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RESUME

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Personal Data

Birth	June 10, 1958
Marital Status	Married, two children
Citizenship	Republic of Korea

Academic Experiences

March 1992 - present	Professor of Human Resource Management & Industrial Relations, Korea Aerospace University, Korea
February 2007	Visiting Scholar University of Giessen, Germany
March 2000 - February 2004	Director, Institute for Business Administration Research, Korea Aerospace University
March 1999 - February 2000	Visiting Scholar University of Mannheim, Germany
September 1995 - August 1997	Chairman, Department of Business Administration, Korea Aerospace University
March 1991 - February 1993	Instructor, Seoul National University

March 1990 - February 1992	Research Fellow, Institute for Industrial Relations, Seoul National University, Korea
March 1990 - February 1992	Assistant Professor, Inha University, Korea

Education

February 1990	Ph.D. (Dr.rer.pol.) in Human Resource Management & Industrial Relations, University of Mannheim, Germany
February 1984	MBA, Seoul National University, Korea
August 1981	BA in Business Administration, Yeungnam University, Korea

Professional Experiences

January 2008 - present	Vice President, Koreanisch-Deutsche Gesellschaft für Wirtschaftswissenschaften e.V. (KDGW)
January 2006 - June 2008	Secretary General, Humboldt-Club Korea
May 2005 - April 2007	Vice President, Korean Academic Society of Human Resource Management
December 2001 - present	Commissioner, Seoul Regional Labor Commission
April 2002 - March 2007	Member, National Work Accident Insurance Committee
March 1997 - present	Managing Director, Seoul Institute for Management and Economics
March 2002 – present	Editorial Writer Korean Industry and Economy (Weekly Magazine) The Transportation News (Weekly Newspaper)

Honors and Awards

BMW-Korea Research Award, BMW Korea, 2007
 Research Award, Korea Aerospace University, 2006
 Citation of Minister, Ministry of Labor, Korea, 2005
 Fellowship, Alexander von Humboldt Foundation, Germany, 1999-2000
 Doctoral Scholarship, Konrad-Adenauer-Foundation, Germany, 1986-1990
 Doctoral Scholarship, Ministry of Education and Research, Baden-Württemberg, Germany,
 1985-1986

Journal Editorial Board

Editor, The Korean Journal of Management and Economics
 Editor, The Korean Journal of Ordo Economics
 Associate Editor, The Korean Journal of Human Resource Management
 Associate Editor, The Korean Journal of Industrial Relations

Journal Referee

Korean Management Review
Korean Journal of Management
The Korean Journal of Human Resource Management
The Korean Journal of Industrial Relations
The Korean Journal of Management and Economics
The Korean Journal of Ordo Economics
The Journal of Korea Internet Electronic Commerce Association

Teaching and Research Interests

Teaching: Human Resource Management, Industrial Relations, Business and Society,
Business Ethics, Organizational Behavior, Principles of Management

Research Interests: Employment Relations, Workers' Participation, Diversity Management,
Human Resource Management, Human Resource Development

RESEARCH INTERESTS DURING THE STAY AT FU BERLIN

- Industrial Relations in Germany in Global Economic Crisis
(Arbeitsbeziehungen in Deutschland in der globalen Wirtschaftskrise)
 - Co-determination (Betriebliche Mitbestimmung)
 - Employee Participation (Mitarbeiterbeteiligung)
 - Working Time Flexibility in German Employment System (Arbeitszeitmanagement)
 - Atypical Employment (Atypische Arbeitsverhältnisse)

- Labor Market Policy in Germany
 - Active Labor Market Policy (Aktive Arbeitsmarktpolitik)
 - Employment Policy (Beschäftigungspolitik)

- Corporate Human Resource Strategy (Betriebliche Personalstrategie) in Germany
 - Rewards Strategy (Vergütungsstrategie/Betriebliche Sozialleistung)
 - Human Resource Development (Personalentwicklung/Bildung/Qualifizierung)
 - Work-Life-Balance (Familienbewusste Personalpolitik)

