

**RESEARCH GRANTS COUNCIL
COMPETITIVE RESEARCH FUNDING SCHEMES FOR
THE LOCAL SELF-FINANCING DEGREE SECTOR**

INTER-INSTITUTIONAL DEVELOPMENT SCHEME (IIDS)

Completion Report

(for completed projects only)

Submission Deadlines: 1. *The unspent balance, if applicable, and auditor's report: within six months of the approved project completion date.*
2. *Completion report: within 12 months of the approved project completion date.*

Part A: The Project and Investigator(s)

1. Project Title

Fueling the Proactivity by Emotion "Energy": Through Understanding the Functions of

Discrete Emotions in Different Social Settings

2. Investigator(s) and Academic Department(s) / Unit(s) Involved

Research Team	Name / Post	Unit / Department / Institution
Principal Investigator	Dr. PENG Kelly Zheng-min / Associate Professor and Research Fellow	Department of Business Administration / Hong Kong Shue Yan University
Co-Principal Investigator(s)	N/A	N/A
Co-Investigator(s)	Dr. CHOW Jason Tak-sang / Assistant Professor	Department of Counselling and Psychology / Hong Kong Shue Yan University
Co-Investigator(s)	Dr. CHOW Irene Hau-siu, Former Head and Professor, Former BBA-MGT Programme Director	Retired from Department of Management, The Hang Seng University of Hong Kong Since 2020
Others	N/A	N/A

3. Project Duration

	Original	Revised	Date of RGC / Institution Approval <i>(must be quoted)</i>
Project Start Date	1 January 2019	N/A	N/A
Project Completion Date	31 December 2019	31 December 2020	25 May 2020
Duration <i>(in month)</i>	12 months	24 months	25 May 2020
Deadline for Submission of Completion Report	31 December 2020	31 December 2021	25 May 2020

4.4 Please attach photo(s) of acknowledgement of RGC-funded activities.


【Event One】

International Symposium 2019
Fueling the Proactivity by
EMOTION
ENERGY
Prospect and Dialogue


- **Sharing the latest researches on Emotion and Proactivity**
- **Exchanging thoughts, insights, and provoking ideas**
- **Developing agenda for future researches**

Details:
 Date: 9 May 2019
 Time: 9:00 a.m. – 5:00p.m.
 Venue: RLG 208,
 Multimedia Production Center,
 Research Complex,
 Hong Kong Shue Yan University
 Seats: 200 (First-come first-served)



For more details,



Apply Now!



Organiser:

The event was fully supported by a grant from the RGC of the HKSAR, China (Project No., e.g. UGC/IIDS15/B01/18)

(Created by Freepik)



International Symposium 2019

Fueling the Proactivity by **Emotions 'Energy'**: Prospect and Dialogue

Date: 9 May 2019

Time	Event
9:00 a.m.	Reception and Registration
9:30 a.m.	Opening Remarks Dr. Peng Zhengmin, Kelly (Hong Kong Shue Yan University)
Emotional Process of Proactivity (Morning Session)	
Opening Keynote Address	
9:45 a.m.	"How Emotional Intelligence Fuels Proactive Emotions in The Workplace?" Dr. Ronald Humphrey (Lancaster University)
10:15 a.m.	"How and When Leaders' Gratitude can Promote Team Creativity?" Dr. Wu Chia-huei (Durham University)
Research Insights I&II	
10:45 a.m.	"Feeling Threatened: How Does Ostracizing Voicer Finally Hurt Team Innovation?" Dr. Liang Jian (Tongji University)
11:15 a.m.	Coffee Break
11:30 a.m.	"Some Anger Works, Some Anger Hurts: Leader's Display of Anger and Employee Proactive Behavior" Dr. Liu Wu (The Hong Kong Polytechnic University)
Research Inspiration I&II	
12:00 n.n.	"What to Do When Feeling Insecure? Relationships among Job Insecurity, Emotion, and Proactive Behaviors" Dr. Huang Guohua, Emily (Hong Kong Baptist University)
12:25 p.m.	"How Does Peer's Proactivity Affect the Employee's Proactive Behavior? — The Roles of 'Fear and Anger', 'Envy and Pride'" Dr. Wen Shanshan (Shenzhen University)
12:50 p.m.	Lunch Break
Emotional Consequences of Proactivity (Afternoon Session)	
Research Insights III&IV	
14:00 p.m.	"Consequences of Voice Behavior in Organization" Dr. Lam Chak Fu (City University of Hong Kong)
14:30 p.m.	"Doing Creative Jobs Increases Life Satisfaction: A Self-Learning Perspective" Dr. Chen Zhijun (Shanghai University of Finance and Economics)
15:00 p.m.	Coffee Break
Research Inspirations III-V	
15:15 p.m.	"Change of State Regulatory Focus: Role of Voice and Leadership" Dr. Li Wendong (The Chinese University of Hong Kong)
15:40 p.m.	"Whether Newcomers' Proactive Personality Changes in Their Early Career: A Perspective Regulatory Focus Adjustment" Dr. Jiang Yan, Jane (Nanjing University)
16:05 p.m.	"Receiving Help and Changing Status" Dr. Zhang Lingling, Lida (University of Macau)
Closing Keynote Address	
16:30 p.m.	"A Multi-Level Model of Emotions and Proactive Behavior" Dr. Neal Ashkanasy (The University of Queensland)
17:00 p.m.	Ending and Informal Network Party

Note:

* Research Insights refer to completed projects intending to provide insights on the research topics.

