

Serbian Journal of Management 6 (2) (2011)

Serbian Journal of Management

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**Prof. Dr Qingxiong Weng** is an Assistant Professor and Post doctorate researcher of Organization Management in the School of Management, Xi'an Jiaotong University.

His PhD (2009) is in Business Administration from the Huazhong University of Science and Technology in China.

He was awarded the Top Excellent Researchers of PhD in Huazhong University of Science and Technology. His primary research interests include vocational psychology, career growth and management, commitment theory, group decision making, and leadership. Dr Weng is the author or co-author of over 60 journal articles and book chapters. His work has appeared in *Journal of Vocational Behavior, Australian Journal of Management, Chinese Management studies, International Journal of Human Resources Development and Management,* and so on.

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