

## Informations générales

Name & First name : Paillé Pascal

Citizenships : Canadian & French

## RESEARCH INTERESTS

- Green Human Resource Management
- Pro-environmental attitudes and behaviors
- Social and Environmental Sustainability
- Employee retention

## CURRENT APPOINTMENT

December 2019 – present  
NEOMA Business School, campus Rouen (AACSB – EQUIS - AMBA)  
*Full professor (with tenure)*

## ACADEMIC EXPERIENCE

Université Laval (Canada)  
Faculté des Sciences de l'administration (AACSB and EQUIS), 2006-2019  
*Full professor (with tenure) 2012-2019.*  
*Associate professor (with tenure) 2008-2012.*  
*Assistant professor 2006-2008.*

Université La Réunion (France)  
Institut d'Administration des Entreprises, May-June 2015  
*Visiting professor*

Université du Maine (Le Mans, France)  
Department of Administration and Management, 1998-2006  
*Senior lecturer (with tenure)*

Université de Nantes (Nantes, France)  
Department of Logistic and Management, 1996-1997  
*Lecturer*

Université d'Angers (Angers, France)  
Department of administration and Management, 1995-1996  
*Lecturer*

## EDUCATION

French habilitation to supervise research, June 2013  
Université de Montpellier III (France)

Doctorat en Sciences de gestion, December 1997  
Université des Sciences sociales de Toulouse 1 (France)

MBA management, November 1993  
ESSCA School of Management (France)

BTS Marketing and advertising, June 1991 (France)

## MANAGING EXPERIENCE

Head of Department People & Organisations,

- NEOMA Business School, France (Since 2019)  
Key features: 26 professors; 15 lecturers; 2 department assistants

Director of PhD program & Msc research

- Faculty of Business sciences, Laval University, Canada (2014-2017)  
Key features: staff, 2 Study advisors; Students: 110 Phd; 35 Msc  
Governance: Head of committee program: 6 PhD students and 6 professors

Deputy director of Department Management & Enterprise

- Le Mans university, France (2004-2006)

## PUBLICATIONS (Peer reviewing)

Stefanelli, N. O., Jabbour CJC, Amui L, Caldeira de Oliveira, JH, Latan H, **Paillé P**, Hingley, M. (2021). Unleashing proactive low carbon strategies through behavioral factors in biodiversity-intensive sustainable supply chains: mixed methodology. *Business, Strategy and the Environment*. DOI: 10.1002/bse.2762

Chen, Y., Wang Y., Cooke, F. L., Lin, L, **Paillé, P.** & Boiral, O. (2021). Is abusive supervision harmful to organizational environmental performance? Evidence from China. *Asian Business & Management*. DOI <https://doi.org/10.1057/s41291-021-00148-0>

**Paille, P.**, & Valeau, P. (2021). "I don't owe you, but I am committed." Does felt obligation matter on the effect of green training on employee environmental commitment? *Organization & Environment*. 34, 123-144.

Francoeur, V., **Paillé, P.**, Yuriev, A. & Boiral, O. (2021). The Measurement of Green Workplace Behaviors: A Systematic Review. *Organization & Environment*. 34, 18-42.

Valéau, P **Paillé, P** Dubrulle C (2021). Auditors' client commitment: a reason to stay when organizational and professional commitment are low. *Comptabilite Controle Audit*, 27(2), 75-110

Srivastava, M. Narayanamurthy, G. Moser, R. Pereira, V. & **Paillé P.** (2020). Supplier's Response to Institutional Pressure in Uncertain Environment: Implications for Cleaner Production. *Journal of Cleaner Production*. [doi.org/10.1016/j.jclepro.2020.124954](https://doi.org/10.1016/j.jclepro.2020.124954)

**Paille, P.**, Mejia-Morelos, J. H., Amara, N. & Halilem, N. (2020). Greening the workplace through supervisory behaviors: Assessing what really matters to employees. *International Journal of Human Resource Management*. [doi.org/10.1080/09585192.2020.1819857](https://doi.org/10.1080/09585192.2020.1819857)

**Paille, P.**, & Valeau, P. & Renwick, D. (2020). Leveraging green human resources management to achieve environmental performance. *Journal of Cleaner Production*, 260, pp. 121137. [doi.org/10.1016/j.jclepro.2020.121137](https://doi.org/10.1016/j.jclepro.2020.121137)

Yuriev, A., Boiral, O., Dahmen, M., **Paillé, P.**, & Guillaumie, L. (2020). Pro-environmental behaviors through the lens of the theory of planned behavior: A scoping review. *Resources, Conservation and Recycling*, 155, 104660

Pham, T.D.D. & **Paillé, P.** (2020). Green recruitment and selection: an insight into green patterns. *International Journal of Manpower*. 41, 3, 258-272.

