

CURRICULUM VITAE ABREVIADO (CVA)

IMPORTANT – The Curriculum Vitae cannot exceed 4 pages. Instructions to fill this document are available in the website.

Part A. PERSONAL INFORMATION

First name	Jorge		
Family name	Linuesa Langreo		
Gender (*)	Male	Birth date	
Social Security, Passport, ID number			
e-mail	Jorge.Linuesa@uclm.es	URL Web	
Open Researcher and Contributor ID (ORCID) (*)	0000-0002-1251-8507		

(*) Mandatory

A.1. Current position

Position	Profesor Titular		
Initial date	14/03/2024		
Institution	University of Castilla-La Mancha		
Department/Center	Business Administration Department / Faculty of Social Science of Cuenca		
Country	Spain	Teleph. number	969179100
Key words	Business Organization. Human Resources		

A.2. Previous positions (research activity interruptions, indicate total months)

Period	Position/Institution/Country/Interruption cause
2010-2020	Part-time professor/ University of Castilla-La Mancha
2020-2022	Profesor Ayudante Doctor/ University of Castilla-La Mancha
2022-2024	Profesor Contratado Doctor/ University of Castilla-La Mancha

A.3. Education

PhD, Licensed, Graduate	University/Country	Year
Licenciado en Administración y Dirección de Empresas	University of Castilla-La Mancha	2001
Doctor en Economía y Empresa	University of Castilla-La Mancha	2017

Part B. CV SUMMARY (max. 5000 characters, including spaces)

The main contributions of the research focus on business ethics. Specifically, in the analysis of the effects of the presence of ethical leadership within the organization or teams (servant leadership/ethical leadership), framed in the context of the hospitality industry, which give rise to different lines of research. He is the author of 4 scientific book chapters and 15 indexed articles, 13 in Social Science Citation Index (SSCI), Emerging Sources Citation Index (ESCI) or Scopus, and 11 with JCR impact index in SSCI.

A first line of research has focused on improving the understanding of the effects that the presence of a servant leader has on teams: service climate, empowerment climate and customer service performance, demonstrating that the service climate and empowerment climate contribute to service linkage research by showing that this type of climate serves as a bridge (mediating effect) between employees' perceptions of various interorganizational aspects. practices (servant leadership) and customer perceptions (customer service performance). Furthermore, the research contributes to demonstrating that servant leadership is a key antecedent in the generation of internal social capital in its three dimensions (structural, relational and cognitive) and the group organizational citizen behavior plays a key mediating role in this relationship.



A second line of research has focused on analyzing the effects of servant leadership from a multilevel perspective. Along these lines, a first study has aimed to analyze the antecedents of employees' organizational citizenship behavior, demonstrating that: 1) servant leadership favors its development and 2) service climate. (group level) and employee empathy (individual level) help understand the complex relationship established between servant leadership and employees' organizational citizenship behavior. Along the same lines, a second study has shown that servant leadership is a key predictor of team performance, incorporating internal social capital (group level) and employees' organizational citizenship behavior (individual level) as mediating variables.

A third line of research comprises those studies closely related to the interest in improving the understanding of the determinants of ethical/unethical behavior of employees in organizations. In this sense, a first study analyzes the direct negative effect of Machiavellianism and the direct positive effect of ethical leadership on the ethical work intention of employees, demonstrating that ethical leadership could drive the ethical intention of Machiavellian employees in a more positive and ethical direction. In a similar vein, a second article analyzes how the peers' unethical behavior has a negative effect on the ethical intention of employees and how Machiavellianism intervenes in the negative link between peers' unethical behavior and the ethical intention by moderating this relationship. Finally, a third study in this line of research examines the mediating effect of employee compassion on the relationship between person-organization fit and employees' organizational citizenship behavior, demonstrating that this relationship is not only explained by focusing solely on social exchange, but this study also analyzes how emotions or affective states also emerge and how compassionate behaviors are critical to strengthening interconnection and relational resources.

He is a member of the inCore Research Group (Innovation, Competitiveness and Networks), since 2016. He has presented 47 communications to congresses, 29 of them international. He has a recognized five-year term and a six-year term. He has carried out research stays in International Universities (Poland and Portugal) for six months. He has participated in the organization of the XXV and XXIX EBEN Congress (2017 and 2022), the I International Teal Congress (2023), the VIII Workshop of the Business Strategy Section of ACEDE (2016) and the X ACEDOT OMTEch Workshop of the Operations Management Section of ACEDE (2019). He is a reviewer for several high-impact JCR journals such as International Journal of Contemporary Hospitality Management, Journal of Business Ethics, Business Ethics, the Environment & Responsibility and Ethics & Behavior.

