

Jean-Yves HAMIOT

Associate Professor of Management and
Human Resources

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Nationality & languages

Nationality: French

English: fluent

Education

2015: **Doctorate in Management Sciences**, Université de La Rochelle, “L’anticipation de la deuxième partie de carrière – le cas de cadres du secteur des agences medias”
[*Anticipating the second part of one's career - the case of executives in the media agency sector*]

1995: **Diplôme de Droit et de Gestion du Personnel**, Institut d’Etude du Travail de Lyon

1984: **M.Phil in Psychology** (Diplôme d’Etudes Approfondies de Psychologie), Université Lyon II

1983: **Graduate in Psychology** (Maîtrise de Psychologie), Université Lyon II

1982: **Bachelor in Psychology** (Licence de Psychologie), Université Lyon II

1978: **Baccalauréat**, série économique et sociale (Académie de Lyon)

Professional experience

- Since October 2008: **Associate Professor** at IDRAC Business School

- 2003-2019: **Lecturer** of Audit Social, Ecole Nationale Supérieure des Mines de Saint Etienne
- 1999-2008: E.M. Lyon, Ecully, France, **Lecturer** of Team Dynamics and Organizational Behaviors
- 1999-2008: University of Saint Etienne (ISEAG), France, **Lecturer** of Human Resource Management
- 1997-1999: Norbert Dentressangle Logistics, l'Isle d'Abeau, France, **Human Resource Manager**
- 1993-1997: ADG Camping Gaz, Chaponost, France, **Human Resource Manager**
- 1990-1993: Carrier S.A., Montluel, France, **Training & Communication Manager**
- 1987-1990: France Marketing, Lyon, France, Human Resource and Marketing **Consultant**

Academic appointments

Since 2008: **Associate Professor** of Management and Human Resource, IDRAC Business School, Lyon campus (France)

Courses taught at IDRAC Business School

2020-2022: Team Management,	B3 (Lyon campus)
2017-2020: Business Model,	B3 (Lyon campus)
2017-2019: Strategic Human Resource Management,	PGE4 (Lyon campus)
2017-2019: Organizational Design & Lean Management,	MBA4 (Lyon campus)
2016-2019: Upgrading in Strategy,	PGE4 (Lyon campus)
2013-2022: Human Resource Management,	B3 (Lyon campus)
2013-2022: Managing International Sales Teams,	PGE5 (Lyon campus)
2013-2021: Business Ethics,	PGE5 (Lyon campus)
2012-2018: HR Marketing	PGE4 (Lyon campus)
2012-2018: Team Management	PGE4 (Lyon campus)
2008-2013: Strategic Organization	MME4 (Lyon Campus)
2008-2013: Organizational Behaviors	MME2 (Lyon Campus)

Other responsibilities at IDRAC Business School (administration, services, committees, ...)

2009-... School representative and tutor for the National Contest "Enhancing work ethics", UNESCO - Conférence des Grandes Ecoles - Rotary

Visiting Professorship

2020-2022: **Visiting Professor** of Strategic Marketing, Zhejiang Business College, Hangzhou, China

2016 -2017: **Visiting Professor** of Corporate Strategic Management, Eastern China University of Political and Law, Shanghai, China

Membership of academic association/networks

2008-2020: Member of the academic Association Francophone de Gestion des Ressources Humaines (AGRH).

2021-2022: Member of the European Group for Organizational Studies

Main Research Interests

Career management and the lengthening of professional life

Virtual work

Computer-assisted qualitative data analysis methodologies

Publications

1. *Articles in refereed journals (peer-reviewed)*

Hamiot (Jean-Yves), Thraya (Mohamed Firas), **L'obstacle ontologique qui sépare exploitation et exploration**, *Question(s) de Management*, to be published, 2022.

Hamiot (Jean-Yves), **Managing Career Lengthening in France: Why such an Inertia?**, *Journal of Management Development*, vol. 38 n°9, 2019, p.699-707.

Hamiot (Jean-Yves), Merle (Karine), **La représentation sociale de carrière de cadres face à la mondialisation des médias**, *Question(s) de management*, vol n°19, 2017, p.97-106.

Hamiot (Jean-Yves), **La barrière cognitive des e-business modèles, le cas des cadres du secteur des agences média**, *Revue des Sciences de Gestion*, vol n°5/6, 2016 p.89-94.

Hamiot (Jean-Yves), Vincent (Michèle) **Anticiper, une question de confiance ? Quand l'anticipation de la carrière rencontre la stratégie des entreprises** *Question(s) de management ?*, 2014 n°8, pp.73-82.