Valeau, P., **Paille, P.**, Dubrulle, C., & Guenin, H. (2019). The mediating effects of professional and organizational commitment on the relationship between HRM practices and professional employees' intention to stay. *The International Journal of Human Resource Management*, 1-37. [doi.org/10.1080/09585192.2018.1559870](https://doi.org/10.1080/09585192.2018.1559870)

Valéau, P. & **Paillé, P.** (2019). The management of professional employees: linking progressive HRM practices, cognitive orientations and organizational citizenship behavior. *International Journal of Human Resource Management*, 30, 19, 2705-2731.

**Paillé, P.** & Mejia-Morelos, J. H. (2019). Organisational support is not always enough to encourage employee environmental performance. The moderating role of exchange ideology. *Journal of Cleaner Production*, 220, 1061-1070.

**Paillé, P.**, Raineri, N. & Boiral, O. (2019). Environmental Behavior On and Off the Job: A Configurational Approach. *Journal of Business Ethics*, 158, 253–268.

Pham, T. D. D., **Paillé, P.** & Halilem, N. (2019). Systematic review on environmental innovativeness: A knowledge-based resource view. *Journal of Cleaner Production*, 221, 1088-1099.

**Paillé, P.** & Valéau, P. (2019). "I don't complain but I'm vigilant." How job search and sportsmanship interact in predicting intention to leave the profession. *International Journal of Organizational Analysis*, DOI: 10.1108/IJOA-02-2018-1351

Yuriev, A., Boiral, O., Francoeur, V., & Paillé, P. (2018). Overcoming the barriers to pro-environmental behaviors in the workplace: A systematic review. *Journal of Cleaner Production*, 182, 379-394.

Tang, G., Chen, Y., Jiang, Y., Paillé, P. & Jia, J. (2018). Green Human Resource Management Practices: Scale Development and Validity. *Asia Pacific Journal of Human Resources*, 56, 1, 31-55.

Paillé, P., Amara, N. & Halilem, N. (2018). Greening the workplace through social sustainability among co-workers. *Journal of Business Research*, 89, 305-312.

Valéau, P. & Paillé, P. (2017). The management of professional employees: linking progressive HRM practices, cognitive orientations and organizational citizenship behavior. *International Journal of Human Resource Management*. DOI: 10.1080/09585192.2017.1332671.

Paillé, P., Meija-Morelos, J., Raineri, N. & Stinglhamber, F. (2017). The influence of the immediate manager on the avoidance of non-green behaviors in the workplace: A three-wave moderated-mediation model. *Journal of Business Ethics*. DOI: 10.1007/s10551-017-3519-1

Raineri, N. & Paillé, P. (2016). Linking corporate policy and supervisory support with environmental citizenship behaviors: The role of employee environmental beliefs and commitment. *Journal of Business Ethics*, 137, 1, 129–148.

Paillé, P., Meija-Morelos, J., Marché-Paillé, A., Chen, Y. & Chen, H-H. (2016). Corporate greening, exchange process among co-workers, and ethics of care: An empirical study on the determinants of pro-environmental behaviors at coworkers-level. *Journal of Business Ethics*, 136, 3, 655-673.

Paillé, P., Valéau, P. & Raineri (2016). The effects of psychological contract among professional employees working in non-professional organizations. *Industrial Relations*, 71, 3, 521-543.

Paillé, P. & Raineri, N. (2016). Trust in the context of psychological contract breach: Implications for environmental sustainability. *Journal of Environmental Psychology*, 45, 210-220.

Raineri, N., Mejía-Morelos, J. H., Francoeur, V. & Paillé, P. (2016). Employee eco-initiatives and the workplace social exchange network. *European Management Journal*, 34, 47-58.