* Research Inspirations refer to research in progress intending to inspire feedbacks and potential research ideas.



International Symposium 2019

Fueling the Proactivity by Emotions 'Energy': Prospect and Dialogue

Transportation information:

Address: Hong Kong Shue Yan University, 10 Wai Tsui Crescent,
Braemar Hill, North Point, Hong Kong



How to go to HKSJU?

- Hung Hom Station no. 108 bus, getting off at Hong Kong Shue Yan University (Exit A1)
- Admiralty Station no. 25 bus, getting off at Hong Kong Shue Yan University (Exit C)
- Wanchai Station 25A bus, getting off at Braemar Hill Manison (HKCEC)
- Causeway Bay Station (Exit E) no. 25 minibus, getting off at the bus stop near to the Choi Sai Woo Park
- Tin Hau Station 49M minibus, getting off at the bus stop near to Choi Sai Woo Park (Exit B)

Venue: Multimedia Production Center,
RLG 208, Research Complex



【Event Two】



HKSYU IIDS RESEARCH SYMPOSIUM

Discrete Emotions and Intimate Relationships

KEYNOTE SPEAKERS

How relational context shapes (and is shaped by) emotional lives?

Prof. Margaret Clark

John M. Musser Professor of Psychology
Head of Trumbull College
Yale University

*Emotions as social information:
Implications for interpersonal interaction*

Prof. Gerben van Kleef

Professor of Psychology
University of Amsterdam

*Using the circumplex model to understand
the role of emotions in relationships*

Prof. Michelle Yik

Professor of Psychology
Director of Undergraduate Recruitment and Admissions
Hong Kong University of Science and Technology

It takes two to regulate anger in conflicts

Prof. Chin-ming Hui

Assistant Professor
The Chinese University of Hong Kong

JUNE 4, 2019, 1 PM - 5 PM
RLB 303, HONG KONG SHUE YAN UNIVERSITY
FREE ADMISSION

Contact email: tschow@hksyu.edu

Contact person: Dr. Jason Chow



Free Registration:
Register now!



The event was fully supported by a grant
from the RGC of the HKSAR, China
(Project No., e.g. UGC/IIDS15/B01/18)

#Understanding emotion #Relationship Science

HKSYU IIDS Symposium: Discrete Emotions and Intimate Relationships**Organizer: Hong Kong Shue Yan University****Date: 4th June, 2019****Time: 1 – 5 pm****Program Rundown**

Time	
12-1 pm	Registration and Refreshment
Session 1	
1:00 -1:45 pm	How relational context shapes (and is shaped by emotional lives)? Professor Margaret Clark John M. Musser Professor of Psychology Head of Trumbull College Yale University
1:45 to 2:30 pm	Are emotions discrete? Professor Michelle Yik Professor of Social Science The Hong Kong University of Science and Technology
2:30 to 2:45 pm	Break
Session 2	
2:45 to 3:30 pm	Emotions as social information: Implications for interpersonal interaction Professor Gerben A. Van Kleef Professor of Psychology University of Amsterdam
3:30 to 4:15 pm	It takes two to regulate anger in conflicts Professor Chin-ming HUI Assistant Professor The Chinese University of Hong Kong
4:15 to 5:00 pm	Discussion/Q & A session Photo Session

The role of discrete emotions in teaching and learning



香港樹仁大學
HONG KONG SHUE YAN UNIVERSITY



香港恒生大學
THE HANG SENG UNIVERSITY
OF HONG KONG

Online Lecture

16 Oct 2020

11 am-12:30 pm

Venue: ZOOM

Speaker: Prof Alberto Bellocchio

*Associate Professor of Education,
Queensland University of Technology, Brisbane, Australia*

Biography of the speaker:

His research program spans high school and tertiary education, addressing the interplay between emotions and social bonds and learning during classroom interactions. This work is characterised by a multi-method approach and post-paradigmatic inquiry designs.

Abstract:

Research on the emotions in teaching and learning is burgeoning. In this lecture, I address the ways in which emotions have been considered problematic in educational contexts, what approaches have been recommended for dealing with emotional difficulties in educational contexts, and what prospects there are for future innovative research on proactivity and the emotions in educational contexts.

If you are interested to participate in this online lecturer, please register at:

https://hksyu.sydney1.qualtrics.com/jfe/form/SV_3DbQ1ckObQS68ux

If you have any questions, please feel free to contact Dr. Jason Chow at tschow@hksyu.edu

The event was fully supported by a grant from the RGC of the HKSAR, China (Project No., e.g. UGC/IIDS15/B01/18)



HKSYU IIDS ONLINE LECTURE
**THE IMPACT OF EPISTEMIC EMOTIONS
IN DIGITAL LEARNING ENVIRONMENTS**

9TH NOV 2020
5-6:30 PM (HK TIME)



Speaker:

Professor Amael Arguel
Associate professor of Cognitive Psychology and Ergonomics
The University of Toulouse



SCAN THE QR CODE FOR
FREE REGISTRATION



Contact person: Dr. Jason Chow
Email: tschow@hksyu.edu

The event was fully supported by a grant
from the RGC of the HKSAR, China
(Project No., e.g. UGC/IIDS15/B01/18)

HKSYU IIDS ONLINE LECTURE

BETWEEN BOREDOM AND BEWILDERMENT: COORDINATING FEELING AND THINKING TO OPTIMIZE LEARNING

3rd Nov 2020

10:30am to 12 pm (HK Time)

