

NHUNG NGUYEN

Ph.D. | Senior Lecturer in Leadership & Human Resource Management
nhung.nguyen@northumbria.ac.uk | [REDACTED]
ORCID: 0000-0001-5223-6056 | [Google Scholar](#) | [LinkedIn: linkedin.com/in/na-nhung](#)

EDUCATION

- 2017 – 2021 | **Ph.D. Public Administration**
Virginia Polytechnic Institute and State University (Virginia Tech), USA
Dissertation: "Impact of Human Resource Management on Federal Employees' Positive Attitudes and Behaviours"
Committee: Profs. Matthew Dull, Karen Hult, Adrienne Edisis, and Kris Wernstedt
- 2011 – 2013 | **M.Sc. Public Policy — First-Class Honours**
Fulbright University, Vietnam
- 2005 – 2009 | **B.A. Finance and Banking — First-Class Honours**
Banking Academy, Vietnam

EMPLOYMENT HISTORY

- Sep 2023 – Present | **Senior Lecturer in Leadership & Human Resource Management**
Newcastle Business School, Northumbria University, UK
- Feb 2023 – Aug 2023 | **Visiting Lecturer in Management**
Royal Melbourne Institute of Technology (RMIT), Vietnam
- Sep 2014 – Aug 2023 | **Senior Lecturer in Public Leadership & Director of the Master of Public Management Program**
University of Economics Ho Chi Minh City, Vietnam
- Aug 2017 – Jun 2021 | **Graduate Researcher and Instructor**
Virginia Tech, USA
- Oct 2011 – Aug 2013 | **Graduate Teaching Assistant**
Fulbright University, Vietnam
- Dec 2009 – Sep 2011 | **Credit Officer**
Agribank, Vietnam
- Jun 2009 – Dec 2009 | **Audit Assistant**
Ernst & Young, Vietnam

RESEARCH & TEACHING INTERESTS

Organisational Behaviour
Human Resource Management

Innovation
Diversity and Inclusion

Research Methods

PUBLICATIONS

Academic Journal Articles

- Nguyen, N., Luu, T., & Dinh, K. (2026). How Illegitimate Tasks Inhibit Public Sector Employees' Innovative Work Behavior: The Roles of Cognitive Flexibility and Trust in Leaders. *Public Administration Review*, 86(2), 445–458. <https://doi.org/10.1111/puar.70015>
- Nguyen, D., Nguyen, H.-N., Teo, S., Nguyen, N., and Quan, T. (2025). The Interactional Effects of Contextual and Individual Factors on Work–Home Enrichment. *Personnel Review*, 54(7), 1667–1687. <https://doi.org/10.1108/PR->
- Nguyen, N., Nguyen, D., Teo, S., & Xerri, M. (2024). Abusive Supervision and Turnover Intention among Public Servants: The Roles of Psychological Distress and Person-Organisation Fit. *Public Management Review*, 26(11), 3201–3226. <https://doi.org/10.1080/14719037.2023.2287489>
- Nguyen, N., Nguyen, D., Vo, N., & Luu, T. (2023). Fostering Public Sector Employees' Innovative Behavior: The Roles of Servant Leadership, Public Service Motivation, and Learning Goal Orientation. *Administration & Society*, 55(1), 30–63. <https://doi.org/10.1177/00953997221100623>
- Nguyen, N. (2023). Are Millennials Different? A Time-Lag Study of Federal Millennial and Generation X Employees' Affective Commitment. *Public Personnel Management*, 52(2), 143–169. <https://doi.org/10.1177/00910260221129840>
- Nguyen, N., & Luu, T. (2022). Creating Reasonable Workload to Enhance Public Employee Job Satisfaction: The Role of Supervisor Support, Co-Worker Support, and Tangible Job Resources. *Public Performance & Management Review*, 45(1), 131–162. <https://doi.org/10.1080/15309576.2021.2018717>
- Nguyen, N., & Luu, T. (2022). Trust in Multi-Level Managers and Employee Extra-Role Behavior in the U.S. Federal Government: The Role of Psychological Well-Being and Workload. *Review of Public Personnel Administration*, 42(2), 312–337. <https://doi.org/10.1177/0734371X20979683>

Books & Book Chapters

- Smith, S.L., Nguyen, N., et al. (2022). "Local Policy Agendas and Public Health Priorities" in Cowell M. & Lyon-Hill S. (eds.). *Vibrant Virginia: Engaging the Commonwealth to Expand Economic Vitality* (pp. 277–296). Blacksburg: Virginia Tech Publishing. <https://doi.org/10.21061/cowell>
- Luu, T., Dinh, K., Nguyen, N., Vo, N., & Nguyen, K. (2019). *Systematic Review of Public Leadership, Public Service Motivation and Public Employee Behaviours*. University of Economics Ho Chi Minh City Press. ISBN: 9786049227295.

CONFERENCE PRESENTATIONS & PROCEEDINGS

- Nguyen, N., & Ward, A.K. Are All Climates Equal? An Exploration of the Existence and Outcomes of Inclusion Climate Profiles. Academy of Management Conference. Copenhagen, Denmark (August 2025).
- Nguyen, D., Teo, S., & Nguyen, N. Moral Disengagement's Impact on Ethical Leadership, Witnessing Bullying and Meaningful Work. Academy of Management Conference. Virtual (August 2024).
- Nguyen, N. The Conditional Effect of Developmental Human Resource Practices on Public Sector Employees' Workload. Academy of Management Conference (August 2023).
- Nguyen, N., Diep, N., Teo, S., & Xerri, M. The Conditional Effect of Abusive Supervision on Turnover Intention among Public Servants. Academy of Management Conference (August 2023).
- Nguyen, N. Conceptualization and Validation of Affective Commitment to the Public Sector Scale. 1st Conference on Innovative Philosophy and Law. Ho Chi Minh City, Vietnam (December 2022).

