

## JANE LAI YEE TERPSTRA TONG

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Jalan Lagoon Selatan, Bandar Sunway, Selangor 46500, Malaysia

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### EDUCATION BACKGROUND

PhD	The University of Manchester, U.K.	2007
MBA	The Chinese University of Hong Kong, Hong Kong	1996
PCEd	The University of Hong Kong, Hong Kong (Postgraduate Certificate in Education)	1989
BSocSc(Hons)	The Chinese University of Hong Kong, Hong Kong Major: Government and Public Administration	1985

### EMPLOYMENT HISTORY (HIGHER EDUCATION)

<b>Monash University</b> , Kuala Lumpur, Malaysia Associate Professor Department of Management	Sept. 2008 - present
<b>The University of Macau</b> , Macau Assistant Professor Teaching Assistant	2000-2008 1998-2000
The Chinese University of Hong Kong, Hong Kong Program Manager (Consulting and Executive Education) Asia Pacific Institute of Business	1990-1996

### LEADERSHIP ROLE\*/CONCURRENT APPOINTMENT

<b>Deputy Head of School (Education), School of Business</b>	Jan. 2019 -present
Head, Department of Management	Jan. 2016 - Dec. 2018
Advisor, Women's Empowerment Network	Mar. 2021 – present
Pillar Leader (Development), Women's Empowerment Network	Mar. 2020 – Mar. 2021
Lead Co-founder and Chair, Women's Empowerment Network	Mar. 2019 – Mar. 2020
Chair, Gender Diversity Advisory Group	Jan. 2017 – present
Advisor, Campus Mentoring Scheme Committee	Jan. 2017 – April 2021
Member, Talent Management Committee	Jan.- Dec. 2018
Program Coordinator, Master of International Business	Aug. 2009-July 2012
Visiting Scholar Butler University, Indianapolis, USA Faculty of Business	Fall Semester, 2012

\*All of the above appointments are at Monash Malaysia unless it is stated otherwise. See Appendix 1 for details of leadership roles

### RECOGNITIONS

Vice-Chancellor's Award for Teaching Excellence, Monash University Australia	2020
Pro Vice-Chancellor and President's Outstanding Educator Award, Monash University Malaysia	2019

Pro Vice-Chancellor Commendation for Excellence in Teaching, Monash University Malaysia	2017
Deputy Vice-Chancellor & Vice President's (Learning and Teaching) commendation, Monash University Australia (Purple Letter) <sup>2</sup>	2015
Dean's Commendation for Outstanding Teaching, Monash University Australia	2014
Deputy Vice-Chancellor & Vice President's (Education) Commendation, Monash University Australia (Purple Letter) <sup>2</sup>	2012
Deputy Vice-Chancellor's (Education) Commendation for Excellence in Teaching, Monash University Australia (Purple Letter) <sup>2</sup>	2010
Dean's Commendation for Outstanding Teaching, Monash University Australia	2010
Pro Vice-Chancellor's Award for Excellence in Administration, Monash University Malaysia	2010
Pro Vice-Chancellor's Award for Excellence in Teaching, Monash University Malaysia	2010

Notes:

(1) For receiving >4.7 out of 5 (outstanding rating in student overall satisfaction) in a master course, Cross-cultural Management Communication; among the top 9 percent educators across all Monash campuses.

(2) For receiving >4.7 out of 5 (outstanding rating in student overall satisfaction) in a master course, International Management; among the top 3-7 percent educators across all Monash campuses.

