

Shaozhuang Ma

Profile



Department Department of Marketing, Operation and Management

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Category Visiting Associate Professor

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ORCID Profile [Visit ORCID Profile](#)

Scopus Profile [Visit Scopus Profile](#)

Ciência-IUL Profile [Visit Ciência-IUL Profile](#)

Teaching and Research Interests

- organizational and human resource development, emotional intelligence

Academic activities

Courses

[Strategic Management](#)

[International Human Resource Management](#) (Coordinator)

[Leadership and Human Resources Management](#) (Coordinator)

Scientific Activities

Scientific Articles in International Journals

Ma, S., Silva, M., V. Callan & Trigo, V. (2015). Control and Commitment HR Practices, Job Satisfaction and Turnover Intentions: A Comparison between Local and Multinational Firms in China. *International Journal of Human Resource Management*, [Ciência-IUL](#)

Ma, S. (2014). When the Manager Is from the Post-1985 Generation. *Business Review*. 144 (8), 118-125, [Ciência-IUL](#)

Ma, S. & Zhu Y. (2012). The Employability Constructs of Chinese Undergraduates. *Population & Economics*. 4, 34-42, [Ciência-IUL](#)

Ma, S. & Trigo, V. (2012). The "country-of-origin effect" in employee turnover intention: evidence from China. The International Journal of Human Resource Management. 23 (7), 1394-1413, [Ciência-IUL](#), Indexada (SCOPUS/ISI)

Ma, S. & Trigo, V. (2011). Internalization of Chinas MBA Education: Failing to Walk the Talk?. Journal of Teaching in International Business. 22 (3), 149-167, [Ciência-IUL](#), Indexada (SCOPUS)

Ma, S. (2009). Addressing the Challenges of MBA Education in China. China Higher Education Research. 1, 27-29, [Ciência-IUL](#)

Ma, S. (2009). MBA Career Development Course with Chinese Characteristics. Academic Degrees & Graduate Education. 9, 35-38, [Ciência-IUL](#)

Ma, S. & Trigo, V. (2008). Winning the War for Managerial Talent in China. Chinese Economy. 41 (3), 34-57, [Ciência-IUL](#), Indexada (SCOPUS)

Ma, S. & Trigo, V. (2006). HRM practices in China: does ownership structure matter, evidence from the transitional economy in China. Global Economics and Management Review. XI (3), 21-50, [Ciência-IUL](#)

Working Papers

Ma, S. & Trigo, V. (2013). Zhu Dandan (A): Promotions. Business Case., [Ciência-IUL](#)

International Communications

Oral Presentation

António, N. & Ma, S. (2015). China's Special Economic Zones in Africa: Context, Motivation and Progress. 15th EBES Conference- Lisbon., [Ciência-IUL](#)

Ma, S., Silva, M. & Trigo, V. (2015). Emotional Intelligence, Emotional Labor and Job Performance: Does Employer Ownership Matter? - Evidence from China. 15th EBES Conference., [Ciência-IUL](#)

National Communications

Oral Presentation

Ma, S., Trigo, V. & Silva, M. Gabriela (2014). Emotional Intelligence, Familial Background and job performance - Evidence from Professional Managers in China . GEMRev Brown-bag Seminar., [Ciência-IUL](#)

Other Activities

Academic Management Positions

Coordenação de Programa Doutoral - mais de 50 alunos efetivos nos três primeiros anos do programa (2013/)

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