

Dr. Michelle Lee Chin Chin

Position: Senior Lecturer  
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**Education:**

Ph.D. Work Psychology, University of Malaya, Malaysia.

MSc. Occupational Health and Safety Leadership, University of Nottingham, UK.

PGDip. Certification of Academic Practice (CAP), Lancaster University, UK.

BSc. (Hons) in Psychology, Upper Iowa University, US.

**Teaching:**

Motivation and Emotion

Personality

Cross-Cultural Psychology

Advanced Topics in Psychology

**Brief Employment History:**

Tutor, Open University Malaysia

**Research Interests:**

Understanding that environment plays a role in influencing individuals' behavior, my research interest lies in examining how organizational contexts may influence job characteristics and employees' work outcomes. Specifically, I examine organizational culture, organizational climates, and leadership in influencing the providence of job demands and job resources. The work involves the participation of workgroups from various organizations and industries. The results of such work may help to bring awareness to the organizations. The practical applications from my research may benefit the employee, the workgroup, or/and the organization. Currently, my research investigates the relationship between trust and mistrust in team processes, and how they may affect work outcomes.

### **Selected Publications:**

1. **Lee, M.C.C.** and Idris, M.A. (2017). The Effects of Management Trust Climate on Individuals' Well-Being through Job Resource: A Cross-Sectional Multilevel Approach. *Asian Academy of Management Journal*. In press.
2. **Lee, M.C.C.** and Idris, M.A. (2017). Psychosocial Safety Climate Versus Team Climate: The Distinctiveness between the Two Organizational Climate Constructs. *Personnel Review*, 46(5), 1-18. doi: 10.1108/PR-01-2016-0003
3. **Lee, M.C.C.**, Idris, M.A., and Delfabbro, P. (2016). The linkages Between Hierarchical Culture and Empowering Leadership and Their Effects on Employees' Job Engagement: Work Meaningfulness as a Mediator. *International Journal of Stress Management*. Advance online publication. <http://dx.doi.org/10.1037/str0000043>
4. Goh, E.L. and **Lee, M.C.C.** (2016). Person-job Fit, Personality, Organizational Commitment and Intention to Stay among Employees in Marketing Departments. *The Malaysian Journal of Psychology*, 30(1), 80-89.
5. Ramos, H.M, Mustafa, M.J and **Lee, M. C.C.** (2012). The Moderating Effects of Personality on Work-Family Conflicts and Stress among Malaysian Working Parents. *International Journal of Management in Practice*, 5(3), 225-244. doi: 10.1504/IJMP.2012.048074
6. Mohd Awang Idris, Shafiza Abdullah, Ashley Parker, **Michelle Lee Chin Chin**, and Yulita. Psychosocial Safety Climate: Malaysians' Experience. 6th Expert Workshop on Psychosocial Factors at Work Shanghai, China, October, 2016.
7. **Michelle Lee Chin Chin** and Mohd Awang Idris. The Influence of Psychosocial Safety Climate on Employees' Personal Initiative. The 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, US, April, 2016.
8. **Michelle Lee Chin Chin**. Who is More Motivated in University? A Look at Gender Differences and Types of Financing on Academic Performance. Global Access to Post-Secondary Education 2015, Selangor, Malaysia, October, 2015.
9. Khoo Sze Ying and **Michelle Lee Chin Chin**. Influence of Leadership Styles on Employees' Job Performance through Motivation and Engagement. International Conference on Innovation and Sustainability 2015, Chiang Mai, Thailand, November, 2015.
10. **Michelle Lee Chin Chin** and Mohd Awang Idris. A Longitudinal Effects of Organizational Culture on Work Outcomes through Leadership: A Multilevel Approach. 17<sup>th</sup> congress of the European Association of Work and Organizational Psychology, Oslo, Norway, May, 2015.
11. Goh Ee Leng and **Michelle Lee Chin Chin**. The Relationship between P-J fit, Personality, Organizational Commitment and Turnover Intentions in Marketing Departments. Malaysian International Psychology Congress (MIPC 2015), Kuala Lumpur, Malaysia, June, 2015.
12. **Michelle Lee Chin Chin** and Mohd Awang Idris. The Effects of Organizational Culture on Work Outcomes through Leadership Styles. International Commission on Occupational Health: Work Organization and Psychosocial Factors 2014 Congress, Adelaide, Australia, September, 2014.
13. **Michelle Lee Chin Chin** and Mohd Awang Idris. Psychosocial Safety Climate and Team Climate as Organizational Climate to Job Characteristics and Work Outcomes: A Multilevel Approach. 4<sup>th</sup> Expert Workshop on Psychosocial Factors at Work, Ayutthaya, Thailand, November, 2013.
14. Hazel Melanie Ramos, Michael Mustafa and **Michelle Lee Chin Chin**. Work-Family Conflict and Stress: The Moderating Effect of Personality among Working Parents in Malaysia. APA-NIOSH Work, Stress and Health 2011 Conference, Florida, US, May, 2011.