

## KARIM MIGNONAC

**Professor of Human Resource Management and Organizational Behavior**  
**Toulouse School of Management / University of Toulouse 1 – Capitole**  
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Citizenship: French

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### CURRENT ACADEMIC POSITIONS & APPOINTMENTS

2015–present Elected member of the French National Council of the Universities (CNU)  
2009–present Head of the HRM Research team, TSM Research (UMR CNRS 5303)  
2009–present Professor [*Professeur agrégé des universités*], University of Toulouse 1 Capitole

### PAST ACADEMIC POSITIONS & APPOINTMENTS

2010–2014 Director of the doctoral program in management  
2009–2016 Head of the HRM Department, Toulouse School of Management  
2002–2009 Associate professor [*Maître de conférences*], University of Toulouse 1 Capitole

### RESEARCH INTERESTS

- Workplace commitment and identification
- Well-being at work
- Cynicism

### 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 (23) \* denotes lead or co-lead authorship

- \*Mignonac, K., Herrbach, O., Serrano Archimi, C. and Manville, C. (in press). Navigating ambivalence: Perceived organizational prestige–support discrepancy and its relation to employee cynicism and silence. *Journal of Management Studies*. doi:10.1111/joms.12330
- Meiseberg, B., Mignonac, K., Perrigot, R., & El Akremi, A. (2017). Performance implications of centrality in franchisee advice networks. *Managerial and Decision Economics*, 38:8, 1227–1236.

- 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.
- Vandenberghe, C., **Mignonac**, K., & Manville, C. (2015). When normative commitment leads to lower well-being and reduced performance. *Human Relations*, 68:5, 843–870.
- \***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.
- 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.
- 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.
- \***Mignonac**, K. & Richebé, N. (2013). "No strings attached?": How attribution of disinterested support affects employee retention. *Human Resource Management Journal*, 23:1, 72–90.
- 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.
- 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.
- 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.
- 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.
- 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.

- 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.
- \***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.
- 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.
- \***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.
- 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.
- 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.
- \***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.
- Herrbach, O. & **Mignonac**, K. (2004). How organizational image affects employee attitudes. *Human Resource Management Journal*, 14:4, 76–88.
- \***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.
- \***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 (8)      \* denotes lead or co-lead authorship

- 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.

- 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.
- \***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*
- \***Mignonac**, K., Herrbach, O., & Gond, J.-P. (2003). L'intelligence émotionnelle en questions. *Revue des Sciences de Gestion*, 201/202, 83–98.
- \***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.
- 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.
- 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*
- \***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 (7)**

- Herrbach, O., Mignonac, K., & Richebé, N. (2009). *Les ressources humaines de A à Z*. Paris : Dunod.
- Delobbe, N., Herrbach, O., Lacaze, D., & Mignonac, K. (2005). *Comportement organisationnel (Vol. 1) : Contrat psychologique, émotions au travail, socialisation organisationnelle*, Paris : De Boeck.
- 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.
- 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.
- Mignonac, K., Herrbach, O., & Gond, J.-P. (2003). *L'intelligence émotionnelle en entreprise*, Paris : Etheque.com
- Mignonac, K. (2002). Événements affectifs et attitudes au travail. In *Sciences de gestion et pratiques managériales* (pp. 287–297). Paris : Economica.

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

Lapointe, E., Vandenberghe, C., Mignonac, K., Panaccio, A., Richebé, N., & Roussel, P. (2017). Commitment to organizational career: Definition, discriminant and predictive validity, and boundary conditions. *2<sup>nd</sup> Conference on Commitment*, Columbus, USA.

Landry, G., Vandenberghe, C., Bentein, K., Mignonac, K., & Roussel, P. (2016). Longitudinal effects of goal orientations on feedback-seeking, commitment and turnover in newcomers. *76<sup>th</sup> 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. *75<sup>th</sup> Annual meeting of the Academy of Management*, Vancouver, Canada.

Mignonac K., Vandenberghe C., & Manville C. (2014). Normative commitment and well-being. *29<sup>th</sup> 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. *73<sup>rd</sup> 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. *26<sup>th</sup> 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. *70<sup>th</sup> 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. *25<sup>th</sup> 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. *69<sup>th</sup> 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. *68<sup>th</sup> 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? *68<sup>th</sup> 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. *66<sup>th</sup> Annual Meeting of the Academy of Management*, Atlanta, USA.

Herrbach, O. & Mignonac, K. (2005). Affective states and forms of commitment: an empirical analysis. *65<sup>th</sup> 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. *64<sup>th</sup> Annual Meeting of the Academy of Management*, New Orleans, USA.

#### COMPETITIVELY AWARDED RESEARCH GRANTS

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| 2018–2022 | French National Research Agency (ANR) – Programme PRC<br><i>FAIRHEALTH: “Injustice perceptions in the workplace and musculoskeletal disorders: A prospective study of causal associations and underlying mechanisms”</i><br>Budget: 367,412 €<br>Role: project team member              |
| 2012–2016 | French National Research Agency (ANR) – Programme Blanc<br><i>FRANBLE: “European Commission regulation, its consequences on practices, conflicts and performance in franchising: A multidisciplinary and international approach”</i><br>Budget: 233,748 €<br>Role: project team member  |
| 2008–2011 | French National Research Agency (ANR) – Programme Blanc<br><i>FRANMIX: “La mixité des formes organisationnelles au sein des réseaux de franchise, ses antécédents et ses conséquences en termes de management et de performance”</i><br>Budget: 223,162 €<br>Role: co-lead investigator |

#### TEACHING

*Toulouse School of Management (UT1 Capitole University)*

- Employee selection (graduate and executive education levels)
- Employee retention (graduate and executive education levels)
- Research design and methodology (graduate level)

*Faculty of Law and Political Science (UT1 Capitole University)*

- Human resource management and organizational behavior (graduate level)

#### SERVICE TO UT1 CAPITOLE UNIVERSITY

- 2012–present Elected member of the Scientific Committee of the University of Toulouse 1 Capitole [*Commission de la Recherche et Conseil Académique*]
- 2009–present Head of the HRM Research team, TSM Research (UMR CNRS 5303)
- 2009–present Various recruiting committees (member)

#### SERVICE TO THE PROFESSION / COMMUNITY

- 2015–present Elected member of the French National Council of the Universities (CNU)
- 2013–present Nominated member of the Scientific Committee of *Pole Emploi* (French governmental agency for job seekers)
- 2017 Expert for the High Council for Evaluation of Research and Higher Education (HCERES)
- 2013–present Member of the Review Board, *Revue de Gestion des Ressources Humaines* (ISSN: 1163-913X)
- 2010–2013 Associate Editor, *M@n@gement* (ISSN: 1286-4892)

#### RECENT MEDIA INTERVIEWS

- *Alternatives Économiques* (n°374, décembre 2017, p. 83) : “Communiquer sur la RSE : le coût de la tartuferie”.
- *Entreprises & Carrières* (n° 1361, décembre 2017, p. 18) : “Communication employeur : gare aux dissonances !”.