Paillé, P. & Raineri, N. (2015). Linking perceived corporate environmental policies and employees eco-initiatives: The Influence of perceived organizational support and psychological contract breach. *Journal of Business Research*, 68, 2402-2411.

Boiral, O., Talbot D., & **Paillé, P.** (2015). Leading by example: How managers can influence environmental practices. *Business, Strategy and the Environment*, 24, 532-550.

**Paillé, P.**, Raineri, N. & Valeau, P. (2015). Professional Employee Retention: Examining The Relationships Between Organizational Citizenship Behavior And Turnover Cognitions. *Journal of Applied Business Research*, 31, 4, 1437-1452.

**Paillé, P.** (2015). Perceived organizational support and work outcomes: the mediating role of psychological contract violation. *International Journal of Organizational Analysis*, 24, 2, 191-212.

Chen, Y., Tang, G., Jin, J., Li, J., & **Paillé P.** (2015). Linking Market Orientation and Environmental Performance: The Influence of Environmental Strategy, Employee's Environmental Involvement, and Environmental Product Quality. *Journal of Business Ethics*, 127, 2, 479-500

**Paillé P.**, Grima F. & Dufour, M.E. (2015). Contribution to social exchange in public organization: Examining how support, trust, satisfaction, commitment and work outcomes are related. *International Journal of Human Resource Management*, 26, 4, 520-546.

Grima, F., **Paillé, P.** & Meija-Morelos, J. (2014). Exploring the benefits of mentoring activities for the mentor. *Career Development International*, 19, 4, 469-490.

**Paillé P.** & Mejía Morelos, J. H. (2014). Antecedents of pro-environmental behaviours at work: the moderating influence of psychological contract breach. *Journal of Environmental Psychology*, 38, 124–131.

**Paillé P.** Chen, Y., Boiral O. & Jin, J. (2014). The Impact of Human Resource Management on Environmental Performance: an Employee-Level Study. *Journal of Business Ethics*, Vol. 121, N° 3, pp. 451-466.

**Paillé P.** & Boiral O. (2013). Pro-environmental behavior at work: construct validity and determinants. *Journal of Environmental Psychology*. Vol. 36, pp. 118-128

**Paillé P.**, Boiral O. & Chen, Y. (2013). Linking environmental management practices and organizational citizenship behavior for the environment: a social exchange perspective. *International Journal of Human Resource Management*. Vol. 24, N° 18, pp. 3552-3575.

**Paillé, P.**, Grima, F. & Bernardeau, N. (2013). When subordinates feel supported by managers: investigating the relationships between support, trust, commitment and outcomes. *International Review of Administrative Sciences*, Vol. 79, N° 4, pp. 681-700.

**Paillé P.** & Valeau P. (2013). La rétention des employés professionnels dans l'organisation: le rôle médiateur de la citoyenneté organisationnelle. *Revue de Gestion des Ressources Humaines*, N° 89, pp. 40-55.

**Paillé P.** (2013). Do coworkers make the service customer? A field study in the public sector. *Review of Public Personnel Administration*, Vol. 33, N° 1, pp. 28-57.

Roy, M.-J., Boiral O. & **Paillé P.** (2013). Pursuing Quality and Environmental Performance: Initiatives and Supporting Processes. *Business Process Management Journal*. Vol. 19, N° 1, pp. 30-53.

**Paillé P.** (2013). Organizational Citizenship Behaviour and employee retention: how important are turnover cognitions? *International Journal of Human Resource Management*, Vol. 24, N° 4, pp. 768-790.

**Paillé, P.** & Dufour, M.-È. (2013). Employee Responses to Psychological Contract Breach And Violation: Intentions To Leave The Job, Employer Or Profession. *Journal of Applied Business Research*, Vol. 29, N° 1, pp. 205-216.

Raineri, N., **Paillé, P.** & Morin, D. (2012). Organizational citizenship behavior: An intergenerational study. *International Review of Social Psychology*, Vol. 25, N° 3-4, pp. 147-178.

Dagenais-Cooper, V. & **Paillé, P.** (2012) Employee commitment and organizational citizenship behaviors in the hotel industry: Do foci matter? *Journal of Human Resource in Hospitality & Tourism*, Vol. 11, N° 4, pp. 303-326.

