

# Mrs. Dorothy Koo and Dr. Ti Hua Koo Centre for Interdisciplinary Evidence-Based Practice and Research

## 2025-2026 Lunchtime Seminar Series

**An Emotions Perspective to Consumer and Employee Behaviours: The Roles and Implications of Emotion Suppression, Loneliness, and Depressive Mood.**

**25/3/2026 | 12:30 - 14:00 (Online Mode)**

 **Zoom Meeting ID: 975 4583 1321 (Passcode: 123456)**

Emotions are central to interpersonal interactions in consumer and work settings. In this sharing, the speaker will share two projects to understand both the depleting and functional roles of negative emotions. First, in the context of employee consumption, his team drew on the strength model of self-control and examined how and when employees' emotion suppression at work (i.e., surface acting component of emotional labour) would trigger impulsive buying. Results from a three-wave, time-lagged survey of 275 full-time employees in the UK showed that employees who often suppress their emotions at work were more likely to make impulsive purchases due to self-control failure. In particular, employees reporting high levels of workplace loneliness were more at risk. Second, from an evolutionary psychology perspective, his team proposed that depressive mood may be beneficial in consumer and employee interactions. His team conducted a meta-analysis on the relation between depressive mood and the accuracy of judgment (130 articles, 151 samples,  $N = 33,043$ ). Although depressive mood had a weak but significant distortion effect (Hedges's  $g = 0.09$ ), his team found three conditions in which depressive realism, the phenomenon that depressive mood relates to more accurate or realistic judgments, would emerge. Their studies contribute to a balanced view on understanding emotions in both research and business settings.

### **Speaker: Dr Ho Wa Hodar LAM**



Dr. Hodar Lam is a Research Assistant Professor and Associate Programme Director of MSc in Work and Organisational Psychology in the Department of Psychology, Lingnan University. He received his PhD in Organisational Behaviour at Rotterdam School of Management, Erasmus University (RSM). Before joining Lingnan University, he was an Assistant Professor of Work and Organisational Psychology at University of Amsterdam. He is the Chair of Division of Industrial-Organizational Psychology (DIOP) and a Council Member in The Hong Kong Psychological Society (HKPS). With an industry background in human resources management and counselling, Hodar's research focuses on emotion and well-being issues (especially loneliness and solitude) in leadership and work contexts. He has been teaching courses on coaching, leadership, and diversity. He was a finalist in the Teaching Excellence Awards Scheme at Lingnan University in 2024. He has contributed knowledge to industry-oriented outlets, such as Forbes, QS Top Universities, and I/O at Work; mass media, such as RTHK, Mill Milk, NowTV News, TVB News, am730, and Oriental Daily; and webinars and podcasts about loneliness, leadership, well-being at work, and mental health.



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**Chaired by Dr. Monica Law & Dr. Jessy Wang**

**Department of Business Administration**

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