ZOOM online lecture



SPEAKER : PROF. SIDLEY D'MELLO
ASSOCIATE PROFESSOR
INSTITUTE OF COGNITIVE SCIENCE
UNIVERSITY OF COLORADO BOULDER



Scan this QR code for
Registration

#Affective computing # Digital Learning



The event was fully supported by a grant from the RGC of the HKSAR, China (Project No., e.g. UGC/IIDS15/BD1/18)

For enquiries:
tschow@hksyu.edu

Part B: The Final Report**5. Collaboration with Other Self-Financing Degree-Awarding Institutions**

	Name of Institution(s)	% of Participation	Distinctive <u>Element(s)</u> of the Institution in Responsible Project
Applying Institution	Hong Kong Shue Yan University	80%	Support the three events with all administrative work and venue provision.
Collaborating Institution(s) (If any) #	The Hang Seng University of Hong Kong	20%	Support and help to disseminate and promote the three events in and out of the institution.
Total:		100%	

If no other eligible local self-financing degree-awarding institutions are involved, please input "N/A" in this table.

6. Project Objectives**6.1 Objectives as per original application**

1.To enhance participants' understanding of discrete emotions functions on proactivity with most forward-looking research developments in management and psychology.

2.To equip the management researchers with more rigorous understanding the functions of discrete emotions in psychology.

3.To facilitate dialogue with researchers in psychology and explore how to apply findings in psychology to human proactivity in management.

4.To bridge research and practices with evidence-based practices on functions of discrete emotions in proactivity in various social settings and organisations.

5.To contribute to the community by a positive new mind-set that each discrete emotion has its unique functions to enhance individual effectiveness to the changing society.

6.2 Revised objectives

Date of approval from the RGC: N/A

Reasons for the change: N/A

1. N/A

2. N/A

3. N/A

6.3 Realisation of the objectives

(Maximum 1 page; please state how and to what extent the project objectives have been achieved; give reasons for under-achievements and outline attempts to overcome problems, if any)

To achieve the 5 project objectives, we first grouped eight seminars and one workshop into three events. The three events would be in symposium or joint seminar (much more interactive elements to be incorporated) on emotions and proactivity in Workplace (event one), Close relationship (event two) and Learning and Teaching (event three). Below are the brief summaries about the three events.

Event one, a one-day symposium on emotions and proactivity in workplace, on 9 May 2019, has been successfully completed (approximal 100 registered audiences). Among the 12 invited speakers, the diversified background (three oversea senior scholars, four senior local scholars, three senior mainland scholars, and two junior scholars from Macau and Mainland) and delivered topics (see the attached rundown of the event) of the speakers has led to high synergy in academic interactions. More excitedly, we organized a half-day research incubation on 10 May for potential research collaboration. During this wonderful incubation, publishing a high-quality edited book on the theme “emotion and proactivity at work” is emerged as a flourishing goal and there are five invited scholars (i.e. Neal ASHKANASY, Chia-huei WU, Wu LIU, Emily G. HUANG, Zhijun CHEN) were interested in this book project. Dr. Wu have been invited as co-editor of the book and invited other chapter contributor in join efforts. Very blessed, we also published this international influential edited book with open access to make wider and longer impact all over the world by supported with the current fund.

Event two, a half-day symposium about the role of discrete emotions in close relationships has also been launched on 4 June 2019 successfully (approximal 70 registered audiences). Two overseas scholars, Professor Margaret CLARK, Professor Gerben A. van KLEEF, and two local scholars, Prof. Michelle YIK and Dr. Chin Ming HUI, have delivered presentations that covers cutting-edged research about the role of discrete emotions in romantic relationship. In addition, Professor Clark conducted a 2-hour workshop on different pathways to satisfying the need to belong. Approximately 20 participants attended the workshop.

Event three, a symposium in series of seminars about the role of discrete emotions in learning and teaching has also been successfully delivered during October-December 2020. This event has been postponed as for the social movement in 2020 and COV-19 afterwards (two extension approval sought). In this symposium, researchers specialized in computer-mediated communication and online learning delivered speeches about the experience of emotions (e.g., confusion, boredom) in online teaching/learning and how to make use of these emotions to stimulate deep learning. In particular, Prof. Alberto BELLOCCHI, Prof. Sidney D'MELLO, and Prof. Amael ARGUEL delivered three on-line seminars via zoom meeting (approximately 40 registered audiences for each seminar). Online seminar was used to comply with the social distancing policy in this period.

The three events are all successfully completed with satisfactory participations (i.e. scholars, undergraduate and graduate students, and practitioners) within and out of our institution. The published edited book with world-wide open access may make the influence wider and longer. We believe our efforts in the project have facilitated the academics in understanding and managing employee proactivity in various social settings and may contribute to the flourish development of the field in the future.