Hamiot (Jean-Yves) **L'engagement des seniors et les nouveaux business models** *Question de Management*, 2012 n°1, pp.77-84.

Hamiot (Jean-Yves), Merle (Karine) **Quelle relation d'emploi dans les zones périurbaines et territoires émergents ? Exploration du schéma mental, base du contrat psychologique** *Management & Avenir* 2010 n°32, pp.214-232.

2. *Chapters in scholarly books*

Rabilloud (Mathilde), Hamiot (Jean-Yves) **Is COVID19 Influencing the Accepted Vision of Working From Home in France?** In J. Lichy (Ed.), *International Business: Post-COVID Perspectives from Post-Millennial Graduates*, 2021, Cambridge Scholars Publishing pp.167-183.

Hamiot (Jean-Yves) **To What Extent Could "Art for Art's Sake" Be a Business School Motto?** In F. Ubierna Gómez (Ed.), *Nuevos estudios en educación, artes y negocios en una sociedad diversa* (2020), Editorial Fragua, pp. 55-70.

- Hamiot (Jean-Yves) **Sustainability in the Second Half of Career: an Exploratory Study**. In J. Lichy (Ed.), *The Driving Trends of International Business in the 21st Century* (2019) Cambridge Scholar Publishing, pp. 167-183.
- Hamiot (Jean-Yves), Merle (Karine) **Le sacré dans la relation d'emploi : tout peut-il s'échanger ?** in Lardellier, P.& Delaye, R. "Entreprise et Sacré-Regards transdisciplinaire" (2012), Hermes Lavoisier, pp.107-122.

Participation to Conferences

Papers presented at the Colloque International " L'impact de la Culture sur les Dynamiques Entrepreneuriales: une mise en perspective internationale" (Avignon – 2020) / 2nd International UES Conference (Madrid – 2020) / 7th International Research Event (Hangzhou – 2019) / 33rd EGOS Colloquium (Copenhagen – 2017) / Colloque Propedia (Paris – 2016) / GRT AGRH « 9èmes Journées d'Etudes sur les Carrières » (Paris – 2016) / Workshop on Research Advances in Organizational Behavior and Human Resources Management (Paris – 2011). XXI Congrès AGRH (Saint Malo – 2010) / 28ème université d'été de l'I.A.S (Pau – 2010) / Colloque Propedia (Paris – 2009).

Contribution to practice

1. *Articles in Professional or trade journals / magazines*

- Anticiper sa deuxième partie de carrière, Cadres CFDT, n°485, June 2020

2. *Significant presentations at trade meetings*

- Keynote Speaker for the conference on "Global Digitization, economic, ethical and societal issues", Lyonnaise Association of Ethics and Social Economy, University of Jean Moulin, Lyon III, 2017/06/28, Lyon, France.
- Keynote Speaker for the conference "Can we still anticipate in our businesses?" Area Council of Auvergne-Rhône-Alpes (10 professional associations), 2017/04/10, Lyon, France.

3. *Reports studies*

- "Les cadres face à la seconde partie de carrière - Rapport d'enquête dans le secteur des agences media (UDECAM)", September 2014, IDRAC Business School, 65p.

4. *Others*

- Vidéo FNEGE "Gérer l'allongement de la carrière professionnelle en France : pourquoi une telle inertie ? " 10/09/2020 : <https://fnege-medias.fr/gerer-lallongement-de-la-carriere-professionnelle-en-france-pourquoi-une-telle-inertie/>
- 2016 – 2019 Research Partnership IDRAC Business School / Googmornchange (French consulting company)

- 2012 – 2016 Research Partnership IDRAC Business School / Union des Entreprises de Conseil et Achat Media.

Reviewing

Gestion 2000 / Conference Atlas-AFMI

Learning and pedagogical research

1. *Case studies*

- "Bienvenue chez Google – Comment travaille-t-on au centre de recherche ?" Centrale de Cas et de Medias Pédagogiques, 2010, n°H0558, Paris.
- "Logistique Moncoliamoy : une nouvelle manière de penser le recrutement ?" Centrale de Cas et de Medias Pédagogiques, 2015, n°H0606, Paris (with K. Merle).

2. *E-learning*

- Production of the digital course material "Managing International Sales Teams", 2019, (Graduate Level)
- Production of the digital course material "Strategic Marketing", 2020 (Undergraduate Level)
- Production of the digital course material "International Marketing" 2020 (Undergraduate Level)