## RESEARCH

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**Peer-reviewed Journal Articles** (Notes: FT50 (Financial Times top 50 business journals); ABDC (Australian Business Deans' Council journal list); ERA: Australian Research Council 2010 journals list)

Mahenthiran, S., Mackoy, R. & **Terpstra-Tong**, JLY. (forthcoming in 2021). Influence of budget support and teamwork on organizational commitment and performance: Evidence from Malaysia and the U.S. *Advances in Management Accounting*. (A-rank, ABDC)

Chew, Y.T., Anjulee, G., **Terpstra-Tong**, JLY & Perera, H. (forthcoming in 2021). Multiple intelligence and expatriate effectiveness: The mediating role of cross-cultural adjustment. *International Journal of Human Resource Management*, DOI: [10.1080/09585192.2019.1616591](https://doi.org/10.1080/09585192.2019.1616591) (A-rank, ABDC)

**Terpstra-Tong**, J., Ralston, D. A., Treviño, L. J., Naoumova, I., de la Garza Carranza, M. T., Furrer, O., ... & Darder, F. L. (2020). The Quality of Leader-Member Exchange (LMX): A Multilevel Analysis of Individual-level, Organizational-level and Societal-level Antecedents. *Journal of International Management*, 26(3), 100760. <https://doi.org/10.1016/j.intman.2020.100760> (A-rank, ABDC)

Atay, E. & **Terpstra-Tong**, JLY. (2020). The determinants of corporate social irresponsibility: a case study of the Soma mine accident in Turkey. *Social Responsibility Journal*, Vol. 16 No. 8, pp. 1433-1452. <https://doi.org/10.1108/SRJ-01-2019-0042> (B-rank, ABDC)

Majid, A., Yogamalar, S. Siah, AKL, **Terpstra-Tong**, JLY & Borrowman, L. (2019). A new chapter in the law of sexual harassment in Malaysia and the emergence of the torts of harassment and sexual harassment. *Common Law World Review*, 48(4): 191-207. <https://doi.org/10.1177/1473779519875464> (Group A publication)

**Terpstra-Tong**, JLY & Ahmad, A. (2018). High school-university disconnect: A complex issue in Malaysia. *International Journal of Educational Management*, 32(5). (B-rank, ERA)

Lau, P., **Terpstra-Tong**, JLY, Lien, YH, Hsu, YC & Chong, CL. (2017). Ethical work climate, employee commitment and proactive customer service performance: Test of the mediating effects of organizational politics. *Journal of Retailing and Consumer Services*, 35, 20-26. (A-rank, ABDC)

**Terpstra-Tong**, JLY. (2017). MNE subsidiaries' adoption of gender equality and women empowerment goal: A conceptual framework. *Transnational Corporations Journal UNCTAD* (United Nations Conference on Trade and Development), 24(3), 89-102. (B-rank, ERA)

Sakthi M., **Terpstra-Tong**, JLY, Terpstra R.H. and Rachagan, S. (2015). Impact of executive citizenship and organizational commitment on corporate social responsibility. *Social Responsibility Journal*, 11(2), 387-402. (B-rank, ABDC)

**Terpstra-Tong**, JLY., Terpstra, R.H. & Tee, D.D. (2014). Convergence and divergence of individual-level values: A study of Malaysian managers. *Asian Journal of Social Psychology*, 17(3), 236-243. (B-rank, ERA)

Ralston, D.A., Egri C.P., Furrer, O., Kuo, M., Li, Y. Wangenheim, F., Dabic, M. et al. (2014). Societal-Level versus individual-level predictions of ethical behavior: A 48 society study of collectivism and individualism. *Journal of Business Ethics*, 122(2), 283-306. (FT50; A-rank, ABDC)

Terpstra-Tong, JLY. & Terpstra R.H. (2013). Differences in financial risk tolerance: A study of the United States, China, Hong Kong and Macao. *Euro-Asia Journal of Management*, 42, 43-65.

Terpstra-Tong, JLY., Terpstra, R.A. & Lam, N.C. (2012). Proton: Its rise, fall and future prospects. *Asian Case Research Journal*, 16(2), 347-377. (C-rank, ABDC; Received 20,000+ reads from ResearchGate and ranked one of the three most read articles.)

Ralston, D.A. Terpstra-Tong, JLY., Terpstra, R.H. & Wang, X. (Reprint in 2012). Today's state-owned enterprises of China: Are they dying dinosaurs or dynamic dynamos? In W. Mitchell. & A. Tsui (Eds.) *Research in Emerging Economy Contexts*. Available at [http://onlinelibrary.wiley.com/subject/code/000028/homepage/virtual\\_issue\\_research\\_in\\_emerging\\_economy\\_contexts.htm](http://onlinelibrary.wiley.com/subject/code/000028/homepage/virtual_issue_research_in_emerging_economy_contexts.htm).