6.4 Summary of objectives addressed to date

Objectives	Addressed <i>(please tick)</i>	Percentage Achieved <i>(please estimate)</i>
1. To enhance participants' understanding of discrete emotions functions on proactivity with most forward-looking research developments in management and psychology.	✓	100%
2. To equip the management researchers with more rigorous understanding the functions of discrete emotions in psychology.	✓	100%
3. To facilitate dialogue with researchers in psychology and explore how to apply findings in psychology to human proactivity in management.	✓	100%
4. To bridge research and practices with evidence-based practices on functions of discrete emotions in proactivity in various social settings and organisations.	✓	100%
5. To contribute to the community by a positive new mind-set that each discrete emotion has its unique functions to enhance individual effectiveness to the changing society.	✓	100%

6.5 Project progress

Original Implementation Schedule	Revised Implementation Schedule (Date of RGC's Approval)	Updated Progress
The Three Proposed Seminars in Management: Mar 2019, Apr 2019, May 2019.	Grouped into Event One: May 2019 (7 Dec 2018)	Held on: 9 May 2019
The Three Proposed Seminars in Social Psychology: Jun 2019; Jul 2019, Sep 2019, One Proposed workshop: Oct 2019.	Grouped into Event Two: Jun 2019 (7 Dec 2018)	Held on: 4 Jun 2019
The Three Proposed Seminar in Educational Psychology: Nov 2019, and Dec 2019.	Grouped into Event Three without specific tentative schedule (7 Dec 2018) Postponed to Oct to Nov 2020 with project extension (25 May 2020)	Held in series of seminar on: 16 Oct 2020 3 Nov 2020 9 Nov 2020

6.6 Speaker(s)

Title / Name (Surname in Capital Letters)	Post / Institution	Title / Topic of Presentation / Course	Previous Research Links with Hong Kong Institutions (Nature and Date (Month / Year))
Event One			
Prof. Neal ASHKANASY	Professor of Management /UQ Business School at the University of Queensland in Australia	Fueling the Proactivity by Emotional Energy: Prospect and Dialogue – Speech I / A Multi-Level Model of Emotions and Proactive Behavior	The Hong Kong Polytechnic University (Visiting Professor from Jan-May, 2016)
Prof. Ronald HUMPHREY	Distinguished Professor in Leadership /The Department of Leadership and Management, Management School, Lancaster University	Fueling the Proactivity by Emotional Energy: Prospect and Dialogue – Speech II / How Emotional Intelligence Fuels Proactive Emotions in The Workplace?	N/A
Prof. WU Chia-huei	Chair in Organisational Psychology / Professor Leeds University Business School	Fueling the Proactivity by Emotional Energy: Prospect and Dialogue – Speech III / How and When Leaders' Gratitude can Promote Team Creativity?	N/A
Prof. LAM Chak Fu	Assistant Professor of Management / City University of Hong Kong	Fueling the Proactivity by Emotional Energy: Prospect and Dialogue – Speech IV / Consequences of Voice Behavior in Organization	Working in UGC founded institution (HK) since 2017
Prof. LIU Wu	Professor and Head The Department of Management and Marketing, The Hong Kong Polytechnic University	Fueling the Proactivity by Emotional Energy: Prospect and Dialogue – Speech V / Some Anger Works, Some Anger Hurts: Leader's Display of Anger and Employee Proactive Behavior	Working in UGC founded institution (HK) since 2008
Prof. HUANG Emily G.	Associate Professor and Associate Director of Research Postgraduate Programme / Department of Management, Hong Kong Baptist University	Fueling the Proactivity by Emotional Energy: Prospect and Dialogue – Speech VI / What to Do When Feeling Insecure? Relationships among Job Insecurity, Emotion, and Proactive Behaviors	Working in UGC founded institution (HK) since 2007

Prof. LI Wendong	Associate Professor /The Department of Management, The Chinese University of Hong Kong	Fueling the Proactivity by Emotional Energy: Prospect and Dialogue – Speech VII / Change of State Regulatory Focus: Role of Voice and Leadership	Working in UGC funded institution (HK) since 2016
Prof. CHEN Zhi Jun	Professor and Head / Department of Human Resources Management, The College of Business, Shanghai University of Finance and Economics	Fueling the Proactivity by Emotional Energy: Prospect and Dialogue – Speech VIII / Doing Creative Jobs Increases Life Satisfaction: A Self-Learning Perspective	Completed PhD degree in UGC funded institution (HK) in 2011
Prof. LIANG Jian	Management Professor / Advance Institute of Business, Tongji University	Fueling the Proactivity by Emotional Energy: Prospect and Dialogue – Speech IX / Feeling Threatened: How Does Ostracizing Voicer Finally Hurt Team Innovation?	Completed PhD degree in UGC funded institution (HK) in 2007
Prof. JIANG Jane Yan	Associate Professor / Department of Business Management, Nanjing University	Fueling the Proactivity by Emotional Energy: Prospect and Dialogue – Speech X / Whether Newcomers' Proactive Personality Changes in Their Early Career: A Perspective Regulatory Focus Adjustment	Completed PhD degree in UGC funded institution (HK) in 2009
Prof. ZHANG Lingling, Lida	Associate Professor in Management / Faculty of Business Administration, University of Macau	Fueling the Proactivity by Emotional Energy: Prospect and Dialogue – Speech XI / Receiving Help and Changing Status	Completed PhD degree in UGC funded institution (HK) in 2014
Prof. WEN Shanshan	Assistant Professor of the Management School / Shenzhen University	Fueling the Proactivity by Emotional Energy: Prospect and Dialogue – Speech XII / How Does Peer's Proactivity Affect the Employee's Proactive Behavior? — The Roles of 'Fear and Anger', 'Envy and Pride'	Completed PhD degree in UGC funded institution (HK) in 2015
Event Two			
Prof. CLARK Margaret	John M. Musser Professor of Psychology / Head Department of Psychology at Yale University	Discrete Emotions and Intimate Relationship – Speech I / How relational context shapes (and is shaped by) emotional lives? Workshop on “Different pathways to the need to belong”	N/A