- Human Capital Management

- Sustainable Development (Nachhaltige Entwicklung) / CSR (Corporate Social Responsibility) / Business Ethics (Unternehmensethik)

PUBLICATIONS

Articles in Academic Journals

- Kim, K. S., 2009, Compensation Strategy of Enterprises in Global Economic Crisis, KEF Compensation Quarterly, Korea Employer Federation, 16(4), 76-94.
- Kim, K. S. and S. M. Jung 2008, The Effect of Servant Leadership on the Leader Trust and Organizational Trust, The Korean Journal of Management and Economics, 26(4), 57-75.
- Kim, K. S., 2008, The Effect of Emotional Labor on Burnout for the Flight Attendants, The Journal of the Aviation Management Society of Korea, 6(4), 81-107.
- Kim, K. S., 2008, The Tasks of Human Resource Development in virtual Context, The Korean Journal of Ordo Economics, 11(1), 85-104.
- Kim, K. S., 2008, The Development of Social Policy of Germany after the Reunification, The Korean Journal of Ordo Economics, 11(2), 25-41.
- Kim, K. S., 2008, Nonstandard Employment in Korea and its Impact on Human Resource Management, Emotional Intelligence and Leadership Effectiveness: Theoretical and Practical Implications, The Korean Journal of Management and Economics, 26(3), 181-205.
- Kim, K. S., Kim, M. J and H. C. Lim, 2008, Determinant Factors of e-learning Training Effectiveness in Airline Industry Workers, Journal of Korean Management Consulting Review, 8(1), 171-187.
- Kim, K. S. and J. W. Lee, 2007, A Critical Review and Future Directions on Organizational Evolution Theory, The Korean Journal of Management and Economics, 25(4), 89-119.
- Kim, K. S., D. M. Lee and S. R. Kim, 2007, Emotional Labor and Work Attitudes for Flight Attendants, Journal of the Korean Society for Aeronautical Science and Flight Operation, 15(4), 64-82.
- Kim, K. S. and D. M. Lee, 2007, Emotional Dissonance as a Mediator in the Relationship of Emotional Labor and Burnout, The Korean Journal of Human Resource Management, 31(3), 133-155.
- Kim, K. S., 2007, Emotional Intelligence and Leadership Effectiveness: Theoretical and Practical Implications, The Korean Journal of Management and Economics, 25(1), 25-43. (written in English).
- Kim, K. S., 2006, Human Resource Marketing as an Recruiting Instrument of Talented People, KEF Compensation Quarterly, 14(3), Korea Employee Federation, 34-45.
- Kim, K. S., 2006, Human Resource Management and Organizational Performance, The Korean Journal of Management and Economics, 36, 161-183.
- Kim, K. S. and D. M. Lee, 2006, The Contingency, Structure, Function, and Effectiveness of Working Groups in the Factories of North Korea, The Korean Journal of Human Resource Management, 30(2), 159-181.
- Kim, K. S. and D. M. Lee, 2005, The Characteristics of Work Groups in the Factories of North Korea, The Korean Journal of Management and Economics, 32, 141-165.
- Kim, K. S. and J. Lee, 2005, Organizational Systematic Approach to HRM Research at the Population Level of Analysis, The Korean Journal of Management and Economics, 34, 119-158.