Ralston, D.A., Egri C.P., Reynaud E., Srinivasan N., Furrer, O., Brock D. et al. (2011). A 21<sup>st</sup> century assessment of values across global workforce. *Journal of Business Ethics*, 104(1), 1-31. (FT50; A-rank, ABDC)

Ralston, D.A., Egri, C.P., Carranza M., Ramburuth P. Terpstra Tong JLY et al. (2009). Ethical preferences for influencing superiors: A 41-society study. *Journal of International Business Studies*, 40, 1022-1045. (FT50; A\* rank, ABDC)

Ralston, D.A. Terpstra-Tong, JLY., Terpstra, R.H. & Wang, X. (2006). Today's state-owned enterprises of China: Are they dying dinosaurs or dynamic dynamos? *Strategic Management Journal*, 27(9), 825-843. (A\* rank, ABDC)

Ralston, D.A., Terpstra-Tong, JLY., Maignan, I., Napier, N.K. & Thang, N.V. (2006). Vietnam: A cross-cultural comparison of influence behavior ethics. *Journal of International Management*, 12(1): 85-105. (A-rank, ABDC)

Terpstra-Tong, JLY & Ralston, D.A. (2002). Moving toward a multi-country understanding of upward influence strategies: An Asian perspective with directions for cross-cultural research. *Asia-Pacific Journal of Management*, 19:373-404. (A-rank, ABDC)

#### **Book**

Hassard, J., Sheehan, J., Zhou, R., Terpstra-Tong, JLY., & J. Morris. (2007). *China's State Enterprise*

*Reform: From Marx to the Market*, London: Routledge.

### **Other Publications**

Terpstra-Tong, JLY., Rachagan, S., Terpstra, R.H. & Mahenthiran, S. (2013). *CEO Survey: The Climate of our Business – A Perspective from Malaysian Executive 2013*. Kuala Lumpur: Monash University.

Terpstra-Tong, JLY., Merchant-Vega, N. & Terpstra, R.H. (2012). *Malaysia Business Environment Index 2012: Challenges and Opportunities for Accelerating Local Business*. San Francisco: The Asia Foundation. (<http://asiafoundation.org/publications/pdf/1060>).

Rachagan, S., Terpstra-Tong, J.L.Y., Terpstra, R.H., Mahenthiran, S. (2012). *CEO Survey: The Climate of our Business – A Perspective from Malaysian Executive 2012*. Kuala Lumpur: Monash University.

Terpstra, R.H., Mahenthiran, S., Terpstra-Tong, JLY., & Rachagan, S. (2011). *CEO Survey: The Climate of our Business – A Perspective from Malaysian Executive 2012/2010*. Kuala Lumpur: Monash University.

### **Paper under Review**

Ralston, D.A., Terpstra-Tong, JLY et al. Are there gender differences in the global workplace? A 40-society analysis of subordinate influence ethics behaviors. Submitted to *Management International Review*.

### **Research Student Supervision (Appendix 2)**

2	PhD Student Completion
4	Hons/PGDip/Master student Completion
2	PhD Students (on-going)
1	PGDip student (on-going)

### **External (Government or NGO) Grants**

Awarded a total of RM132,000 external research grant at Monash. See Appendix 2 for details.

### **Papers Presented in Refereed Conferences**

Terpstra-Tong, JLY, Atay, E. & Danisman, S. Antecedents and Consequences of Low-status Expatriates' Adjustment Experience. (2020). Presented at the 80th Annual Meeting of the *Academy of Management*. 7-11 Aug.

Ralston, D.A., Russell, C.J., Terpstra-Tong, JLY, Richards, M., Casado, T., de la Garza Carranza, M...Brock, D.M. (2020). Are Societal-Level Values Relevant Research Variables in the 21<sup>st</sup> Century Business world? An Empirical Analysis of 51 Countries. Presented at the Annual Meeting of *Academy of International Business*. Miami, July.