Boiral O. & **Paillé P.** (2012). Organizational Citizenship Behaviour for the Environment: Measurement and Validation. *Journal of Business Ethics*. Vol. 109, N° 4, pp. 431-445.

Bernardeau, N., Grima, F., & **Paillé P.** (2012). Créer du consensus dans un partenariat public-privé : analyse des compromis et arrangements managériaux. *Management International*, Vol. 16, N° 3, pp. 38-49.

**Paillé, P.** (2012). Employee retention: exploring the relationship between employee commitment, organizational citizenship behavior, and the decision to leave the organization. *International Journal of Human Resource Development and Management*, Vol. 12, N° ½, pp. 140-157.

Galois, I., Poujol, F. & **Paillé, P.** (2012). Temp workers: why be loyal? *International Journal of Services, Economics and Management*. Vol. 4, N° 2, pp. 93-103.

**Paillé, P.** (2012). Transformation des entreprises, résistance et engagement des salariés. *Psychologie du Travail et des Organisations*, Vol. 18, N° 1, pp. 61-80.

**Paillé, P.**, Morin, D. & Grima, F. (2011). Managing commitment to customer in the public sector: highlight the role of the supervisor. *International Journal of Services Technology and Management*, Vol. 16, N° 3-4, pp. 298-317.

Grima, F., & **Paillé, P.** (2011). Mediation in french context: tactics and outcomes. *Industrial Relations Journal*, Vol. 42, N° 5, pp. 428-452.

Pohl, S., & Paillé, P. (2011). The impact of perceived organizational commitment and Leader commitment on organizational citizenship behaviour. *The International Journal of Organization Theory and Behavior*, Vol. 14, N° 2, pp. 145-161.

Paillé P. & Grima F. (2011). Citizenship and withdrawal in the workplace: Relationship between organizational citizenship behaviour, intention to leave current job and intention to leave the organization. *The Journal of Social Psychology*, Vol. 151, N° 4, pp. 478-493.

Paillé, P., Fournier, P.-S., & Lamontagne, S. (2011). Relationships between commitments to the organization, the superior and the colleagues, and the intention to leave among truckers, *International Journal of Organizational Analysis*. Vol. 19, N° 2, pp. 92-108

Paillé, P. (2011). Perceived Stressful Work, Citizenship Behaviour and Intention to Leave the Organization in a High Turnover Environment: Examining the Mediating Role of Job Satisfaction. *Journal of Management Research*, Vol. 3, N° 1, pp. 1-16.

Paillé, P. (2010). Le rôle du supérieur sur la fidélisation du personnel infirmier. *Journal de Gestion et d'Économie Médicale*. Vol. 28, N° 3-4, pp. 101-113

Paillé P., Bourdeau L. & Galois I. (2010). Support, Trust, Satisfaction, Intent to Leave and Citizenship at Organizational Level: A social exchange approach. *International Journal of Organizational Analysis*, Vol. 18, N° 1, pp. 41-58.

Paillé P. (2010). Citizenship in the Workplace: Examining Work Attitudes as Predictors among French Employee. *International Journal of Business and Management*, Vol. 5, N° 4, pp. 53-64.

Paillé P. (2009). Assessing Organizational Citizenship Behaviour in the French Context: Evidence for the Four Dimensional Model. *The Journal of Psychology: Interdisciplinary and Applied*, Vol. 143, N° 2, pp. 133-146.

Paillé P. (2009). The Relationship between Support, Commitment and intent to leave team. A social exchange perspective. *Team Performance Management: An international Journal*. Vol. 15, N° ½, pp. 49-62.

Paillé P. (2009). Engagement et citoyenneté en contexte organisationnel : un examen empirique sur l'apport des cibles multiples d'engagement à la prédiction des comportements de citoyenneté organisationnelle. *Le Travail Humain*, Vol. 72, N° 2, pp. 185-204.

Paillé P. (2009). Une réplique sur l'adaptation française des échelles de mesure de citoyenneté organisationnelle de Podsakoff et MacKenzie (1994). *Cahiers Internationaux de Psychologie Sociale*, Vol. 82, pp. 171-184.

