



Nathalie RICHEBE

**INNOVATION Academy
Sophia-Antipolis**

CV

Skills & Interests

Teaching Skills

Active Learning

Research Skills

Building Online Surveys (Msc Program)

Qualitative Research Methods (Msc Program)

Languages

French, English, Italian

Expertise

social exchange, gift exchange, social regulation, creativity at the workplace, career

Qualification

Scholarly Academic

Academic Degrees

HDR Université Pierre Mendez, Grenoble, France, 2008

Doctorat University Paris X, Paris, France, Highest honours (Unanimous congratulations of jury and selection for Thesis prize), 2002

Master University Paris X/EHESS/Ecole Polytechnique, Paris, France, MSc, 1995

Work Experience

Professor, SKEMA Business School (2005 - Present), Nice Sophia Antipolis, France.

Associate Professor, Audencia (2000 - 2005), Nantes, France.

ATER (reader), University Paris-VIII (1999 - 2000), Paris, France.

INTELLECTUAL CONTRIBUTIONS

Articles in Journals

El Akremi, A., Nasr, M., & Richebé, N. (2014). Relational, Organizational and Individual Antecedents of the Socialization of New Recruits. *M@n@gement*, 17 (2014/5), 317-345.

- Mignonac, K. & Richebé, N. (2013). No strings attached? How attribution of disinterested support affects employee retention. *Human Resource Management Journal*, 23 (1), 72-90.
- Richebé, N., Herrbach, O., & Mignonac, K. (2011). Undesired side effect? The promotion of non-commitment in formal vs. informal mentorships. *International Journal of Human Resource Management*, 22 (7).
- Richebé, N. (2011). Valeurs, action collective et projet d'entreprise. *Humanisme & Entreprises* (304).
- Richebé, N. & Berthoin Antal, A. (2009). A Passion for Giving, a Passion for Sharing. Understanding knowledge sharing as gift exchange in academia. *Journal of Management Inquiry*, 18 (1), 78-95.
- Richebé, N. & Reynaud, J.D. (2009). Rules, conventions and values: a plea in favour of ordinary normativity. *Revue française de sociologie* (50), 3-35.
- Richebé, N. (2008). Formaliser l'évaluation des savoir-être : riche idée? *FR Social*.
- Richebé, N. & Reynaud, J.D. (2007). Règles, conventions et valeurs. Plaidoyer pour la normativité ordinaire. *Revue française de sociologie*, 48 (1), 3-36.
- Richebé, N. & Balkin, D. (2007). A gift exchange perspective on organizational training. *Human Resource Management Review*, 17 (1), 52-62.
- Richebé, N. (2006). Les compétences de savoir-être n'ont pas à être contractualisées. *Entreprise & Carrière*.
- Richebé, N. (2002). Les réactions des salariés à la logique compétence : vers un renouveau de l'échange salarial? *Revue française de sociologie*, 43 (1), 99-126.
- Richebé, N. & M., B. (2002). Règles d'organisation et relation salariale. *Revue d'Economie Industrielle* (97), 69-84.
- Richebé, N. (2001). Intérêts et limites des usages de la notion de règles : un éclairage par la comparaison de Hayek à l'économie des conventions. *Cahiers d'Economie Politique / Workbooks in Political Economy*, 71-98.
- Richebé, N. (1997). Les controverses récentes autour de la discrimination dans le recrutement aux Etats-Unis. *Cahiers du centre d'études de l'emploi, Special*.

Articles in Proceedings

- RICHEBE, N. & Auffray, F. (2017). How the nurse's aides of a nursing home shape the organization of meals and deal with the tensions between social conventions, medical imperatives and the singular situations of residents. An ethnographic study. *12th Organization Studies Workshop (OSW)*.
- RICHEBE, N., Lapointe, E., Vandenberghe, C., Mignonac, K., & Panaccio, A. (2017). Commitment to Organizational Career: Definition, Discriminant and Predictive Validity, and Boundary Conditions. *2017 Commitment Conference*.

Books, Monographs, Compilations, Manuals

- Richebé, N., Herrbach, O., & Mignonac, K. (2010). *La GRH de A à Z* Dunod.

Chapters, Cases, Readings, Supplements

- Richebé, N. (2012). Social exchange dynamics as a key asset for knowledge sharing within organizations. *Management in the Knowledge Economy - New Managerial Models for Success*. Pearson.
- Richebé, N. & Oiry, E. (2008). Démarches compétences : quels enjeux pour les salariés ? *Travail et Gestion des Ressources Humaines* (pp. 118-135). Editions de l'ANACT.
- Richebé, N. (2007). La fabrique des compétences collectives. *Le travail et la reconnaissance des compétences* (pp. 47-60). Editions Economica.
- Richebé, N. (2007). La rémunération des compétences est-elle un bon outil d'incitation à la coopération des salariés ? Réflexions autour du paradoxe de la coopération. *Rémunération des compétences* (pp. 137-157). Editions Economica.
- Richebé, N. & Bensaïd, M. (2007). Coopération, régulation et apprentissage organisationnel. *Economie des organisations : tendances actuelles* (pp. 155-192). Editions L'Harmattan.
- Richebé, N. & Dion, E. (2002). Rémunération des compétences, coopération et création de valeur. *Compétences et knowledge management* (pp. 161-181). édition Liaisons.