- Kim, K. S. and D. M. Lee, 2005, The Effect of Contextual Factors on the Student Perception of Faculty Teaching Performance, *Korean Management Review*, 34(6), 1693-1714.
- Kim, K. S., 2005, The Problems of Workers' Participation in Decision Making, *The Korean Journal of Ordo Economics*, 8(1), 113-128.
- Kim, K. S., 2005 and Y. S. Park, A Study on the Labor Disputes Solution System of Air Transportation Industry, *Journal of the Korean Society for Aeronautical Science and Flight Operation*, 13(4), 76-91. (written in English)
- Kim, K. S., 2005, The Characteristics of Lifelong Learning in Germany, *The Korean Journal of Ordo Economics*, 8(2), 113-140.
- Kim, K. S., 2005, Business Strategy for Getting and Retaining Talented People, *KEF Compensation Quarterly*, Korea Employer Federation, 13(1), 68-79.
- Kim, K. S. and D. M. Lee, 2004, Evaluation of Early Retirement Program, *The Korean Journal of Management and Economics*, 30, 21-40. (written in English)
- Kim, K. S. and D. M. Lee, 2004, Electronic Commerce in Korea: Recent Development and Future Challenges, *The Japanese Journal of Operation Management*, 10(3), 195-200. (written in English)
- Kim, K. S. and D. M. Lee, 2004, Management's Involvement Strategy and Flexible Work Group Design, *Korean Journal of Management*, 12(1), 33-68.
- Kim, K. S. and D. M. Lee, 2004, The Characteristics of Illegal Labor Disputes in 2003 and their Implications in Labor Policy, *Quarterly Journal of Labor Policy*, Korea Labor Institute, 4(1), 23-55.
- Kim, K. S., 2004, Information Technology and New Roles of Middle Management, *The Korean Journal of Ordo Economics*, 7(1), 77-98.
- Kim, K. S., 2004, Labor Disputes and the Problems of Labor Policy, *The Korean Journal of Ordo Economics*, 7(2), 17-50.
- Kim, K. S. 2004, Recent Trend and Future Perspective of e-Learning in Korean Corporations, *KEF Compensation Quarterly*, Korea Employer Federation, 12(2), 58-69.
- Kim, K. S. 2004, The Compensation System of German Companies, *KEF Compensation Quarterly*, Korea Employer Federation, 12(3), 53-69.
- Kim, K. S. 2004, The Labor Productivity of North Korean Worker, *The Journal of Regional Development*, Institute for Regional Development, Korea Aerospace University, 8, 1-25.
- Kim, K. S. and Y. S. Park, 2004, Labor Disputes in Air Transportation Business, *The Journal of Regional Development*, Institute for Regional Development, Korea Aerospace University, 8, 135-146.
- Kim, K. S., Lee, Y. C., Cho, D. S. and K. M. Lee, 2004, A Study on the New Business Entry Process of BT, *The Korean Journal of Management and Economics*, 31, 85-106.
- Kim, K. S., 2004, A Study on the Sustainable Development in the Air Transportation Industry, *The Journal of Industry and Management*, Institute for Management Research, Korea Aerospace University, 11(2), 27-54.
- Kim, K. S., 2004, Workers' Participation in Corporate Decision Making: Theory and Practice, *The Journal of Industry and Management*, Institute for Management Research, Korea Aerospace University, 11(1), 1-28.
- Kim, K. S. and D. M. Lee, 2003, High-Involvement Work Practice and Labor Productivity, *The Korean Journal of Management and Economics*, 27, 109-142.