Terpstra Tong, JLY, Watabe, M. & Nobuhiko, G. (2017). Psychological capital, transformational leadership and employee innovative behaviour: A study of Japanese IT and communications professionals. Presented at the Academy of International Business Annual Meeting, Dubai, UAE. July 1-5.

Lau, P., Terpstra Tong, JLY, Lien, Y.H., Hsu, Y.C., & Chong, C.L. (2016). Mediating role of perceived political reward system between ethical work climate and employee work outcomes in Malaysia. Presented at British Academy of Management, New Castle, U.K., September 6-8.

Terpstra Tong, JLY (2016). Teaching a multicultural class: Benefits, challenges and solutions. Presented at the Academy of International Business Annual Meeting, New Orleans, U.S. June 27-29.

Terpstra Tong, JLY & Ahmad, A. (2015). The secondary school - university disconnect: Evidence in Malaysia. Presented at Global Access to Secondary Education conference held in Kuala Lumpur on 5-8, Oct. 2015.

Terpstra-Tong, JLY & Terpstra, R.H. (2014). Local economic governance, entrepreneurial orientation and firms' intention to invest. Public Management Research Conference: When Policy Meets Administration: Eastern and Western Voices, Seoul, Korea in June 29 to July 1.

- Chong, C.L, Lau, P.L.L. & Terpstra Tong, JLY. (2013). A Conceptual Framework on Proactive Customer Service Performance. The Asia Chapter of the Academy of Human Resource Development Conference, Taipei, Taiwan, November 5-8.
- Rachagan, R., Terpstra Tong, JLY, Terpstra, RH & Mahenthiran, S., (2013). Intangible factors influencing firm performance in developing countries: Malaysian evidence. The Annual Meeting of the American Accounting Association (AAA), Anaheim, California, August 3 -7.
- Mahenthiran, S., Terpstra Tong, J.L.Y., Terpstra, R.H. & Rachagan, S. (2012). Impact of executive citizenship and organizational commitment on corporate social responsibility: Evidence from Malaysia. Presented in the Third Global Accounting and Organizational Change Conference held in Kuala Lumpur in July.
- Terpstra Tong, J.L.Y., Terpstra, R.H. & Tee, D.D. (2010). One country, two cultures and three heritages: Managerial values in Malaysia. Presented in the Academy of International Business Southeast Asia Chapter Conference held in Ho Chih Ming City, Vietnam in Dec.
- Ralston, D.A.,\_Terpstra Tong J.L.Y. & Terpstra, R.H. (2008). Is China, China? A Strategic Assessment on Regional Differences within the Middle Kingdom. Presented in the Academy of International Business Southeast Asia Chapter Conference held in Kuala Lumpur, Malaysia in Dec.
- Terpstra Tong, J.L.Y.\_& Terpstra R.H. (2008). Financial risk tolerance: A comparison of the U.S., China, Hong Kong and Macao. Presented in the Academy of International Business Southeast Asia Chapter Conference held in Kuala Lumpur, Malaysia in Dec.
- Thang N.V. & Terpstra-Tong J.L.Y. (2008). Beyond social obligations: Guanxi practices as a mechanism of trust. Presented in the 2008 biannual conference of IACMR (International Association of Chinese Management Research) held at Guangzhou, China, in June.
- Terpstra Tong, J.L.Y., Ralston, R.A., Maignan, I., Napier N. & Thang N.V. (2002). A cross-cultural comparison of attitudes towards upward influence strategies. Asia Academy of Management Conference in Bangkok, Thailand.
- Terpstra Tong, JLY & Ralston, D.A. (2001). Upward influence strategies: a review of literature. Presented in the Conference of Academy of International Business, Southeast Asia Region, Jakarta, Indonesia in July.

