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Citizenship: French

CURRENT POSITIONS

2009–present Head of the HRM Research team

2009–present Professor [*Professeur agrégé des universités*], University of Toulouse 1 – Capitole

PAST POSITIONS

2010–2014 Director of the doctoral program in management

2009–2016 Head of the HRM Department

2002–2009 Associate professor [*Maître de conférences*], University of Toulouse 1 – Capitole

RESEARCH INTERESTS

- Workplace Commitment and Identification
- Franchising
- Volunteering

EDUCATION

2001 Ph.D. Human Resource Management, University of Toulouse 1

1998 M.S. Management Science, University of Toulouse 1

1997 M.A. Business Administration, University of Toulouse 1

1996 B.A. Political Science, Institut d'Études Politiques de Toulouse

RESEARCH ARTICLES AND PUBLICATIONS IN ENGLISH

Refereed Journal Articles:

1. Manville, C., El Akremi, A., Niezborala, M., & Mignonac, K. (2016). Injustice hurts, literally: The role of sleep and emotional exhaustion in the relationship between organizational justice and musculoskeletal disorders. *Human Relations*, 69:6, 1315–1339.
2. Vanderberghe, C., Mignonac, K., & Manville, C. (2015). When normative commitment leads to lower well-being and reduced performance. *Human Relations*, 68:5, 843–870.

3. Mignonac, K., Vandenberghe, C., Perrigot, R., El Akremi, A., & Herrbach, O. (2015). A multi-study investigation of outcomes of franchisees' affective commitment to their franchise organization. *Entrepreneurship Theory and Practice*, 39:3, 461–488.
4. Gatignon-Turnau, A.-L. & Mignonac, K. (2015). (Mis)Using employee volunteering for public relations: Implications for corporate volunteers' organizational commitment. *Journal of Business Research*, 68:1, 7–18.
 - *An earlier abridged version of this paper was published in the 2013 Academy of Management Best Paper Proceedings.*
5. Valéau, P., Mignonac, K., Vandenberghe, C., & Gatignon-Turnau, A.-L. (2013). A study of the relationships between volunteers' commitments to organizations and beneficiaries and turnover intentions. *Canadian Journal of Behavioural Science/Revue Canadienne des Sciences du Comportement*, 45:2, 85–95.
 - *An earlier abridged version of this paper titled, "The three-component model and the multiple commitments of volunteers", was published in the 2010 Academy of Management Best Paper Proceedings.*
6. Mignonac, K. & Richebé, N. (2013). "No strings attached?": How attribution of disinterested support affects employee retention. *Human Resource Management Journal*, 23:1, 72–90.
7. Hussain, D., Perrigot, R., Mignonac, K., El Akremi, A., & Herrbach, O. (2013). Determinants of multi-unit franchising: An organizational economics framework. *Managerial and Decision Economics*, 34:3-5, 161–169.
8. Herrbach, O. & Mignonac, K. (2012). Perceived gender discrimination and women's subjective career success: The moderating role of career anchors. *Industrial Relations/Relations Industrielles*, 67:1, 25–50.
9. El Akremi, A., Mignonac, K., & Perrigot, R. (2011). Opportunistic behaviors in franchise chains: The role of cohesion among franchisees. *Strategic Management Journal*, 32:9, 930–948.
10. Vandenberghe, C., Panaccio, A., Bentein, K., Mignonac, K., & Roussel, P. (2011). Assessing longitudinal change of and dynamic relationships among role stressors, job attitudes, turnover intention, and well-being in neophyte newcomers. *Journal of Organizational Behavior*, 32:4, 652–671.
11. Herrbach, O., Mignonac, K., & Richebé, N. (2011). Undesired side effect? The promotion of non-commitment in formal vs. informal mentorships. *The International Journal of Human Resource Management*, 22:7, 1554–1569.
12. Herrbach, O., Mignonac, K., Vandenberghe, C., & Negrini, A. (2009). Perceived human resource management practices, organizational commitment, and voluntary early retirement among late-career managers. *Human Resource Management*, 48:6, 895–915.
 - *Finalist for the 2011 Syntec (French national consulting association) Award for Best Research Paper published in HRM/Organization disciplines in France.*