**Paillé P.** (2009). Le rôle du supérieur et des collègues dans la rétention des ressources humaines : Apport de l'approche multi-cibles. *Revue de Gestion des Ressources Humaines*, N° 72, pp.35-43.

**Paillé P.** (2008). Citoyenneté, engagement, satisfaction et implication en milieu de travail. *Revue Européenne de Psychologie Appliquée*. Vol. 58, N° 3, pp. 154-163.

**Paillé P.** (2008). Les comportements de citoyenneté organisationnelle: Influence de l'engagement organisationnel, de l'implication au travail et de la satisfaction au travail. *Le Travail Humain*. Vol. 71, N° 1, pp. 22-42.

**Paillé P. & Pohl S.** (2008). Les relations entre l'implication au travail et les comportements de citoyenneté organisationnelle. *Journal of Global Management Research*, Vol. 4. N° 3, pp. 33-42.

**Paillé P.** (2007). Les comportements de citoyenneté organisationnelle: validation d'une version française des échelles de mesure de Podsakoff et MacKenzie (1994). *Cahiers Internationaux de Psychologie Sociale*, Vol. 74, pp. 59-66.

**Paillé P.** (2007). Les relations entre le soutien organisationnel perçu, les comportements de citoyenneté organisationnelle et l'intention de quitter. *Bulletin de Psychologie*, Vol. 60, N° 4, pp. 346-355.

**Paillé P.** (2007). Comportements de citoyenneté organisationnelle et l'intention de quitter : le rôle médiateur de l'intention de s'absenter. *Revue Québécoise de Psychologie*. Vol. 28, N° 3, pp. 209-225.

**Paillé P.** (2007). Fidélisation des ressources humaines: une approche en termes d'échange social. *Management International*. Vol. 12, N° 1, pp. 45-54.

**Paillé P.** (2006). L'influence de l'implication au travail et des comportements de citoyenneté organisationnelle sur l'intention de retrait. *Revue Européenne de Psychologie Appliquée*, Vol. 56, N° 2, pp. 139-149.

**Paillé P.** (2006) Engagement organisationnel et comportements de citoyenneté organisationnelle. *Revue de Gestion des Ressources Humaines*, N° 60, pp. 37-45.

**Paillé P.** (2005). La fidélité au travail: éléments de réflexion sur la relation employé-organisation. *Gestion 2000*. Vol. 24, N° 6, pp. 295-309.

**Paillé P.** (2005). Engagement organisationnel et modes d'identification. Approches conceptuelle et empirique. *Bulletin de Psychologie*, Vol. 58, N° 6, pp. 713-718.

**Paillé P.** (2004). Transformation des organisations et engagement organisationnel : Tendances actuelles et pistes de recherche. *Revue de Gestion des Ressources Humaines*, N° 55, pp. 45-55



**Paillé P.** (2004). Le management des comportements au travail : apports de la planification opérationnelle. *Gestion 2000*, Vol. 23, N° 1, pp. 71-83.

**Paillé P.** (2004). Engagement organisationnel, intention de retrait et comportements citoyens : l'influence de la satisfaction au travail. *Revue de Gestion des Ressources Humaines*, N° 53, pp. 37-46.

**Paillé P.** (2004). Examen empirique sur le caractère multidimensionnel de l'engagement normatif et sur les liens avec les engagements affectif et continu. *Psychologie du Travail et des Organisations*, Vol. 10, N° 4, pp. 327-339.

**Paillé P.** (2002). L'engagement normatif : Essai de reconstruction. *Psychologie du Travail et des Organisations*, Vol. 8, N° 3, pp. 69-96.

**Paillé P.** (2002). Transformation des entreprises, engagement organisationnel et implication au travail : Identification et analyse de l'impact des effets de la réorganisation d'un hôpital public sur ses salariés. *La Revue des Sciences de Gestion*, N° 198, pp. 15-27.

**Paillé P.** (2000). Facteurs de l'engagement dans l'emploi à l'issue d'un changement organisationnel. *Le Travail Humain*, Vol. 63, N° 2, pp.153-169.

**Paillé P.** (1997). Nouvelles technologies de l'information, évolution des pratiques et des contraintes : au sujet du télétravail. *Humanisme et Entreprise*, N° 223.