- Diep, N., Nguyen, N., & Teo, S. Ethical Leadership, Public Service Motivation, Witnessing Workplace Bullying, and Psychological Distress. Academy of Management Conference. Virtual (August 2022).
- Nguyen, N. Why Do Public Organisations Adopt Diversity Management Practices? A Review, Synthesis, and Research Agenda. American Society for Public Administration. Virtual (April 2021).
- Nguyen, N. Trust in Different Management Levels and Employee Extra-Role Performance in the U.S. Federal Government. Academy of Management Conference. Virtual (August 2020).
- Nguyen, N., & Vo, N. Fostering Employee Innovative Behaviour in Vietnam's Public Sector Organisations. Academy of Management Conference. Boston, USA (August 2019).
- Nguyen, N. Impact of Organisational and Work Attributes on Federal Employee Affective Commitment: The Role of Generational Differences. Association for Public Policy and Management. Washington, D.C., USA (March 2019).
- Hartley, K., Nguyen, N., & Le, T. Institutional Reform and Policy Innovation in Vietnam. HKU-USC-IPPA Conference on Public Policy. Hong Kong, China (June 2016).

RESEARCH GRANTS

2020 – 2021	Chief Investigator \$6,000 <i>"Are Millennials Different? A Time-Lag Study of Federal Millennial and Generation X Employees' Affective Commitment."</i> University of Economics Ho Chi Minh City Research Grant.
2020 – 2021	Chief Investigator \$4,000 <i>"Creating Reasonable Workload to Enhance Public Employee Job Satisfaction: The Role of Supervisor Support, Co-Worker Support, and Tangible Job Resources."</i> University of Economics Ho Chi Minh City Research Grant.
2020	Chief Investigator \$2,500 <i>"Trust in Multi-Level Managers and Employee Extra-Role Behaviour in the U.S. Federal Government: The Role of Psychological Well-Being and Workload."</i> University of Economics Ho Chi Minh City Research Grant.
2017 – 2019	Chief Investigator \$1,500 <i>"Systematic Review of Public Leadership, Public Service Motivation, and Public Employee Behaviours."</i> University of Economics Ho Chi Minh City Research Grant.
2017 – 2018	Investigator \$9,000 <i>"Public Service Motivation: The Role of Servant Leadership, Serving Culture, and Procedural Justice."</i> Vietnam's Ministry of Education Research Grant.
2015 – 2016	Investigator \$20,000 <i>"Fostering Small and Medium-sized Enterprise Development in Tra Vinh Province."</i> Tra Vinh Provincial Government Research Grant.

HONOURS & AWARDS

- Wallace O. Keene Conference Scholarship, ASPA (2021).
- International Servant-Leader Summit Scholarship (2021).
- Doctoral Student Professional Development Consortium Participant, Academy of Management Conference: Organisational Behavior Division (2019); Public and Non-profit Division & Organization Development and Change Division (2020).
- Honour Graduate of the Master of Public Policy Program, Fulbright University (2013).
- Excellent Student Award, The State Bank of Vietnam (2008–2009).
- Excellent Student Award, Banking Academy (2006–2009).

BUSINESS & GOVERNMENT ENGAGEMENT

Training Management

- Innovation Leadership for Public Sector Managers in Vietnam (2022, 2023).

Unpublished Research Reports (Co-author)

- "Public Service Motivation of Vietnam's Public Employees: The Role of Servant Leadership, Serving Culture, and Procedural Justice" (2017).
- "Fostering Small and Medium-sized Enterprise (SME) Development in Tra Vinh Province" (2016).
- "What do Small and Medium-sized Enterprises (SMEs) in Tra Vinh Province Need?" (2015).
- "From Special Economic Zones to Regional and Local Development: Institutional Reform" (2015).
- "Restructuring Ha Giang's Economy with Transforming Growth Model and Sustainable Development, the Period from 2015 to 2020, A Vision to 2025" (2015).

SERVICE & AFFILIATIONS

Reviewer: Academy of Management Conference (2020–2023); International Journal of Human Resource Management (2020–2022); Australian and New Zealand Academy of Management (2021); Public Performance & Management Review (2022); International Journal of Public Administration (2023); Review of Public Personnel Administration (2025); Public Management Review (2025, 2026).

Expert Group Member: ACQUIN Program Accreditation, Germany (2023).

Conference Organiser: Conference on Public Management, Vietnam (2016, 2021, 2022, 2023).

Volunteer: Young Southeast Asian Leaders Initiative (YSEALI) (2015).

Member: American Society for Public Administration, ASPA (2020–2021); Academy of Management, AOM (2018–Present).

REFEREES

Katie Bailey, Ph.D. Professor Northumbria University, UK [REDACTED]	Stephen Teo, Ph.D. Professor La Trobe University, Australia [REDACTED]	Matthew Dull, Ph.D. Associate Professor Virginia Tech, USA [REDACTED]	Khai Dinh, Ph.D. Vice President University of Economics HCMC, Vietnam [REDACTED]
---	---	---	---