

## CAROLINE MANVILLE

### Professeur des Universités – HDR en Sciences de Gestion

Toulouse School of Management (IAE, CRM)

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#### ACADEMIC AND PROFESSIONAL WORK EXPERIENCE

2017–present	Professor (Professeur des Universités)
2006–2017	Associate Professor [ <i>Maître de conférences en sciences de gestion</i> ] Visiting Scholar (November 2013 & 2014), University of Otago, New Zealand
2009–present	Director of the Executive Master in Human Resource Management
2003–2006	Assistant Professor [ <i>ATER</i> ], University of Montpellier 1 & 3
2000–2002	High school teaching experience

#### EDUCATION

2016	Habilitation à diriger des recherches en Sciences de Gestion, University of Toulouse 1 Capitole
2000–2005	Ph.D. Human Resource Management, University of Montpellier 2
1999–2000	Agrégation d'économie et gestion
1998–1999	CAPET d'économie et gestion
1993–1998	Master in Economics, University of Montpellier 1

#### RESEARCH AREAS

- Organizational justice
- Trust violation and repair
- Health and well-being at work
- Organizational commitment

#### PUBLICATIONS

- Grover, S. L., Abid-Dupont, M. A., & Manville, C. (2019). Repairing Broken Trust Between Leaders and Followers: How Violation Characteristics Temper Apologies. **Journal of Business Ethics**, 155(3): 853-870. (CNRS 2, FNEGE 2, HCERES A)
- Mignonac, K., Herrbach, O., Serrano Archimi, C., & 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.
- 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.

Grover, S., Hasel, M., Manville, C. & Serrano-Archimi, C. (2014). Follower reactions to leader trust violations: A grounded theory of violation types, likelihood of recovery, and recovery process. **European Management Journal**, 32:5, 689-702.

- *Finalist for the 2015 Syntec (French national consulting association) Award for Best Research Paper published in HRM/Organization disciplines in France.*

Manville, C. (2014). « Parce que je le vau**x** bien » : Les relations entre caractéristiques du travail, estime de soi et engagement affectif envers l'organisation. **Revue de Gestion des Ressources Humaines**, 92, 52–68.

Manville, C., El Akremi, A. & Niezborala, M. (2014). L'effet modérateur des perceptions de justice sur la relation entre pénibilité perçue du travail et troubles du sommeil. **Revue de Gestion des Ressources Humaines**, 91, 3–12.

Manville, C., Melkonian, T. et Nadisic, T. (2010). Pourquoi un cadre dirigeant ne recrutera-t-il pas un lanceur d'alerte qui a dénoncé une entente concurrentielle ? Une approche par la théorie de la justice organisationnelle. **Revue Lamy de la Concurrence**, 22, 126–131.

Bertrandias, L., Fréchet, M. & Manville, C. (2009). Does Justice influence the paths to the court? Studying the moderating role of justice perceptions in rights breach events. **Revue de Gestion des Ressources Humaines**, 74, 24–41.

Manville, C. (2008). Perceptions de justice et implication : les salariés contingents et permanents seraient-ils différents les uns des autres. **Relations Industrielles/Industrial Relations**, 63:3, 529–554.

#### REFEREED CONFERENCE PRESENTATIONS

Manville, C, Bentein, K & Abid-Dupont, M.A. (2023), Abusive Supervision, Negative Affect Toward the Supervisor, Newcomers' Perceived Insider Status and Adjustment: A Dynamic Model, *European Academy of Management 2023 Conference*, Dublin, 13-16 June.

Perrier, A., El Akremi, A. & Manville, C. (2023), "It's all about trust!" The effect of servant leadership on firefighters' performance and health: A multilevel and multisource study, *21st European Association of Work and Organizational Psychology Congress*, 24-27 May 2023, Katowice, Poland.

Manville, C. & Bentein, K. (2020), A longitudinal investigation of the relationships between abusive supervision and perceived insider status among newcomers, *48th Annual Conference of the Administrative Sciences Association of Canada*, Virtual.

- *Best Paper Award, OB division*

Perrier, A., Molines, M., El Akremi, A. & Manville, C. (2019), Opening the black box of servant leadership. The effects of servant leadership on firefighters' performance and health, *Annual Administrative Sciences Association of Canada*, St Catharines, Canada, May 24-27.