Prof. Gerben A. van KLEEF	Professor and Chair / Social Psychology at the University of Amsterdam	Discrete Emotions and Intimate Relationship – Speech II / Emotions as social information: Implications for interpersonal interaction	N/A
Prof. YIK Michelle	Professor / Division of Social Science at The Hong Kong University of Science and Technology	Discrete Emotions and Intimate Relationship – Speech IV / Using the circumplex model to understand the role of emotions in relationships	Working in UGC funded institution (HK) since 2002
Prof. HUI Chin-ming	Associate Professor/ Department of Psychology at The Chinese University of Hong Kong	Discrete Emotions and Intimate Relationship – Speech V / It takes two to regulate anger in conflicts	Completed PhD degree in UGC funded institution (HK) in 2007; and working in UGC institution (HK) since 2014
Event Three			
Prof. Alberto BELLOCCHI	Associate Professor /Faculty of Education at the Queensland University of Technology	Emotions in Learning and Teaching – Speech I / The role of discrete emotions in teaching and learning	N/A
Prof. D'MELLO Sidney	Associate Professor / Institute of Cognitive Science	Emotions in Learning and Teaching – Speech II / Between Boredom and Bewilderment: Coordinating Feeling and Thinking To Optimize Learning	N/A
Prof. ARGUEL Amael	Associate professor of Cognitive Psychology and Ergonomics / The University of Toulouse	Emotions in Learning and Teaching – Speech III / The Impact of Epistemic Emotions In Digital Learning Environments	N/A

- 6.7 Please provide details of the activities organized, including the theme / objectives of the activities, targeted participants, attendance, analysis of participants, e.g. country of origin, research background, etc., evaluation forms of the activities and a summary of the participants' evaluation. Photos of the activities are preferred.)

A. Details of the activities: The three events were in symposium or joint seminar on emotions and proactivity in Workplace (event one), Close relationship (event two) and Learning and Teaching (event three). The three events were all successfully completed with satisfactory participations (i.e. scholars, graduate students, undergraduates, and practitioners) within and out of our institution (the leaflet, rundown, and details of the three events are attached in section 4.4.).

- a) **Event one**, a one-day symposium on “Fueling the Proactivity by Emotional Energy: Prospect and Dialogue”, on 9 May 2019 with approximal 100 registered audiences (please refer to the attached photos of event one as below). The audiences include senior and junior faculties (30%), PhD students (50%), master students (10%), undergraduates (5%) and practitioners (5%) mainly in Hong Kong (85%), Mainland of China (10%), and Macau (5%).
- b) **Event two** - a half-day symposium on “Discrete Emotions and Intimate Relationships” on 4 June 2019 with approximal 70 registered audiences. The audiences include senior and junior faculties (40%), PhD students (30%), Master students (15%), undergraduates (5%) and Psychologist (10%) in Hong Kong. In addition, one of the invited speakers, Prof. Clark conducted a 2-hour workshop on “Different pathways to satisfying the need to belong” on 7 June. Approximately 20 participants attended the workshop. The audiences include master students (90%) and senior and junior faculties (10%) in Hong Kong.
- c) **Event three** - a symposium in series of seminars (three on-line seminars via zoom meeting) on “The role of discrete emotions in learning and teaching” during October-December 2020. There were approximately 40 registered audiences for each seminar. The audiences include senior and junior faculties (50%), PhD students (25%), and master students (25%) mainly in Hong Kong (70%), and Mainland of China (30%).

- B. The report on the project by the newsletter of Hong Kong Shue Yan University is attached for more information.

"Fueling the Proactivity by Emotions 'Energy': Through Understanding the Functions of Discrete Emotions in Different Social Settings" (UGC/IIDS15/B01/18)

Principal Investigator:

Dr. PENG Kelly Zheng-min (Business Administration)

Duration: 1 January 2019 – 31 December 2020

Brief Description:

Aiming to understand how discrete emotions can be functional for proactivity at the more and more interdependent and uncertain work environments, this project invites prestige researchers who are leading figures in the "affective revolution" to look to the future research on discrete emotion, especially, in proactivity. Furthermore, to get more insights and understandings on the emotional functions in other social settings, the project also invites researchers in social psychology and educational psychology to deliver seminars/workshops on how discrete emotion would make people more proactive in the various social/interpersonal settings, for example, how moral emotions (e.g. disgust or anger) motivate people to engage in more change initiative, or achievement emotions (e.g. pride or enjoyment) motivate students to be more proactively seek knowledge, which could definitely inspire future research and practices in management. The invited presentations will constitute the basis of chapters for a book on this theme. By publishing the book, this project aims to have wider and longer impact to generate more insightful research idea and evidence-based practices on functions of discrete emotions in proactivity in various social settings.