## **SERVICE AND ENGAGEMENT**

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### **Editorial Board Membership**

European Journal of International management 2020-present

### **External Engagement: Corporate Training and Master Class**

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|------|---|
| 2020 | “Shaping organizational culture for change”. A masterclass presented to <i>Emerging Asia Leaders</i> ; June 27 in Kuala Lumpur.   |
| 2018 | “Establishing a culture for continuous learning and development”. Invited by Tetra Pak (Malaysia) Berhad as a speaker and moderator. Tetra Pak is a multinational corporation headquartered in Sweden; Nov. 26 in Manila.       |
| 2018 | “Establishing a culture for continuous learning and development”. Invited by Tetra Pak (Malaysia) Berhad as a speaker and moderator. Tetra Pak is a multinational corporation headquartered in Sweden; Sept. 4 in Kuala Lumpur. |

### **Invited speeches and presentations: External**

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|------|--|
| 2019 | “Empowering women at Monash Malaysia: Experience of Women’s Empowerment Network” Presented at the Launch Ceremony of STEMM Women Network; Dec. 13 at Clayton Campus, Monash Australia. |
| 2019 | “Mentoring in higher education institutions”. Presented to the Faculty of Medicine, The University of Colombo, Sri Lanka; March 13   |

- 2017 "Why don't we like change? A neuroscience explanation". Invited by Eagleburgmann, Japanese-Germany international joint venture based in Kuala Lumpur, Malaysia, Jan. 14.
- 2016 "Workplace diversity and inclusion". Invited by Linde Malaysia Sdn Bhd., a listed MNC headquartered in Germany, Aug. 16.

**Invited speeches and presentations: Internal**

- 2020 "Career resilience: Behavioral strategies". Organized and moderated a women's empowerment session on July 23.
- 2020 "Career resilience". Presented a guest lecture for PSY3250 Positive Psychology, Department of Psychology, Jeffery Cheah School of Medicine; June.
- 2019 "Managing your career in an era of A.I. and greater longevity". Presented in a women empowerment session to Monash Malaysia professional and academic women; May 29.
- 2018-present "The Monash way to help students succeed". Presented at Parents Orientation, the School of Business, Monash Malaysia.
- 2018 "Handling students' complaints: A perspective of psychological safety". Presented to early career researchers and PhD students of the School of Business, Monash Malaysia; Dec. 4
- 2018 "Sustainable employment". Presented at HR Forum organized by the Department of Management, Monash Malaysia; Sept. 25.
- 2018 "Addressing career challenges faced by women academics". Invited by Monash Malaysia Human Resource Office; April 5.
- 2017 "Value change and challenges facing human resource (HR) managers". Presented at the HR Forum, Monash Malaysia; September 26.
- 2017 "Managing ethnic diversity in Malaysia: Business vs Government perspectives". Presentation made on behalf of the School of Business for MBA students, University of Management and Technology, Lahore, Pakistan; April 17.
- 2017 "Career challenges faced by women academics". Invited by Monash Malaysia Human Resource Office, March.
- 2016 "Avoid self-sabotage in your academic career". Invited by Early Career Researcher network, School of Business, Monash Malaysia, Dec. 1.
- 2016 "Talent Needs of Tomorrow: Insight into the Malaysian Market". Invited by Monash Business Alumni as a panel speaker, Nov. 5.
- 2016 "What do we know from our unit evaluation scores?" For School of Business, Monash Malaysia, Oct. 12.
- 2016 "Lighting the fire of learning". Invited by Monash University Postgraduate Students Association for Graduate Research Week, Aug. 22.
- 2016 "Helping your children excel at university: Understanding students' first year experience". For Monash Malaysia Open Day, March 19.

- 2015 “Women in leadership”. Presented at a promotional information session for female academics at Monash Malaysia.
- 2013 “An integrated model of career and professional development for university students”. Presented at Employability Symposium organized by Monash University, Caulfield Campus.
- 2012 “Management education against corruption: Developing guidelines for curriculum change”. The Academy of Management Annual Conference, held in Boston, MA, USA.
- 2011 “Challenges in collecting firm level data: The example of The Asia Foundation’s Economic Governance Index in Malaysia”. Presented in the workshop of Unleashing MSMEs as an Engine of Inclusive Growth: Governance, Financing and Evidence from Rigorous Data, organized by The Asia Foundation, Asia Development Bank and Asia Institute of Management Policy Center, held in Manila, Philippines in November.

