

# Véronique ROBERT

Assistant Professor, Toulouse School of Management

PhD in Administration, HEC Montréal

☎ +33 (0)5 61 63 38 54

✉ [veronique.robert@tsm-education.fr](mailto:veronique.robert@tsm-education.fr)

📍 Toulouse, France

🇨🇦 Canadian

## ACADEMIC AND PROFESSIONAL WORK EXPERIENCE

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- 2022- **Junior Professor Research Chair Holder**  
TSM Research (UMR CNRS 5303)  
Toulouse School of Management, Université Toulouse 1 Capitole
- 2021- **Assistant Professor**  
TSM Research (UMR CNRS 5303)  
Department of Human Resources Management  
Toulouse School of Management, Université Toulouse 1 Capitole
- 2019 **Lecturer**, Department of Management, HEC Montréal

## EDUCATION

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- 2016-2021 **Ph.D. in Administration, Organizational Behavior**  
HEC Montréal  
*Dissertation title:* Three essays on the effects of laissez-faire leadership on employees' job attitudes and well-being  
*Supervisor:* Christian Vandenberghe, PhD
- 2013-2016 **Master of Science, Organizational Development**  
HEC Montréal  
*Supervised project:* Review of the physical and psychological health problems of employees working in mountain resorts  
*Supervisor:* Estelle Morin, PhD
- 2010-2013 **Bachelor of Science, Psychology**  
University of Montréal  
*Research project:* The role of value congruence in identity integration and well-being  
*Supervisor:* Roxane de la Sablonnière, PhD

## RESEARCH INTERESTS

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- Leadership.
- Employee-Supervisor Relationships.
- Organizational Commitment.

- Occupational Health and Well-Being.
- Job Attitudes and Performance Outcomes.

## **PUBLICATIONS, PEER-REVIEWED**

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**Robert, V.** & Vandenberghe, C. (2024). Engagement de continuité et santé mentale des employés : le rôle des traits d'affectivité. [Continuance commitment and employee mental health: The role of trait affectivity]. *Psychologie du Travail et des Organisations*. Advance online publication. doi:10.1016/j.pto.2024.01.002

**Robert, V.** & Vandenberghe, C. (2022). Laissez-faire leadership and employee well-being: The contribution of perceived supervisor organizational status. *European Journal of Work and Organizational Psychology*, 31(6), 940-957. doi:10.1080/1359432X.2022.2081074

**Robert, V.** & Vandenberghe, C. (2022). Leadership laissez-faire, menace identitaire et engagement organisationnel. [Laissez-faire leadership, identity threat and organizational commitment]. *Psychologie du Travail et des Organisations*, 28(3), 197-210. doi:10.1016/j.pto.2022.03.006

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]. *Le Travail Humain*, 84(4), 349-381. doi:10.3917/th.844.0349

Afota, M.- C., **Robert, V.**, & Vandenberghe, C. (2021). 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*, 30(4), 495-509. doi:10.1080/1359432X.2020.1858806

**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*, 27(3), 159-174. 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

**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

## COMMUNICATIONS

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**Robert, V.** (2024, forthcoming). *Laissez-faire leadership and turnover: The role of employee's organizational identity threat*. [Video]. Leadership collection. Educational series. SAGE Video, SAGE Publishing.

**Robert, V.** (2023, September). L'autonomie en télétravail, c'est bien, mais ce n'est pas une excuse pour arrêter de manager ! *Monde des Grandes Écoles et Universités*, 106, 32. <https://www.mondedesgrandesecoles.fr/lautonomie-en-teletravail-cest-bien-mais-ce-nest-pas-une-excuse-pour-arreter-de-manager/>

## PAPERS ACCEPTED OR UNDER REVIEW

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**Robert, V.** & Vandenberghe, C. *Dénigrement par le superviseur et engagement organisationnel : une approche contingente*. [Supervisor undermining and organizational commitment: A contingency approach] Manuscript accepted at *Le Travail Humain*.

## PRESENTATIONS, PAPERS, AND POSTERS (\*denotes presenter)

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Bertola, L., & **Robert, V.\*** (2023). *Networking in the age of working remotely*. Paper presented at European Group for Organizational Studies (EGOS) Colloquium, July 6-9, Cagliari, Italy.

**Robert, V.\*** & Vandenberghe, C. (2022). *Laissez-faire Leadership and Turnover: The Role of Employee's Organizational Identity Threat*. Paper presented at Academy of Management (AOM) Annual Meeting, August 12-15, Seattle, USA.

Afota, M-C. & **Robert, V.\***. (2022) *How to make this new reality work? A daily exploration of the determinants of employees' performance and well-being in a hybrid work context*. Work-in-progress presented at the annual meeting of the

Administrative Sciences Association of Canada (ASAC), June 3-7, Halifax, Canada.

