

Professor Roy Chua



Roy Chua is an Associate Professor of Organizational Behavior and Human Resources and Director of PhD programmes at the Singapore Management University (SMU) – Lee Kong Chian School of Business. He teaches primarily in the MBA, EMBA, PhD in Organizational Behavior, and DBA programs. Prior to joining SMU, Professor Chua was on the faculty of Harvard Business School for six years where he taught the core Leadership and Organizational Behavior (LEAD) course in the MBA program as well as the executive education program on talent management.

Professor Chua’s research draws on psychological and organizational theories to understand important social processes in business organizations. In his primary stream of research, he studies how cultural diversity in a globalized workplace influences creativity and innovation. Professor Chua also has a keen interest in understanding organizational behavior and management processes in the Asian context.

Professor Chua is an award winning management scholar and teacher. He has published in leading academic periodicals such as the *Administrative Science Quarterly*, *Academy of Management Journal*, *Journal of International Business Studies*, and *MIT Sloan Management Review*. His research on “ambient cultural disharmony” won the 2013 Best Article Award at the Academy of Management. Professor Chua also won the Best MBA core course Professor award (2015-16), Most Appreciated Professor award (2015-16), and Mind-opener award (2016) at Singapore Management University.

In 2016, Professor Chua’s research on diversity and creativity is cited in a high profile U.S Supreme Court case on affirmative action programs – Fisher vs University of Texas Austin.

Outside academic research, Professor Chua is active in executive teaching. He has conducted case discussions and given talks at various companies including Bank of China, Bank of East Asia, Bank of America Merrill Lynch, Goldman Sachs, SEACEN (South East Asian Central Banks), Charoen Pokphand (CP) group (Thailand), Sunway Group (Malaysia), Shangri La hotel group, A.S. Watson, San Miguel, Hitachi, Barclays, DBS Bank, UOB (United Overseas Bank), Infineon, Unilab, Hikma Pharmaceuticals, Intellectual Property Office of Singapore (IPOS), Deutsche Knowledge Services, Deutsche Bank, Temasek Holdings, Johnson & Johnson, Sembawang Corp, and John Clements Consulting.

A native of Singapore, Professor Chua received a BSc with First Class Honors in Computer and Information Sciences from the National University of Singapore and a PhD in Management and Organizational Behavior from Columbia Business School, Columbia University (New York).