- Kim, K. S. and J. H. Shim, 2003, Recent Development and Future Prospect of the Economic Cooperation between South and North Korea, *The Korean Journal of Management and Economics*, 28, 151-170.
- Kim, K. S. and D. M. Lee, 2003, Union's and Management's Strategic Choice, Employee's Participation, and Firm Performance, *Quarterly Journal of Labor Policy*, Korea Labor Institute, 3(2), 25-45.
- Kim, K. S., 2003, Labor-Management Relations in Small and Medium Sized Enterprises in Korea, *The Korean Journal of Ordo Economics*, 6(2), 75-106.
- Kim, K. S., 2003, Non-Standard Work, the Changing Employment Relations and its Impact on Human Resource Management, *KEF Compensation Quarterly*, Korea Employer Federation, 11(2), 77-97.
- Kim, K. S., 2003, The Legal Issues on Labor Dispute, *The Journal of Industry and Management*, Institute for Management Research, Korea Aerospace University, 10(1), 1-17.
- Kim, K. S., 2003, A Study on Collective Agreements for Flight Attendant, *The Journal of Industry and Management*, Institute for Management Research, Korea Aerospace University, 10(1), 45-62.
- Kim, K. S. and D. M. Lee, 2003, The Characteristics of Illegal Labor Disputes in 2003 and Their Implications in the Behavioral Changes of Union, Management, and Government, *The Korean Journal of Industrial Relations*, Institute for Industrial Relations, Seoul National University, 14, 99-129.
- Kim, K. S., 2002, In Search of an Alternative in the Industrial Relations of Air Transportation Industry in Korea, *The Journal of Industry and Management*, Institute for Management Research, Korea Aerospace University, 9(1), 11-20.
- Kim, K. S., 2003, Management Ethic and Ethic Management, *KEF Compensation Quarterly*, Korea Employer Federation, 10(3), 77-97.
- Kim, K. S., 2003, Recent Trend and Prospect of Outplacement, *KEF Compensation Quarterly*, Korea Employer Federation, 10(1), 62-80.
- Kim, K. S. 2004, The Characteristics and Development of Work Accident Insurance in Korea, *The Journal of Regional Development*, Institute for Regional Development, Korea Aerospace University, 7, 1-20.
- Kim, K. S., 2001, A Critical Review on the Relationship between Human Resource Management and Firm Performance, *The Korean Journal of Ordo Economics*, 4(1), 113-137.
- Kim, K. S., 2003, Labor and Human Resource Management in North Korea, *The Korean Journal of Ordo Economics*, 4(2), 1-32.
- Kim, K. S., 2001, Human Resource Management of Internet Venture Business, *The Journal of Korea Internet Electronic Commerce Association*, 1(1), 1-16.
- Kim, K. S., 2001, Recent Trend and Future Prospect of Performance Evaluation, *KEF Compensation Quarterly*, Korea Employer Federation, 9(4), 64-77.
- Kim, K. S., 2001, A Study on Stressors and Their Impacts on CRM Skills: An Application for Airline Pilots in Korea, *Journal of the Korean Society for Aeronautical and Flight Operation*, 9(2), 7-22.
- Kim, K. S., 2001, Recent Trend and Future Prospect of Cafeteria System, *KEF Compensation Quarterly*, Korea Employer Federation, 9(2), 76-94.
- Kim, K. S., 2001, To the Improvement of Work Accident Insurance, *The Journal of Industry and Management*, Institute for Management Research, Korea Aerospace University, 8(1), 35-48.

- Kim, K. S., 2000, The Characteristics of the Dual System of Vocational Training in Germany and its Implication to Korea, *The Journal of Industry and Management*, Institute for Management Research, Korea Aerospace University, 8(2), 245-251.
- Kim, K. S., 2000, Diversity Management and Human Resource Management, *Journal of Industrial Relations*, The Institute of Industrial Relations, Seoul National University, 11, 41-57.
- Kim, K. S., 2000, Regional Labor Market Policy: the Case of Brandenburg, Germany, *The Journal of Industry and Management*, Institute for Management Research, Korea Aerospace University, 8(1), 142-164.
- Kim, K. S. 2000, The Recent Trend and Problems of Incentive System of Compensation, *KEF Compensation Quarterly*, Korea Employer Federation, 8(1), 55-69.
- Kim, K. S., 1999, The Measurement and Management of Organizational Knowledge, *Journal of the Institute for Aviation Industry, Policy and Law*, Korea Aerospace University, 6, 203-223.
- Kim, K. S., 1997, Early Retirement Management in Korean Companies, *Journal of Industrial Relations*, The Institute of Industrial Relations, Seoul National University, 8, 119-148.
- Kim, K. S., 1997, Strategic Management of Labor Relations: The Rationalization and Humanization of Work, *The Journal of Labor Studies, Labor Education and Research Institute*, 14, Korea University, 17-36.
- Kim, K. S., 1997, Structuring of Organization for the Management of Mass Transit Railway, *The Journal of Industry and Management*, Institute for Management Research, Korea Aerospace University, 3(1), 1-22. (written in English)
- Kim, K. S. and J. T. Choi, 1997, Seniority Based Management Systems: Limitations on Early Retirement Program of Korean Companies, *Seoul Journal of Business*, Seoul National University, 3, 87-105. (written in English)
- Kim, K. S., 1997, New Environment and Strategy of Labor-Management Relations of Company, *The Korean Journal of Ordo Economics*, 1(1), 305-327.
- Kim, K. S., 1996, Honor Retirement Practices in Korean Companies, *KEF Compensation Quarterly*, Korea Employer Federation, 4(2), 4-23.
- Kim, K. S., 1996, Recent Trend and Problems of Workers' Participation in Corporate Decision Making, *KEF Compensation Quarterly*, Korea Employer Federation, 4(2), 71-81.
- Kim, K. S., 1995, Strategic Human Resource Development: Designing a Competency Development Program of Employee, *The Journal of Industry and Management*, Institute for Management Research, Korea Aerospace University, 2(1), 155-170.
- Kim, K. S., 1995, Theoretischer Hintergrund der Qualitätszirkel-Forschung - das Konzept, die organisatorischen Formen sowie die Ansätze und die Effizienz der QZ, *The Korean Journal of Management and Economics*, 13, 147-185. (written in German)
- Kim, K. S., 1995, Annual Pay System in USA and Germany, *The Korean Journal of Human Resource Management*, 19, 39-52.
- Kim, K. S., 1995, A Study on the Small Group Activities as a System of Workers' Participation in Decision Making, *The Korean Journal of Industrial Relations*, 5, 379-402.
- Kim, K. S. Yoon, S. H. and S. C. Lee, 1994, The Impact of New Airport in Incheon to the Korean Air Transportation Industry, *Journal of the Institute for Aviation Industry, Policy and Law*, Korea Aerospace University, 1, 7-68.