13. Mignonac, K. (2008). Individual and contextual antecedents of older managerial employees' willingness to accept intra-organizational job changes. *The International Journal of Human Resource Management*, 19:4, 582–599.
14. Herrbach, O. & Mignonac, K. (2007). Is ethical P–O fit really related to individual outcomes? A study of management-level employees. *Business & Society*, 46:3, 304–330.
15. Mignonac, K., Herrbach, O., & Guerrero, S. (2006). The interactive effects of perceived external prestige and need for organizational identification on turnover intentions. *Journal of Vocational Behavior*, 69:3, 477–493.
16. Challiol, H. & Mignonac, K. (2005). Relocation decision-making and couple relationships: A quantitative and qualitative study of dual-earner couples. *Journal of Organizational Behavior*, 26:3, 247–274.
 - Top 20 Best of the Best finalist for the 2006 Kanter Award for work/family research.
17. Herrbach, O., Mignonac, K., & Gatignon, A–L. (2004). Exploring the role of perceived external prestige in managers' turnover intentions. *The International Journal of Human Resource Management*, 15:8, 1390–1407.
18. Mignonac, K. & Herrbach, O. (2004). Linking work events, affective states and attitudes: An empirical study of managers' emotions. *Journal of Business and Psychology*, 19:2, 221–240.
19. Herrbach, O. & Mignonac, K. (2004). How organizational image affects employee attitudes. *Human Resource Management Journal*, 14:4, 76–88.
20. Mignonac, K. & Herrbach, O. (2003). Managing individual career aspirations and corporate needs: A study of software engineers' willingness to accept intra-organizational mobility opportunities. *Journal of Engineering and Technology Management*, 20:3, 205–230.
21. Mignonac, K. (2002). Understanding willingness to relocate domestically: The example of French managers. *Career Development International*, 7:2, 359–370.

RESEARCH ARTICLES AND PUBLICATIONS IN FRENCH

Refereed Journal Articles:

22. Herrbach, O., Mignonac, K., & Sire, B. (2006). Identification ou implication organisationnelle ? Distinction et avantages respectifs des deux construits pour la recherche en GRH. *Revue de Gestion des Ressources Humaines*, 59, 3–16.
23. Gond, J.–P., Herrbach, O., & Mignonac, K. (2005). Rationalités et émotions dans les organisations : une relecture de l'œuvre de James March. *Revue Française de Gestion*, numéro hors-série (Dialogues avec James March : Convenances, émotions, litote, changement, folie), 41–62.
24. Mignonac, K. (2004). Que mesure-t-on réellement lorsque l'on invoque le concept de satisfaction au travail ? *Revue de Gestion des Ressources Humaines*, 53, 80–93.
 - Best Paper Award, 2004 AGRH Conference
25. Mignonac, K., Herrbach, O., & Gond, J.–P. (2003). L'intelligence émotionnelle en questions. *Revue des Sciences de Gestion*, 201/202, 83–98.

26. Mignonac, K. (2003). Événements affectifs et attitudes au travail : étude exploratoire auprès d'une population de cadres. *Psychologie du Travail et des Organisations*, 9:1-2, 113-141.
27. Herrbach, O. & Mignonac, K. (2002). Une étude qualitative des cibles et formes d'engagement et de leurs liens avec la performance. *Psychologie du Travail et des Organisations*, 8:3, 39-67.
28. Herrbach, O. & Mignonac, K. (2001). *Knowledge workers* et implication organisationnelle dans la société de l'information : perspectives et limites d'une approche affective. *Revue de Gestion des Ressources Humaines*, 42, 47-62.
 - *Best Paper Award, 2001 AGRH Conference*
29. Mignonac, K. (2001). Les déterminants de la disposition envers la mobilité intra-organisationnelle : étude auprès d'une population d'ingénieurs. *M@n@gement*, 4:2, 47-78.

