

Mathieu Molines

Department: Strategy and Management of Organizations (SMO)

☎ Professional:+33 (0)1.81.51.16.41

✉ : mathieu.molines@esce.fr

Linkedin: <https://www.linkedin.com/in/mathieu-molines/>

FORMATION / EDUCATION

2014	Ph.D in Management Sciences , with highest honors, Université Toulouse 1 Capitole
2010	Master in Management Sciences , Toulouse School of Management

ENSEIGNEMENTS ET RECHERCHE / TEACHING AND RESEARCH

➤ *Activités pédagogiques / Teaching activities*

Cours enseignés à l'ESCE / Courses Taught at ESCE

Master Novel Organizational Design
 Quantitative Methods
 Quantitative Methods HR specialization
 Intercultural Management

➤ *Thématiques de recherche / Research Areas*

- Leadership
- Organizational Justice
- Wellbeing at work
- Public management

**PUBLICATIONS ET AUTRES CONTRIBUTIONS INTELLECTUELLES
/ PUBLICATIONS**

➤ *Articles dans des revues académiques / Articles published in refereed journals*

- M. Molines, M. Adamovic et P.Y Sanseau (2017), Exploring how organizational stressors affect police station's effectiveness and collective organizational citizenship behavior. The moderating role of trust climate. *International Journal of Public Sector Management*, Vol. 30 No. 1, 2017, pp. 48-66 (Rank 3 CNRS/FNEGE).
- M. Molines et A. Fall (2016), Justice organisationnelle et comportements de citoyenneté organisationnelle dans la police française: le rôle médiateur de l'engagement au travail. *Relations Industrielles*, Volume 71, Numéro 4, 2016, p. 660–689 (Rank 3 CNRS/FNEGE).

➤ *Actes de colloques / Conference proceedings*

- M. Molines, A. El Akremi, M. Storme et P. Celik (2018) *Beyond the Tipping Point: The Curvilinear Relationships between Transformational Leadership, Leader-Member*

- Exchange, and Emotional Exhaustion, Annual Meeting of the Academy of Management 2018* Chicago, Illinois, USA Best paper Top 10% AOM Proceedings
- Z. H. Oner, M. Molines et N.Narl (2018). *Fatalism Belief as a Cultural Influence on the Entrepreneurial Intentions of Women in Turkey*, International Conference on Innovation and Entrepreneurship, Washington, USA
 - M. Molines et A. El Akremi (2017) Differentiated leader-member exchange and team performance: exploring the role of work engagement and support climate, European Association of Work and Organizational Psychology 2017, Dublin, Irlande
 - M.Molines, G. Bergon et M.A. Abib-Dupont (2016) Dans quel contexte le climat de formation est-il source de bien-être des salariés ? Un modèle de médiation-moderée, Congrès annuel de l'Association francophone de Gestion des Ressources Humaines, Strasbourg, France
 - M. Molines et L. Strub (2016) Programmes de pleine conscience dans le contexte professionnel : rôle médiateur de l'auto-compassion et de l'attention sur le présent, XIX Congrès de l'Association Internationale de Psychologie du travail de langue française, Brussel, Belgium
 - M.Molines et M.Adamovic (2016), Stress in a Highly Demanding Environment: the Role of Servant leadership on performance in the French Police, 20th International Research Society on Public Management Conference 2016, Hong Kong
 - M. Molines, M. Adamovic et P.Y Sanseau (2016) Exploring how organizational stressors affect police station's effectiveness and collective organizational citizenship behavior. The moderating role of trust climate, Academy of Management HR Division, Sydney, Australia
 - M.Molines et M.Adamovic (2015) The Role of Peer Justice and Cultural Values in Multinational Self-Managed Teams, Australian and New Zealand Academy of Management Conference, Auckland, New Zeland
 - M.Molines et R. Shankland (2015) Enhancing well-being in the workplace: The mediating role of mindfulness for stress reduction and satisfaction with life, Mindfulness & Compassion Conference, San Francisco, Etats Unis
 - M. Molines et L.Strub (2015) Effects of a mindfulness-based intervention on entrepreneur women's health and self-efficacy: A pilot study, Mindfulness & Compassion Conference, San Francisco, USA
 - M. Molines, M. Adamovic et G. Bergon (2015) Stress in a Highly Demanding Environment: the Role of Leader's Vision-Communication on Health in the French Police, European Association of Work and Organizational Psychology 2015, Oslo, Norway
 - M. Molines et M. Adamovic (2015) Fairness Perceptions of Dissimilar Team Members: The Mediating Role of Interpersonal Justice and the Moderating Role of Diversity Beliefs, European Association of Work and Organizational Psychology 2015, Oslo, Norway
 - M. Molines et M. Adamovic (2015) The Individual Peer Justice Perspective in Teams, European Association of Work and Organizational Psychology 2015, Oslo, Norway
 - M. Molines (2013) Impact de la justice sur l'engagement, le rôle déterminant du supérieur hiérarchique Congrès annuel de l'Association francophone de Gestion des Ressources Humaines 2013, Paris, France
 - M. Molines, A. El Akremi, N. Dellobe (2013) Expanding Supervisory Support and Organizational Commitment to the Next Level: A Multilevel Level Moderated-

Mediation Model, Annual Meeting of the Academy of Management 2013 Orlando, Florida, USA

- M. Molines, A. El Akremi et K.Mignonac (2013) What's Considered Fair in Teams? Studying Justice Norms in Teams, European Association of Work and Organizational Psychology 2013, Munster Germany
- M.Molines (2010) Gestion du stress au travail : l'efficacité du leader transformationnel, Congrès annuel de l'Association francophone de Gestion des Ressources Humaines 2010, Saint Malo, France

➤ *Autres contributions / Other contributions*

- M.Molines et P.Y. Sanseau (2018) [*Stress et suicide dans la police, l'organisation policière en question.*](#) The Conversation
- M.Molines et P.Y. Sanseau (2018) [*Police, une remise en question nécessaire de l'organisation et du management.*](#) The Conversation
- M.Molines (2017) [*Comment la blockchain va changer la gouvernance des entreprises.*](#) [The Conversation and World Economic Forum](#)
- M. Molines et K. Bheemaiah (2015) *Pourquoi les entrepreneurs devraient-ils s'intéresser au Bitcoin?* Harvard Business Review

ACTIVITES SCIENTIFIQUES / PROFESSIONAL SERVICES

➤ *Membres d'associations scientifiques / Scientific associations membership*

- Academy of Management
- European Association of Work and Organizational Psychology
- International Research Society for Public Management
- Association Internationale de Psychologie du Travail
- Association de Gestion des Ressources Humaines
- Consciousness Mindfulness Compassion International Association

➤ *Rapporteur/referee auprès de revues académiques / Reviewer*

- International Journal of Public Sector Management

PARCOURS PROFESSIONNEL / FORMER POSITION

2014-2016 **Research assistant** at Grenoble Business School, Chair Mindfulness, Wellbeing & Economic Peace

2010-2014 **Teaching & Research assistant** at Toulouse School of Management

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