

Yupeng He

Department of Organizational Behavior and Human Resources
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EDUCATION

IE Business School, IE University Ph.D. in Management <i>Supervisor: Prof. Kriti Jain</i>	Madrid, Spain <i>Sep. 2023–Present</i>
Aalto University M.Sc. in Management and International Business	Espoo, Finland <i>Sep. 2021–Jul. 2023</i>
Guangdong University of Foreign Studies B.Mgmt. in International Business	Guangzhou, China <i>Aug. 2016–Jun. 2020</i>

RESEARCH INTEREST

Work conflict, negotiation, prosocial behavior

WORKING PAPER

Santos, D., & He, Y. *Work Conflicts and Holistic Thinking: Implications for Impostor Feelings, Engagement, Turnover and Decision-Making*. (Target journal: *Journal of Organizational Behavior*)
He, Y., & Jain, K. *Self–Other Miscalibration in Sponsorship Perceptions*. (Data collection)
Santos, D., He, Y., & Requero, B. *Work Conflict and Perfectionism*. (Theory development)

CONFERENCES & WORKSHOPS

IACM Annual Conference, Vienna	<i>Jul. 2026</i>
EURAM Annual Conference, Kristiansand	<i>Jun. 2026</i>
Madrid Work and Organizations Workshop, Madrid (Attendee)	<i>May 2026</i>
AOM Annual Meeting, Copenhagen	<i>Jul. 2025</i>
IE Doctoral Consortium, Madrid (Attendee)	<i>Jun. 2025</i>
Madrid Work and Organizations Workshop, Madrid (Attendee)	<i>May 2025</i>
Madrid Work and Organizations Workshop, Madrid (Attendee)	<i>May 2024</i>

RESEARCH EXPERIENCE

IE Business School, IE University Research Assistant	Madrid, Spain <i>Oct. 2023–Present</i>
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AWARDS & SCHOLARSHIPS

IE University Scholarship	<i>2023–2027</i>
Aalto University Scholarship	<i>2021–2023</i>

ACADEMIC SERVICE

Reviewer

Conference: IACM (2026), AOM (2026), EURAM (2025 & 2026)

Student Volunteer

IE Doctoral Consortium, Madrid (2025)

SKILLS & METHODS

Quantitative Methods: Experimental design

Software: *SPSS, R*

LANGUAGE

Chinese (Mandarin & Cantonese, native), English (fluent), Spanish (beginner)