抱負與應得權益感對員工激勵的影響
2013	領導者的願景與未來想像
2012	吸引力在組織中的運用
2011-2014	未來教學的想像－未來想像課程的發展(總計畫)
2009	未來教學的想像－(總計畫暨子計畫一)未來想像課程的發展
2009	生活風格對職業選擇的影響－生活風格與職涯的相關性研究
2007	玩興對個人工作績效之影響：工作行為的中介角色
2006	情感與非理性決策模式探討

2005	權威人格、團隊品質、組織結構與創新準備之相關研究
2004	數位多媒體人才培訓與創新傳播應用之研究
2003	家庭投入、工作投入與家庭經營之相關研究
2002	工作團隊創新氣氛、團隊工作品質，組織創新能力及創新績效之相關研究
2001	情感因素在個體決策過程之影響研究
2001	創造力實踐歷程之研究－子計畫十一：體制因素、創意特性與創意擴散之關聯
2001	創造力實踐歷程之研究－子計畫一：科學創意教學實驗與教材發展－以國小自然科為例
2000	非營利組織之領導風格與工作滿足感之研究——以表演藝術團體為例
2000	從人力資源管理探討家庭－工作衝突、工作－家庭衝突、生活滿意度與工作滿意度之相關研究
1999	台北與上海外籍經理人之海外適應比較研究
1998	我國因應亞太營運中心人力資源規劃與發展之研究－在台外籍經理人之海外適應研究

校內其他服務

期間	活動名稱與職稱
2011年起	國立中山大學創意與創新中心與北京清華大學華商研究中心合作研究計畫 主持人
2000-2003	國立中山大學西灣藝廊籌設（蔣勳、夏陽、常玉、鄭善喜等）個展 策展人
2000	國立中山大學蔣公行館整修計畫 主持人
1998	國立中山大學駐校藝術家計畫 主持人
1998-2003	國立中山大學陽光藝術季 製作人
1997-2003	國立中山大學西灣藝術季 製作人

校外服務(現職)

期間	活動名稱與職稱
2022起	台灣藝術管理暨教育學會第一屆 理事長
2022起	高雄市城市國際交流協會第一屆 理事長
2019起	台灣虎航股份有限公司 獨立董事
2016起	寬宏藝術經紀股份有限公司 獨立董事
2010起	長興材料工業股份有限公司 獨立董事

2010 起	長興材料工業股份有限公司薪酬委員會 委員
2009 起	立康興業股份有限公司 人力資源管理顧問
2007 起	高雄市電腦公會 總顧問
2007 起	台灣管理基金會 董事

校外服務(經歷)

期間	活動名稱與職稱
2018	蘭陵 40(宣告記者會、研討會、蘭陵之夜、《演員實驗教室》戲劇演出) 製作人
2013-2016	財團法人公共電視文化事業基金會 董事
2013-2016	中華電視股份有限公司 董事
2013	高雄捷運公共藝術國際論壇 籌辦主持人
2010	國家文化基金會國家藝文獎戲劇類評審 委員
2010	台南市文獻會 委員
2010	教育部藝術教育委員會 委員
2010	亞洲文化推廣聯盟 (Federation of Asian Cultural Promotion) 新加坡註冊理事兼 秘書長
2009	蘭陵 30(新新荷珠新配、蘭陵之夜、蘭陵 30 研討會、蘭陵實驗劇展) 製作人
2009	第二屆國際創造力教育博覽會 籌辦主持人
2008	亞洲文化推廣聯盟年會 主辦人
2008	國家電影圖書館優良劇本 評審委員
2009-2011	高雄縣文化基金會 董事
2009-2010	行政院原住民委員會原住民基金會董事會董事遴選 委員
2008-2009	新聞局金鐘獎綜合與綜藝節目評審 委員
2008-2009	教育部公費留考 委員
2004	第一屆創造力教育博覽會 籌辦主持人
2004-2008	高雄市文化基金會 董事
2004-2008	高雄市 2009 世界運動基金會執行長兼行銷公關組 召集人
2004-2006	高雄市有線電視委員會 委員
2001-2003	周凱文教基金會 董事
2000	屏風表演班 行政顧問
2000-2003	中華民國全國大專藝文中心協會 秘書長

