

Véronique Robert

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ACADEMIC AND PROFESSIONAL WORK EXPERIENCE

2021-2022 **Assistant Professor** [*Enseignant-chercheur contractuel*], Department of Human Resources Management, Toulouse School of Management

2019 **Lecturer**, Department of Management, HEC Montréal

EDUCATION

2021 **Ph.D. in Administration, Organizational Behavior**
HEC Montréal

2015 **Master of Science, Organizational Development**
HEC Montréal

2013 **Bachelor of Science, Psychology**
University of Montréal

RESEARCH INTERESTS

- Leadership.
- Employee-Supervisor Relationships.
- Organizational Commitment.
- Organizational Performance.
- Occupational Health and Well-Being.

PUBLICATIONS, PEER-REVIEWED

Robert, V. & Vandenberghe, C. (2021). Une analyse du leadership laissez-faire dans les organisations : le rôle des orientations d'objectifs des employés [A study of laissez-faire leadership in organizations: The role of employees' goal orientations]. *Psychologie du Travail et des Organisations*. Advanced online publication. doi:10.1016/j.pto.2021.07.001

Robert, V. & Vandenberghe, C. (2021). Laissez-faire leadership and affective commitment: The roles of leader-member exchange and subordinate relational self-concept. *Journal of Business and Psychology*, 36(4), 533-551. doi:10.1007/s10869-020-09700-9

Robert, V. & Vandenberghe, C. (2021). Engagement envers le changement et départs volontaires : Un test du modèle à trois composantes [Commitment to

change and turnover: A test of the three-component model]. *Le Travail Humain*, 84(1), 35-61. doi:10.3917/th.841.0035

Robert, V. & Vandenberghe, C. (2021). L'anxiété liée à la COVID-19 : Une analyse de ses effets en milieu de travail [Anxiety related to the COVID-19: An examination of its effects in workplaces]. *Psychologie du Travail et des Organisations*, 27(1), 3-16. doi:10.1016/j.pto.2021.01.005

Afota, M.- C., **Robert, V.**, & Vandenberghe, C. (2020). The interactive effects of leader-member exchange and overwork climate on subordinates' workaholism and strain: A longitudinal study. *European Journal of Work and Organizational Psychology*. Advanced online publication. doi:10.1080/1359432X.2020.1858806

Robert, V. & Vandenberghe, C. (2020). Locus of control and leader-member exchange: A dimensional, contextualized, and prospective analysis. *Frontiers in Psychology*, 11, 1-14. doi:10.3389/fpsyg.2020.537917

Robert, V. & Vandenberghe, C. (2018). L'affectivité positive et négative: des facteurs de protection ou de vulnérabilité à l'engagement au travail [Positive and negative affectivity: Protective vs. vulnerability factors for work engagement]. *Psychologie du Travail et des Organisations*, 24(1), 21-38. doi:10.1016/j.pto.2017.04.001

Robert, V. & Vandenberghe, C. (2017). Ouverture à l'expérience, engagement et intention de quitter : l'effet modérateur des opportunités de carrière [Openness to experience, organizational commitment and intention to quit: the moderating role of career opportunities]. *Le Travail Humain*, 80(4), 337-366. doi:10.3917/th.804.0337

PAPERS ACCEPTED

Boulay, A., **Robert, V.** & Vandenberghe, C. (2021). *Engagement envers les buts d'équipe et l'organisation : Test d'un modèle intégrateur [Commitment to team goals and the organization: Test of an integrative model]*. Manuscript accepted at *Le Travail Humain*.

PRESENTATIONS, PAPERS, AND POSTERS (*denotes presenter)

Robert, V.* & Vandenberghe, C. (2021). *Laissez-faire Leadership, Organizational Identity Threat, and Performance: A Multilevel Model*. Work-in-progress presented to the annual meeting of the Administrative Sciences Association of Canada, Montréal, Canada.

Robert, V.* & Vandenberghe, C. (2019). *Laissez-faire leadership and affective commitment: The roles of leader-member exchange and subordinate's relational self-concept*. Paper presented to the annual meeting of the Administrative Sciences Association of Canada, Niagara Region, Canada.

- Winner: **Best Student Paper**, Organizational Behavior Division.

