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Education

- Ph. D., Major in Strategic Management, Graduate Institute of Business Administration, National Chung Cheng University, 2007/1
- Master, Major in Human Resource Management, Graduate Institute of Business Administration , National Taiwan University of Science and Technology, 1999/6

Area of Specialty

- Strategic Management, Human Resource Management, Organization Behavior

Academic Experience

- Assistant Professor, Department of Business Administration, Southern Taiwan University of Science and Technology, 2007/2 to present
- Associate Director, Department of Business Administration, Southern Taiwan University of Science and Technology, 2008/8 to 2018/7.

Journal Papers

1. Yun-Chen Yan, Chun-Cheng Chien, Ching-Chih Huang (2025), The Impact of Social Skills on Academic Entrepreneurial Intention: The Chain Serial Mediating Role of Social Networks and Opportunity Identification, NPTU Management Review, 8, 63-97. (in Chinese, Corresponding author)
2. Wei-Ting Lin, Feng-Hueih Huarng, Ching-Chih Huang (2025), Exploring the Impact of Cultural Differences and Language Ability on Work Adaptation for New Immigrant Women in Taiwan from Indonesia, Journal of Southern Taiwan University of Science and Technology: Social Science Edition, 10(1), 1-26. (in Chinese, Corresponding author)

Conference Papers

1. Wei-Li Wang, Ching-Chih Huang (2026), A Study on the Relationships among Organizational Systems, Emotional Labor, Emotional Perceptions, and Job Performance, the 21st Academic Conference on Economics, International Trade and Global Business Management, Ming Chuan University, Jihe Campus. (in Chinese)
2. Xiang-Yu Huang, Ching-Chih Huang (2026), An Exploration of the Motivations, Methods, and Dilemmas of University Departments Operating Facebook Recruitment Fan Pages, the 21st Academic Conference on Economics, International Trade and Global Business Management, Ming Chuan University, Jihe Campus. (in Chinese)
3. Jing-Hui Huang, Ching-Chih Huang (2025), A Study on the Impact of Social Media on Students' Willingness to Participate in Screening Examinations, 2025 Business Management Decision and Practice Seminar, Department of Business Administration, Southern Taiwan University. (in Chinese)
4. Yueh-Ying Liao, Ching-Chih Huang (2025), Informal Teachers' Perceptions of Workplace Friendships, Job Security, and Organizational Fairness, 13th Academic and Practical Conference on Management and Decision, Nan Hua University. (in Chinese)
5. Sally Tan, Ching-Chih Huang (2025), The Influence of Department Website Features on

Students' Intention to Participate in Recruitment Activities, 2025 The 20th Conference on Theory and Practice of Business Internationalization, Department of International Business, Chang Jung Christian University. (in Chinese)

6. Du-Bao Oanh, Ching-Chih Huang (2025), A study on the correlation between the structure of AI interviews and job seekers' willingness to apply, 2025 The 20th Conference on Theory and Practice of Business Internationalization, Department of International Business, Chang Jung Christian University. (in Chinese)
7. Ching-Chih Huang, Yun-Ting Su (2024), Evaluating the Impact of Generative AI on HR Outcomes, 2024 Conference on Theory and Practice of International Business, Department of International Business, Kai Nan University. (in Chinese)
8. Ching-Chih Huang, ,Cheng-Han Wu (2024), The Influence of Eastern Philosophy on Corporate Talent Recruitment, 2024 Conference on Theory and Practice of International Business, Department of International Business, Kai Nan University. (in Chinese)
9. Ching-Chih Huang, Yi-Zhen Xie, Pei-Jun Tsai, Yi-Ting Lu, Qiao-En Chen (2024), Research on the Improvement of Service Process of Sightseeing and Leisure Farms - A Case Study of a Butterfly Ecological Education Park, 2024 Conference on Theory and Practice of International Business, Department of International Business, Kainan University. (in Chinese)
10. Ching-Chih Huang, Guan-Ting He (2024), Research on the Relationship between Employee Voice Types, Supervisor Attitudes, and Employees' Post-voice Attitudes and Behaviors, 2024 Academic Conference on Continuing Development and Industrial Management, College of Continuing Education, Chang-Jung Christian University. (in Chinese)
11. Ching-Chih Huang, Min-Ci Hong, Yi-Qian Li, Zi-Ming Huang (2024), Research on the Comprehensive Agricultural Service Business Model, 2024 Academic Conference on Continuing Development and Industrial Management, College of Continuing Education, Chang-Jung Christian University. (in Chinese)
12. Ching-Chih Huang, Hai-Yan Wu (2023), The Impact of Psychological Contract Fulfillment and School Life Assistance Programs on the Academic Achievement of Foreign Students, 2023 Conference on Theory and Practice of International Business, Department of International Business, Kainan University. (in Chinese)
13. Ching-Chih Huang, Guo-Ging Lin, Meng-Zhi Li (2023), A Preliminary Study on Applying AIoT to Hospital Material Management, 2023 Business Management Decision and Practice Seminar, Department of Business Administration, Southern Taiwan University. (in Chinese)
14. Feng-Zhang Wu, Ji-Sheng Zhang, Ching-Chih Huang (2023), Using Quality Control Methods to Improve Vehicle Exhaust Emissions: A Study of Hospital Official Vehicles as Objects, 2023 Business Management Decision and Practice Seminar, Department of Business Administration, Southern Taiwan University. (in Chinese)
15. Ching-Chih Huang, Yi-Jun Liu, Yun-Ji Mu, Yu-Ze Kang (2023), A Study on the Outsourcing Intention of Non-core Operations in the Food and Beverage Industry, 2023 Academic Conference on Continuing Development and Industrial Management, College of Continuing Education, Chang-Jung Christian University. (in Chinese)
16. Ching-Chih Huang, Yu-Ru Tian, Hsin-Mei Wang, Jia-Chen Xie (2022), The Sponsored Posts Effects of Internet Celebrities on Purchase Intention and eWOM：Take Electric Scooters as an Example. 2022 Conference on Corporate Culture & Business Development, Kaohsiung Teaching Center of Shi Chien University. (in Chinese)
17. Ching-Chih Huang, Hung-Pang Liao, Fang-Yu Lin (2022), A Study in Electronic Communication, Work Stress, Withdrawal Behavior, and Incentive System During Non-working Time. 2022 Conference on Corporate Culture & Business Development, Kaohsiung Teaching Center of Shi Chien University. (in Chinese)
18. Ching-Chih Huang, Meng-Zhi Li, Yu-Mei Hong (2022), The Effect of Service Providers ' Emotional Labor on Emotional Exhaustion：With Personality Traits as Moderator. 2022 Business Management Decision and Practice Seminar, Department of Business Administration, Southern Taiwan University. (in Chinese)