學術獎勵及榮譽事蹟

年度	事項
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2014	產學激勵績優教師
1999	國立中山大學管理學院優良教學教師獎
1996	國科會甲種獎

學術成就

學術期刊著作

1. Chen, H.-C., Lin, S.-Y. and **Chen, I.-H.** (2024), Better safe than sorry: the role of anticipated regret and organizational ethical climate in predicting workplace safety behavior, *Chinese Management Studies*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/CMS-10-2021-0446> (SSCI)
2. Chang, S.-C.S., Chung, A., Chen, S.Y., Lin, C.Y. and **Chen, I.-H.** (2023), "Servant leadership and nurses' deep acting: a moderated mediation model", *Journal of Organizational Change Management*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/JOCM-05-2023-0162>
3. Ng, C.T.S., Chen, H.-C., **Chen, I.-H.** and Wu, C.-Y. (2023), "Career planning and turnover intention: a moderated moderation model of career plateau and risk-taking propensity", *Evidence-based HRM*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/EBHRM-03-2022-0058>
4. Chen, H-C.; Lin, S-Y.*; **Chen, I-H.** (Accepted). Image Discrepancy around Professional Work Matters: A Moderated Mediation Study. *Current Psychology*. (SSCI, 74/148, PSYCHOLOGY, MULTIDISCIPLINARY).
5. Chen, H. C., Ng, C. T. S., **Chen, I. H.** & Liu, C. R. (Accepted). Guilt-proneness and self-management behavior: The moderating role of sense of belonging. *European Review of Applied Psychology*.
6. Tang, P. M., Koopman, J., Mai, K. M. , De Cremer, D., Zhang, J. H., Reynders, P., Ng, C. T. S., & **Chen, I. H.** (In Press). No Person is an Island: Unpacking the Work and After-work Consequences of Interacting with Artificial Intelligence. *Journal of Applied Psychology*.
7. Lin, S.-Y., Chen H.-C., & **Chen, I.-H.** (2023). The Bright Side of Entitlement: Exploring the Positive Effects of Psychological Entitlement on Job Involvement. *Evidence Based HRM*. Vol. 11 No. 1, pp. 19-34. <https://doi.org/10.1108/EBHRM-05-2021-0097>(SCIE)

