



Yafan Yu



Position: Assistant Professor
Faculty: Faculty of Business
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Links

https://scholar.google.com/scholar?hl=en&as_sdt=0%2C5&authuser=1&q=yafan+yu&btnG=

Teaching and Research Areas:

Teaching area: Human Resource Management, Training and Development, Organisational Development, Strategic Human Resource Management.

Research areas: Ageism and age-based career inequality, career development, gendered career constriction, employment relations, qualitative research methods.

Education:

PhD in Management (HRM and Organisational Behaviour)	University of Southampton, UK
MSc in Management (First Class Honours)	University of Southampton, UK
BSc in Business Administration	North China University of Technology, China

Academic Appointments:

Assistant Professor	City University of Macau	2026-Present
Doctoral Researcher	University of Southampton	2022-2026
Teaching Assistant	University of Southampton	2023-2024
Research Assistant	University of Southampton	2023-2026

Teaching Experiences:

City University of Macau

BBA programme

<i>Principles of Management (BA102)</i>	2026/27
<i>Training and Development (BA309)</i>	2026/27

University of Southampton

Postgraduate programme

<i>Organisational Development</i>	2023/24
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<i>Strategic Human Resource Management</i>	2023/24
<i>Guest Lecture: Strategic Decision-Making and Career Development (MSc)</i>	2025
<u>One-to-One Dissertation Supervision (undergraduate and postgraduate)</u>	
<i>Research design, theoretical framing, data analysis, academic writing</i>	2023-2025

Representative Publications:

Beigi, M., Shirmohammadi, M., Ayoobzadeh, M., Hedayati Mehdiabadi, A., Au, W. C., Wang, H., Xu, Q., **Yu, Y. ***, Parry, J., & Whitburn, B. (2025). Career Success and Minority Status: A Review and Conceptual Framework. *Journal of Management*. (FT50, ABS 4*, SSCI Q1)

Yu, Y. *, Beigi, M., & Parry, J. (2026). Exploring the Links Between Ageism and Career Outcomes: A Systematic Review. *Human Resource Development Review*, In Press. (SSCI Q2, ABS-2)

Conferences:

Yu, Y. *, Beigi, M., & Parry, J. (2026). Career Constriction Across the Life Course: Gendered Ageism and Women's Careers in Urban China. The 26th Annual University Forum for Human Resource Development (UFHRD) International Conference.

Yu, Y. *, Beigi, M., & Parry, J. (2024). Age-related stereotypes and career outcomes: A systematic literature review. Presented at the Academy of Management Annual Meeting, Chicago, USA.

Yu, Y. *, Beigi, M., & Parry, J. (2023). Age-related stereotypes and career outcomes: A systematic review. Presented at the University of Southampton Doctoral Research Conference, Southampton, UK.

Yu, Y. *, Beigi, M., & Parry, J. (2023). Paper presented at an academic conference, Manchester, UK.

Current Research Interests:

- Ageism and age-based discrimination
- Career development
- Gendered career inequality and career constriction
- Human resource management
- Qualitative research methods
- Systematic literature review

Academic Service:

Ad hoc Reviewer, *Human Relations* (ABS 4*, SSCI Q1)

Ad hoc Reviewer, *Human Resource Development Review* (ABS 2, SSCI Q2)

Skills:

Research Methods: Qualitative interviewing and data collection; thematic analysis and inductive coding; systematic literature review; conceptual development and theory building.

Data Analysis Tools: NVivo, EndNote, Zotero, Mendeley.

Teaching and Professional Skills: Dissertation supervision, assessment marking and feedback, seminar facilitation, academic writing and publishing, conference presentation.

Fellowships:

Member, Academy of Management (AOM)