## PEER-REVIEWED BOOKS

Paillé P. (2020). *Greening the workplace: theories, Methods & Research*. Palgrave MacMillan, New-York, USA. (peer-reviewed)

Paillé P. (2014). *La fidélisation des ressources humaines: nouveaux enjeux, nouvelles réponses* (Ed.) Presses Universitaires de Laval, Québec.

Paillé P. (2011). *La fidélisation des ressources humaines: approches conceptuelles et recherches empiriques*, (Ed.) Presses Universitaires de Laval, Québec.

Paillé P. (2004). *La fidélisation des ressources humaines*. *Économica*, Paris (épuisé).

Paillé P. (2003). *Changement organisationnel et mobilisation des ressources humaines*. *L'Harmattan*, Paris.

## ESSAY

Francoeur, V., & Paillé, P. (2018). *Leadership machiavélique*, Presses Universitaires de Laval, Québec.

## PEER-REVIEWED BOOK CHAPTERS

Pham, T. D. D. & **Paillé, P.** (2019). Managing green recruitment for attracting pro-environmental job seekers: Toward a conceptual model of “Handicap” principle (pp. 57-89). *Sustainable Human Resource Management Policies and Practices*. In Carolina Machado, River Publishers, Denmark.

**Paillé, P.** (2018). Dare to care in environmental sustainability context: How manager can encourage employee pro-environmental behavior (pp. 12-32). *Research Handbook on Employee Pro-Environmental Behaviour*. In Victoria Wells, Diana Gregory-Smith and Danae Manika, Edward Elgar Publishing.

**Paillé, P.** (2016). Responsabilité sociale de l'entreprise (pp. 367-369). Dans Gérard Valléry Marc-Eric Bobillier-Chaumon, Eric Brangier Michel Dubois. *Psychologie du travail et des organisations. 110 notions clés*. Dunod, Paris.

Desrumaux, P., & **Paillé, P.** (2016). Prosocialité au travail (pp. 335-338). Dans Gérard Valléry Marc-Eric Bobillier-Chaumon, Eric Brangier Michel Dubois. *Psychologie du travail et des organisations. 110 notions clés*. Dunod, Paris.

Boiral, O., **Paillé, P.** & Raineri, N. (2015). The nature of employees' Pro-environmental Behaviors (pp. 12-32). *The Psychology of Green Organizations* (Eds) Julian Barling & Jennifer Robertson. Oxford University Press.

**Paillé, P.** (2013). Maintenir la dette pour préserver les relations durables en milieu de travail : ce que l'échange social apporte à la performance des entreprises. Dans : *La qualité de vie et de l'emploi au Québec. Données empiriques et cadres conceptuels*. Presses Universitaires de Laval, Québec.

**Paillé, P.** (2013). Citoyenneté et rétention en milieu de travail. Dans : L. Rioux. *Le confort au travail. La psychologie environnementale appliquée aux espaces de travail*. Presses Universitaires de Laval, Québec.

Morin D., **Paillé P.**, & Reymond A. (2011). L'incidence de l'image de marque employeur, des caractéristiques organisationnelle, des comportements de l'interviewer et de la compatibilité candidat/emploi et candidat/organisation sur l'attraction organisationnelle. In: Paillé P. (Ed) *La fidélisation des ressources humaines: approches conceptuelles et recherches empiriques*. PUL, Québec.

**Paillé P.** (2011). La fidélisation des ressources humaines : Les dimensions négligées. In: Paillé P. (Ed) *La fidélisation des ressources humaines: approches conceptuelles et recherches empiriques*. PUL, Québec.

Grima F. & **Paillé P.** (2011). Les conséquences d'une expérience de mentoring négatif sur l'empowerment psychologique. In: Paillé P. (Ed) *La fidélisation des ressources humaines: approches conceptuelles et recherches empiriques*. PUL, Québec.

Housieaux C. & **Paillé P.** (2011). Les collègues : levier de fidélisation des employés de la fonction public. In: Paillé P. (Ed) *La fidélisation des ressources humaines: approches conceptuelles et recherches empiriques*. PUL, Québec.

**Paillé P.** (2009). Organizational Citizenship Behavior among French Employee: Relationships with job satisfaction, foci of commitment and job involvement (pp. 99-115). In: Oliver T. Chen (Ed). *Organizational Behavior and Dynamics*. Novasciences press, New-York.

