

# MODERNIZING THE WORKPLACE

**BAUER**  
COLLEGE OF BUSINESS  
UNIVERSITY of HOUSTON

Faculty at the C. T. Bauer College of Business are producing applicable research that can have big returns for businesses.

Dejun Tony Kong, an assistant professor in Bauer's Department of Management, studies organizational behavior, trust and distrust in negotiations, teams, leadership and management, and workplace diversity. His latest research examines how businesses can profit from taking a more customized approach to employee relations by personalizing work arrangements and compensation to make employees feel valued and competent and thus, go the extra mile on the job. He also has a soon-to-be published paper on the negative long-term impact of employers using anger in negotiations with employees. Kong's research underscores the need for businesses to build a positive and considerate work environment and adjust practices that were once the norm in order to suit a modern workforce that is anything but "one size fits all."

At Bauer, our faculty are innovating and creating real solutions to real business problems.

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