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Education

- PhD, Major in Organizational Theory and Human Resource Management ,Department of Business Administration, National Taipei University, 2004/1
- Master, Department of Business Administration , Tunghai University, 1991/6

Area of Specialty

- Human Resource Management
- Organizational Behavior
- Business Ethics

Academic Experience

- Assistant Professor, Department of Business Administration, Southern Taiwan University of Science and Technology, 2004/1 to present
- Lecturer, Department of Business Administration, Southern Taiwan University of Science and Technology, 2000/8 to 2003/12
- Lecturer, Department of International Business Management, Tainan University of Technology, 1999/8 to 2000/7

Journal Papers

1. Miao-Ling Fang(2019). The Investigation of Perceived Justice in Knowledge Withholding and Knowledge Sharing: Perceived Organizational Support as a Mediator. Journal of Southern Taiwan University of Science and Technology: Social Science Edition, 4(2), 48-64.
2. Cheng, Pi-Yueh and Miao-Ling Fang(2018). Learning Effects, Achievement Goals and Time Constraints in Accounting Education: Findings from Experiments. International Research in Education, 6(2), 35-47.
3. Fang, Miao-Ling (2017). Ethical Decision-making Before and After Ethics Education: The Impact of Teaching Format. The Journal of Human Resource and Adult Learning, 13(1), 9-17.
4. Liao, Wan-Ru, Miao-Ling Fang, Mei-Lan Lin, Pi-Yueh Cheng and Yu-Jhen Hong (2016). Effect of hunger on charity activities and gender as moderator. Taiwan Journal of Leisure Studies, 1(2), 65-94. (in Chinese)
5. Lin, Mei-Ling, Fang Miao-Ling and Chang Rui-Chun(2015). Impact of the Speed and Volume of Restaurant Background Music on Consumers' Waiting Time Perception. Journal of Tourism and Leisure Studies, 21(1), 55-77. (in Chinese)
6. Fang, Miao-Ling and Liu Po-Min (2015). The Influence of Employees' Practical Intelligence on Job Performance. Service Industry Management Review, 13, 1-31. (in Chinese)
7. Fang, Miao-Ling and Liu Po-Min (2015). Research on the Relationship between Employees' Self-Directed Learning and Job Performance. Service Industry Management Review, 14, 49-75. (in Chinese)

Conference Papers

1. Pong, Yan-Si and Miao-Ling Fang (2021, May) "Study on the Relationships Among Employees' Job stress, Job satisfaction, Organizational Commitment, and Intention to Stay", The Academic

- Conference on Business and Marketing, Taiwan. (in Chinese)
2. Chiou, Sin-Hong and Miao-Ling Fang (2021, May) "Study on the Relationships Among Personality, Organizational Commitment, and Intention to Stay", The Conference on Decision-making of Business and Practice, Taiwan. (in Chinese)
 3. Chih, Shu-Syun and Miao-Ling Fang (2021, May) "Study on the Relationship Between Job Values and Intention of Turnover", The Conference on Decision-making of Business and Practice, Taiwan. (in Chinese)
 4. Chinh, Tieu-Linh and Fang, Miao-Ling (2020, May) "A Study on the relationship between Job Characteristics and Turnover Intention: Evidence from Vietnamese Employees", The 17th Academic Conference on Service Management and Innovation, Tainan, Taiwan. (in Chinese)
 5. Fang, Miao-Ling and Yi-Hui Wu (2017, June) "A Study on Barriers to Employment for Individuals who are Hearing Impaired", The 9th Conference on Management Master Theses in Southern Taiwan, Tainan, Taiwan. (in Chinese)
 6. Fang, Miao-Ling and Ging-Sung Huang (2017, June) "Exploring Factors that Influence the Learning Effectiveness of All-Out Defense Education", The 9th Conference on Management Master Theses in Southern Taiwan, Tainan, Taiwan. (in Chinese)
 7. Chen, Tzy-Li, Miao-Ling Fang, Shin-Sheng Wan (2017, May) "Exploring the Stereotypes Changes have the Times Changed of Hospitality Workers in Taiwan", 2017 International Conference on Hospitality, Tourism and Leisure.
 8. Fang, Miao-Ling and Qiu-Hong Chen (2016, May) "Influence of Job Embeddedness on Employees' Sense of Well-being-A Study on Personality Traits as a Mediating Variable", The 13th Academic Conference on Service Management and Innovation, Tainan, Taiwan. (in Chinese)
 9. Fang, Miao-Ling and Shi-Yu Wang (2016, May) "A Study of the Correlation between Cross-Culture Adaptation and Job Involvement of Vietnamese employees in Tainan", The 13th Academic Conference on Service Management and Innovation, Tainan, Taiwan. (in Chinese)
 10. Fang, Miao-Ling and Zhen-Yu You (2016, May) "A Social Value Perspective on the government-led Program-The Case of Social Youth Traineeship Program between West and East", 2016 Interdisciplinary Conference, Taipei, Taiwan.
 11. Fang, Miao-Ling and Jian-Zhong Wang (2015, May) "A study of the relationships between military instructor's leadership styles and student's learning outcomes", The 7th Conference on Management Master Theses in Southern Taiwan, Tainan, Taiwan. (in Chinese)
 12. Fang, Miao-Ling and Bing-Lun Wu (2015, Mar.) "A Study on the relationship of Organizational Politics, Organizational Citizenship Behavior and Self-Monitoring", 2015 Finance, Accounting and Management Decision Conference, Tainan, Taiwan. (in Chinese)
 13. Liao, Wan-Ru, Miao-Ling Fang, Mei-Lan Lin and Yu-Jhen Hong (2014, Nov.) "Effect of hunger on charity activities and gender as moderator", 2014 9th CABMT Annual Conference, Yunlin, Taiwan. (in Chinese)
 14. Fang, Miao-Ling and Rong-Ting Chen (2014, Oct.) "A Study of Constructing the Model of Competency for Vocational Rehabilitation Case Managers", Business Administration and Marketing Innovation Conference, BAMi 2014, Kaohsiung, Taiwan. (in Chinese)
 15. Fang, Miao-Ling and Dong-Lin Chen (2014, Sep.) "The Research of Relationship

Dissertation

- Fang, Miao-Ling (2003) "Evaluating Ethical Intentions of Individual Employee in Organizations-Evidence from the New Generation," Ph.D. Dissertation, Department of Business Administration, National Taipei University, Taipei, Taiwan.

Books

- Fang, Miao-Ling (2013). Gender Difference in Ethical Thinking. In Xiao Jin-Tu (Eds.), Symposium of Gender Equality in Education (pp. 67-78). Kaohsiung, Liwen. ISBN: 978957748543-4.

Professional Certifications

- Employment Service Technician Certificate, No: 195-002854, Council of Labor Affairs, 2011/05/20.

Entrusted Practical Projects

1. Entrusted by Sinyi Culture Foundation, "Project of Strengthening Business Ethic Education," 2011/11/10-2012/9/30, No: 320990284.
2. Entrusted by Taishan Training Center Bureau of Employment and Vocational Training Council of Labor Affairs, No: 320980089, "Research of the Effect on Vocational Training for Medium and Long Term unemployment in Taiwan," 2009/8/1-2009/12/7.
3. Entrusted by Sinyi Culture Foundation, "Project of Strengthening Business Ethic Education," 2008/9/1-2009/8/31, No: 320970244.