

## KARIM MIGNONAC

**Professor of Human Resource Management and Organizational Behavior  
Toulouse School of Management / University of Toulouse Capitole**

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Citizenship: French

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### CURRENT ACADEMIC POSITIONS & APPOINTMENTS

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

2018–2023 Director of TSM Research (UMR CNRS 5303)  
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

### Refereed Articles in English

- \***Mignonac**, K., Boujendar, S., & Bergon, G. (2023). How organizational cynicism can promote customer-directed deviance via employee resource depletion and how experiencing supervisory support may help overcome this effect. *Group & Organization Management*, in press.
- Coll, C. & \***Mignonac**, K. (2023)., Perceived organizational support and task performance of employees with disabilities: a need satisfaction and social identity perspectives, *The International Journal of Human Resource Management*, 34:10, 2039–2073.
- 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.
- 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.
- \***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.
- Finalist for the 2020 Syntec (French national consulting association) Award for Best Research Paper published in HRM/Organization disciplines in France.
- 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.
- \***Mignonac**, K. & Richebé, N. (2013). "No strings attached?": How attribution of disinterested support affects employee retention. *Human Resource Management Journal*, 23:1, 72–90.
- 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.
- 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.
- 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. (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.

### **Refereed Journal Articles in French**

- 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

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

- 2022–2026 French National Research Agency (ANR) – Programme JCJC  
*THEVOICES: “Transformations of human employees’ voice in the service industries: contributions to theory and practice”*  
Budget: 288,757€  
Role: co-investigator
- 2018–2022 French National Research Agency (ANR) – Programme PRC  
*FAIRHEALTH: “Injustice perceptions in the workplace and musculoskeletal disorders: A prospective study of causal associations and underlying mechanisms”*  
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)