Research Activities:

Symposium on Fueling the Proactivity by Emotions 'Energy': Prospect and Dialogue

Date: 9 May 2019

Speakers:

- "A Multi-Level Model of Emotions and Proactive Behavior" by Professor Neal ASHKANASY, University of Queensland
- "How Emotional Intelligence Fuels Proactive Emotions in The Workplace?" by Professor Ronald HUMPHREY, Lancaster University
- "How and When Leaders' Gratitude Can Promote Team Creativity?" by Professor WU Chia-huei, Durham University
- "Consequences of Voice Behavior in Organization" by Professor LAM Chak Fu, City University of Hong Kong
- "Some Anger Works, Some Anger Hurts: Leader's Display of Anger and Employee Proactive Behavior" by Professor LIU Wu, Hong Kong Polytechnic University



- "What to Do When Feeling Insecure? Relationships among Job Insecurity, Emotion, and Proactive Behaviors" by Professor Emily HUANG, Hong Kong Baptist University
- "Change of State Regulatory Focus: Role of Voice and Leadership" by Professor LI Wen dong and Professor ZHANG Hong, The Chinese University of Hong Kong
- "Doing Creative Jobs Increases Life Satisfaction: A Self-Learning Perspective" by Professor CHEN Zhi Jun, Shanghai University of Finance and Economics
- "Feeling Threatened: How Does Costraining Voice Finally Hurt Team Innovation?" by Professor LIANG Jian, Tongji University

- "Whether Newcomers' Proactive Personality Changes in Their Early Career: A Perspective of Regulatory Focus Adjustment" by Professor JIANG, Nanjing University
- "Fit Me for the Team or Fit the Team for Me? Two Approaches to Team Identification Development" by Professor ZHANG Lingling, University of Macau
- "How Does Peer's Proactivity Affect the Employee's Proactive Behavior? - The Roles of Fear and Anger, 'Envy and Pride" by Professor WEN Shaohai, Shenzhen University



Symposium on Discrete Emotions and Intimate Relationships

Date: 4 June 2019

Speakers:

- "How relational context shapes (and is shaped by) emotional lives?" by Professor Margaret CLARK, Yale University
- "Emotions as social information: Implications for interpersonal interaction" by Professor Gerben van KLEEF, University of Amsterdam
- "Are emotions discrete?" by Professor Michelle YIK, Hong Kong University of Science and Technology
- "It takes two to regulate anger in conflicts" by Dr. HUI Chin-ming, The Chinese University of Hong Kong



Workshop on Emotions and Proactivity in Marriage

Date: 4 June 2019

Speaker: Professor Margaret Clark, Yale University

Online lecture on The Role of Discrete Emotions in Teaching and Learning

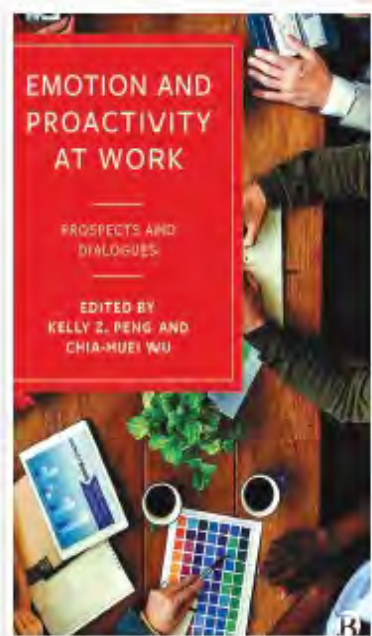
Date: 16 October 2020

Speaker: Professor Alberto Bellocchio, Queensland University of Technology

Online lecture on Learner's Confusion and Other Epistemic Emotions in Digital Learning Environments

Date: 9 November 2020

Speaker: Professor Amael Arguel, University of Toulouse



Research-related Deliverables:

1. Kelly Z. Peng, Chia-Huei Wu. (Eds.) Forthcoming. "Emotion and Proactivity at Work: Prospects and Dialogues", Bristol University Press.
2. The project and associated activities will be published in a special issue of Asia Pacific Journal of Management titled "Diversity and Minority in Organizations in Asia: Towards a More Inclusive Workplace?" (<https://www.springer.com/journal/10490/updates/17843616>).



C. More photo collections are attached.

Event One

Group Photo for all invited speakers (the front line) and all audiences.



Group Photo for all the invited speakers, PI, Co-I and some other colleagues in HKSYU



Opening Keynote Address I

"How Emotional Intelligence Fuels Proactive Emotions in The Workplace?"

Ronald Humphrey (Lancaster University)



Opening Keynote Address II

"How and When Leaders' Gratitude Can Promote Team Creativity?"

Wu Chia-huei (Durham University)



Research Insights I

"Feeling Threatened: How Does Ostracizing Voicer Finally Hurt Team Innovation?"

Liang Jian (Tongji University)



Research Insights II

"Some Anger Works, Some Anger Hurts: Leader's Display of Anger and Employee Proactive Behavior"

Liu Wu (The Hong Kong Polytechnic University)



Research Inspiration I

“What to Do When Feeling Insecure? Relationships among Job Insecurity, Emotion, and Proactive Behaviors”