- *Best Paper Award, OB division*

Mignonac, K., Herrbach, O., Serrano-Archimi, C. & Manville, C., (2017). Perceived Prestige-Support Discrepancy and its Relation to Employee Cynicism. *18<sup>th</sup> Congress of the European Association of Work and Psychology*, Dublin, 17-20 May.

Grover, S., Manville, C., Abid-Dupont, M.A. & Hasel, M. (2015). Trust recovery between leaders and followers: the importance of character attributions. *75<sup>th</sup> Annual meeting of the Academy of Management*, Vancouver, BC, Canada.

Quratulain, S., Khan, AK., Manville, C. & Serrano-Archimi, C. (2015). Impact of intensity of supervisor's mistreatment on employee attitudes. *75<sup>th</sup> Annual meeting of the Academy of Management*, Vancouver, BC, Canada.

- *Best Paper Proceedings (top 10% of papers)*

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, BC, Canada.

Manville, C., Grover, S., Abid-Dupont, M-A., Serrano-Archimi, C. & Hasel, M. (2014). The roles of apologies and forgiveness in regaining lost trust between leaders and followers, *28<sup>th</sup> Australia and New Zealand Academy of Management Conference*, Sydney, Australia.

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.

Grover S., Hasel, M., Manville, C. & Serrano Archimi, C. (2012). Maintaining leader-follower relationships in the aftermath of trust violations, *72<sup>nd</sup> Annual meeting of the Academy of Management*, Boston, USA.

Manville, C. & El Akremi, A. (2012). The relationships between work stress and obesity: a job demand–control- support perspective, *72<sup>nd</sup> Annual meeting of the Academy of Management*, Boston, USA.

Manville, C. (2010). Self-esteem as a moderator between job characteristics, justice and nurses' organizational commitment, *70<sup>th</sup> Annual meeting of the Academy of Management*, Montreal, Canada.

Bertrandias, L. Fréchet, M. & Manville, C. (2009). Does Justice influence the paths to the court? Studying the moderating role of justice perceptions in rights breach events, *20<sup>ème</sup> congrès de l'AGRH*, Toulouse.

Manville, C. (2009). Contingent and permanent workers: do they perceive organizational justice similarly? *14<sup>th</sup> Congress of the European Association of Work and Psychology*, Santiago de Compostela, Espagne.

Manville, C. (2007). Les jugements de justice des salariés atypiques : quels critères ?, *18<sup>ème</sup> congrès de l'AGRH*, Fribourg, Suisse.

Manville, C. (2006). Flexibilité du travail et implication organisationnelle : les enjeux de pratiques de GRH « justes », *17<sup>ème</sup> congrès de l'AGRH*, Reims.

Manville, C. (2006). Les perceptions de justice des salariés contingents : le rôle de l'organisation et de ses représentants, *Congrès de l'AIPTLF*, Tunis.

- Manville, C. & Siadou-Martin B. (2006), *La justice perçue, un cadre d'analyse pertinent des relations d'échanges? Regards croisés de la gestion des ressources humaines et du marketing*, 18<sup>ème</sup> journée des IAE, Montpellier.
- Manville, C. (2006). *The impact of organizational justice on contingent workers' commitment*, *Workshop on advances in organizational behavior and human resources management research*, LIRHE et GRACCO CNRS, Toulouse.
- Manville, C. (2005). *L'implication organisationnelle et les perceptions de justice des salariés contingents : une étude exploratoire*, *Congrès AIRTO*, Montpellier.
- Manville, C. (2004). *L'implication des salariés contingents : l'apport des théories de la justice organisationnelle*, 17<sup>ème</sup> journée des IAE, Lyon.
- Manville, C. (2003). *Pratiques de GRH et relation d'emploi : l'apport des théories de la justice organisationnelle*, 14<sup>ème</sup> congrès de l'AGRH, Grenoble.

#### BOOK CHAPTERS

- Roussel P., Dalmas M., Manville C. & Mottay D. (2009). *Théories de la motivation au travail et management*. In J. Rojot, P. Roussel et C. Vandenberghe (Eds.) *Comportement organisationnel : théories des organisations, motivation au travail, engagement organisationnel*, De Boeck Editions.

