

Jie GONG

The University of Hong Kong, K.K. Leung Building, Hong Kong, gongjie@hku.hk

ACADEMIC POSITIONS

2023 – present: Associate Professor, Faculty of Business and Economics, University of Hong Kong.

2015 – 2022: Assistant Professor, Department of Strategy and Policy, National University of Singapore.

2011 – 2015: Visiting Assistant Professor, Department of Strategy and Policy, National University of Singapore.

EDUCATION

Ph.D. Managerial Economics and Strategy, Kellogg, Northwestern University, 2011.

B.A. Mathematical Logic and Economics, Peking University, 2006.

APPOINTMENTS

Associate Editor, Management Science, 2025 – present

Associate Editor, Journal of Economic Behavior & Organization, 2021– 2025

Guest Editor, Labour Economics, Special Issue for AASLE 2024

Guest Editor, Labour Economics, Special Issue of the 6th World Labor Conference 2025

Associate Director, HKU Centre for AI, Management and Organization, 2025 – present

Research Fellow, ROCKWOOL Foundation Berlin – Institute for the Economy and the Future of Work, 2025 – present

Executive Board Member, The Asian and Australian Society of Labour Economics Conference (2021– present)

PUBLICATIONS

- (1) Gong, Jie, Ang Sun and Zhichao Wei. “Choosing the Pond: On-the-Job Experience and Long-run Career Outcomes.” *Management Science*, Vol 64, Issue 2 (2018): 860–872.
- (2) Cai, Xiqian, Jie Gong, Yi Lu and Songfa Zhong. “Recover Overnight? Work Interruption and Worker Productivity.” *Management Science*, Vol 64, Issue 8 (2018): 3489–3500.
- (3) Gong, Jie, Yi Lu and Hong Song. “The Effect of Teacher Gender on Students’ Academic and Noncognitive Outcomes.” *Journal of Labor Economics*, Vol 36, No. 3 (2018): 743–778.
- (4) Fu, Qiang, Jie Gong, and Ivan PL Png, “Law, Social Responsibility, and Outsourcing.” *International Journal of Industrial Organization*, Vol 57 (2018): 114–146.
- (5) Chen, Roy and Jie Gong. “Can Self Selection Create High-Performing Teams?” *Journal of Economic Behavior & Organization*, Vol 148 (2018): 20–33.
- (6) Gong, Jie, Yi Lu and Hong Song. “Gender Peer Effects on Students’ Academic and Noncognitive Outcomes: Evidence and Mechanism.” *Journal of Human Resources* (2019): 0918–9736R2.
- (7) Gong, Jie, Yi Lu and Huihua Xie. “The Average and Distributional Effects of Teenage Adversity on Long-Term Health.” *Journal of Health Economics*, Volume 71 (2020): 102288.
- (8) Gong, Jie, Tracy Liu and Jie Tang. “How Monetary Incentives Improve Outcomes in MOOCs: Evidence from a Field Experiment.” *Journal of Economic Behavior & Organization*, Vol 190 (2021): 905-921.
- (9) Gong, Jie and Jessica Pan. “The Returns to an Additional Year of Education for College Graduates.” *Journal of Public Economics*, Vol 218 (2023): 104796.
- (10) Gong, Jie and Ivan Png. “Automation Enables Specialization: Field Evidence.” *Management Science*, Vol 70, Issue 3 (2024):1580–1595.
- (11) Qiu, Jiezhong, Jie Tang, Tracy Xiao Liu, Jie Gong, Chenhui Zhang, Qian Zhang and Yufei Xue. “Modeling and Predicting Learning Behavior in MOOCs.” In *Proceedings of the Ninth ACM International Conference on Web Search and Data Mining*, pp. 93–102, 2016.

WORKING PAPERS

- (12) Gong, Jie, Xiao’ou Liu, Ang Sun and Huili Zhang. “The Value of Local Knowledge in Service Roles.” Revise and resubmit at *Management Science*.
- (13) Chen, Jie, Jie Gong, Jin Li and Zibo Zhao. “Better Technology, Worse Motivation: Gen AI’s Mediocrity Trap.” Revise and resubmit at *Management Science*.
- (14) Gong, Jie, Jessica Pan and Basit Zafar. “Traineeships and the Labor Market Experiences and Expectations of College Graduates.”
- (15) Gong, Jie, Jin Li, Zhiwei Shang and Feiyong Ke. “Organization DNA: Knowledge Transmission within Organizations.”
- (16) Gong Jie, Jiayi Hou, Jin Li and Xinjue Yao, “When Less is More: Usage Mandates and Gaming in AI Adoption.”