**Letters**

“Ruler doing what’s right for people” in The Star Nov. 30, 2015

**Others**

Member	PRME Working Group on Anti-corruption, United Nations Principles for Responsible Management Education ( <a href="http://www.unprme.org">www.unprme.org</a> )
Elected chairman	Impian Bukit Tunku Joint Management Body, Kuala Lumpur, Malaysia (Since May 1, 2009 till present for 10 terms)

**PERSONAL**

Fluent in English; Native in Chinese (Cantonese); Conversant in Mandarin; Married with two adult children; Champion golfer and dog lover



## Appendix 1 Leadership Roles

### Deputy Head of School (Education)

Jan. 1, 2019 - present

- Report to Head, School of Business, Monash Malaysia
- Responsible for all education-related matters for the School of business
  - Chair School Education Committee
  - Chair 19-member Student-Staff Liaison Committee
  - Create and implement the School's **Career and Professional Development Program**
- Implement education reforms and other University and Campus education policies and plans at the School
- Ensure all School programs comply requirements of accreditation agencies (AACSB, MQA, TEQSA)
- Work with professional staff to ensure operational excellence
- Give speeches and presentations on behalf of the School

#### ● Impact

- Led the School through a smooth transition from in-person teaching to remote teaching in semester 1, 2020
- Assisted the School to obtain AACSB re-accreditation in 2019
- Assisted our colleagues to achieve a higher level of SETU year-on-year performance
- Motivated two colleagues to undertake the Guroo Producer transformation project
- Successfully obtained Monash Australia approval in two new units for the School's "Career and Professional Development Program"

### Head, Department of Management

Jan. 2016 – Dec. 2018

- Report to Head, School of Business, Monash Malaysia
- Primary responsibilities:
  - Manage performance of department members
  - Build teams
  - Shape departmental culture in research and teaching
- Specific tasks:
  - Mentor and motivate
  - Garner and distribute resources equitably
  - Implement School and University policies
  - Recruit new faculty
  - Represent the Department and the School in official functions
  - Give speeches and presentations on behalf of the Department or the School

#### ● Impact:

- Successfully mentored two women academics and assisted them to get promoted (one to associate professor and the other to senior lecturer) by reading and advising on their application materials
- Mentored an expatriate academic and guided him to successfully obtain a seed research grant from the School of Business. Worked with the same colleague to publish in a paper in *Social Responsibility Journal*
- Mentored an education-focused academic and successfully worked with her to get a School seed grant and publish a paper in *International Journal of Education Management*
- Created "Career and Professional Development Program" and began implementation of Phase I in 2018
- Developed and implemented the first-ever School Outstanding Educator Award scheme



**Chair and Lead Co-founder of Women's Empowerment Network (WEN), Monash Malaysia Mar. 8, 2019**

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- Initiate the establishment of Monash's first Women Empowerment Network
- Mission Statement: To help Monash women thrive
- Vision: A community of women who confidently take charge of their development, support and help each other flourish
- Set up three pillars of activities: Development, Well-being and Community
- Implement shared leadership with six pillar leaders

● **Impact:**

- Organized and sponsored nine major activities under three empowerment pillars; Attracted 350+ participants
- Got invited to Monash Clayton Campus to present WEN's experience at the launching ceremony of STEMM Women Network (Dec. 2019)

**Chair, University Gender Diversity Advisory Group**

Since Jan. 2017

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- Report directly to the President and Pro Vice-Chancellor, Monash Malaysia
- Lead a cross-campus team of 12 members comprising senior academics, heads of administrative units, and student representatives
- Primary responsibilities:
  - Advise the President on matters related to diversity and inclusion
  - Lead the team to develop a proposal of activities that aim to build an inclusive university

● **Impact**

- Facilitated open discussion at group meetings
- Assessed progress and performance of gender equity and related programs
- Initiated and conducted a Campus-wide gender equity survey (2017) based on which a proposal on gender equity development was proposed and presented to the PVC and President