#### RESEARCH GRANTS

- Agence Nationale de la Recherche, Projet de Recherche Collectif (2018-2022) (ANR-17-CE26-0022-01) : *FairHealth*, (Project leader, budget : 367 411 euros)
- Initiative d'Excellence Grant (IDEX) (2016-2018) (UFTMIP -2016–50– CIF – D- DRDV) : *Impact des pratiques managériales sur les troubles musculo-squelettiques* (Project leader ; Budget : 28 500 euros)
- DIRECCTE de Midi-Pyrénées (2015) : *Pratiques managériales et santé au travail* (Project leader ; Budget : 10 000 euros)
- Agence Nationale de la Recherche, Programme Jeunes Chercheurs (2013-2016): *Trust development in leadership relationships* (ANR-12-JSH1-0007-01) (Project leader ; Budget: 114 458 euros)
- Conseil Régional de Midi Pyrénées (2011): *Pratiques managériales et santé au travail* (Project leader ; Budget: 6 700 euros)
- Terreal : *Implication au travail* (2011). (Project leader ; Budget : 11 000 euros)

#### PROFESSIONAL AND COMMUNITY SERVICE

*Toulouse School of Management/ Toulouse School of Management Research*

2020-2022	Member, Executive Committee of the Toulouse School of Management
2020-2022	Head of the HRM Department
2019-2020	Head of the first year master's program in in Human Resource Management
2016-2018	Member, Executive Committee of the Toulouse School of Management
2016–2018	Head of the HRM Department
2012–2016	Member, Administration Committee of the Toulouse School of Management
2012–2018	Member, Scientific Committee of the CRM (Center for Research in Management – UMR 5303)

2009–2022	Director of the Executive Master in Human Resource Management
2006–2009	Head of the HRM Department
2006–2014	Head of the first year master's program in in Human Resource Management

*Teaching in master programs:*

- Human Resource Management and Organizational Behavior
- Leadership and Motivation
- Training and Human Resources Management Planning
- Organization Theory
- Research method in OB/HRM

*External Service*

2015-2020	Expert member ( <i>Membre qualifié</i> ) du Comité Régional d'Orientation des Conditions de Travail, DIRECCTE Occitanie.
2015–2017	Expert member ( <i>Membre qualifié</i> ) Comité Régional de Prévention des Risques Professionnels – DIRECCTE Midi-Pyrénées
2013–présent	Member of the Review Board, Revue de Gestion des Ressources Humaines (ISSN: 1163-913X)  Ad hoc reviewer for M@n@gement, European Management Review, European Management Journal, Psychologie du Travail et des Organisation, @GRH, Archives des Maladies Professionnelles et de l'Environnement,...

**PHD SUPERVISION**

**Krisna Bonilla (2022-...)**, Examining Trust Dynamics Within Triadic Relationships: The Trickle-Down Effects of Middle Managers' Felt Trust on Subordinates' Job Performance and Well-Being.

**Anthony Perrier (2016-2021)**, « Les effets du leadership serviteur sur la performance et la santé des sapeurs-pompiers : une approche multi-niveaux et intra-individuelle », co-direction (40 %) avec le Professeur Assâad El Akremi (TSM), soutenue le 16 décembre 2021.

**THESIS COMMITTEE**

2022: Fatima HASSAN, « Exploring the Impact of Perceived Ethics in Hiring Decision on Employee Behaviors. », Université Toulouse Capitole, 17 Décembre 2022, Supervisor: Akram Al Ariss.

2021: Rapporteur, Zaheer ABBAS, “Three essays on the antecedents and outcomes of job embeddedness from the conservation of resources perspective”, Université Aix-Marseille, 18 Octobre 2021, Supervisor Carolina Serrano Archimi,

2021: Clark WARNER, « Influences on Dual-Process Ethical Decision-Making and the Development of Moral Automaticity », Université Toulouse Capitole, 7 Septembre 2021, Supervisor: Marion Fortin.

2018 : Rapporteur, Khalil AÏT SAÏD, « Le succès de carrière perçu par les cadres : l'importance des critères subjectifs », IAE de Bordeaux, 28 Mars 2018, Supervisors : Laïla Benraïss et Olivier Herrbach.