



Curriculum Vita
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Instructor: Associate professor Kibum Kwon, Ph.D.

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EDUCATION

Doctor of Philosophy
Workforce Education and Development
Pennsylvania State University, University Park, PA, 2017

Master of Arts
Adult and Continuing Education
Korea University, Seoul, Korea, 2013

Bachelor of Arts
Education
Korea University, Seoul, Korea, 2006

TEACHING EXPERIENCE

09/01/2017 – Present, Assistant Professor, East Texas A&M University

PUBLICATIONS

Keane, A., Kwon, K., & Kim, J. (2024). An integrative literature review of person-environment fit and employee engagement. *Journal of Management and Organization*, 30(6), 2149-2178.

Kim, J., Kwon, K., & Choi, J. (2024). Rethinking skill development in a VUCA world: Firm-specific skills developed through training and development in South Korea. *Personnel Review*, 53(3), 657-673.

- Kwon, K., Jeong, S., Park, J., & Yoon, S. W. (2024). Employee development and employee engagement: A review and integrated model. *Career Development International*, 29(2), 169-184.
- Kwon, C., & Kwon, K. (2024). A conceptual framework for practicing inclusive dialogic organization development in times of uncertainty and complexity. *European Journal of Training and Development*, 48(5/6), 592-608.
- Han, S., Oh, J., Yim, J., Kwon, K., & Lee, J. (2023). Why do employees welcome or refuse shared leadership: A qualitative exploration through force-field analysis. *Human Resource Development Quarterly*, 34(4), 413-435.
- Kim, S., Kwon, K., & Wang, J. (2022). Impacts of job control on overtime and stress: Cases in the United States and South Korea. *The International Journal of Human Resource Management*, 33(7), 1352-1376.
- Kwon, K., & Jang, S. (2022). There is no good war for talent: A critical review of the literature on talent management. *Employee Relations: The International Journal*, 44(1), 94-120.
- Threeton, M. D., Kwon, K., Ketchem, B., Fleck, J., & Farzam, L. (2021). An investigation of instructional practices which promote occupational safety and health. *International Journal of Occupational Safety and Ergonomics*, 27(3), 902-910.
- Kwon, K., & Cho, D. (2020). Developing trainers for a changing business environment: The role of informal learning in career development. *Journal of Career Development*, 47(3), 310-327.
- Kwon, K., & Kim, T. (2020). An integrative literature review of employee engagement and innovative behavior: Revisiting the JD-R model. *Human Resource Management Review*, 30(2).
- Kwon, K., Lee, J., Park, J., & Zaballero, A. (2020). Process consultation within and across cultures. *The Journal of Applied Behavioral Science*, 56(3), 322-346.
- Kwon, K. (2019). The long-term effect of training and development investment on financial performance in Korean companies. *International Journal of Manpower*, 40(6), 1092-1109.
- Kwon, K., & Park, J. (2019). The life cycle of employee engagement theory in HRD research. *Advances in Developing Human Resources*, 21(3), 352-370.
- Kwon, K., Park, J., & Byun, S. (2019). Gender, nonformal learning, and earnings in South Korea. *Compare: A Journal of Comparative and International Education*, 50(2), 202-215.

Ra, S., Shrestha, U., Khatiwada, S., Yoon, S. W., & Kwon, K. (2019). The rise of technology and impact on skills. *International Journal of Training Research*, 17(S1), 26-40.

Kwon, K., & Cho, D. (2016). How transactive memory systems relate to organizational innovation: The mediating role of developmental leadership. *Journal of Knowledge Management*, 20(5), 1025-1044.

Lee, Y., Kwon, K., Kim, W., & Cho, D. (2016). Work engagement and career: Proposing research agendas through a review of literature. *Human Resource Development Review*, 15(1), 29-54.

RESEARCH GRANTS AND AWARDS

The CLASS (Collegiate Leading and Students Succeeding) Awards - Junior Faculty of Excellence in Teaching, East Texas A&M University, 2021

Augustine “Chuck” Arize Junior Faculty Award, East Texas A&M University, 2020

Young Scholar Award, Korean-American Educational Researchers Association, 2018