

Ju Won Park

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Education

Ph.D. in Public Administration and Policy

Expected May 2024

The University of Georgia

Fields: Public Organization Theory and Behavior

Dissertation: “Telework: A Double-Edged Sword for Gender Equality?”

Committee: Bradley Wright (Chair), Hal G. Rainey, and J. Edward Kellough

Master of Public Administration

March 2018

Yonsei University

Thesis: “How Does Organizational Politics Influence Public Employee Attitudes?”

Committee: Yoonjik Cho (Chair), Tae Joon Lah, and Sangyub Ryu

Bachelor of Arts in Public Administration

March 2016

Pusan National University

Graduated with High Honors | Minors: Ethics Education

Research Interests

Public Management, Organizational Behavior, Human Resource Management,
Diversity, Equity, and Inclusion, and Artificial Intelligence in Human Resources

Peer-Reviewed Journal Articles

Park, J. W., S. Park., and Y. J. Cho. 2023. “More isn’t always better: Exploring Curvilinear Effects of Telework.” *International Public Management Journal*. 1-20. doi.org/10.1080/10967494.2023.2214133.

Cho. Y. J., **J. W. Park.**, and H. J. Park. 2018. "Public Institutions' Integration and Employee Attitudes in South Korea." *Korean Public Personnel Administration Review* 17(4):1-22.

Park. J. W., and Y. J. Cho. 2017. "Adoption of Free Meals Policy in Seoul Metropolitan Government: Political Management Perspective." *Modern Society and Public Administration* 27(1):69-100.

Park. J. W., and Y. J. Cho. 2016. "Effects of Public Service Motivation on Employee Attitudes and Performance: Exploring Moderating Effects of Self-Determination Factors." *Journal of Governmental Studies* 22(2):195-233.

Book Chapters

Park. J. W., and Y. J. Cho. 2017. *Public Management and Public Policy Case Studies: For the Improvement of Government Capacity and Quality of Government*. Seoul, Korea: Dae Young Munwhasa.

Manuscripts Under Review

Park. J. W. "Organizational Support Mitigates the Adverse Effects of Perceived Organizational Politics on Employee Attitudes: Applying the Job Demands-Resources model." (Revise and Resubmit at *The American Review of Public Administration*)

Park. J. W., and S. Kim "The Role of Employee Empowerment in Promoting Perceived Behavioral Control over Whistleblowing: Evidence from the U.S. Federal Bureaucracy." (Revise and Resubmit at *Public Management Review*)

Park. J. W. "Cultivation or Activation? Examining the Role of Basic Needs Satisfaction In The PSM Research." (Under Review)

Work in Progress

Park. J. W. "How The Self-Consistency of Performance Evaluation Shapes Employee Job Satisfaction?" (Manuscript available upon request)

Park. J. W. "The Conditional Effects of Whistleblowing Intention on Whistleblowing Behavior." (Manuscript available upon request)

Park. J. W., and Y. J. Cho. "Experimental Evidence on Anchoring Bias in Performance Appraisals." (Manuscript available upon request)

Y. J. Cho., B. Park., and **J. W. Park.** "Exploring Antecedents of Counterproductive Work Behavior: Focusing on Mediating Role of Burnout." (Manuscript available upon request)

Research Experiences

Editorial Board, *International Public Management Journal*, July 2023 – current

Graduate Student Advisory Board, *International Public Management Journal*,
Dec 2021 – July 2023

Research Associate, Signature Public Research Center, Korea, June 2022 – current

Graduate Research Assistant,
University of Georgia (Dr. Bradley Wright), fall 2019, summer 2022
Yonsei University (Dr. Yoonjik Cho), spring 2016 – fall 2018

Research Assistant, Social Science Korea, April 2016 – Aug 2018

Teaching Experiences

Instructor of Record

Introduction to Public Administration, Undergraduate, University of Georgia,
fall 2023 – spring 2024

Teaching Assistant

Introduction to American Government, Undergraduate, University of Georgia,
spring 2021 – spring 2023

Research Method, Undergraduate, Yonsei University, spring 2017

Quantitative Techniques 1, Graduate, Yonsei University, spring 2016

Organizational Behavior, Graduate, Yonsei University, fall 2016 – spring 2017

Research Design Seminar, Graduate, Yonsei University, fall 2017

English Teacher

Pusan National University and Gijang Elementary School, spring 2013 – fall 2015

Professional Experiences

Human Resource Junior Consultant, Mercer Consulting, Aug 2018 – Jan 2019

Quantitative Data Analyst, Research Lab (Market research and consulting Firm),
Jan 2019 – April 2019

Service to Profession

Conference Program Committee Assistant, 2023 Southeastern Conference for
Public Administration

Conference Paper Reviewer, 2021, 2023 Academy of Management

Grants, Awards, and Scholarships

Grants

Yonsei University Signature Research Grant, 2021– 2024
Research team received an \$87,935 grant to design experimental games that explain, educate, and test Digital Transformation in HR