Books / Book Chapters:

30. Herrbach, O., Mignonac, K., & Richebé, N. (2009). *Les ressources humaines de A à Z*. Paris : Dunod.
31. Delobbe, N., Herrbach, O., Lacaze, D., & Mignonac, K. (2005). *Comportement organisationnel (Vol. 1) : Contrat psychologique, émotions au travail, socialisation organisationnelle*, Paris : De Boeck.
32. Herrbach, O. & Mignonac, K. (2005). Les structures synthétiques de l'affect – Aspects conceptuels et méthodologiques. In N. Delobbe, O. Herrbach, D. Lacaze, & K. Mignonac (Eds.). *Comportement organisationnel (Vol. 1) : Contrat psychologique, émotions au travail, socialisation organisationnelle* (pp. 173-218). Paris : De Boeck.
33. Mignonac, K. (2004). Comprendre et favoriser la disposition des ingénieurs et des cadres envers la mobilité géographique intra-organisationnelle. In A. Roger, S. Guerrero, & J-L. Cerdin. *Gérer les carrières : Enjeux et perspectives* (pp. 99-113). Paris : Vuibert.
34. Mignonac, K., Herrbach, O., & Gond, J-P. (2003). *L'intelligence émotionnelle en entreprise*, Paris : Etheque.com
35. Mignonac, K. (2002). Événements affectifs et attitudes au travail. In *Sciences de gestion et pratiques managériales* (pp. 287-297). Paris : Economica.
36. Gond, J-P. & Mignonac, K. (2002). Émotions et hiérarchie sur le marché interne de l'emploi : l'évolution des conditions d'accès au leadership. In *Marché(s) et Hiérarchie(s)* (pp. 253-272). Toulouse : Presses de l'Université des Sciences Sociales de Toulouse.

SELECTED REFEREED CONFERENCE PRESENTATIONS

- Landry, G., Vandenberghe, C., Bentein, K., Mignonac, K., & Roussel, P. (2016). Longitudinal effects of goal orientations on feedback-seeking, commitment and turnover in newcomers. 76th Annual meeting of the Academy of Management, Anaheim, USA.

- Manville, C., El Akremi, A., Niezborala, M. & Mignonac, K. (2015). Organizational justice and musculoskeletal disorders: the role of sleep and emotional exhaustion. *75th Annual meeting of the Academy of Management*, Vancouver, Canada.
- Mignonac K., Vandenberghe C., & Manville C. (2014). Normative commitment and well-being. *29th Annual Meeting of the Society for Industrial and Organizational Psychology*, Hawaii, USA.
- Gatignon-Turnau, A-L & Mignonac, K. (2013). (Mis)Using employee volunteering for public relations: implications for corporate volunteers' organizational commitment. *73rd Annual Meeting of the Academy of Management*, Orlando, USA.
- Panaccio, A., Vandenberghe, C., Bentein, K., Mignonac, K., & Roussel, P. (2011). Affectivity, mentoring, commitment and turnover in newcomers: a dynamic approach. *26th Annual Meeting of the Society for Industrial and Organizational Psychology*, Chicago, USA.
- Valéau, P., Mignonac, K., Vandenberghe, C., & Gatignon, A.-L. (2010). The three-component model and the multiple commitments of volunteers. *70th Annual Meeting of the Academy of Management*, Montreal, Canada.
- Panaccio, A., Vandenberghe, C., Bentein, K., Mignonac, K., & Roussel, P. (2010). Examining the role of change in stressors during organizational socialization. *25th Annual Meeting of the Society for Industrial and Organizational Psychology*, Atlanta, USA.
- Herrbach, O., Mignonac, K., Vandenberghe, C., & Negrini, A. (2009). Perceived human resource management practices, organizational commitment, and voluntary early retirement among late-career managers. *69th Annual Meeting of the Academy of Management*, Chicago, USA.
- El Akremi, A., Mignonac, K., & Perrigot, R. (2008). Perceived cohesion and opportunistic behaviors: Evidence from franchised chains. *68th Annual Meeting of the Academy of Management*, Anaheim, USA.
- Herrbach, O., Mignonac, K., & Richebé, N. (2008). Formal vs. informal mentoring: Does it influence the promotion of non-commitment? *68th Annual Meeting of the Academy of Management*, Anaheim, USA.
- Mignonac, K., Herrbach, O., & Guerrero (2006). The interactive effects of perceived external prestige and need for organizational identification on turnover intentions. *66th Annual Meeting of the Academy of Management*, Atlanta, USA.
- Herrbach, O. & Mignonac, K. (2005). Affective states and forms of commitment: an empirical analysis. *65th Annual Meeting of the Academy of Management*, Hawaiï, USA.
- Herrbach, O. & Mignonac, K. (2004). Is ethical P-O Fit really related to individual outcomes? A Study of Management-Level Employees. *64th Annual Meeting of the Academy of Management*, New Orleans, USA.