

## Curriculum Vitae



### **Associate Professor Klaus J Templer**

Associate Professor, Psychology Programme  
School of Humanities and Behavioural Sciences

Tel : +65 6248 9253

### **Education Qualifications**

1991 Ph.D. (Psychology), University of Hamburg, Germany

### **Academic and Professional Experience**

2018 - Present	Associate Professor of Organizational Psychology, Singapore University of Social Sciences, Singapore
2011 - 2017	Associate Professor and Head of Psychology Programme, SIM University/Singapore University of Social Sciences, Singapore
2001 - 2010	Associate Professor of Organizational Behavior, Nanyang Business School, Nanyang Technological University (NTU), Singapore
1997 - 2001	Expatriate Management Asia, Siemens Erlangen, Germany
1994 - 1997	Chief Advisor, Siemens Bombay, India
1987 - 1994	Organizational Psychologist and HR Consultant, Siemens Munich, Germany
1985 - 1986	Research Associate/Lecturer, Psychology, University of Hamburg, Germany

### **Relevant Experience**

- Professional organizational-psychology and managerial HR work in MNC
- Academic research, undergraduate/MBA/executive teaching, course development, and academic programme management
- Consulting with various organizations

### **Memberships and Professional Activities**

- Association for Psychological Science (APS)
- Society for Industrial and Organizational Psychology (SIOP)
- Singaporean-German Chamber of Industry and Commerce (SGC)

## Research Interests

- Personality and behaviour at the workplace; cultural intelligence (CQ); recruitment, selection & assessment.

## Selected Publications

- Templer, K.J. (2018, July). Why do toxic people get promoted? For the same reason humble people do: Political skill. *Harvard Business Review – hbr-online*. Retrieved from <https://hbr.org/2018/07/why-do-toxic-people-get-promoted-for-the-same-reason-humble-people-do-political-skill>
- Templer, K.J. (2018). Dark personality, job performance ratings, and the role of political skill: An indication of why toxic people may get ahead at work. *Personality and Individual Differences*, 124, 209-214.
- Templer, K.J., Wan, D., Khatri, N. (2014) *Human resource management in Singapore*. In P. Budhwar & A. Varma (Eds.), *Managing human resources in Asia-Pacific* (2nd ed., pp. 209-222). London: Routledge.
- Templer, K.J. (2013). Internationaler Personaleinsatz. In W. Pepels & R. Bröckermann (Hg.), *Personalmarketing: Employee Relationship Management als Erfolgstreiber*. (Handbuch Personaleinsatz, Vol. 2, 251-278). Berlin: Berliner Wissenschafts-Verlag.
- Templer, K.J. (2012). Five-factor model of personality and job satisfaction: The importance of agreeableness in a tight and collectivistic Asian society. *Applied Psychology*, 61(1), 114-129
- Khatri, N., Templer, K.J., Budhwar, P. (2012). Great (transformational) leadership = charisma + vision. *South Asian Journal of Global Business Research*, 1(1), 38-62.
- Templer, K.J. (2010). Personal attributes of expatriate managers, subordinate ethnocentrism, and expatriate success: A host-country perspective. *The International Journal of Human Resource Management*, 21(10), 1754-1768.
- Templer, K.J. & Lange, S. (2008). Internet testing: Equivalence between proctored lab and unproctored field conditions. *Computers in Human Behavior*, 24, 1216-1228.
- Ang, S., Van Dyne, L., Koh, S.K., Ng, K.Y., Templer, K.J., Tay-Lee, S.L.C., & Chandrasekar, N.A. (2007). Cultural intelligence: Its measurement and effects on cultural judgment and decision making, cultural adaptation, and task performance. *Management and Organization Review*, 3(3), 335-371.
- Templer, K.J., Tay-Lee, S.L.C., & Chandrasekar, N.A. (2006). Motivational cultural intelligence, realistic job preview, realistic living conditions preview and cross-cultural adjustment. *Group and Organization Management*, 31(1), 154-173.
- Templer, K.J., & Allampalli, D.G. (2006). *Nemo Holdings - Promotion blues*. Singapore: The Asian Business Case Centre.
- Templer, K.J., & Tan, S. (2005). *Jupiter System Singapore - The hiring dilemma*. Singapore: The Asian Business Case Centre.
- Lee, C.H., & Templer, K.J. (2003). Cultural intelligence assessment and measurement. In P.C. Earley & S. Ang. *Cultural intelligence. Individual interactions across cultures* (pp.185-208). Stanford: University Press.
- Templer, K.J. (1995). Zusammenhänge zwischen Aufgabentypen beim Assessment Center. *Zeitschrift für Arbeits- und Organisationspsychologie*, 39(4), 179-181.
- Templer, K.J. (1993). *Blutdruck, Verhalten und Persönlichkeit: Eine psychophysiologische Feld-und Labor-Studie am Arbeitsplatz*. Bern: Hans Huber.