**Paillé P.** (2008). Assessing citizenship among french employee: Dimensionality of Organizational Citizenship Behavior and link with some attitudes (pp. 205-220). In: Lester T. Kane and Marylyn R. Poweller (Eds). *Citizenship in the 21th century*. Novasciences press, New-York.

**Paillé P.** (2004). L'engagement organisationnel. De la psychologie sociale au management des ressources humaines (pp. 131-148). In : C. Bonardi, N. Grégori, J.-Y. Ménard et N. Roussiau (Eds). *La Psychologie Sociale Appliquée : Emploi, Travail et Ressources Humaines*. Editions InPress, Paris.

## TEACHING

### [At Noema Business School \(France\)](#)

#### **PGE Master 1 and 2** (In French)

- RH-52003: Human Resource Management: from attraction to retention (E-learning)
- RH-52004: Green human resource management (E-learning)

### [At LAVAL University \(Canada\)](#)

#### **BAA management** (In French)

- MNG-15891: Human Resource Management (spring 2006 and 2007; winter 2007)
- MNG-22847: Intercultural Human Resource Management (winter 2007)

#### **MBA management** (In French)

- MNG-6088h: Human Resource Retention, (**class**: spring and winter)
- MNG-6088z1: Human Resource Retention (**online**: spring and winter)

#### **PhD management** (In French)

- MNG-7005: Advances in Human Resource Management research
- MNG-8010: Organizational theory

### [At LE MANS University \(France\)](#)

## Master 2 (In French)

- HRM and Organizational change

## Under grade (In French)

- HRM: introduction
- Social psychology

## REFEREE AND EXPERT

### *Expert for*

- Austrian Science Fund: 2016
- Fund for Scientific Research – FNRS Belgium: 2010-2012, 2014.
- Social Sciences and Humanities Research Council Canada: 2007 and 2016
- Italian Ministry of Education and Research: 2019

### *Expert for evaluation of « Chaires de recherche »*

- Chaire Olivier DeSerres HEC Montréal : 2012
- Chaire CRSH « Engagement et rendement des employé(e)s» HEC Montréal : 2014

### *Referee for promotion*

- Babson college, Massachusetts.
  - 2018 : Professor W. Murphy (from Associate to Full professor)
  - 2017 : Professor J. Toski-Karas (from Assistant to Associate professor)
- UQAM, Montréal
  - 2014 : Professeur D. Morin (from Associate to Full professor)

## EDITORIAL & REVIEWER ROLES

### EDITORSHIP

Member of editorial board: *Organization and Environment* (2021 - ....)

Editor-in-Chief (2014 - 2019). *International Journal of Environment, Workplace and Employment*

- AERES [French research evaluation agency] journal lists
- Australian Business Deans Council Journal Rankings List

Editor-in-Chief (2012-2015). *Journal of Human Resource and Sustainability Studies* <http://www.scirp.org/journal/jhrss> (2012-2015). I created and launch this journal.

Editor serie (2010 - present). *Ressources humaines, comportements au travail et pratiques innovantes* aux Presses Universitaires de Laval.

Guest Editor. Special issue: « Organizational Citizenship Behavior » - *International Review of social Psychology* (2012, Volume 25, issue 3-4).

Guest Editor. Special issue: "Greening the Organizations: Linking Employee Behaviors, Human Resource Management, and Environmental Concern" – *Administrative Sciences Journal*.

### AD-HOC REVIEWING

Applied Psychology : An International Review; Psychologie du Travail et des Organisations; Bulletin de Psychologie; Cahiers Internationaux de Psychologie Sociale; Relations Industrielles; Le Travail Humain; Revue Européenne de Psychologie Appliquée; M@n@gement; Revue Canadienne des Sciences Administratives; Gestion: revue internationale de gestion; Team Performance Management: An international Journal; Canadian Journal of Behavioral Science; Management International; Journal of Health Organization and Management; Journal of Managerial Psychology; BMC Public Health; Personnel Review; Aging and Society: An Interdisciplinary Journal; International Journal of Organizational Analysis; International journal of Human Resource Management; Journal of Business Ethics; Journal of Environmental Management; Journal of Environmental Psychology; Journal of Organizational Behavior; Journal of Business Research; Journal of Cleaner Production; .