He has received two awards for the best communication in the Human Resources Section of the ACEDE Congress (2017 and 2021), being a finalist in this same section in the ACEDE Congress of 2023 and the General Award of the ACEDE Congress (2017). He received the award for Best Communication in the Family Business Section of the XXX EBEN Congress (2023) and the Best Paper Award at the 81st Annual Meeting of the Academy of Management (2021).

Part C. RELEVANT MERITS (*sorted by typology*)

C.1. Publications (*see instructions*)

- Ruiz-Palomino, P., Linuesa-Langreo, J., & Elche, D. (2023). "Servant leadership and organizational citizenship behavior: The mediating effect of empathy and service climate". Business Ethics, the Environment & Responsibility, 32(S2), 127-144 (JCR 2022 Q1, Ethics, Q1, Business).
- Ruiz-Palomino, P., Linuesa-Langreo, J., Rincón-Ornelas, R. M., & Martínez-Ruiz, M.P. (2023). Putting the customer at the center: does store managers' ethical leadership make a difference in authentic customer orientation?. Academia Revista Latinoamericana de Administración, 36(2), 269-288 (JCR 2022 Q4 Business).
- Martínez-Cañas, R., Ruiz-Palomino, P., Jiménez-Moreno, J.J., & Linuesa-Langreo, J. (2023). Push versus Pull motivations in entrepreneurial intention: The mediating effect of perceived risk and opportunity recognition. European Research on Management and Business Economics, 29(2), 100214 (JCR 2022 Q1 Economics).

- Zoghbi-Manrique-de-Lara, P., Ruiz-Palomino, P., & Linuesa-Langreo, J. (2023). Compassion in Hotels: Does Person–Organization Fit Lead Staff to Engage in Compassion-Driven Citizenship Behavior?. *Cornell Hospitality Quarterly*, 64(4), 473-484 (JCR 2022 Q1 Economics).
- Elche, D., Ruiz-Palomino, P., & Linuesa-Langreo, J. (2020). "Servant leadership and organizational citizenship behavior: The mediating effect of empathy and service climate". *International Journal of Contemporary Hospitality Management*, 32 (6), 2035-2053 (JCR 2020 Q1, Management).
- Ruiz-Palomino, P., Bañón-Gomis, A. & Linuesa-Langreo, J. (2019): "Impacts of Peers' Unethical Behavior on Employees' Ethical Intention: Moderated Mediation by Machiavellian Orientation", *Business Ethics: A European Review*, 28 (2), pp. 185 - 205. (JCR 2019 Q1, Ethics, Q2 Business).
- Linuesa-Langreo, J., Ruiz-Palomino, P. & Elche-Hortelano, D. (2018): "Integrating Servant Leadership into Managerial Strategy to Build Group Social Capital: The Mediating Role of Group Citizenship Behavior", *Journal of Business Ethics*, 152(4), 899-916. (JCR 2018; Q1 Ethics; Q2 Business).
- Ruiz-Palomino, P., & Linuesa-Langreo, J. (2018): "Implications of person–situation interactions for machiavellians' unethical tendencies: The buffering role of managerial ethical leadership", *European Management Journal*, 36(2), 243-253. (JCR 2018; Q2 Management).
- Linuesa-Langreo, J., Ruiz-Palomino, P., & Elche-Hortelano, D. (2017): "Consumer participation in co-creation: An enlightening model of causes and effects based on ethical values and transcendent motives". *Frontiers in Psychology*, 8. (JCR 2017; Q2 Organizational Psychology).
- Martínez-Cañas, R., Ruiz-Palomino, P., Linuesa-Langreo, J., & Blazquez-Resino, J.J. (2016): "Consumer participation in co-creation: An enlightening model of causes and effects based on ethical values and transcendent motives". *Frontiers in Psychology*, 7. (JCR 2016; Q2 Organizational Psychology).

