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Education

- Ph.D. in Human Resource Management; National Chung Cheng University, 01/2012
- M. A. in Economics (Managerial Track); University of Oklahoma, U.S.A. 12/2004
- B. A., in Economics (Minor: Accounting); University of Oklahoma, U.S.A. 07/2003

Area of Specialty

- International Human Resource Management; Leadership and Decision Making;
- Leadership, Career Development, Training and Development, Strategic Management

Academic Experience

- Assistant Professor, Dept. of Business Administration, Southern Taiwan University of Science and Technology 08/2014 to 01/2024
- Assistant Professor, Dept. of Hospitality Management, Southern Taiwan University of Science and Technology 06/2012 to 07/2014
- Assistant Professor, Dept. of Foreign Language, National Chiayi University 02/2005 to 06/2014
- Adjunct Instructor, Dept. of Applied Foreign Language, National Yunlin University of Science and Technology 08/2006 to 01/2008

Publications

- Tz-Li Wang (2013). A Study in Foreign Labor's Personality Mindfulness, Cultural Intelligence, Cross-Cultural Adjustment, and Work Performance. Taiwan: National Chung Cheng University

Journal Papers

1. Tz-Li Wang and Muhammad Azizurrohman (2026, Jun). "Knowledge Sharing, Innovation, and Organizational Resilience in Hospitality Firms: The Moderating Role of Competitive Work Environment" 觀光休閒學報。 (TSSCI, 國科會區域學門第一級期刊)。 (已接受)
2. Tz-Li Wang and Duc-Dinh Thien Luong (2025, Dec). "Empowering IT Expatriates: Unleashing the Synergy of Psychological Capital, Cultural Intelligence, Cross-Cultural Adjustment, and Organizational Citizenship Behavior in a Globalized Tech Frontier", International Journal of Business Ecosystem & Strategy, 7(6), p. 138-148. (ABI)
3. Tz-Li Wang, Shu-Ling Chang, Muhammad Azizurrohman (2025, Dec). "Digital influence and self-efficacy in promoting exercise and stress reduction", International Journal of Research in Business and Social Science, 14(10), p.53-69 (ABI)
4. Tz-Li Wang and Duc-Dinh Thien Luong (2025, Nov). "The Secret to Retention: How CSR and a Positive Work Environment Keep Employees Engaged in Vietnam's Accommodation Sector", Journal of Human Resource in Hospitality and Tourism, 26(1) (已接受, 於2027年刊登)
5. Tz-Li Wang and Muhammad Azizurrohman (2025, Oct). "Digital nomads in Bali: implications for employee experience in tourism-based SMEs" Quality & Quantity, <https://doi.org/10.1007/s11135-025-02412-3> (Scopus)
6. Tz-Li Wang and Muhammad Azizurrohman (2025, Jun). "What makes Bali a top wellness destination? The role of preferences and experience quality. International Journal of Spa and Wellness, 9(1), 128–148. <https://doi.org/10.1080/24721735.2025.2522523> (Scopus)
7. Tz-Li Wang and Muhammad Azizurrohman (2025, Feb). "Segmenting International Tourists in

- Indonesia: A Cluster Analysis of Preferences, Motivations, and Behaviors", *Journal of Economics Research and Social Sciences*, 9(1) 93-107.
8. Tz-Li Wang, Huynh Vo Thuc Quyen, Ling-Mei Ko (2024, Dec). Steps to Serenity: Embracing Physical Activity for Stress Relief in Vietnamese Higher Education. *International Journal of Research in Business and Social Science*, 13(9), 224–242. (ProQuest, ABI)
 9. Wang Tz-Li, Muhammad Azizurrohman, and Risky Angga Pramuja (2024, Nov). Attracting Tourists to Indonesia: How SEZs and Visa-Free Policies Influence International Arrivals. *Journal of Policy Research in Tourism, Leisure and Events*, 1–19 .
<https://doi.org/10.1080/19407963.2024.2432634> (ABDC-B,Scopus Q1, & ESCI)
 10. 王姿力，江寧育（2024年07月）。臺鐵員工留任決策中的關鍵因素：組織 變革、工作不安全感與資源的角色。運輸計畫季刊，第55卷第2期 (TSSCI，國科會區域學門第一級期刊)。（已接受）
 11. Emilie S. Le Caous and Tz-Li Wang (2024, Mar.). "Bridging two languages: an investigation into Taiwan's English learning dynamics, attitude, and outcomes", *International Journal of Learning and Change*, 17(1) 72-94 (Scopus)
 12. Tz-Li Wang (2024). "Realizing Potential: A Real Option Perspective on Communities of Practice in Organizational Transformation", *International Journal of Research in Business and Social Science*. 13 (1), 381-392 (ProQuest, ABI)
 13. Szu-Wei Yen and Tz-Li Wang (2023). "Balancing act: how corporate accounting disclosures and social learning shape corporate image in Taiwan", *International Journal of Research in Business and Social Science*. 12(9), 351-361 (ProQuest, ABI)
 14. Tz-Li Wang (2023, May). Leadership Behavior and Its Impact on Task Performance from the Employees' Perspective: A Case Study of Taiwan. *International Journal of Human Resources Development and Management*, Vol. 23, No. 3, 2023, pp.207–224. (Scopus)

