

教授介绍:

王岚, 北京大学国家发展研究院管理学助理教授。波士顿大学管理学博士、北京大学管理学学士、硕士。主要研究领域为组织行为学与人力资源管理, 关注数字化对个人、团队、工作和职业生涯发展的影响。主持自然科学基金青年项目 1 项。曾获 AOM 论文/研讨会奖 7 次, 获 IACMR 最佳审稿人奖 1 次。并获得北京大学第二十一届青年教师教学基本功比赛人文社科类一等奖、最佳教案奖、最佳教学演示奖和最受学生欢迎奖。

现任:

北大国发院管理学助理教授

研究领域:

人力资源管理, 算法管理, 零工行为、团队

教授课程:

本科生课程: 管理学基础、数字时代的组织行为与领导力

博士生课程: 组织行为学、管理学学术写作

MBA 课程 (英文): 行为科学、战略人力资源管理、商业分析

学术论文:

- Wang, L., & Cotton, R. (2024). Revitalizing Colleague-Specific Human Capital: Boomerang and Pipeline-Based Hiring in a 41-Year Multilevel Study of Employee Mobility. *Human Resource Management*.
- Wang, L., Chen, X. P., & Yin, J. (2024). Leading via virtual communication: A longitudinal field experiment on work team creativity in an extreme context. *Asia Pacific Journal of Management*, 41(1), 195-231.
- Zhu, G., Wang, L., & Hall, D. T. (2023). Optimize your leadership pipeline: leveraging HR analytics for C-suite executive development. *International Journal of Manpower*, 44(7), 1328-1361.
- Wang, L., Han, J., Ramasamy, B., & Peng, S. (2022). Incongruous employer brand signals and organizational attractiveness: Evidence from multinational companies in China. *Human Resource Management*, 61(5), 563-584.
- Zhu, L., & Wang, L. (2022). Narrowing ideal self-discrepancy: the roles of organizational career management and protean career orientation. *Career Development International*, 27(2), 222-244.
- Wang, L., & Cotton, R. (2018). Beyond Moneyball to social capital inside and out: The value of differentiated workforce experience ties to performance. *Human Resource Management*, 57(3), 761-780.
- Wang, L., Han, J., Fisher, C. M., & Pan, Y. (2017). Learning to share: Exploring temporality in shared leadership and team learning. *Small Group Research*, 48(2), 165-189.
- Waters, L., Briscoe, J. P., Hall, D. T., & Wang, L. (2014). Protean career attitudes during unemployment and reemployment: A longitudinal perspective. *Journal of Vocational Behavior*, 84(3), 405-419.

- 王岚, & 温馨. (2021). 无边界和易变职业生涯研究的知识演变和展望. *华南理工大学学报 (社会科学版)*, 23(2), 58-72.

书章:

- Lea Waters, Douglas T. Hall, Lan Wang, & Joh P. Briscoe (2015). Protean Career Orientation: a Review of Existing and Emerging Research. In R., Bruke, K. M., Page, & C. L., Cooper, *Flourishing in Life, Work and Careers*. (pp. 235-255). Northampton: Edward Elgar Publishing.
- Lea Waters, Mathew White, Lan Wang, & Simon Murray (2015). Leading Whole-school Change. In M., White, & S., Murray. *Evidence-based Approaches to Positive Education in Schools: Implementing a Strategic Framework for Well-being in Schools*. (pp. 43-63). Series Editor Ilona Boniwell. Netherlands: Springer.
- Lan Wang, Douglas T. Hall, & Lea Waters (2014). Finding Meaning during the Retirement Process: Identity Development in Later Career Years. *Oxford Handbook of Psychology Online*. Oxford: Oxford University Press.