8. Lin, S.-Y., Chen H.-C.*, & Chen, I.-H. (2021). Creating a better future: Implications from futures imagination education in Taiwan. *Policy Futures in Education*. 19(7), 844-858. <https://doi.org/10.1177/1478210320985716>. (Scopus, ESCI).
9. 李芸蘋、王議賢、陳以亨、葉羿廷 (2019, Dec). Calling and organizational commitment: A moderated mediation model of career commitment and person- organization fit. *管理學報*, 36(4), 369-389. (Accepted). (TSSCI, TSSCI 推薦期刊).
10. Lee, A. Y-P., **Chen, I-H.**, & Chang, P-C. (2018). Sense of calling in the workplace: The moderating effect of supportive organizational climate. *Journal of Management & Organization*, 24(1), 129-144. doi:10.1017/jmo.2016.16 (SSCI)
11. Chen H-C, **Chen I-H**, Lin S-Y, Chen Y. (2017) Cultural influences in acquiescent response: A study of trainer evaluation biases. *International Journal of Selection and Assessment*. 25,1-10. (SSCI).
12. Szu-Ying Lin, Hsien Chun, Chen, **I Heng**, **Chen** (2016). When Perceived Welfare Practices Leads to Organizational Citizenship. *Asia Pacific Management Review*,21(4), 204-212. (TSSCI)
13. Chen, Hsien-Chun, Lee, Amber Yun-ping, **Chen, I-Heng**, & Wu, Hsin-Li (2016). The meaningfulness of managerial work: case of Taiwanese employees. *Chinese Management Studies*10(1), 138-154. (SSCI).
14. 蕭文，**陳以亨**，鍾安宜。(2015)。儒家觀點下的領導力組成：誠信、胸襟以及視野，*T&D 飛訊*，第 203 期，2015 年 2 月 1。
15. 李芸蘋，**陳以亨**，陳先郡，陳啓文。(2014)。台灣警務人員之工作使命感研究，*公共行政學報*，46，31-60。(TSSCI)
16. **Chen, I-Heng**, Amber Y-P Lee, K. Praveen Parboteeah, Chung-Sheng Lai,& Anyi Chung (2014). The effects of physicians' personal characteristics on innovation readiness in Taiwan's hospitals. *Innovation: Management, Policy & Practices*, 16(1), 158-169. (SSCI).
17. 陳世雄，**陳以亨**。(2014)。IRT 試題反映理論在教育訓練績效評估上應用的探討，*經濟管理*，36(Z₁)，168-172。(CSSCI)
18. **陳以亨**，李芸蘋，林思吟。(2013)。未來想像教育的課程設計與架構發展，*教育學刊*，40，69-98。(TSSCI)
19. **Chen, I.**, & Chung, A. (2014). Self-managers: Social context,

personal traits, and organizational commitment, *Asia Pacific Journal of Management* (SSCI).

20. 陳以亨、陳先郡、林瑩滋、蕭文。(2012)。從理論到實踐：創意的發想與實踐巡迴課程之設計與成果。《創造學刊》，3(2)，5-32。
21. 陳以亨、李芸蘋、林思吟。(2012)。未來想像與未來教育。《創造學刊》，3(1)，5-18。
22. Chung, A., **Chen, I. H.**, Lee, A. Y.-P., Chen, H. C., & Lin, Y. (2011). Charismatic leadership and self-leadership: A relationship of substitution or supplementation in the contexts of internalization and identification? *Journal of Organizational Change Management*, 24(3), 299-313. doi: 10.1108/09534811111132703 (SSCI)
23. Yu, Ping, Wu, Jing-jyi, **Chen, I-Heng**, and Ou, Jing-ling (2011). Age and Gender Differences in Playfulness and Innovation Behavior among Professional Workers. *Bulletin of Educational Psychology*, 42(3), 423-444. (TSSCI)
24. K. Praveen Parboteeah, Hsien Chun Chen, Ying-Tzu Lin, **I-Heng Chen**, Amber Y-P Lee and Anyi Chung (2010). Establishing Organizational Ethical Climates: How Do Managerial Practices Work? *Journal of Business Ethics*, 97(4), 599-611. doi: 10.1007/s10551-010-0527-9 (SSCI)
25. Di, E., Huang, C.-J., **Chen, I.-H.**, & Yu, T.-C. (2010). Organisational justice and customer citizenship behaviour of retail industries. *The Service Industries Journal*, 30(11), 1919 - 1934. (SSCI)
26. Yu, P., Wu, J.-J., **Chen, I.-H.**, & Lin, Y.-T. (2007). Is Playfulness a Benefit to Work? Empirical Evidence of Professionals in Taiwan? Special Issue: The Process of Innovation: The Asian Way. *International Journal of Technology Management*, 39(3/4): 412-429. (SSCI)
27. **Chen, I.-H.** & Huang, Z.-H. (2004). Factors affecting training transfer, *Sun Yat-sen Management Review*, 12(3): 595-620. (TSSCI)
28. Jaw B.-S., **Chen, I.-H.**, Lin, H.-C., & Chang, J.-H. (2004). The impact of support system of enterprise organization on Taiwanese expatriates' work-family conflict, *Sun Yat-sen Management Review*, 12(1): 63-91. (TSSCI)
29. **Chen, I.-H.**, Lin, Y.-T., & Lee, H.-M. (2004). Survey on corporate

motivations for culture and arts sponsorship, *Fu Jen Management Review*, 11(1): 33-52.