- Kim, K. S., 1994, Work Time Flexibility in Europe, The Journal of Industry and Management, Institute for Management Research, Korea Aerospace University, 1(1), 55-70.
- Kim, K. S., 1994, The Changing Business Environment and the Innovation of Human Resource Management, Journal of the Institute for Aviation Industry, Policy and Law, Korea Aerospace University, 1, 131-145.
- Kim, K. S., 1994, The Annual Pay Practices in Western Countries, KEF Compensation Quarterly, Korea Employer Federation, 2(2), 62-71.
- Kim, K. S., 1993, The Organizational Effectiveness of Project Organization, The Journal of Korea Aerospace University, 31, 505-527.
- Kim, K. S., 1993, Workers' Participation in the Performance, The Journal of Industry and Management, Sungkyul University, 1(1), 69-88.
- Kim, K. S., 1993, Human Resource Development in German Companies, The Korean Journal of Human Resource Management, 17(1), 157-178.
- Kim, K. S., 1994, Recent Trends and Problems of Performance Management, KEF Compensation Quarterly, Korea Employer Federation, 1(3), 70-81.
- Kim, K. S., 1992, Humanization of Work and Quality Circles, Journal of Industrial Relations, The Institute of Industrial Relations, Seoul National University, 3, 181-195.
- Kim, K. S., 1992, Neue Technologien und Qualifikation der Mitarbeiter: Diskussion der Thesen von Kern und Schumann, The Journal of Korea Aerospace University, 30, 399-411. (written in German)
- Kim, K. S., 1990, Die Problematik der qualifizierten Mitbestimmung der deutschen Unternehmen, Journal of Industrial Relations, The Institute of Industrial Relations, Seoul National University, 1, 285-304. (written in German)

Articles in Professional Journals

- Kim, K. S., 2006, The Practice of Human Resource Marketing in BASF, HR Professional, 15, March 2006, 22-30.
- Kim, K. S., 2005, Recent Trend of Retaining Talented People in Organization, HR Professional, 13, September 2005, 40-43.
- Kim, K. S. 2004, Human Resource Development in DaimlerChrysler, HR Professional, 11, September 2004, 20-23.
- Kim, K. S., 2004, Family Friendly Human Resource Management, The Magazine of Human Resource Management, April 2004, 17.
- Kim, K. S., 2003, Diversity Management Programs and Activities in Siemens, HR Professional, 2, March 2003, 38-41.
- Kim, K. S., 2003, Employee's Participation in Firm Performance in Germany, HR Professional, 6, November 2003, 26-29.
- Kim, K. S., 2003, Corporate Benefits and Balance of Work and Life, The Magazine of Human Resource Management, April 2003, 18-19.
- Kim, K. S., 2003, Business Casual, The Magazine of Human Resource Management, July 2004, 13.