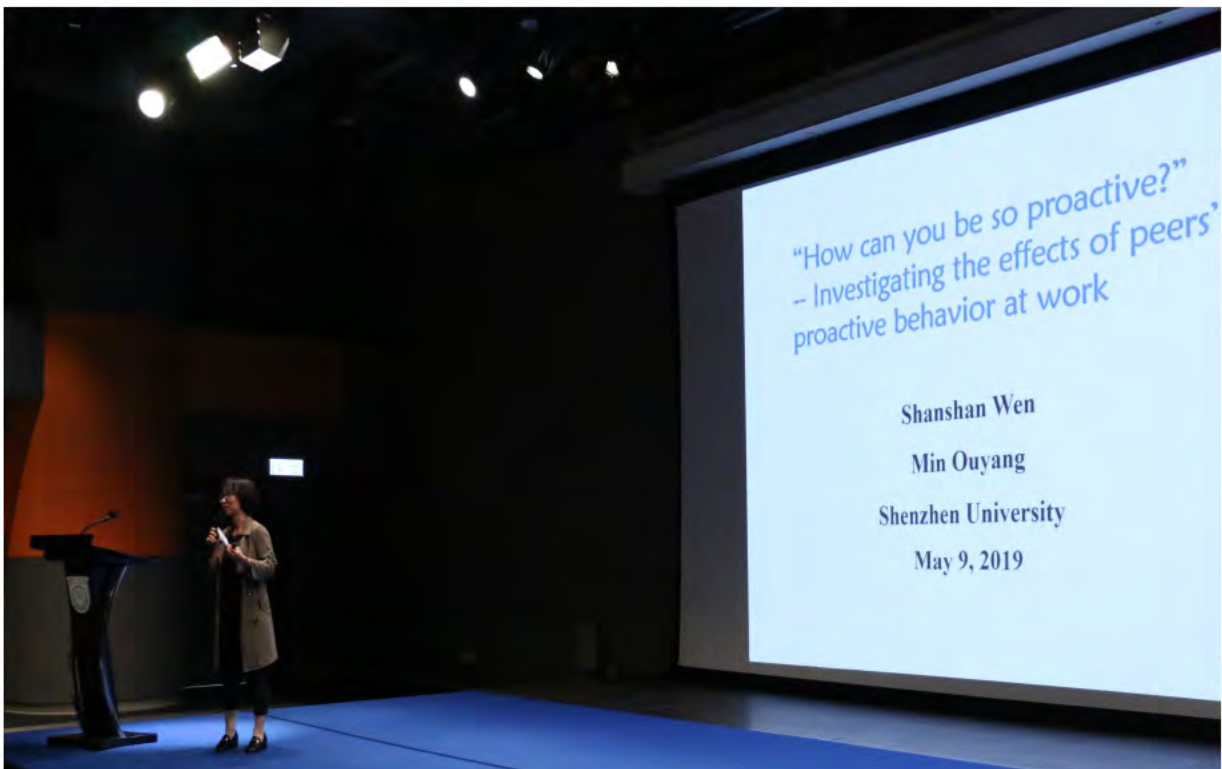
Huang Guohua, Emily (Hong Kong Baptist University)



Research Inspiration II

“How Does Peer’s Proactivity Affect the Employee’s Proactive Behavior? — The Roles of ‘Fear and Anger’, ‘Envy and Pride’ ”

Wen Shanshan (Shenzhen University)



Research Insights III

"Consequences of Voice Behavior in Organization"

Lam Chak Fu (City University of Hong Kong)



Research Insights IV

"Doing Creative Jobs Increases Life Satisfaction: A Self-Learning Perspective"

Chen Zhijun (Shanghai University of Finance and Economics)



Research Inspirations III

"Change of State Regulatory Focus: Role of Voice and Leadership"

Zhang Hong (The Chinese University of Hong Kong)

Li Wendong (The Chinese University of Hong Kong)



Research Inspirations IV

"Fit Me for the Team or Fit the Team for Me? Two Approaches to Team Identification Development"

Zhang Lingling, Lida (University of Macau)



Closing Keynote Address
"A Multi-Level Model of Emotions and Proactive Behavior"
Neal Ashkanasy (The University of Queensland)



Q&A section I



Q&A section II



Q&A section III



Photo for the speakers during the event



Photo for the speakers and audiences during the event



Event Two

Group photo for all the invited speakers, PI and Co-I (the front line), and audiences of the event.



How relational context shapes (and is shaped by) emotional lives?
Professor Margaret Clark John M. Musser
Professor of Psychology, Head of Trumbull College, Yale University



It takes two to regulate anger in conflicts

Professor Chin---ming HUI

Assistant Professor, The Chinese University of Hong Kong



Emotions as social information: Implications for interpersonal interaction

Professor Gerben A. Van Kleef

Professor of Psychology, University of Amsterdam



Group Photo of Professor Clark, PI, Co-I and all the audiences for 2-hour workshop on “Different pathways to satisfying the need to belong”



Event Three

– Screen shots (selected) for the online-seminar (via zoom)

Selected screen shots of the on-line seminar on “The Impact of Epistemic Emotions in Digital Learning Environments” by Prof. ARGUEL Amael.

Hypothesis: Distinctive Exploration Patterns

A person path (left) vs. (right) (Graesser's) says...

Low technical knowledge High technical knowledge

UNIVERSITÉ TOULOUSE Jean Jaurès

(Graesser, Lu, Olde, Cooper-Pye, & Whitten, 2005)

Thank you!

Contact : amael.arguel@univ-tlse2.fr

A Special Research Initiative of the Australian Research Council supported this research: ARC-SRI Science of Learning Research Centre (project number SR120300015).

Australian Government
Australian Research Council

Participants (34)

Chat

many teachers. in your research, did you identify any features of digital learning that can facilitate confusion-induced deep learning?

From billy to Everyone: 8:35 PM
Thank you for your presentation, professor! You mentioned that we can use different methods to measure emotions like eye tracking, facial expression? Is there any validation study of the accuracy in combining these multimodal methods to measure complex emotion?