GRANTS

Principal Investigator, *General Research Fund (Hong Kong RGC)*, 2026-2029: “Gaming in Technology Adoption: Evidence from Mandatory Usage Targets.”

Principal Investigator, *General Research Fund (Hong Kong RGC)*, 2024-2027: “The Comparative Advantage of Human Labor over Machines in Non-routine Tasks.”

Principal Investigator, *HKU Seed Fund for Basic Research*, 2022-2023: “What Can Human Workers do better than Machine? Evidence from Service Industry.”

Collaborator, *Social Science Research Council (Singapore)*, 2017–2022, “Service Productivity and Innovation Research Programme.”

Principal Investigator, *Ministry of Education (Singapore)*, *Academic Research Fund Tier 1*, 2018-2021, “The Long-run Effect of Adolescent Environment on Human Capital.”

Principal Investigator, *Ministry of Education (Singapore)*, *Academic Research Fund Tier 1*, 2017-2019, “Gender Peer Effects on Students’ Academic and Noncognitive Outcomes: Evidence and Mechanisms.”

TEACHING

Managerial Economics (Undergraduate, MBA, EMBA)

Organizational Economics and Business Strategy (PhD)

NUS Business School Teaching Excellent Award 2020

PROFESSIONAL ACTIVITIES

Dissertation Committee: Zhiwei Shang (current), Huihua Xie (CUHK Shenzhen), Hong Song (Fudan University), Luo Qinyue (Rockwool Foundation Berlin)

Reviewer, Swiss National Science Foundation (SNSF), 2025; NWO (Netherlands Organisation for Scientific Research), Veni Scheme, 2021

Reviewer: *American Economic Review*, *Journal of Political Economy*, *Quarterly Journal of Economics*, *Journal of Public Economics*, *Review of Economics and Statistics*, *Management Science*, *Organization Science*, *Journal of Human Resources*, *Journal of Development Economics*, *Economic Inquiry*, *Journal of Economic Behavior & Organization*, *Labour Economics*, *Economics of Education Review*.

SEMINARS AND CONFERENCE PRESENTATIONS

- 2026: Lingnan University, Second Asian Conference on Organizational Economics, NTU-KCL AI&Economics Workshop (Keynote)
- 2025: First Asian OrgEcon Conference, Third Organizational Economics Summer Symposium, Singapore Management University.
- 2024: Nanyang Technological University, Singapore Management University, Shanghai Jiaotong University, Jinan University IESR, ABFER 11th Annual Conference (discussant), 6th CEIBS annual Strategy and Entrepreneurship Symposium.
- 2022: University of Hong Kong, China Europe International Business School
- 2021: University of South Florida, Melbourne Institute
- 2020: EALE/SOLE/AASLE World Meeting (Berlin), Applied Economics Workshop (NUS/HKUST/Nat Taiwan/U Tokyo)
- 2019: Chinese University of Hong Kong (Shenzhen), Fudan University, Asian and Australasian Society of Labour Economics (Singapore)
- 2018: Workshop on Experimental Economics (Wuhan), Osaka University, Workshop on Online Education (Tsinghua University), Asian and Australasian Society of Labour Economics (Seoul)
- 2017: Sun Yat-sen University, Asian Meetings of Econometric Society (Hong Kong), IESR labor workshop (Jinan University), Asian and Australasian Society of Labour Economics (Canberra)
- 2016: POMS-HK International Conference, Southwestern University of Finance and Economics, Asian Meetings of Econometric Society (Kyoto), National Taiwan University, Hong Kong Economics Association Conference, International Workshop on Experimental Economics (Xiamen)

- 2014: Shanghai University of Finance and Economics, Asian Meetings of Econometric Society (Taipei)
- 2013: Sun Yat-sen University
- 2012: Conference on the Use of Admin Data for Public Policy (discussant), Workshop on Industrial Organizations and Management Strategy (Shanghai)
- 2011: National University of Singapore, Shanghai University of Finance and Economics, Renmin University, HSBC Business School (Peking University, Shenzhen), ENEF Workshop on Strategy and Economics of the Firm (Strasbourg)