Conference Papers

1. Duc-Dinh Thien Luong and Tz-Li Wang. (2026/Jun). Algorithmic Fairness and Employee Performance in AI-Driven Human Resource Management Systems. *Asia Academy of Management (AAOM)*
2. Duc-Dinh Thien Luong, Tz-Li Wang, and Trung-Van Nguyen (2025/Sept). From Strangers to Contributors: How Psychological Capital, Cultural Intelligence and Cross-Cultural Adjustment Facilitate Organizational Citizenship Behavior among Expatriates. *British Acaeemy of Management (BAOM)*
3. 何渝薇，王姿力（2024年12月）。員工心流經驗、工作拖延、積極行為-自我調節為調節變數之研究。第十九屆中華商管科技學會年會暨學術研討會，國立雲林科技大學
4. 蔡竺殷，王姿力（2024年12月）。探討消費者懷舊傾向、好奇心、購買意願之研究。第十九屆中華商管科技學會年會暨學術研討會，國立雲林科技大學。
5. Dinh Thien Duc Luong and Tz-Li Wang (2024, Nov). BEHIND THE CURTAIN: POLITICAL SKILLS, KNOWLEDGE HIDING, AND THE DARK TRIAD TRAITS IN STATE-OWNED ENTERPRISES TRANSPARENCY. 2024 THE TWENTIETH INTERNATIONAL CONFERENCE ON KNOWLEDGEBASED ECONOMY AND GLOBAL MANAGEMENT.
6. Tz-Li Wang and Muhammad Azizurrohman, (2024, Jun). "Strategic Policy Interventions in Indonesia's Tourism Sector: Implications for Economic Development". 2024 International Conference on Business, Economics and Management for Resiliency.
7. Tz-Li Wang and Muhammad Azizurrohman, (2024, Jun)"Policy Interventions in Indonesia's Tourism Sector:Implications for Economic Development.", 2024 International Conference on Business, Economics, and Managemenet (ICBEM)
8. Tz-Li Wang and Huynh Vo Thuc Quyen (2024, Jan). INFLUENCE OF ETHICAL LEADERSHIP ON JOB SATISFACTION AND JOB PERFORMANCE IN A MEDIATION EFFECT OF SUPPORTIVE AND COMPETITIVE PSYCHOLOGICAL CLIMATE IN ORGANIZATION. The International Conference on Labour Relations and Labour Law 2024 (ICLRLL 2024), Ho Chi Minh City, Vietnam.
9. Tz-Li Wang and Dinh Thien Duc Luong (2024, Jan). THE PIVOTAL ROLE OF EMPLOYEE

SATISFACTION: INTERLINKING EMPLOYER BRANDING, EMPLOYEE RETENTION, AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR. The International Conference on Labour Relations and Labour Law 2024 (ICLRLL 2024), Ho Chi Minh City, Vietnam.

10. Ching-Wen Yang and Tz-Li Wang, (2023/10/27), " Study of Career Transition, Self-Efficacy, and Post-Retirement Reemployment among Senior Workers." BAMI2023 Business Administration and Marketing Innovation Conference . (In Chinese)
11. Vang Thi Yen Nhi and Tz-Li Wang, (2023/05/26), "A Study on Vietnamese Labors' Cultural Intelligence, Affective Commitment, Interpersonal Trust, and Job Innovation Behavior," 2023 18th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In Chinese)
12. Chun-Lin Tu and Tz-Li Wang, (2023/05/26), "A Study on College Students' Flow Experience in Class and the Effectiveness of Teaching Activities," 2023 18th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In Chinese)
13. Pei-Fen Tai and Tz-Li Wang, (2023/05/26), "A Study on College Students' Team Interaction and Creativity with a Creative Thinking Course," 2023 18th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In Chinese)
14. Po-Yen Kuo and Tz-Li Wang, (2023/05/26), "A Study on College Students' Adult Playfulness, Empathy, Self-efficacy, and Creativity," 2023 18th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In Chinese)
15. Rou-Syuan Huang and Tz-Li Wang, (2023/05/26), "A Study on Employees' Occupational Identification Emotional Blackmail, Resilience , Meaning at Work , and Service Sabotage in the Service Industry," 2023 18th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In Chinese)
16. Shi-Min Yang and Tz-Li Wang, (2023/05/26), "A Study on Employees' Work Connectivity Behavior After hours, Job Burnout, Resilience, and Service Sabotage," 2023 18th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In Chinese)
17. Yo-Xuan Hsu and Tz-Li Wang, (2023/05/26), "A Study in College Students' Team Interaction and Team Atmosphere on Creativity with Design Thinking," 2023 18th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In Chinese)
18. Yi-Rou Wu and Tz-Li Wang, (2023/05/26), "A Study on Employees' Workload, Psychological Detachment, and Well-Being." 2023 18th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In English)
19. Ru-Hsin Hong and Tz-Li Wang, (2023/05/26), "The research on Job Autonomy, Work Engagement, and Employee Well-Being." 2023 18th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In English)
20. 王姿力，陳筱涵（2022年12月）。探討員工心理彈性、組織氛圍與工作投入 之研究。2022第十七屆中華商管科技學會年會暨學術研討會，朝陽科技大學。
21. 王姿力，曾雅君（2022年12月）。探討員工價值主張、工作環境與職涯發展 之研究。2022國立臺北商業大學學術論壇-經營與管理實務研討會，國立台北商業大學。
22. Hsin-Tzu Yang and Tz-Li Wang, (2022/05/12), "A Study in Middle-Aged and Elderly Adults' Organizational Climate, Mindfulness, and Workplace Bullying." 2022 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
23. Rou-Yang Wu and Tz-Li Wang, (2022/05/12), "A Study in Employees' Work Connectivity Behavior After Hours, Emotional Exhaustion, and Work-Family Conflict." 2022 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
24. Yu-Chi Chen and Tz-Li Wang, (2022/05/12), " A Study in Taiwan Twined Flower Skill Inheritance, Innovation, and Community Marketing Strategy." 2022 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)

