

# THE HONG KONG POLYTECHNIC UNIVERSITY DEPARTMENT OF MANAGEMENT AND MARKETING

## Departmental Research Seminar

### From Volunteer to Creator: A Multi-study Investigation of Volunteering During Crises By



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**Date : 12 June 2024 (WED)**  
**Time : 10:30 am – 12 noon**  
**Venue : M802**

#### **Abstract**

While previous employee volunteering research has primarily focused on volunteering in regular settings, employee volunteering in times of crisis can have different implications on employees that warrant scholarly attention. Drawing from post-traumatic growth theory and the work–nonwork enrichment perspective, the current research features the prediction that employee volunteering during a crisis might cultivate employees' resilience, which they can transfer to their work domain and enhance creativity. The extent to which employee volunteering during a crisis enhances their resilience and thus their creativity at work depends on the strength of the crisis and the organizational culture of companionate love. Leveraging different methods across three studies, we tested the proposed theoretical model. The complementary empirical evidence across the three studies consistently supports the hypotheses.

**Prof. Dong Liu** is the Thomas R. Williams Chair in Management and Professor of Organizational Behavior at the Scheller College of Business, Georgia Institute of Technology. He received his PhD in Business Administration from the Michael G. Foster School of Business at the University of Washington in 2011. He also holds an MPhil in Management from the Faculty of Business Administration at the Chinese University of Hong Kong. His research interests include event system theory, workplace proactive (creativity and citizenship behavior) and counterproductive (turnover and abusive supervision) behaviors, with a particular focus on examining the multilevel interface between individuals, teams, and organizations across cultures. His research has been published in the *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology*, *Personnel Psychology*, *Organizational Behavior and Human Decision Processes*, *Journal of Management*, *Academy of Management Annals*, *Harvard Business Review*, and elsewhere. He has received a number of recognitions for his research and teaching such as the Scholarly Achievement Award and the Early Career Achievement Award from both the Academy of Management and the Society for Industrial and Organizational Psychology, the Academic Research with Real-World Impact: Highly Commended from the *Financial Times*, the M. Scott Myers Award for Applied Research from the Society for Industrial and Organizational Psychology, among others.

**All interested are welcome.**



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