

**Kang Leng Ho, Ph.D.**  
Binzmuhlestrasse 14, 8050 Zurich, Switzerland  
ho@psychologie.uzh.ch

---

## EDUCATION

**Ph.D. Candidate at Epidemiology, Biostatistics and Prevention Institute, Division of Public & Organizational Health**

University of Zurich, Zurich, Switzerland, 08/2021 – 11/2024

**Advisors:** Prof. Dr. Georg F. Bauer, Prof. Dr. Jessica de Bloom (University of Groningen, the Netherlands)

**M.A. in Management and Economics with minor in Data Science, Faculty of Business, Economics and Informatics**

University of Zurich, Zurich, Switzerland, 02/2019 – 04/2021

**Advisor:** Prof. Dr. Lauren C. Howe, Chair of HRM & Leadership

**B.Soc.Sci. (Hons) double major in Economics and Psychology, Faculty of Arts & Social Sciences**

National University of Singapore, Singapore, 08/2012 – 06/2017

Tembusu College, University Town College Programme, 08/2012 – 05/2014

University of California, Berkeley, California, United States, 06/2014 – 07/2014

## PROFESSIONAL EXPERIENCE

**Postdoctoral Researcher, Chair of Developmental Psychology: Adulthood and Chair of Psychology of Motivation, Volition, and Emotion, Department of Psychology**

University of Zurich, Zurich, Switzerland, 09/2025 – Present

**Advisors:** Prof. Dr. Alexandra M. Freund, Prof. Dr. Veronika Brandstätter

**Postdoctoral Researcher, Behavioral Research In Organizations (BRiO) Research Center**

Emlyon Business School, Lyon, France, 12/2024 – 08/2025

**Research Assistant in Behavioural Economics, Department of Economics**

National University of Singapore, Singapore, 01/2018 – 01/2019

**Research Assistant and Intern, Institute of Water Policy (IWP), Lee Kuan Yew School of Public Policy**

National University of Singapore, Singapore, 12/2016 – 11/2017

**Research Intern, Social Service Institute (SSI)**

National Council of Social Services (NCSS), Singapore, 05/2016 – 07/2016

**Research Assistant in Social Psychology, Department of Psychology**

National University of Singapore, Singapore, 05/2015 – 07/2015

**Research Intern, Institute of Water Policy (IWP), Lee Kuan Yew School of Public Policy**

National University of Singapore, Singapore, 05/2015 – 07/2015

**Intern in Entrepreneurship, One Rochester Group**

Singapore, 12/2014 – 01/2015

## PUBLICATIONS

Morstatt, A. I., Mäkikangas, A., **Ho, K. L.**, Kerksieck, P., Bauer, G. F., and de Bloom, J. (In press). Job and off-job crafting profiles and the longitudinal workload-recovery association: Risks for low crafters. *Scandinavian Journal of Work and Organizational Psychology*.

**Kang Leng Ho, Ph.D.**  
Binzmuhlestrasse 14, 8050 Zurich, Switzerland  
ho@psychologie.uzh.ch

---

**Ho, K. L.**, Mäkikangas, A., Kerksieck, P., Morstatt A. I., de Bloom, J., and Bauer, G. F. (2024). Job and off-job crafting profiles: Time-lagged relationships with job, home and personal resources and well-being outcomes. *Journal of Occupational & Organizational Psychology*.

Rosenthal, S., & **Ho, K. L.** (2020). Minding other people's business: Community attachment and anticipated negative emotion in an extended norm activation model. *Journal of Environmental Psychology*, 69, 101439.

### OP-EDS

Biswas, A. K., Tortajada, C., **Ho, K. L.** (2015). Water supply: Look beyond technology and innovation, *The Business Times, Singapore, Opinion*, Tuesday 16 June 2015.

### ORAL CONFERENCE PRESENTATIONS

**Ho, K. L.**, Mäkikangas, A., Bauer, G. F., Zhang, F. (2025, May 21-24). *Needs-Based Crafting Latent profile analysis*. In P. Petrou (Chair), Crafting outside work: Links with the work domain [Symposium]. 22nd European Association of Work and Organizational Psychology (EAWOP), Prague, Czech Republic.

**Ho, K. L.**, Kerksieck, P., Bauer, G. F., and de Bloom, J. (2025, May 21-24). *Daily Bidirectional Associations of Crafting, Nature-related Activities, and Energy Across Domains*. In **K. L. Ho** and *H. J. Paryono* (Chairs), Work-Nonwork Intersections: Insights and Interventions into Employee Well-Being and Creativity [Symposium]. 22nd European Association of Work and Organizational Psychology (EAWOP), Prague, Czech Republic.