25. Hui-Min Huang and Tz-Li Wang, (2022/05/12), "A Study in Culture Creative Markets' Community Marketing and Environmental Awareness." 2022 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
26. Shu-Chung Wang and Tz-Li Wang, (2022/05/12), "A Study in New Business Model of Traditional Shoes Industry-A Case of Taiwan." 2022 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
27. Shu-Wen Yang and Tz-Li Wang, (2022/05/12), "A Study in Customer Incivility Behavior, Workplace Friendship, and Willingness to Stay." 2022 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
28. Wan-Ting Huang and Tz-Li Wang, (2022/05/12), "A Study in Art Teachers' Teaching Styles and Tacit Knowledge." 2022 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In English)
29. Yu-Chen Chen and Tz-Li Wang, (2022/05/12), "A Study in Employees' Personality Traits, Psychological Capital, and Job Stress." 2022 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
30. Chen-Jing Liao and Tz-Li Wang, (2022/05/12), "A Study in Leadership Style, Experience Lesson Learned, and Innovative Behavior." 2022 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
31. Chen-Huei Hsu and Tz-Li Wang, (2021/05/14), "A Study in Travel Agencies Employees' Opportunism Behavior, Organizational Trust, and Psychological Contract Breach." 2021 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
32. Pei-Chi Chen and Tz-Li Wang, (2021/05/14), "A Study in Employees' Perfectionism, Mental Resilience, and Flow Experience." 2021 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
33. Chun-Ting Ku and Tz-Li Wang, (2021/05/14), "A Study in New Recruits' Organizational Socialization, Person-Organization Fit, and Organizational Citizenship." 2021 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
34. Po-Yen Chen and Tz-Li Wang, (2021/05/14), "A Study in Financial Service Industry Employees' Cynicism, Psychological Safety, and Social Loafing." 2021 The Conference of Business Decision Making and Practice. (Accepted for presentation as an Interactive Paper) (In Chinese)
35. Yih-Wen Jiang and Tz-Li Wang, (2020/12/18), "A Study in Transformation Leadership, Job Performance, and Job Burnout." 2020 The 15th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In Chinese)
36. Chia-How Huang and Tz-Li Wang, (2020/12/18), "A Study in Employee's Psychological Empowerment, Career Plateau, Turnover Intention." 2020 The 15th Conference on Theory and Practice of Business Internationalization. (Accepted for presentation as an Interactive Paper) (In Chinese)
37. Ya-Wen Tsai and Tz-Li Wang, (2020/10/15), "A Study in Middle-Aged and Elderlies' Personality, Career Adaptability, Decision-Making Self-Efficacy, and Reemployment Motivation." BAMI 2020 Business Administration and Marketing Innovation Conference (Accepted for presentation as an Interactive Paper) (In Chinese)

Dissertation

- Tz-Li Wang (2013). A Study in Foreign Labor's Personality, Mindfulness, Cultural Intelligence, Cross-Cultural Adjustment, and Work Performance. Taiwan: National Chung Cheng University.

Professional Certifications

1. 職涯顧問師初階結訓班資格認證證書。111 就業南證字第111009 號。(2022/2)
2. Business Application Professionals Certification Programs-Essentials Level in Presentations Using Microsoft PowerPoint 2016, No.20-A-BAP-PT-ES-886002863 (2020/10)

