

## CAROLINE MANVILLE

Associate Professor (*Maître de conférences*)

Toulouse School of Management (IAE, CRM)

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### ACADEMIC AND PROFESSIONAL WORK EXPERIENCE

2006–present	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, 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., Abid-Dupont, M.A., Manville, C. & Hasel, M. (*Forthcoming*). Repairing broken trust between leaders and followers : How violation characteristics temper apologies, **Journal of Business Ethics**. [FNEGE 2; CNRS 2]
- 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. [FNEGE 1; CNRS 2]
- Vandenberghe, C., Mignonac, K., & Manville, C. (2015). When normative commitment leads to lower well-being and reduced performance. **Human Relations**, 68:5, 843–870. [FNEGE 1; CNRS 2]
- 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. [FNEGE 3; CNRS 3]

- *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 vaux 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. [FNEGE 2; CNRS 2]

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. [FNEGE 2; CNRS 2]

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. [FNEGE 2; CNRS 2]

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. [FNEGE 3; CNRS 3]

#### REFEREED CONFERENCE PRESENTATIONS

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, Ireland.

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.

#### **MANUSCRIPTS IN PROGRESS**

- Manville, C., Bentein, K. & Abid-Dupont, MA. Dynamic relationships between abusive supervision, subordinates' affect and trust in supervisor.
- Manville, C., Quratulain, S., Abdul Khan, K, Serrano-Archimi, C & Abid-Dupont MA. Trust violations, subordinates' emotions and supervisor trust: the moderating role of power distance orientation.

## RESEARCH GRANTS

- 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 (IAE, CRM)*

<i>2016–present</i>	Head of the HRM Department
<i>2009–present</i>	Director of the Executive Master in Human Resource Management (M1 & M2)
<i>2012–present</i>	Member, Administration Committee of the Toulouse School of Management
<i>2012–present</i>	Member, Scientific Committee of the CRM (Center for Research in Management – UMR 5303)
<i>2006–2009</i>	Head of the HRM Department
<i>2006–2014</i>	Head of the first year master's program in in Human Resource Management (M1)

### Teaching in bachelor and master programs:

- Human Resource Management and Organizational Behavior
- Leadership and Motivation
- Training and Human Resources Management Planning
- Organization Theory

### *External Service*

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