### AWARDS

At Laval university (Canada)

- *Hermes research* 2014  
(Career research excellence award, based on high quality research)
- *Medal research* 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020.  
(Yearly faculty research excellence award, based on regularity and publications level – only 15% of professors are awarded)
- *Socrate distinction* 2017, 2018, 2019.  
(Yearly faculty teaching excellence award, based on student reports – only 20% of professors are awarded)

## Distinctions

- Honourable mention price division Organizational Behavior (Congress ASAC 2018 - Toronto)
- Outstanding reviewer status Elsevier 2017 (Journal of Environmental Psychology); 2018 (Journal of Business Research).

## GRANTS

Social Sciences and Humanities Research Council Canada 2010 - 2012 **39 960 \$.**  
Demande N° 820- 2010-0008 programme IDR « Les comportements de citoyenneté pour le développement durable: une étude exploratoire ». Chercheur principal : **Pascal Paillé.** Co-chercheur : Olivier Boiral.

Social Sciences and Humanities Research Council 2010 – 2015 **1 000 000 \$.**  
Demande N° 833- 2009-1016 ARUC « Innovations, formation et protections sociales dans le travail et l'emploi ». Chercheur principal : Paul-André Lapointe (Université Laval) Co-chercheurs (parmi d'autres) : **Pascal Paillé.**

Health and Safe at Work research Institut 2009 – 2011 **98 608 \$.**  
Demande N° 099-875 « Projet-pilote pour le développement d'une démarche « sentinelle » permettant de passer d'une approche individuelle de réadaptation à une approche organisationnelle de prévention des problèmes de santé mentale au travail ». Chercheur principal : Louise St-Arnaud Co-chercheurs : Michel Vézina, Catherine Briand et **Pascal Paillé.**

Fonds Facultaires de démarrage en recherche nouveaux professeurs 2006 – 2009 **30 000 \$.**  
Le développement des connaissances sur les facteurs psychologiques, sociaux et organisationnels qui favorisent la citoyenneté dans les organisations. Chercheur principal : **Pascal Paillé.**

## SUPERVISION OF RESEARCH STUDENTS

PhD completed

Université Laval (Canada)

- Mehdi Dahmen, Ph. D in Management (22 April 2021),
- Do Dieu Thu Pham, Ph. D in Management (26 February 2021).
- Virginie Francoeur, Ph. D in Management (26 October 2020),  
Actual position : Assistant professor, Polytechnic Montréal (Canada)
- Alexander Yuriev, Ph. D in Management (28 April 2020),  
Actual position : Assistant professor, Concordia university (Canada)

- Francesca Croce, Ph. D in Management (22 November 2019),  
Actual position : Assistant professor, Africa Business School (Morocco)
- Nicolas Raineri (2015)  
Actual position : Associate professor, Neoma Business School (France)

PhD led to completion

Neoma Business School (France)

- Maryse Matta, Ph D in Management (Summer 2021)

Current PhD supervision

Examined French habilitation to supervise research for:

Conservatoire National des Arts et Métiers, Paris (France)

- Michel Dalmas (17 November 2020)

Examined PhD Thesis for:

Neoma Business School (France)

- Esraa ALSHATTI, Ph. D in Management (2 octobre 2020)

Université Lausanne (Suisse).

- Armand Brice Kouadio, Doctorat Public management (9 décembre 2019)

Université La Réunion (France)

- Jérôme Gardody, Doctorat in Management sciences (9 décembre 2015)

HEC Montréal (Canada)

- Catherine Marchand, Ph. D in Management, (23 juin 2015)

Université Laval (Canada)

- David Talbot, Ph. D in Management, (4 mars 2015)

HEC Montréal (Canada)

- Marie-Claude Gaudet, Ph. D in Management, (9 juillet 2013)

Université de Montréal (Canada)

- Émilie Lapointe, Ph D in Organizational psychology, (26 novembre 2013)

Msc thesis completed (Le Mans university and Laval university)

More than 35 master thesis completed

2 Octobre 2021

A handwritten signature in black ink, appearing to be 'Paul', written in a cursive style.