30. Lai, Chung-Sheng, Lin, Tsai-Ming, Lee Su-shin, Tu, Chao-Hung, **Chen, I-Heng**, Chang, C Kao-Ping, Tsai, Chih-Cheng, Lin, Sin-Daw (2002) Case Studies in Contact Burns Caused by Exhaust Pipes of Motorcycles. *Burns*, 28: 374-378. (SSCI)
31. **I-Heng Chen**, Shih-kuang Chang, Ying-tzu Lin (2001) The Relationship among Transformational Leadership, Public Administrative Ethic and Organizational Citizenship Behavior: An empirical study for tax bureau district office of Kaohsiung ' Review of Public-Owned Enterprise, 2(4):95-117.
32. **I-Heng Chen**, Nai-sueng, Ying-tzu Lin (2001) The relationship between Advisors' Leadership Behaviors and Graduate Students' Achievement Motives, *Journal of Human Resource Management*, 1(2):113-132.
33. Feng-yu Ni, Huo-dun Chen, **I-Heng Chen** (2001) The Effects of Budgetary Goal Difficulty, Task Uncertainty and Budgetary Emphasis on Performance: Moderated Regression Analysis, *Commerce & Management Quarterly*, 2 (1) : 67-88.
34. **I-Heng Chen** (2000) Promoting Participation in Performing Arts Activities through Internet Technology: A Case Study in Taiwan. *Leisure Issues*, 3(1): 13-21.

MANUSCRIPTS UNDER REVIEW

1. Tang, P. M., Jago, A., Zhang, J., Ling, C. D., Ng, C. T. S., & **Chen, I. H.** The Impacts of Collaborating with Artificial Intelligence on Employee Knowledge Integration Efficacy, Knowledge Overload, and Task Performance: Insights from Conservation of Resources Theory. (revise-and-resubmit, 2nd round), *Journal of Vocational Behavior*.
2. Tang, P. M., Lee, R., Wu, B., Zhang, J., Brown. M., Ng, C. T. S., Chen, H. C. & **Chen, I. H.** Working with Robots Makes You a Lesser Human and a Target of Social Exclusion? A Victim Precipitation Perspective. (revise-and-resubmit, 2nd round), *Personnel Psychology*.
3. Ng, C. T. S., Chen, H. C., **Chen. I. H.**, & Wu., C. Y. Career planning and turnover intention: A moderated moderation model of career plateau and risk-taking propensity. (revise-and-resubmit, 2nd round), *Evidence-Based HRM*.

4. Chen, H. C., **Chen, I. H.**, Ng, C. T. S., & Su, W. T. Innovation Behavior and Innovation Performance in Taiwan's Public Sector: The Moderating Role of Political Skill. (revise-and-resubmit, 1st round), *International Journal of Public Administration*.
5. Tang, P. M., Chawla, N., Lee, K., Zhang, S., Lee, C., Chung, E., Takur, Y., Ng, C. T. S., Chen, H. C., **Chen, I. H.**, Yui, T. C., Wu, C. Y., Su, R., Lau, J., & Fung, H. Do Robots Build or Break Medical Professionals' Resilience? Identifying the more vulnerable group of medical professionals based on socioeconomic status, gender, and job level. (under review), *Journal of Psychosomatic Research*.
6. Yui, T. C., Ng, C. T. S., Chen, H. C., **Chen, I. H.**, & Wu, C. Y. Is Cyberloafing a Problematic Behaviour in the Organization? A View individual's Ability to Manage Resources. (under review), *Journal of General Management*.
7. Ng, C. T. S., Chen, H. C., Ma, S. T., Yui, T. C., **Chen, I. H.**, & Wu, C. Y. Uncertainty in Pandemic Period: A longitudinal study on Self-Compassion and the moderating effect of job insecurity. (under review), *Self and Identity*.
8. Chen, H. C., **Chen, I. H.**, Ng, C. T. S., & Chen, Y. T. Employee Demand-Ability Fit and Promotability Ratings: A Moderated Mediation Model of Task Performance and Political Skill. (under review), *International Journal of Organizational Theory & Behavior*.
9. Chen, H. C., **Chen, I. H.**, & Ng, C. T. S. Calling and Job Involvement: The Role of Prosocial Motivation in the Performance of Mission-Driven Organisation. (under review), *Basic and Applied Social Psychology*.
10. Ng, C. T. S., Chen, H. C., **Chen, I. H.**, & Huang, T. H. Threat and courage: The moderating role of living a calling. (under review), *The Journal of General Psychology*.