- Kim, K. S., 2003, Human Resource Marketing: its Concept and Design, The Magazine of Human Resource Management, October 2003, 46-49.
- Kim, K. S., 2002, Corporate Theatre, The Magazine of Human Resource Management, April 2002, 17.
- Kim, K. S., 2001, Competitive Advantage through Human Resource Management, Credit Society, 227, August 2001, Korea Credit Guarantee Fund, 36-39.
- Kim, K. S., 2000, Human Resource Marketing in International Companies, The Magazine of Human Resource Management, December 2000, 64-67.
- Kim, K. S., 2000, Employee Marketing, The Magazine of Human Resource Management, November 2000, 64-67.
- Kim, K. S., 2000, Human Resource Marketing as systematic Activities in Organization, The Magazine of Human Resource Management, September 2000, 72-75.
- Kim, K. S., 2000, Benchmarking - The Dual System of German Vocational Training, Education Square 21, September 2000, 91-94.
- Kim, K. S., 2000, The Power of Great Partnerships, Maekyung Economy, August 2000, 55.
- Kim, K. S., 2000, Emotional Intelligence, The Magazine of Human Resource Management, March 2000, 11.
- Kim, K. S., 1999, Diversity Management, The Magazine of Human Resource Management, October 1999, 8.
- Kim, K. S., 1999, Corporate Benefit in German Companies, The Magazine of Human Resource Management, August 1999, 38-40.
- Kim, K. S., 1997, Restructuring of Corporation after Financial Crisis, Labor Education, 17, Korea Labor Education Institute, 38-40.
- Kim, K. S., 1997, Creative Thinking, The Corporate Magazine of Hyundai HYSCO, November 1997, 6-7.
- Kim, K. S., 1997, Building a Vision in the Company, Management and Technology (Corporate Magazine of Korea Telecom), October 1997, 11-18.
- Kim, K. S., 1997, A Suggestion for Retirement Allowance Reform, Daily Maekyung (Newspaper), September 15, 1997.
- Kim, K. S., 1997, Health Circle, The Magazine of Human Resource Management, July 1997, 14.
- Kim, K. S., 1997, Building Your Company's Vision, Sogang Harvard Business Review, July 1997, 121-138.
- Kim, K. S., 1997, Management of Female Workforce in Japanese Bank Industry, The Magazine of Human Resource Management, March 1997, 15.
- Kim, K. S., 1996, The Design and Management of Honor Retirement System, Weekly Maekyung, October 1996.
- Kim, K. S., 1996, The Strategy to Introduce the Honor Retirement System, The Magazine of Human Resource Management, September 1996, 9.
- Kim, K. S., 1995, The Work Time Flexibility in European Companies, The Magazine of Human Resource Management, August 1995, 10.
- Kim, K. S., 1995, The Strategy of Annual Pay in USA and Germany, The Magazine of Human Resource Management, July 1995, 7-10.

