

Nana Weng, PH.D.

Lecturer

Chinese International College(CIC), Dhurakij Pundit University

110/1-4 Prachachuen Road, Laksi, Bangkok 10210, Thailand

Email: nana.wen@dpu.ac.th



EDUCATION

2016-2020	Ph.D. in Business and Commerce, Keio University, Japan
2011-2014	M.A in Business Management, Beijing International Studies University, China

EXPERIENCE

TEACHING EXPERIENCE

- 2018-2020 *International Business & International Organizational Behavior*, Lecturer, UCAN College, Japan.
- 2018-2020 *International Human Resource Management*, Teaching Assistant, Undergraduate School of Business and Commerce, Keio University, Japan.

RESEARCH EXPERIENCE

- 2016-2021 Co-researcher, *Oral History Research on HRM Challenge after Renault–Nissan– Mitsubishi Alliance*, Keio Economic Observatory, Japan.
- 2018.8-9 Visiting researcher, *Conceptualizing Employee Creativity and Innovation in Creative Industries*, Institute of International Relations, National Chengchi University, Taiwan.
- 2018-2020 Research Assistant, *Research on Hybridized Human Resource Management and Subsidiary Performance*, Graduate School of Business and Commerce, Keio University, Japan.

EXPERIENCE IN ORGANIZING SEMINARS

- 2016-2020 Co-organized with supervisor, runs monthly, Human Resource Management seminars (including 4 annual seminars and 40-year anniversary seminar)
- 2017.6 Academic conference membership and staff, 47th Japan Society of Human Resource Management Annual Conference
- 2019.6 Academic conference membership and staff, 49th Japan Society of Human Resource Management Annual Conference

PUBLICATION / PROCEEDING

Publications

- Nana Weng (2020). *Exploring Subsidiary HRM Hybridization at a Functional Level: Recruitment and Selection from Eight Japanese Subsidiaries in Vietnam*. Journal of International Business, 12(1): 17-42, 2020.

- Nana Weng (2019). *An Integrated Framework for Strategic International Human Resource Management: Combining Internationalization Strategies and the 5-P Model of Strategic Human Resource Management*. Transcultural Management Review, 16: 87-105, 2019.
- Nana Weng (2019). *Exploring a Curvilinear Relationship between Hybridization Human Resource Management in Japanese Multinational Corporations and Subsidiary Performance in Vietnam*, 49th Japan Society of Human Resource Management Proceedings: 19-26, 2019.

Conference Paper

- “An Empirical Study on How Organizational Learning Mediate Hybridized HRM and Subsidiary Performance: Evidence from Japanese Subsidiaries in Vietnam”, Ritsumeikan University, Osaka, 9th-10th Nov., 2019.
- “Exploring a Curvilinear Relationship between Hybridization Human Resource Management in Japanese Multinational Corporations and Subsidiary Performance in Vietnam”, 49th Japan Society of Human Resource Management Annual Conference, Keio University, Tokyo, 28th-30th June., 2019.
- “Exploring the hybridization of subsidiary-HRM at a functional level: Recruitment and selection practices from 8 Japanese subsidiaries in Vietnam”, 36th EAMSA Annual Conference, FH Vorarlberg, University of Applied Sciences, 2nd-5th Oct., 2019.
- “An Integrated Framework for Strategic International Human Resource Management: Combining Internationalization Strategies and the 5-P Model of Strategic Human Resource Management”, co-presented with Dr. Jesse E. Olsen, ANZAM Annual Conference Australian & New Zealand Academy of Management Conference, Auckland, 4th-7th Dec., 2018.
- “Toward an Evolutionary Model of Strategic International Human Resource Management (SIHRM) orientation”, Japan Academy of Multinational Enterprises 11th Annual Conference, Kansai University, Osaka, 8th-9th July., 2018.
- “Relationship between Localization Strategic Human Resource Management Practices and Firm Performance”, University Forum for Human Resource Development Annual Conference, Northumbria University, Newcastle, UK, 6th-8th June., 2018.
- “Study on How SMEs Apply Virtual Organization”, 3rd World Conference on Information Technology, University of Barcelona, Barcelona, Spain, 14th-16th Nov., 2012.
- “Taiwan film tourism and cultural industries fusion: as the case of Wayward Kenting”, 2012, The two sides of the Taiwan Straits Tourism Seminar, Beijing, 28th Aug., 2012.

Dissertation and thesis

- Nana Weng (2020). *Hybridized Human Resource Management and Subsidiary Performance: Evidence from Japanese subsidiaries in Vietnam* [Doctoral dissertation, Keio University].
- Nana Weng (2014). *The Study on How Outward Direct Investment of Chinese Multinational Enterprises in European Union Affect Domestic Industrial Structure* [Master's thesis, Beijing International Studies University].

Fellowships and awards

2020.9	Graduate Student Representative for the 2020 Fall Commencement, Keio University
2016-2020	Obtained Japanese Government MEXT (Fully Funded Doctoral Scholarship)
2018-2019	Obtained Japan Shioda Research Funding
2019.10	EAMSA PhD Award, 36th Euro-Asia Management Studies Association
2013.6	Organized and won the Excellent Seminar Prize, Beijing International Studies University Language skills Mandarin(mother language)/ English, Japanese/ Spanish, Korean