

Jung Won LEE

Assistant Professor

Department: Management

ESSEC Business School

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Country of origin: Corée du Sud

RESEARCH INTERESTS

Management, Organizational Behavior, Social Networks, Networking, Psychology

EDUCATION

2020 PhD in Management, University College London, United Kingdom

EMPLOYMENT

Full-time academic positions

2019 - Present Assistant Professor, ESSEC Business School, France

2017 - 2017 Visiting scholar, Columbia Business School, United States of America

GRANTS AND HONORS

Awards and Honors

2020 Andreas Al-Laham Best Paper Award 2020, European Group for Organizational Studies, Belgium

2019 Finalist for the Best Symposium Award of the MOC Division at the Academy of Management Conference 2019

2019 Best Symposium Award of the OMT Division at the Academy of Management Conference 2019.

2018 Best Paper Award. MOC Division, Academy of Management Annual Meeting, Academy of Management

2018 Best Paper Proceedings, Academy of Management Annual Meeting, Academy of Management

2014 MRes Distinction, University College London, United Kingdom

Grants

2020 Research Grant, ESSEC Business School, France

2016 Graduate Student Travel Award, Society for Personality and Social Psychology, United States of America

2013 PhD Research Grants, University College London, United Kingdom

2013 PhD Scholarship, University College London, United Kingdom

Journal Articles

LEE, J.W., QUINTANE, E., LEE, S.Y., UMAÑA RUIZ, C. and KILDUFF, M. (2024). The Strain of Spanning Structural Holes: How Brokering Leads to Burnout and Abusive Behavior. *Organization Science*, 35(1), pp. 177-194.

QUINTANE, E., LEE, S., LEE, J.W., UMAÑA RUIZ, C. and KILDUFF, M. (2024). Why Employees Who Work Across Silos Get Burned Out. *Harvard Business Review*, Digital Article.

KILDUFF, M. and LEE, J.W. (2020). The Integration of People and Networks. *Annual Review of Organizational Psychology and Organizational Behavior*, 7(1), pp. 155-179.

Conference proceedings

LEE, J.W. and KUWABARA, K. (2020). Lay Theories of Social Relations on Help-Seeking from Dormant Ties. In: *Academy of Management*. Academy of Management Proceedings, pp. 17746.

LEE, J.W., QUINTANE, E. and KILDUFF, M.J. (2019). Hidden Costs of Brokerage: Brokerage Behavior and Broker Exhaustion. In: *Academy of Management Annual Meeting*. Academy of Management Proceedings, pp. 10391.

ZOU, X., LEE, J.W. and SCHOLER, A. (2018). Rejection Sensitivity and Forming New Professional Relationships. In: *Academy of Management*. Academy of Management Proceedings, pp. 10260.

Conferences

LEE, J.W., LI, S. and LEVIN, D. (2025). Converting Pseudo Network Ties into Social Capital. In: 2025 HEC-INSEAD-ESSEC Management Research Workshop. Jouy-en-Josas.

LEE, J.W., QUINTANE, E., CARNABUCI, G. and KILDUFF, M. (2024). Future time perspective and tie formation. In: 2024 Social Network Society Conference. London.

LEE, J.W., QUINTANE, E., CARNABUCI, G. and KILDUFF, M. (2023). Future perspective and tie formation. In: 2023 Social Networks Society Conference. Exeter.

LEE, J.W. (2023). Future Time Perspective and Tie Formation. In: 2023 INSEAD - ESSEC - HEC Management Research Workshop. Fontainebleau.

LEE, J.W., QUINTANE, E., LEE, S.Y., UMAÑA RUIZ, C. and KILDUFF, M.J. (2020). Brokers who burn out: How brokerage leads to burnout and abusive behavior. In: 36th European Group for Organizational Studies (EGOS) Colloquium. Hamburg.

LEE, J.W. and KUWABARA, K. (2020). Lay Theories of Social Relations on Help-Seeking from Dormant Ties. In: 2020 Academy of Management Annual Meeting.

LEE, J.W., QUINTANE, E., LEE, S.Y., UMAÑA RUIZ, C. and KILDUFF, M. (2020). Brokers who burnout: How brokerage leads to burnout and abusive behavior. In: 2020 Sunbelt Virtual Conference.

LEE, J.W., UMANA, M.C., QUINTANE, E. and KILDUFF, M. (2019). Hidden costs of brokerage: Brokerage behavior and broker exhaustion. In: Academy of Management Annual Meeting.

LEE, J.W., LEE, S.Y. and KILDUFF, M. (2019). Brokers who burn out: How divide between brokerage leads to abusive behavior. In: Academy of Management Annual Meeting.

LEE, J.W., ZOU, X. and SCHOLER, A. (2018). Rejection sensitivity and forming new professional relationships. In: Academy of Management Annual Meeting.

Presentations at a Faculty research seminar

LEE, J.W., QUINTANE, E., LEE, S.Y., UMANA, M.C. and KILDUFF, M. (2021). Brokers Behaving Badly: How Tertius Separans Brokering Leads to Burnout and Abusive Behavior. In: Rotterdam School of Management.

Book reviews

KILDUFF, M. and LEE, J.W. (2018). David Obstfeld: Getting New Things Done: Networks, Brokerage, and the Assembly of Innovative Action. Administrative Science Quarterly.

OTHER RESEARCH ACTIVITIES

Affiliations

Since 2019 Member of European Group for Organizational Studies

Since 2013 Member of Academy of Management