

Can Ouyang

School of Industrial and Labor Relations
Cornell University
393 Ives Hall
Ithaca, NY 14853
Phone: 814-880-0562

Education:

Ph.D., 2014-present, School of Industrial and Labor Relations, Cornell University

Major: Human Resources

M.S., 2012-2014, Pennsylvania State University at University Park

Major: Human Resource and Employment Relations

B.B.A., 2008-2012, Sun Yat-Sen University

Major: Business Administration

Honors, Grants, and Awards:

Best paper Award – Emerging Economic Research, Association of International Business (AIB) Annual Conference, 2017

Selected as participant of the Einaudi-SSRC Dissertation Proposal Development Program and awarded \$5,000 research grant, 2017

Research grant from Centers for Advance Human Resource Studies (CAHRS), 2015 – 2016.

Journal Publications:

Ouyang, C., Liu, X., & Zhang, Z. (2016). Organizational and regional influences on the adoption of high-involvement human resource systems in China: evidence from service establishments. *The International Journal of Human Resource Management*, 1-17.

Work in Progress:

Ouyang, C., & Liu, M. Dragons in the west: Internally- and externally-oriented localization strategies of Chinese MNCs in developed economies (ready for journal submission).

Ouyang, C., Liu, M., & Chen, Y. When do Chinese MNCs localize their human resource management? A comparison between state-owned and private enterprises. (preparing a first draft).

Lakhani, T. & Ouyang, C. Does Ownership Affect Job Quality and Firm Performance? Evidence from Franchise, Company, and Independent Establishments in the U.S. Restaurant Industry. (Preparing a second draft).

Batt, R., Lakhani, T. & Ouyang, C. Franchisor-Franchisee relationship and human resource management (Preparing a first draft).

Lee, J., Ouyang, C., & Batt, R. Managing multiple employee groups and Its consequences (preparing a second draft).

Lee, J., & Ouyang, C. An overview of performance metrics: current issues and future directions for measuring performance (under review of *Human Resource Management Review*).

Book Chapter:

Batt, Rosemary, Tash Lakhani, Jae Eun Lee, and Can Ouyang. 2018. "The Quality of Jobs in the Restaurant Industry." In Paul Osterman, ed., *Good Companies/Good Jobs: Strategies for Improving Job Quality in Low Wage Industries*. Cambridge, MIT. Forthcoming.

Liu, X. and Ouyang, C. Contingent work in the Chinese call centre sector. In Liu, P. and Smith, C. (Eds.), *China at Work*. London: Palgrave, in print.

Paper Presentations:

Ouyang, C., & Liu, M. (2017). From South to North: Institutional Pressures and Strategies of Emerging Market MNCs in Developed Economies. Academy of International Business Annual Meeting, Dubai, United Arab Emirates.

Ouyang, C., & Liu, M. (2017). Dragons in the West: Localization Strategies of Chinese MNCs in Developed Economies. Academy of Management Annual Meeting, Atlanta, GA.

Ouyang, C., & Liu, M. (2016). Strategic intents, resource dependence, and pathways to local responsiveness: Chinese multinationals in a developed market. *The Global Transformation of Work: Market Integration, China's Rise, and Labor Adaptation*, New Brunswick, NJ.

Chen, Y., Liu, M., & Ouyang, C. (2016). Testing the institutional theory: sources of isomorphic pressures and localization of human resource management in U.S. subsidiaries of Chinese multinational companies. *The Global Transformation of Work: Market Integration, China's Rise, and Labor Adaptation*, New Brunswick, NJ.

Lee, J., & Ouyang, C. (2016). An overview of performance metrics: Current issues and future directions for measuring performance. Academy of Management Annual Meeting, Anaheim, LA.

Ouyang, C., Zhang, Z. (2015). Influences on Human Resource Systems in the Service Contexts: Evidence from Chinese Firms. Academy of Management Annual Meeting, Vancouver, BC.

Practical Reports:

Cornell Center for Advanced Human Resource Studies (CAHRS), New York: Localization strategies of Chinese multinationals in the U.S. 2017

China General Chamber of Commerce, New York: 2015 annual business survey report. 2015

China General Chamber of Commerce, New York: 2015 CGCC white paper. 2015

Shenzhen Call Center Association, Guangdong: Report of call centers in China. 2014

Service:

Reviewer of Academy of Management Annual Conference, Anaheim. 2016

Chair of the “Performance Session” in Academy of Management Annual Conference, Anaheim. 2016

Reviewer of Academy of Management Annual Conference, Atlanta. 2017

Reviewer of Academy of International Business Annual Conference, Dubai. 2017