- Kim, K. S., 1995, The Principles and Practice of Ethics in Human Resource Management, The Magazine of Human Resource Management, April 1994, 10.
- Kim, K. S., 1995, Human Resource Department as a Profit Center, The Magazine of Human Resource Management, March 1995, 9.
- Kim, K. S., 1995, Labor Education in Germany, Labor Education, Korea Labor Education Institute, March 1995, 29-42.
- Kim, K. S., 1995, The Flexible Compensation in Western Countries, The Magazine of Human Resource Management, February 1995, 9.
- Kim, K. S., 1995, The Recent Trend of Performance Evaluation in European Companies, The Magazine of Human Resource Management, January 1995, 10.
- Kim, K. S., 1994, The Strategy of Human Resource Development in German Companies, The Magazine of Business and Economics, 1(1), 61-82.
- Kim, K. S., 1994, Business Strategy and Human Resource Development, The Magazine of Human Resource Management, November 1995, 10.
- Kim, K. S., 1994, Marketing Concept to the Human Resource Management, The Magazine of Human Resource Management, October 1995, 10.
- Kim, K. S., 1993, Compensation Management for Frontline Workers II, The Magazine for Factory Management, Korea Standard Association, September 1993, 72-80.
- Kim, K. S., 1993, Compensation Management for Frontline Workers I, The Magazine for Factory Management, Korea Standard Association, June 1993, 73-77.
- Kim, K. S., 1993, The Roles and Tasks of Leader in Organization, Management and Technology (Corporate Magazine of Korea Telecom), June 1993, 2-10.
- Kim, K. S., 1993, Competency Development and Skill Management, The Magazine for Factory Management, Korea Standard Association, May 1993, 94-101.
- Kim, K. S., 1992, To the Innovation of Human Resource Management of Frontline Worker, The Magazine for Factory Management, Korea Standard Association, June 1992, 78-85.
- Kim, K. S., 1992, Are Leaders different from Managers? Sogang Harvard Business Review, 45, 157-171.
- Kim, K. S., 1992, Human Resource Management according to Technological Innovation and Societal Change, Labor-Management Square, February 1992, 46-51.
- Kim, K. S., 1991, Workers' Participation and Small Group Activities in German Companies, The Magazine of Human Resource Management, October 1991, 44-48.
- Kim, K. S., 1991, Workers' Participation in Performance in German Companies, The Magazine of Human Resource Management, September 1991, 36-40.
- Kim, K. S., 1991, Workers' Participation in Decision Making in German Companies, The Magazine of Human Resource Management, August 1991, 34-38.
- Kim, K. S., 1991, Co-determination in Germany, The Magazine of Human Resource Management, July 1991, 34-37.
- Kim, K. S., 1991, Recent Trend of Human Resource Management in German Companies, The Magazine of Human Resource Management, May 1991, 48-51.

Conference Presentations

- Kim, K. S., 2009, The Relationship between Ethical Climate and Workplace Deviance, Annual Conference 2009, Korean Academic Society of Ordo Economics, 3 February 2009, Seoul.
- Kim, K. S., 2008, Discussion on the Flexibilization of Working Hour in Automobile Industry, Annual Conference 2008, The Korean-German Academic Society of Economics and Management, 24 October 2007, Seoul.
- Kim, K. S., 2008, Die Tendenz und die Aufgabe des Human Resource Managements in Korea, Korean-German Economic Relations and Recent Developments in the Korean Economy, 26-27 June 2008, German Institute of Economic Research (DIW Berlin), Germany.
- Kim, K. S., 2008, Tendenz und Aufgabe des Human-Resource-Management in Korea, Fachtagung in Berlin: Die Wirtschaftspolitik der neuen Regierung der Republik Deutschland – Perspektiven für die Zusammenarbeit mit Deutschland, 27-29 Juni 2008, Deutsch-Koreanische Gesellschaft, Mercure Hotel Berlin, Germany.
- Kim, K. S. and S. H. Kim, 2008, The Effects of the Perception of the Violation of Psychological Contract on the Job Attitudes of Employees, Annual Conference 2008, The Korean Management Academy & The Korean-German Academic Society of Economics and Management, 20 August 2007, Jeju International Convention Center, Jeju
- Kim, K. S. and S. H. Kim, 2008, The Effect of Servant Leadership on the Leader Trust and Organizational Trust, Annual Conference 2008, The Korean Management Academy & The Korean-German Academic Society of Economics and Management, 20 August 2007, Jeju International Convention Center, Jeju.
- Kim, K. S., 2007, Atypical Employment in Automobile Industry, Annual Conference 2007, The Korean-German Academic Society of Economics and Management, April 2007.
- Kim, K. S., 2007, On the Determinants of the Efficiency of Virtual Organizations, Korean-Japan Workshop on Effective Evaluation for Management using Quantitative Methods, 21-34.
- Kim, K. S., 2006, Current Issues and Problems of Minimum Wage System in Korea, Symposium on Minimum Wage, Minimum Wage Council, 1-21.
- Kim, K. S., 2006, Strategy of Regional Innovation in the Age of Knowledge Society: Focus on the Learning Region, Annual Conference, Korean Academy of Ordo Economics.
- Kim, K. S., 2006, Early Retirement Program as a Practice of HRM of Korean Companies, IIRA 14th World Congress, Lima, Peru, September 12-14, 2006.
- Kim, K. S., 2006, The Practice of Human Resource Management in BASF, Annual Conference, Korean Academy of Management, 475-492.
- Kim, K. S. and D. Lee, 2005, Strategic Human Resource Management and Organizational Effectiveness, Annual Conference, The Aviation Management Society of Korea.
- Kim, K. S. and Y. Park, 2005, The Influence Factors of Negotiation Performance in the Labor Management Negotiations, Annual Conference, The Aviation Management Society of Korea.
- Kim, K. S. and Y. Park, 2005, Mongolian Employees and Foreign Workforce Employment Supporting System in Korea, The 2005 Korea-Mongolia Industrial and Business Conference, Korean and Mongolian Academic Society of Business Administration, Ulaanbaatar, Mongolia.
- Kim, K. S. and Y. Park, 2005, Public Utility Business and Air Transportation Industry, Annual

