

KARIM MIGNONAC

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Citizenship: French

CURRENT ACADEMIC POSITIONS & APPOINTMENTS

- 2018–present Director of TSM Research (UMR CNRS 5303)
- 2009–present Professor [*Professeur agrégé des universités*], University of Toulouse Capitole
- 2013–present Nominated member of the Scientific Committee of *Pole Emploi* (French governmental agency for job seekers)

PAST ACADEMIC POSITIONS & APPOINTMENTS

- 2015–2019 Elected member of the French National Council of the Universities (CNU)
- 2009–2018 Head of the HRM Research team, TSM Research (UMR CNRS 5303)
- 2010–2014 Director of the doctoral program in management, University of Toulouse Capitole
- 2009–2016 Head of the HRM Department, Toulouse School of Management
- 2010–2013 Associate Editor, *M@n@gement* (ISSN: 1286-4892)
- 2002–2009 Associate professor [*Maître de conférences*], University of Toulouse Capitole

RESEARCH INTERESTS

- Workplace commitment and identification
- Health and well-being at work
- Cynicism

EDUCATION

- 2001 Ph.D. Human Resource Management, University of Toulouse Capitole
- 1998 M.S. Management Science, University of Toulouse Capitole
- 1997 M.A. Business Administration, University of Toulouse Capitole
- 1996 B.A. Political Science, Institut d'Études Politiques de Toulouse

PUBLICATIONS

* denotes lead or co-lead authorship

Key Refereed Articles (11)

- Vandenberghe, C., Landry, G., Bentein, K., Anseel, F., **Mignonac**, K., & Roussel, P. (2021). A dynamic model of the effects of feedback-seeking behavior and organizational commitment on newcomer turnover. *Journal of Management*, 47:2, 519–544
- Vandenberghe, C., Panaccio, A., Bentein, K., **Mignonac**, K., Roussel, P., Ben Ayed, A. K. (2019). Time-based differences in the effects of positive and negative affectivity on perceived supervisor support and organizational commitment among newcomers. *Journal of Organizational Behavior*, 40:3, 264–281.
- ***Mignonac**, K., Herrbach, O., Serrano Archimi, C. and Manville, C. (2018). Navigating ambivalence: Perceived organizational prestige–support discrepancy and its relation to employee cynicism and silence. *Journal of Management Studies*, 55:5, 837–872.
- Finalist for the 2020 Syntec (French national consulting association) Award for Best Research Paper published in HRM/Organization disciplines in France.
- 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.
- 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., 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., 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.

Additional Refereed Articles (15)

Lapointe, É., Vandenberghe, C., **Mignonac**, K., Panaccio, A., Schwarz, G., Richebé, N., & Roussel, P. (2019). Development and validation of a commitment to organizational career scale: At the crossroads of individuals' career aspirations and organizations' needs. *Journal of Occupational and Organizational Psychology*, 92:4, 897–930.

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.

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.

- 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.
- ***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.
- 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.

Refereed Journal Articles in French (8)

- 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.

COMPETITIVELY AWARDED RESEARCH GRANTS

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| 2018–2022 | French National Research Agency (ANR) – Programme PRC <i>FAIRHEALTH: “Injustice perceptions in the workplace and musculoskeletal disorders: A prospective study of causal associations and underlying mechanisms”</i> Budget: 367,412 € Role: co-investigator |
| 2012–2016 | French National Research Agency (ANR) – Programme Blanc |

FRANBLE: "European Commission regulation, its consequences on practices, conflicts and performance in franchising: A multidisciplinary and international approach"

Budget: 233,748 €

Role: co-investigator

2008–2011

French National Research Agency (ANR) – Programme Blanc

FRANMIX: "La mixité des formes organisationnelles au sein des réseaux de franchise, ses antécédents et ses conséquences en termes de management et de performance"

Budget: 223,162 €

Role: co-investigator

TEACHING

- Employee selection (graduate and executive education levels)
- Employee retention (graduate and executive education levels)
- Research design and methodology (graduate level)
- Human resource management and organizational behavior (graduate level)