**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, June 12-15, 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, May 24-27, 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, April 4-6, 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, May 3-4, Québec City, Canada.

- Winner: **Best Poster Communication**

## **RESEARCH-RELATED EXPERIENCE**

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2014-2021	<b>Research assistant</b> , 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	<b>Research assistant</b> , 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	<b>Research assistant</b> , Social Change and Identity Laboratory Reviewer of <i>Journal of Interpersonal Relations, Intergroup Relations and Identity, Volume 6</i>

## **TEACHING INTERESTS**

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

## **SUPERVISION DUTIES**

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PhD	Eleanor Davey-Rogerson. (2023-). Re-grounding Conceptualisations of the Authentic Leader through a Person-Centric Approach. (Co-supervision with Marion Fortin)
M.Sc. Thesis	Eleanor Davey-Rogerson. (2022-2023). Re-grounding Conceptualisations of the Authentic Leader through a Person-Centric Approach. (Co-supervision with Marion Fortin)

## **TEACHING EXPERIENCE**

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<b>Organizational Behavior</b>	Toulouse School of Management, Undergraduate Global Management Program, Fall 2021 [Taught in English]  HEC Montréal, Undergraduate Program, Fall 2019 [Taught in French]
<b>Statistics and Data Analysis</b>	Toulouse School of Management, Master 1 Human Resources Management, Fall 2023 [Taught in French]  Toulouse School of Management, Master 1 Human Resources Management, Fall 2022 [Taught in French]  Toulouse School of Management, Undergraduate Marketing Program, Winter 2022 [Taught in French]  Toulouse School of Management, Master 1 Human Resources Management, Fall 2021 [Taught in French]
<b>International Human Resources Management</b>	Toulouse School of Management, Master 2 International Management, Fall 2021 [Taught in English]
<b>Leadership and Team Management</b>	Toulouse School of Management, Master 2 International Human Resources Management, Fall 2021 [Taught in English]
<b>Professional Development Workshop</b>	Toulouse School of Management, Master 1, Fall 2021 [Taught in French]
<b>Business Games</b>	Toulouse School of Management, Undergraduate Program, Winter 2022 [Taught in French]

## **AWARDS, DISTINCTIONS, AND SCHOLARSHIPS**

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2021	<b>Finalist, Best 2021 Doctoral Dissertation, HEC Montréal</b>
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August 2020	<b>Participant in the highly competitive Doctoral Consortium</b> of the Organizational Behavior Division, at the Academy of Management Conference (AOM)
August 2020	<b>Doctoral Consortium Stipend</b> , Academy of Management Organizational Behavior Division
May 2019	<b>Best Student Paper</b> in Organizational Behavior Division, at Administrative Sciences Association of Canada Conference (ASAC)
May 2018	<b>Joseph-Armand Bombardier Canada Graduate Scholarship</b> , attributed by Social Sciences and Humanities Research Council (SSHRC)
May 2018	<b>Best Poster Communication</b> , Annual meeting of <i>Société québécoise de psychologie du travail et des organisations</i> (SIOP)
March 2018	<b>Laureate of Best Student Activity</b> , promoting the professional development of students, attributed for the organization of the 8 <sup>th</sup> edition of the Doctoral Symposium by HEC Montréal's <i>Association des Étudiants aux Cycles Supérieurs</i> (AECS).
February 2018	<b>J. Armand Bombardier Foundation Scholarship</b> , attributed for excellent academic results
September 2016	<b>Ph.D. Student Scholarship</b> , HEC Montréal

## PROFESSIONAL SERVICE

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2023-	<b>Elected member HR/OB, TSM Research</b>
2019-2020	<b>Mentor</b> , HEC Montréal Scholarship Program
2017	<b>VP Career</b> , HEC Montréal Doctoral Committee, Organization of the 8 <sup>th</sup> edition of the Doctoral Symposium.
2017	<b>Volunteer</b> , Annual Meeting of Administrative Sciences Association of Canada, Montréal

## PROFESSIONAL DEVELOPMENT

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November 2023	Speaker, <b>Conference on Women in Hybrid and Remote Work: The Current State and the Path Forward</b> , organized by Rutgers Business School, Center for Women in Business.
September 2022	Speaker, <b>Webinar on Smartworking</b> entitled « Travail sur site ou chez soi, un équilibre parfois difficile à trouver. Discutons-en avec une chercheuse ! », event Bridges 2022, organized by Wavestone.
Mai 2022	Speaker, <b>Webinar Teaching Internationally</b> , organized by TSM Doctoral Program