19. Ching-Chih Huang, Rong-Tian Chen, Mei-Fang Chen (2021), The Impact of the Fintech Introduction on the Employee's Job Insecurity and Happiness - A Case Study of Mixed Private-Public-Ownership Banks. 2021Conference on Corporate Culture & Business Development, Kaohsiung Teaching Center of Shi Chien University. (in Chinese)
20. Ching-Chih Huang, Chen-Pin Tsao (2020), The Influence of Temple Brand Image on Believers' Degree of Loyalty - A Case Study of the Okayama Shotengu Temple, 2020 Academic Conference on Continuing Development and Industrial Management, College of Continuing Education, Chang-Jung Christian University. (in Chinese)

Dissertation

- Huang, Ching-Chih (2007), "The Impact of Resource Attributes and Dynamic Capabilities on Merger & Acquisition Performance," Ph.D. Dissertation, National Chung Cheng University, Chia-yi County, Taiwan.

Books

- Huang, Ching-Chih (2016), "Ch6: Accessible Design and Remodeling for the Seniors Residence", "Ch7: Design and Sales of Daily Necessities of the Seniors", "Ch12: Care Policy, Types of Care Services and Care Labors of the Seniors", See in Introduction to Seniors Business, 1st ed., The National Open University Publishing.

Professional Certifications

1. ISO 14064-1 Greenhouse Gas Emissions Verification Lead Verifier Certification by Industry Technology Research Institute, 2023/5.
2. Internet and Computing Core Certification (IC3) by Certiport, a Business of NCS Pearson, Inc., 2008/1.
3. Microsoft Office Specialist (MOS) Authorized Exam Distributor, Microsoft Ltd., 2009/11.
4. SGS Certified Training Supervisor, Certification No. PCC1000058, SGS Taiwan Ltd., 2011/4.
5. SGS Certified Professional Tutor, Certification No. PCC1000057, SGS Taiwan Ltd., 2011/4.

Professional Experience

1. Consultant of Entrepreneurial Counseling Center, Innovation and Development Department of National Association of small & Medium Enterprises, R. O. C, 2009/8 to 2017/8.
2. Entrepreneurial Consultant of National Youth Commission, R. O. C., 2012/6-2013/6.
3. Entrepreneurial Consultant of National Association of Youth Entrepreneurs, R. O. C., 2010/4-2026/6.
4. Consultant of Tainan Leisure Agriculture Development Association, 2014/1-2026/6.
5. Consultant of Workforce Development Agency, Ministry of Labor, R. O. C., for the “Program of Micro Enterprise Start-up Consultation Service”, 2015/6-2025/12.
6. Reviewer of Journal article of Sun Yat-sen Management Review, National Sun Yat-sen University, 2013/10
7. Evaluation Committee of Workforce Development Agency, Ministry of Labor, to Evaluate Service Quality of Private Employment Service Institutions Engaging in Transnational Human Agency, 2017/4-2019/10.
8. Recommended Review Committee of New Hakka Business Competition of Tainan Youth, 2016/12.
9. Consultant of Workforce Development Agency, Ministry of Labor, R. O. C., for the “Program of Human Resources Integration Service Plan of Yun-Jia-Nan Region”, 2018/6-2023/6.