Afota, M.-C.*, **Robert, V.***, & Vandenberghe, C. (2019). *Leader-member exchange, workaholism, and strain: A longitudinal study*. Poster presented at the annual meeting of Society for Industrial and Organizational Psychology, Washington, DC, United States.

Afota, M.-C.*, **Robert, V.***, & Vandenberghe, C. (2018). *Le rôle du superviseur dans le surinvestissement professionnel et l'épuisement émotionnel des employés* [The role of the leader in the workaholism and emotional exhaustion of employees]. Poster presented at the annual meeting of Société québécoise de psychologie du travail et des organisations, Québec City, Canada.

- Winner: **Best Poster Communication**

RESEARCH-RELATED EXPERIENCE

- 2014-2021 **Research assistant**, Chair in the Management of Employee Commitment and Performance
Implication in multiple longitudinal studies, studying themes such as laissez-faire leadership and commitment to change.
- 2015-2016 **Research assistant**, Research Center for Work, Health and Organizational Effectiveness
Project: Uncertainty of work hours, adaptability of staff and quality of life at work. Comparison of Quebec and French experiences in ski resorts.
- 2013 **Research assistant**, Social Change and Identity Laboratory
Participated in Volume 6 of the *Journal of Interpersonal Relations, Intergroup Relations and Identity* as a reviewer

TEACHING INTERESTS

- Leadership.
- Organizational Behavior.
- Human Resources Management.
- Occupational Health and Well-Being.
- Quantitative Research Methods.

AWARDS, DISTINCTIONS, AND SCHOLARSHIPS

- August 2020 **Participant in the highly competitive Doctoral Consortium** of the Organizational Behavior Division, at the Academy of Management Conference (AOM)
- August 2020 **Doctoral Consortium Stipend** (USD 100), Academy of Management Organizational Behavior Division
- May 2019 **Best Student Paper** in Organizational Behavior Division, at Administrative Sciences Association of Canada Conference (ASAC)
- May 2018 **Joseph-Armand Bombardier Canada Graduate Scholarship** (CAD 105,000), attributed by Social Sciences and Humanities Research Council (SSHRC)

- May 2018 **Best Poster Communication** (CAD 250), Annual meeting of *Société québécoise de psychologie du travail et des organisations* (SIOP)
- March 2018 **Laureate of Best Student Activity** promoting the professional development of students, attributed for the organization of the 8th edition of the Doctoral Symposium by HEC Montréal's *Association des Étudiants aux Cycles Supérieurs* (AECS)
- February 2018 **J. Armand Bombardier Foundation Scholarship** (CAD 6000), attributed for excellent academic results
- September 2016 **Ph.D. Student Scholarship** (full tuition and stipends), HEC Montréal

PROFESSIONAL SERVICE AND AFFILIATIONS

- 2021 **Reviewer**, Annual Meeting of Academy of Management, Virtual
- 2021 **Reviewer**, Annual Meeting of Administrative Sciences Association of Canada, Montréal
- 2020 **Reviewer**, Annual Meeting of Academy of Management, Vancouver
- 2020 **Reviewer**, Annual Meeting of Administrative Sciences Association of Canada, Niagara Region
- 2019-2020 **Mentor**, HEC Montréal Scholarship Program
- 2019 **Reviewer**, Annual Meeting of Academy of Management, Boston
- 2019 **Member**, Society for Industrial and Organizational Psychology
- 2018 **Member**, Academy of Management
- 2018 **Member**, *Société québécoise de psychologie du travail et des organisations*
- 2017 **VP Career**, HEC Montréal Doctoral Committee, Organization of the 8th edition of the Doctoral Symposium.
- 2017 **Volunteer**, Annual Meeting of Administrative Sciences Association of Canada, Montréal

PROFESSIONAL DEVELOPMENT

- 2020 **Doctoral Consortium**, organized by Academy of Management Organizational Behavior Division.
- 2020 **Doctoral Student and Junior Faculty Consortium**, organized by Academy of Management Research Methods Division-CARMA.

- 2019 **Academic Writing in English Workshop**, organized by HEC Montréal
Doctoral Program.
- 2019 **Teaching Case Studies Workshop**, organized by HEC Montréal Office of
Learning and Teaching Innovation.
- 2018 **Teaching Observation Workshop**, organized by HEC Montréal Office of
Learning and Teaching Innovation.

LANGUAGES

English (fluent), French (native), and Spanish (basic)