C.2. Congress, indicating the modality of their participation (invited conference, oral presentation, poster)

- "How and when CEO Servant Leaders fuel Firm Innovation: The role of Social Capital and Absorptive Capacity", Ruiz-Palomino, P., Linuesa-Langreo, J., y Miranda-Silva, G. (2023), 22th International Symposium on Business Ethics and Society, Barcelona (Spain), June 19-20, IESE, University of Navarra, presentation modality: oral presentation.
- "Compassion in Hotels: Does Person-Organization Fit lead staff to engage in Citizenship Behavior out of Compassion?", Zoghbi Manrique de Lara, P., Ruiz-Palomino, P., & Linuesa-Langreo, J. (2023). XXXII ACEDE Congress, Alicante (Spain), University of Alicante, June 25-27, presentation modality: oral presentation. Finalist for the best paper in the Human Resources Section.
- "CEO servant leadership and firm adaptive capacity: the heterogeneous effect of social capital in family versus non-family firms", Linuesa Langreo, J., Ruiz-Palomino, J., Gutiérrez-Broncano, S., & Yáñez-Araque, B. (2023). XXX EBEN Spain Congress. Cádiz (Spain), University of Cadiz June 7-9, presentation modality: oral presentation. Award for the best paper in the Human Resources Section.
- "Supervisor Ethical Leadership and Employee Sense of Purpose", Linuesa-Langreo, J., Ruiz-Palomino, P., y Al-Halbusi, H. (2022), VII International Society of Business, Economics and Ethics (ISBEE) World Congress, Bilbao (Spain), July 20-22, University of the Basque Country. País Vasco, presentation modality: oral presentation.
- "How Servant Leaders Fuel Team Effectiveness: A Multilevel Mediation Model", Ruiz-Palomino, P., Linuesa-Langreo, J., y Elche, D. (2021), 81st Annual Meeting of the Academy of Management, Virtual Presentation, July 29-August 4, presentation modality: oral presentation. Best Paper Award of Annual Meeting.
- "Servant Leadership and Team Effectiveness: A Multilevel Mediation Study", Ruiz-Palomino, P., Linuesa-Langreo, J., y Elche, D. (2021), XXX ACEDE Congress, June 27-29, Virtual Presentation, presentation modality: oral presentation. Award for the best paper in the Human Resources Section.

- "Team-Level Servant Leadership and Team Effectiveness: The Mediating Roles of Organizational Citizenship and Internal Social Capital", Ruiz-Palomino, P., Linuesa-Langreo, J., y Elche, D. (2021), EURAM 2021 Conference, June 16-18, Université Du Québec (Canada), presentation modality: oral presentation.
- "Integrating Servant Leadership into Managerial Strategy to build Group Social Capital: The Mediating Role of Group Citizenship Behavior", Linuesa-Langreo, J., Ruiz-Palomino, P., y Elche, D. (2017), Glasgow (Scotland), June 21-24, EURAM 2017 Conference, presentation modality: oral presentation.
- "Managing Machiavellian Employee's Unethical Inclination: The Ethical-Buffering role of Managerial Ethical Leadership", Ruiz-Palomino, P., y Linuesa-Langreo, J. (2017), XXVII ACEDE Congress, Aranjuez (España), June 18-20, presentation modality: oral presentation. Award for the best paper in the Human Resources Section.
- "Servant Leadership and Internal Social Capital: The mediating role of Service and Empowerment Climate", Linuesa-Langreo, J., Ruiz-Palomino, P., y Elche, D. (2015), 28th Annual Conference EBEN Europe, October 1-3, Copenhagen (Denmark), Copenhagen Business School, presentation modality: oral presentation.

C.3. Research projects, indicating your personal contribution. In the case of young researchers, indicate lines of research for which they have been responsible.

- Ref. PID2020-117398GB-I00. "Orientación emprendedora hacia la sostenibilidad de las empresas de los destinos turísticos culturales en un contexto de alta intensidad de la adversidad (Covid-19)", funded by MCIN/AEI/10.13039/501100011033. IPs: Pedro M. García Villaverde y M^a José Ruiz Ortega. Period: 2021-2024.
- Ref. ECO2016-75781-P. "Relaciones interorganizativas e intraorganizativas y competitividad en los distritos turísticos desde un enfoque multinivel, Programa Estatal de Fomento de la Investigación Científica y Técnica de Excelencia", funded by the Spanish Ministry of Economy and Competitiveness. IPs: Pedro M. García Villaverde y M^a José Ruiz Ortega. Period: 2016-2019.
- Ref.: ECO2013-42387-P. "Competitividad de las empresas de los clusters de turismo cultural: capital social, conocimiento y orientación emprendedora en las Ciudades Patrimonio de la Humanidad", funded by the Spanish Ministry of Economy. IPs: Pedro M. García Villaverde y María José Ruiz. Period: 2013-2019.

C.4. Contracts, technological or transfer merits, Include patents and other industrial or intellectual property activities (contracts, licenses, agreements, etc.) in which you have collaborated. Indicate: a) the order of signature of authors; b) reference; c) title; d) priority countries; e) date; f) Entity and companies that exploit the patent or similar information, if any