From Nan Zhu (Anna)-UIBE to Everyone: 8:37 PM
1+ the benefits of confusion depend on specific disposition character/sects:some + 2, if we are safer, What devices can we staff to organization to help employee achieve the benefits of confusion from the digital environment.

From Alisha to Everyone: 8:40 PM
Do you think that the experience of, as well as the causes and consequences of confusion is affected by culture?

From Phoebe Chan to Everyone: 8:42 PM
Chinese students experience more shame and guilt during learning. Do you think confusion will result in more shame for Chinese learners as compared to Western learners?

To: Everyone
Type message here...

7. Research-Related Outcome

7.1 Potential for development into research proposal and the proposed course of action (Maximum half a page)

The PI and one invited speaker Chia-huei Wu has generated a research idea after the event one. We also invited Chenwei LI for further discussion. With several rounds of zoom meeting and email discussions, we decided to jointed work on a FDS application on "Can leaders' and peers' ethical behaviors promote employees' ethical voice? An interpersonal affect-driven process. (UGC/FDS15/B05/20; PI: Peng Zhengmin, Kelly)". Unfortunately, this proposed is not funded. We, then, worked hard in conceptual parts and produced a working paper "How and when can leaders' self-sacrifices enhance employee proactive moral behavior? The role of feeling of elevation in a self-expansion process" to be submitted.

7.2 Research collaboration achieved (Please give details on the achievement and its relevant impact)

The PI co-edited with Chia-huei Wu (invited speaker in event one) published book in 2021 (ref. Peng, K. Z. & Wu C. H. (2021). *Emotion and Proactivity at Work: Prospects and Dialogues*. Bristol, UK: Bristol University Press.) with open access. There are other four invited speakers in event one were acting as chapter contributors (ref. part 6.3).

7.3 Any new development and/or challenging research topic(s) has / have been identified and any new initiative(s) for future research has / have been inspired.

The PI is collaborating with Zhang Lingling (invited speaker in event one) on a tentative research topic "Does my supervisor think I can be proactive? A wise intervention study on mindset beliefs and proactive behavior in dyad context" and plan to make a FDS application in 2022-2023.

8. The Layman's Summary

(Describe in layman's language the nature, significance and value of the research activities, in no more than 200 words)

Aiming to understand how discrete emotions can be functional for proactivity at the more and more interdependent and uncertain work environments, this project invites prestige researchers who are leading figures in the “affective revolution” to look to the future research on discrete emotion, especially, in proactivity at work. Furthermore, to get more insights and understandings on the emotional functions in other social settings, the project also invites researchers in social psychology and educational psychology to deliver seminars/workshops on how discrete emotion would make people more proactive in the various social/interpersonal settings, for example, how moral emotions (e.g. disgust or anger) motivate people to engage in more change initiative, or achievement emotions (e.g. pride or enjoyment) motivate students to be more proactively seek knowledge, which could definitely inspire future research and practices in management. Some of the invited scholars in management field have been jointly strived for an international edited book with contribution as co-editing (inviting more influential scholars all over the world) and chapter contributions. By publishing the book, this project aims to have wider and longer impact to generate more insightful research idea and evidence-based practices on functions of discrete emotions in proactivity in management.

Part C: Research Output**9. Recognized Conference(s) Paper(s) Related To This Project Was / Were Delivered (As Applicable)***(Please attach a copy of each conference abstract)*

Month / Year / Place	Title	Conference Name	Submitted to RGC <i>(indicate the year ending of the relevant progress report)</i>	Attached to this Report <i>(Yes or No)</i>	Acknowledged the Support of RGC <i>(Yes or No)</i>
N/A	N/A	N/A	N/A	N/A	N/A

10. Research Personnel Trained (As Applicable)

Name	Capacity

11. Other Impact (As Applicable)*(e.g. prizes, collaboration with other research institutions, technology transfer, etc.)*

N/A

12. Statistics on Research Outputs

	Peer-reviewed Journal Publications	Conference Papers	Scholarly Books, Monographs and Chapters	Patents Awarded	Other Research Outputs (please specify)	
					Type	No.
No. of outputs arising directly from this project	N/A	N/A	<ol style="list-style-type: none"> 1. Peng, K. Z. & Wu C. H. (2021). Emotion and Proactivity at Work: Prospects and Dialogues. Bristol, UK: Bristol University Press. (The details and the open-accessed book could be found and downloaded here: https://library.oapen.org/handle/20.500.12657/47400) 2. Peng, K. Z., Bindl, U., & Li W. L. (2021). Feeling Energized to Become Proactive: A Systematic Literature Review of the Affect-Proactivity Link. In Peng, K. Z. & Wu C. H. (Eds.) Emotion and Proactivity at Work: Prospects and Dialogues. Bristol, UK: Bristol University Press. 3. Peng, K. Z. & Wu C. H. (2021). Emotion and Proactivity at Work: Where are we now? In Peng, K. Z. & Wu C. H. (Eds.) Emotion and Proactivity at Work: Prospects and Dialogues. Bristol, UK: Bristol University Press. 4. Wu C. H. & Peng, K. Z. (2021). Conclusions and Future directions. In Peng, K. Z. & Wu C. H. (Eds.) Emotion and Proactivity at Work: Prospects and Dialogues. Bristol, UK: Bristol University Press. 	N/A	N/A	N/A

13. Public Access Of Completion Report

(Please specify the information, if any, that cannot be provided for public access and give the reasons.)

Information that Cannot Be Provided for Public Access	Reasons
N/A	N/A