- Conference, The Aviation Management Society of Korea.
- Kim, K. S. and S. Kim, 2005, Lifelong Learning for Flight Attendants, Annual Conference, The Aviation Management Society of Korea.
- Kim, K. S., 2004, Strategy for the Education and Human Resource Development of Korea in the Age of Knowledge Economy, The 12th World Congress of Comparative Education Societies, World Comparative Education Societies, Havana, Cuba, 25-29 October 2004.
- Kim, K. S., 2004, Lifelong Learning in Germany, Conference on Lifelong Learning and Learning Region, New Paradigm Center.
- Kim, K. S., 2004, Labor Disputes and Problems of Labor Policy, Annual Conference, Korean Academy of Ordo Economics.
- Kim, K. S., 2004, The Sustainability of Air Transportation Industry, Annual Conference, The Aviation Management Society of Korea.
- Kim, K. S., 2004, Labor Disputes Solving System of Air Transportation Industry, Annual Conference, The Korean Society for Aeronautical Science and Flight Operations.
- Kim, K. S., 2003, Electronic Commerce in Korea: Recent Developments and Future Challenges, The 17th National Congress of Japanese Academic Society for Production Management, Kakshuin University, Tokyo, Japan, March 14-16, 2003.
- Kim, K. S. and D. M. Lee, 2003, The Effect of Management's Strategic Choice on Work Group Design and its Effectiveness in Korean Manufacturing Firms, IIRA 13th World Congress, September 8-12, 2003, Freie Universität Berlin, Germany.
- Kim, K. S., 2003, Labor Productivity of North Korean Workforce, Annual Conference, Korea Productivity Association.
- Kim, K. S., 2003, The Problems and Prospect of Economic Cooperation between South and North Korea, International Conference on the Relations between South and North Korea, The Korean-German Academic Society of Economics and Management.
- Kim, K. S., 2003, Performance Management in Public Sector, The 2nd Workshop for University-Government Cooperation.
- Kim, K. S., 2003, Human Resource Management and Industrial Relations in the Air Transportation Industry, Proceedings of the 54th International Conference, The Tourism Science Society of Korea. August 18-20, 2003, Jeju, Korea.
- Kim, K. S., 2003, Industrial Relations of the Small and Medium Sized Enterprises, Annual Conference, Korean Academic Society of Ordo Economics.
- Kim, K. S., 2003, Developments and Challenges of Electronic Commerce in Korea, 2003 Korea-Mongolia Management Conference, July 17-18, 2003, Ulaanbaatar University, Ulaanbaatar, Mongolia.
- Kim, K. S., 2003, Recent Trend and Perspective of Human Resource Development in Germany, Expert Workshop of the Secretariat of the National Assembly of the Republic of Korea, May 2, 2003.
- Kim, K. S., 2002, Nachhaltiges Handeln für Gesellschaft der deutschen Unternehmungen, Annual Conference of Korean Alumni Club of Konrad-Adenauer-Foundation. December 13, 2002. Seoul, Korea.
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