Conference Presentations

- Lapointe, E., Vandenberghe, C., Mignonac, K., Panaccio, A., & RICHEBE, N. (2017). *Commitment to Organizational Career: Definition, Discriminant and Predictive Validity, and Boundary Conditions*. 2017 Commitment Conference, Columbus, Ohio.
- RICHEBE, N. & Aufray, F. (2017, May). *How the nurse's aides of a nursing home shape the organization of meals and deal with the tensions between social conventions, medical imperatives and the singular situations of residents. An ethnographic study*. 12th Organization Studies Workshop (OSW), Chania (Crete), Greece.
- RICHEBE, N. & Bensaïd, M. (2016, July). *Organizational Rules Dynamics: uncovering the role of Social Regulation*. 5th European Theory Development Workshop, Helsinki, Finland.
- RICHEBE, N. & Mohammed, B. (2016, July). *Organizational Rules Dynamics: uncovering the role of Social Regulation*. 32nd EGOS Colloquium, Naples, Italy.
- RICHEBE, N. & Paris, T. (2016, June). *The paradoxical crews of top level swimmers and their coach*. 8th International Symposium on Process Organization Studies, Corfou, Greece.
- RICHEBE, N. & Leroy, F. (2016, June). *Dialectic of recognition and gift: convergence and opposition*. 8th International Symposium on Process Organization Studies, Corfou, Greece.
- Toustou, B. & Richebé, N. (2015). *The in-between spaces of creativity. Understanding the role of social exchange dynamics in creative processes*. the 31st EGOS Colloquium 'Organizations and the Examined Life: Reason, Reflexivity and Responsibility', Athens, Greece.
- Toustou, B. & Richebé, N. (2015, May). *The in-between spaces of creativity. Understanding the role of social exchange in creative processes*. Organization Studies Workshop on Organizational Creativity, Play and Entrepreneurship, Chania, Greece.
- Richebé, N. (2011). *Le rôle de la justice organisationnelle dans la socialisation des jeunes recrues : test interactionniste en médiation modérée*. Congrès de l'AGRH, Marrakech, Morocco.
- Richebé, N. (2010). *L'engagement envers la carrière organisationnelle : Définition, mesure et validité prédictive*. 16ème Congrès de l'Association Internationale de Psychologie du Travail de Langue Française, Lille, France.
- Richebé, N., Herbach, O., & Mignonac, K. (2008, August). *Formal vs. Informal mentoring: does it influence the promotion of Non-commitment?* Academy of Management Conference, Anaheim, California.
- Richebé, N., Herbach, O., & Gond, J.P. (2007, July). *Accounting for 'irregular auditing' : an application of the triangle of responsibility*. IABS Annual Conference, Florence, Italy.
- Richebé, N., Oiry, E., & Masson, A. (2006, November). *Démarches compétences : quels enjeux pour les salariés ?* Congrès de l'AGRH, Reims, France.
- Richebé, N. & Barbier, J.Y. (2006, July). *Leader integrity and authenticity: lessons from social exchange theory*. EGOS Conference, Bergen, Norway.
- Richebé, N. & Balkin, D. (2005, August). *A gift exchange perspective on organizational training*. Academy of Management Conference, NC, Hawaii.
- Richebé, N. & Berthoin, A. (2005, June). *A passion for giving, a passion for learning*. 6th International Conference on Organizational Learning and Knowledge, Trento, Italy.
- Richebé, N. & Sobczak, A. (2004, September). *Responsabilité sociale de l'entreprise et responsabilisation du salarié : vers un nouveau modèle de régulation des relations de travail ?* XVème colloque de l'AGRH, Montréal, Canada.
- Richebé, N. (2003, December). *Quelles compétences faut-il rémunérer ?* Séminaire de recherche sur la Rémunération des compétences LIRHE (CNRS), Toulouse, France.
- Richebé, N. (2003, January). *Gestion des compétences et formes de l'échange salarial. Réflexion à partir d'une étude de cas*. workshop « De la compétence des salariés à la compétence de la firme » LEPII, Grenoble, France.
- Richebé, N. (2002). *Rules Knowledge Management and Organizational Learning*. European conference on organizational knowledge, learning and capacities, Athènes, Greece.
- Richebé, N. & Dion, E. (2002, March). *Rémunération des compétences, coopération et création de valeur*. Gestion des compétences et knowledge management : renouveau de la création de valeur en GRH ?, Rouen, France.