Entrusted Practical Projects

1. Granted by Workforce Development Agency, Ministry of Labor on 2026 Small Enterprises Talent skill Progressive Program- Ten-Tronics Co., Ltd., No: 33001150094-MOL, 2026/3/25-2027/7/31.
2. Granted by Workforce Development Agency, Ministry of Labor on 2026 Small Enterprises Talent

skill Progressive Program- Jongmaw Chemical Co., Ltd., No: 33001150072-MOL, 2026/2/23-2027/7/31.

3. Granted by Workforce Development Agency, Ministry of Labor on 2026 Small Enterprises Talent skill Progressive Program- Kuan-Mei Plastic Co., Ltd., No: 33001150059-MOL, 2026/2/11-2027/7/31.
4. Granted by Workforce Development Agency, Ministry of Labor on 2025 Small Enterprises Talent skill Progressive Program- Yu-Xian industrial Co., Ltd., No: 33001140076-MOL, 2025/3/6-2026/7/31.
5. Granted by Workforce Development Agency, Ministry of Labor on 2025 Small Enterprises Talent skill Progressive Program- Jongmaw Chemical Co., Ltd., No: 33001140162-MOL, 2025/5/14-2026/7/31.
6. Granted by Workforce Development Agency, Ministry of Labor on 2025 Small Enterprises Talent skill Progressive Program- Ten-Tronics Co., Ltd., No: 33001140119-MOL, 2025/3/31-2026/7/31.
7. Granted by Workforce Development Agency, Ministry of Labor on 2024 Small Enterprises Talent skill Progressive Program- Ten-Tronics Co., Ltd., No: 33001130153-MOL, 2024/4/26-2025/7/31.
8. Granted by Workforce Development Agency, Ministry of Labor on 2024 Small Enterprises Talent skill Progressive Program- ARIX CNC Machines Co., Ltd., No: 33001130077-MOL, 2024/2/22-2025/7/31.
9. Granted by Workforce Development Agency, Ministry of Labor on 2024 Small Enterprises Talent skill Progressive Program- Yu-Xian industrial Co., Ltd., No: 33001130135-MOL, 2024/4/11-2025/7/31.
10. Granted by Workforce Development Agency, Ministry of Labor on 2023 Small Enterprises Talent skill Progressive Program- Ten-Tronics Co., Ltd., No: 33001120098-MOL, 2023/3/2-2024/7/31.
11. Granted by Workforce Development Agency, Ministry of Labor on 2023 Small Enterprises Talent skill Progressive Program- ARIX CNC Machines Co., Ltd., No: 33001120107-MOL, 2023/3/2-2024/7/31.
12. Granted by Workforce Development Agency, Ministry of Labor on 2023 Small Enterprises Talent skill Progressive Program- Yu-Xian industrial Co., Ltd., No: 33001120129-MOL, 2023/3/28-2024/7/31.
13. Granted by Workforce Development Agency, Ministry of Labor on 2022 Small Enterprises Talent skill Progressive Program- ARIX CNC Machines Co., Ltd., No: 33001110070-GP, 2022/3/2-2023/7/31.
14. Granted by Workforce Development Agency, Ministry of Labor on 2022 Small Enterprises Talent skill Progressive Program- Yu-Xian industrial Co., Ltd., No: 33001110095-GP, 2022/3/28-2023/7/31.
15. Granted by Workforce Development Agency, Ministry of Labor on 2021 Small Enterprises Talent skill Progressive Program- Yu-Xian industrial Co., Ltd., No: 33001100122-GP, 2021/4/20-2022/7/31.
16. Granted by Workforce Development Agency, Ministry of Labor on 2021 Small Enterprises Talent skill Progressive Program- C-LiFe Technologies, Inc. Co., Ltd., No: 33001100095-GP, 2021/3/31-2022/7/31.
17. Granted by Workforce Development Agency, Ministry of Labor on 2021 Small Enterprises Talent skill Progressive Program- ARIX CNC Machines Co., Ltd., No: 33001100094-GP, 2021/3/31-2022/7/31.
18. Granted by Workforce Development Agency, Ministry of Labor on 2020 Small Enterprises Talent skill Progressive Program- Function Electric Co., Ltd., No: 33001090079-GP, 2020/3/18-2021/7/31.
19. Granted by Workforce Development Agency, Ministry of Labor on 2020 Small Enterprises Talent skill Progressive Program- Delin Express Co., Ltd. and YCS Logistics Co., Ltd., No: 33001090141-GP, 2020/5/14-2021/7/31.
20. Granted by Workforce Development Agency, Ministry of Labor on 2020 Small Enterprises Talent skill Progressive Program- Ming-Xuan Technology Co., Ltd., No: 33001090172-GP, 2020/6/18-

2021/7/31.