

## Curriculum Vitae



### **Associate Professor Soh Star**

Associate Professor, Human Resource Management Programme  
S R Nathan School of Human Development

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### **Education Qualifications**

2000	Ph.D., Industrial and Organisational Psychology (minor: Quantitative Psychology), The Ohio State University, U.S.A.
1998	M.A., Industrial and Organisational Psychology, The Ohio State University, U.S.A.
1994	Graduate Diploma in Personnel Management, Singapore Institute of Management, Singapore.
1988	B.Sc. (1st Class Hons) Psychology, University of Manchester, Manchester, U.K.

### **Academic and Professional Experience**

2016 - Present	Managing Director & consultant, LEADALYTICS
2008 - 2016	Associate Professor (Practice), Nanyang Business School, NTU
2004 - 2008	Chief Psychologist, Singapore Armed Forces Head, Applied Behavioural Sciences Dept, MINDEF
1985 - 2004	Military Psychologist, Singapore Armed Forces

### **Memberships and Professional Activities**

- Reviewer (2011-2015) for Cross-Cultural Management: An International Journal.
- Invited reviewer (2011-2014) for Management and Organization Review Journal.
- Chairman, 2005 International Military Testing Association organizing committee and conference, Singapore.

### **Consultation and Executive Experience**

- Singapore Mass Rapid Transit. Employee engagement survey, and selection system review.
- Ministry of Defence. Personnel assessment.
- NTU (Students Life). Leadership development and management of coaches.

- NTU Institutional Statistics. Survey data analysis and recommendations.
- NTU Centre for Continuing Education). Leadership development workshops.
- Japan Productivity Centre. Enhancing work performance workshop.
- Abbott Manufacturing. Team building workshop.

### **Research Interests**

- Leadership and organisational development
- Workforce analytics and research
- Military psychology

### **Selected Publications**

#### **International Journal Articles (Refereed):**

- Soh, S. & Leong, F. T. L. (2002). Validity of vertical and horizontal individualism and collectivism in Singapore: Relationships with values and interests. *Journal of Cross-Cultural Psychology*, 33, 3-15.
- Soh, S. & Leong, F. T. L. (2001). Cross-cultural validation of Holland's Theory in Singapore: Beyond Structural Validity of RIASEC. *Journal of Career Assessment*, 9, 115-133.

#### **International Conference Papers and Presentations:**

- Soh, S. & Chan, K. Y. (2013, October). Outstanding military and private sector leaders in Singapore: Military officers and civilians' perceptions. Paper presented at 55th International Military Testing Association Conference, Seoul, South Korea.
- Soh, S. & Chan, K.Y. (2011, November). Perceived attributes of outstanding military leaders and implications for HRM. Poster presented at the 53rd International Military Testing Association Conference, Bali, Indonesia.
- Chan, K.Y., Soh, S., & Ramaya, R. (2011, November). Military leadership in the 21st Century: A new undergraduate course & textbook. Poster presented at the 53rd International Military Testing Association Conference, Bali, Indonesia.
- Chan, K.Y. & Soh, S. (2010, October). Military leadership education in the Singapore Armed Forces: A social-behavioral science approach. Paper presented at the International Leadership Association Annual Conference, Boston, U.S.A.
- Soh, S., Chan, K.Y., Li, Y. & Tay, L.P. (2010, September). Development and findings of the Military Implicit Leadership Theory Instrument. Paper presented at the 52nd International Military Testing Association Conference, Lucerne, Switzerland.
- Soh, S. (2009, November). Transformational leadership: Whose perspective (leader or follower) matters and influences followers' confidence and commitment? Interactive roundtable session at the International Leadership Association Annual Conference, Prague, Czech Republic.
- Soh, S. (2005, November). Psychological support for the SAF tsunami relief mission: An overview. Paper presented at the 47th International Military Testing Association Conference, Singapore.
- Soh, S. (2004, October). Applications of psychology in HR and training in a conscript army. Paper presented at the 46th International Military Testing Association Conference, Brussels, Belgium.

- Tan, C., Soh, S., & Lim, B.C. (2003, November). Further understanding of attitudes towards national defence and military service in Singapore. Paper presented at the 45th International Military Testing Association Conference, Florida, U.S.A.
- Soh, S., Tan, C., & Ong, K.C. (2002, October). Understanding attitudes towards national defence and military service in Singapore. Paper presented at the 44th International Military Testing Association Conference, Ottawa, Canada.
- Soh, S. (2001, October). Validity and application of the Cross-Cultural Adaptability Inventory for peacekeeping operations. Paper presented at the 43rd International Military Testing Association Conference, Canberra, U.K.
- Soh, S., Chan, K. Y., & Ong, K. C. (2000, November). Military socialisation in Singapore: Some correlates of cultural knowledge and self-concept change. Paper presented at the 42nd International Military Testing Association Conference, Edinburgh, U.K.
- Soh, S. (2000, April). Effects of work values on interest-job preference fit across cultures. Poster session presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LO, U.S.A.
- Leong, F. T. L., & Soh, S. (1998, August). The relationships between individualism-collectivism and Schwartz's model of cultural values: Counseling implications. Paper presented at the American Psychological Association Convention, San Francisco, CA, U.S.A.

#### **Book and Book Chapters:**

- Soh, S. (3rd edition, 2018). Structural Equation Modeling with LISREL: A foundational guide. Customised textbook for a post-graduate course.
- Chan, K. Y., Soh, S. & Ramaya, R. (2011). Military Leadership in the 21st Century: Science and Practice. Singapore: Cengage Learning Asia.
- Soh, S. & Lim, B. (2018). Military psychology in the Singapore Armed Forces. In S.V. Bowles & P.T. Bartone (Eds.), Military psychology: Clinical and organizational practice. New York: Springer.
- Soh, S. & Chan, K. Y. (2002). Understanding the military experience in Singapore: An organisational psychology perspective. In A. Tan & L. Law (Eds.) Psychology in Contexts: A perspective from the South East Asian societies (pp. 9-31). Singapore: Lingzi Media.

#### **Awards and Scholarships**

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| 2013 | Outstanding reviewer award for Cross Cultural Management: An International Journal.  |
| 2005 | Certificate of appreciation by the Singapore Armed Forces for outstanding contribution in leading, planning, co-ordination and execution as head of Applied Behavioural Sciences Department team in support of the Singapore Armed Forces tsunami relief operation 2004. |
| 2003 | Best Commandant Research Paper, Singapore Command and Staff Course in the Singapore Armed Forces.  |
| 1995 | Defence Training Award for postgraduate doctorate study. Ministry of Defence, Singapore.   |
| 1985 | Overseas Training Award (Academic) for undergraduate study. Ministry of Defence, Singapore.  |

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