**Coordinator, Master of International Business (MiB)**

Aug. 2019-July 2012

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- Report to Director, Graduate Programs, Monash Malaysia
- Primary responsibilities:
- Ensured quality delivery of teaching units
  - Ensure smooth program logistics
  - Assist in program promotion
  - Specific tasks completed:
    - Work with Department heads on staffing various units
    - Communicate with students to understand their needs and challenge
    - Address students' complaints and implemented improvement plans
    - Present at promotion activities
    - Ensure timely delivery of student records and marks
    - Participate in curriculum reviews and implemented review decisions
    - Work with Department heads to manage unit teaching performance
    - Initiate new units to suit program needs

● **Impact**

- On-time implementation of recommendations from course review

- Developed two new units for MIB program, including one titled, “International Study Program in International Business” and successfully launched the first round of international field trip to China and India and obtained outstanding student and unit evaluations

**Appendix 2**  
**Research Grants and Research Supervision**

**External Research Grant**

Funding Body	Project Title	Role	Grant Amount (MYR)	Year Granted
The Sumitomo Foundation, Japan	Innovative behaviour of ITC professionals in Japan	Chief investigator	24,000	2014
Butler University, US	Entrepreneurial orientation of small businesses in Malaysia	Co-investigator	3,000	2014
The Asia Foundation, US	Malaysia Business Environment Index	Chief investigator	105,000	2010

**Research Supervision**

Student Name	Thesis Title/Topic	Program	Role	Status	Completion Year
Sharon Cheah	Occupational calling and employee outcomes	PhD	M	Ongoing	2023
J.J. Leow	Psychological capital and low-skilled expatriates	PhD	M	Ongoing	2022
Khang-Suon Teh	Mindfulness and employee outcomes	PG Diploma	M	Ongoing	2021
Melody Ang	Professional identity and Innovative behaviour: The mediating role of professional and organizational identity conflict	PhD	M	Completed	2020
Sharon Cheah	Political skills, social capital and expat effectiveness	PG Diploma	M	Completed	2019
J.J. Leow	The impact of psychological capital on students' first year experience	Masters	M	Completed	2018
Melody Ang	Innovative behavior of university lecturers: Students' and lecturers' perspectives	Masters	M	Completed	2016
Mazvitta Makwembere	Proactive customer service behaviour	PG Diploma	M	Completed	2015
Ma-li Gu	Cross-cultural differences on religious and political values	PhD	A	Completed	2014

Note: M (Main or sole supervisor); A(Associate Supervisor)

**Appendix 3**  
**Student Evaluations of Unit and Teaching (SETU) at Monash University Malaysia**  
**2014-present**

Semester, Year	Unit Name	Level	Chief Examiner And Lecturer	Overall Unit Satisfaction (median out of 5)	Overall teaching report/Ave. Median (out of 5)	Response Rate
S1, 2020	Career Development and Planning	U/G	Yes	4.50	4.88	67%
S1, 2019	Cross-cultural Management Communication	MIB	Yes	3.91	4.88	67%
S2, 2018	Cross-cultural Management Communication	MIB	Yes	4.73	4.67	
S1, 2017	Managing people	MBA	Yes	4.63	4.85	47%
S1, 2017	Introduction to Management Research Methods		Yes	3.92	4.27	79%
S1, 2016	International management	MBA	Yes	4.40	4.80	46%
S1, 2016	Managing people		Yes	4.56	4.86	83%
S2, 2015	International management		Yes	4.90	4.90	30%
S1, 2015	Managing people	MBA	Yes	4.75	4.60	45%
S1, 2015	International management		Yes	4.79	4.84	59%
2014/5, Summer	International study program in international business	MIB	Yes	4.88	4.82	68%
S2, 2014	International Management	MIB	Yes	4.25	4.40	47%
S1, 2014	International Management		Yes	4.79	4.82	74%
S1, 2014	Introduction to Management	MIB	Tutor	N/A	4.54	60%
<b>AVERAGE</b>				<b>4.54</b>	<b>4.72</b>	

\*MIB: Master of International Business; MBA: Master of Business Administration; U/G – undergraduate