**Ho, K. L.**, de Bloom, J., Kerksieck, P., Mäkikangas, A., and Bauer, G. F. (2024, Jun 5-7). *Patterns of changes in well-being during the COVID-19 pandemic: Investigating the role of crafting, demands and resources*. In **K. L. Ho** and *J. de Bloom* (Chairs), *Finding the right balance: Insights for Well-Being and Satisfaction in Challenging Work and Life Realities* [Symposium]. 16<sup>th</sup> European Association of Occupational Health Psychology (EAOHP), Granada, Spain.

**Ho, K. L.**, Kerksieck, P., Bauer, G. F., and de Bloom, J. (2024, Feb 13-14). *Moment-to-moment dynamics of crafting, nature exposure, nature relatedness, and energy throughout working days: Using Dynamic Structural Equation Modeling*. In *L. M. Mulder* (Chair), *How is crafting helping? Zooming into crafting approaches and their transformative potential for job characteristics, health, and environmental situational factors* [Symposium]. The 2024 Centre for Transformative Work Design Conference, Perth, Australia.

**Ho, K. L.**, de Bloom, J., Kerksieck, P., Mäkikangas, A., and Bauer, G. F. (2023, Sep 21-22). *Investigating crisis-related crafting during the covid-19 pandemic: When and why do employees craft their work and non-work life?* [Conference session]. European Association of Work and Organizational Psychology (EAWOP) Small Group Meeting, Ljubljana, Slovenia.

**Ho, K. L.**, Kerksieck, P., Bauer, G. F., and de Bloom, J. (2023, May 24-27). *Situational and daily crafting patterns across life domains during working days: The role of personal resources and environmental situational factors*. In *L. M. Mulder* (Chair), *When and why do people craft? Zooming in on predictors and the role of psychological needs* [Symposium]. European Association of Work and Organizational Psychology (EAWOP), Katowice, Poland.

**Kang Leng Ho, Ph.D.**  
Binzmuhlestrasse 14, 8050 Zurich, Switzerland  
ho@psychologie.uzh.ch

---

**Ho, K. L.**, Morstatt A. I., Mäkikangas, A., Kerksieck, P., de Bloom, J., and Bauer, G. F. (2022, July 6-8). *Patterns of combined job and off-job crafting: predictors in work and private life and their relationship with work engagement and mental well-being*. In J. de Bloom and G. F. Bauer (Chairs), *Short- and Long-term Life Crafting: Understanding and Fostering the Crafting of Work, Leisure, Work-life Boundaries and of the Future of Work* [Symposium]. 15<sup>th</sup> European Association of Occupational Health Psychology (EAOHP), Bordeaux, France.

Rosenthal, S. & **Ho, K. L.** (2020, June 21-26). *Extending the norm activation model to explain other-managing behaviors to reduce littering in the community* [Conference session]. Conference of the International Association of People-Environment Studies, Quebec City, Canada.

### **PROFESSIONAL MEMBERSHIP**

*European Association of Work and Organizational Psychology*  
*European Academy of Occupational Health Psychology*

### **RESEARCH GRANTS**

Hartmann Müller-Stiftung travel grant at the Medical Faculty of the University of Zurich for 16<sup>th</sup> *European Association of Occupational Health Psychology (EAOHP), Granada, Spain* (CHF 1,000), 2024.

Centre for Transformative Work Design, Curtin University Travel Bursary for 2024 *Centre for Transformative Work Design Conference, Perth, Western Australia* (AUD\$1,700), 2024.

University of Zurich Graduate Campus (GRC) Travel Grant for *Utrecht Summer School "Modeling the Dynamics of Intensive Longitudinal Data", Utrecht, The Netherlands* (CHF 1,220), 2023.

### **TEACHING EXPERIENCE**

#### **Designing Effective Projects for Promoting Health@Work**

Spring 2022, Spring 2023, Spring 2024: ETH Zurich, Switzerland. Teaching Assistant.

#### **Prevention of noncommunicable diseases - digital applications**

Fall 2022, Fall 2023: University of Zurich, Switzerland. Teaching Assistant.

### **ADDITIONAL ACTIVITIES**

Member of the Digital Society Initiative Community "Work", University of Zurich, Switzerland.  
*Fall 2020 - present.*

### **SKILLS**

**Tools:** Mplus, RStudio, STATA, SPSS, Python, Wolfram Mathematica, NVivo, MouseTracker.

**Languages:** English and Mandarin Chinese (Native), German (Intermediate), French (Elementary).