學術會議著作 (2010-2021)

1. Lin, S-Y.; Chen, H-C.; **Chen, I-H.**; Khan, M. A. R. (2023, Jul). The Effects of Locus of Control on Life Satisfaction through Career Plateau – A Moderated Mediation Model. 18th European Congress of Psychology, Brighton, UK.
2. 陳先郡，林思吟，林明杰，**陳以亨**（2022，9月2日）。能者多勞還是能者過勞？員工工作能力與分配公平知覺之關係。2022年臺灣組織與管理學會年會暨研討會，臺南。

3. Lin, S-Y.; Chen, H-C.; **Chen, I-H.**; Chang, C-H.; Cheng, T-H; Polacek, Michal. (2022, Jun.) Be Courageous and Carry On – Leaders’ Courageous Act and Subordinates’ Work Engagement. Annual Conference of European Academy of Management, Winterthur, Switzerland.
4. Ng, C-T. S.; Chen, H-C.; Lin, S-Y.; **Chen, I-H.** (2022, Jun.) Career planning and turnover intention: The moderating roles of career plateau and risk-taking propensity. Annual Conference of European Academy of Management, Winterthur, Switzerland.
5. 陳以亨 (2021) , 教育創新與社會創新。臺灣教育研究學會 2021 國際學術研討會。11 月 12-13, 線上會議。
6. 陳以亨, 陳先郡, 林思吟, 洪文娟, 李蜀珍 (2021) , 未來想像教育與地方創生：偏鄉小學特色課程之設計與成果。Engage!2021 國際研討會, 11 月 13 日, 線上會議。
7. Chen, H-C.; Lin, S-Y.*; **Chen, I-H.**; Ng, C-T. S. (2021). The Bright Side of Entitlement: Exploring the Positive Effects of Entitlement on Job Involvement. The 2021 Taiwan Association of Industrial and Organizational Psychology (TAIOP) International Conference, Sep. 4-5, Online.
8. Hsien-Chun Chen, Ng Chin Tung Stewart, Heng-Yu Chang, **I-Heng Chen**, Shu-Yuan Chen,(2020) Investigating calling in kind rather than amount: Calling scale development and validation for working adults. Paper presented at Annual Conference of European Academy of Management, Dec.4-6, online conference.
9. Ng Chin Tung Stewart, **Chen, I-Heng**, Chen, Hsien-Chun, Yang, Ching-Tang (2020) Self-Enhancement Motives and Turnover Intention: Investigating the Moderating Effects of HR Practices and Perceived External Reputation. Paper presented at 18th Asia Pacific online Conference, Nov. 14-15.
10. 吳瓊瑩、陳以亨、陳先郡、許嫻涵(2020) 領導者的創新行為、信任、政治技巧與部屬的創新行為之間的關係:以公部門系統為例。2020 TAOM 研討會, 台灣台北, 2020 年 9 月 11 日。
11. Lin, S-Y; Chang C-H; Chen, I-H (2019). Entrepreneurial Team Diversity and Innovative Behavior: A Look at Psychological Safety. 16th European Congress of Psychology, Moscow, Russia.
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