University of Georgia, School of Public and International Affairs Research Grant, 2023
Received a \$3,000 grant to conduct survey experiments in support of my dissertation Research

Awards

NASPAA Staats Emerging Scholar Award
Networks of Schools of Public Policy, Affairs, and Administration, 2023

Outstanding Teaching Assistant Award
University of Georgia, Center for Teaching and Learning, 2023

Felix A. and Edna H. Nigro Memorial Award
University of Georgia, Department of Public Administration and Policy, 2023

Doctoral Consortium Scholarship Award
Academy of Management, 2023

Outstanding Teaching Award
Pusan National University, spring 2013, fall 2013, spring 2014, fall 2015

Award for Academic Excellence
Yonsei University, Department of Public Policy and Management, spring 2017
Pusan National University, Department of Public Administration, spring 2013, fall 2013, spring 2014, fall 2015

Best Paper Competition Award
Free Economy Research Institution, 2015

Scholarships

Research/Teaching Assistantship, University of Georgia, fall 2019 – *current*

Graduate Research Scholarship, Yonsei University, fall 2016 – fall 2018

Brain Korea 21 Plus Scholarship, Ministry of Education, Korea, fall 2016 – fall 2018

Media Coverage

Shineun Kim. 2015. “Park Ju Won, Lim Jong Min, Hwanseok Cho Received Best Paper Award at the Economic Freedom Index Contest” *Busan Economy Times*, September 15. Retrieved August 27, 2023
(<https://www.busanecconomy.com/news/articleView.html?idxno=23870>)

Conference Presentations

- Park, J. W.** (2023). “Does Telework Help or Hinder Women’s Career Advancement?”. Southeastern Conference for Public Administration (SECoPA), Atlanta, GA, USA.
- Park, J. W.** (2023). “Navigating Organizational Politics at Work: What Type of Support Do Employees Need?”. Annual Meeting of the Academy of Management (AOM), Boston, MA, USA.
- Cho, Y. J., and **J. W. Park.** (2023). “Attenuation of Anchoring Bias in Performance Appraisal: An Experimental Study Based on Gamification Method”. Public Management Research Conference (PMRC), Utrecht, Netherlands.
- Park, J. W.** (2023). “Organizational Support Mitigates the Adverse Effects of Perceived Organizational Politics: Applying the Job Demands-Resources Model”. Public Management Research Conference (PMRC), Utrecht, Netherlands.
- Park, J. W.,** and S. Kim. (2023). “The Role of Employee Empowerment in Promoting Perceived Behavioral Control over Whistleblowing”. International Conference of the Korean Association for Public Administration (KAPA), Online.
- Park, J. W.,** S. Park., and Y. J. Cho. (2022). “How LMX Can Help to Mitigate Dark Sides of Telework in Times of COVID-19”. International Research Society for Public Management (IRSPM), Online.
- Park, J. W.** (2022). “Effects of Perceived Organizational Politics on Employee Attitudes and Organization Trust”. Transatlantic Dialogue (TAD 16), Roskilde, Denmark.
- Park, J. W.,** and S. Kim. (2021). “Employee Empowerment and Whistleblowing Intention in U.S. Federal Agencies”. Public Management Research Conference (PMRC), Online.
- Park, J. W.** (2021). “Applying Self-Determination Theory to Examine the Moderating Role of Basic Needs Satisfaction on the Relationship between PSM and Job Outcomes”. South Eastern Conference for Public Administration (SECoPA), Online.
- Park, J. W.,** and Y. J. Cho. (2020). “Does the Performance Rating Discrepancy Matter?”. Public Management Research Conference (PMRC). (Postponed due to COVID-19)
- Cho, Y. J., and **J. W. Park.** (2017). “Effects of PSM on Attitudes of Firefighters in Korea”. International Research Society for Public Management (IRSPM), Budapest, Hungary.
- Park, J. W.** (2017). “The Effects of Private Sourcing on the Public Values and Performance of Organizations”. Korean Association for Policy Studies (KAPS) Conference, Seoul, Korea.

Park, J. W., and Cho, Y. J. (2017) “How was the Free Meals Policy Adopted in Seoul Metropolitan Government?”. Korean Association for Local Government Studies (KLOG) Conference, Pusan, Korea.

Park, J. W., and Cho, Y. J. (2016). “Effects of PSM on Satisfaction, Commitment and Individual performance”. Korean Association for Public Administration (KAPA) Conference, Osong, Korea.

Park, J. W., Lim, J. M., and Cho, H. S. (2015). “How Should Korea’s Economic Policy Be Improved?”. Free Economy Research Institute Conference, Seoul, Korea.
(*Best Paper Award*)

Programming and Software Skills

Expertise in STATA, MPLUS, and Qualtrics

Professional Affiliations

American Society for Public Administration

Public Management Research Association

Academy of Management

(Last updated: September 2023)