



Antonio GIANGRECO

Ph.D. in Industrial Relations

Full Professor, Human Resources Management

a.giangreco@ieseg.fr

EDUCATION

- 2011** HDR, Management Sciences, Management, University of Lille 1, France
- 2005** Master of Science, University degli Studi of Trento, Italy
- 2000** Ph.D. in Industrial Relations, London School of Economics, United Kingdom
- 1994** MBA, SDA Bocconi School of Management, Italy
- 1992** Bachelor of Science in Business Administration, Mercy College, USA

RESEARCH INTERESTS

human resource practices, IT driven change, organisational change and resistance, performance assessment, training

PROFESSIONAL EXPERIENCE

ACADEMIC:

- 2006 - Present** Professor, IÉSEG School of Management, Lille, France
- 1999 - 2006** Lecturer and Project Leader, University Carlo Cattaneo - LIUC, Castellanza (VA), Italy

COURSES TAUGHT

- International human resources management, Msc in international business
- Organizational change management, Executive mba

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

Plé L., Giangreco A., (2023), Industry 4.0: When Change Means Giant Leaps for Individuals and Factories, *Journal of International Business Education*, 17(2023), pp. 267-276

- Mola L., Carugati A., Giangreco A., Vieira da Cunha J., (2022), Learning from Unexpected Technological Success: An Extended Model of Supply-Side Diffusion, *European Journal of Information Systems*, 31(5), pp. 597-616
- Giangreco A., Slavich B., Piazza A., Castellucci F., Mohadjer C., (2021), The Role of Celebrity and Status in the Performance–Pay Relationship: Evidence from the ‘Big Five’ European Football Leagues, *M@n@gement*, 24(1), pp. 1-16
- Lauwers M., Giangreco A., Carugati A., Maes J., Sebastiano A., (2021), Healthcare Information System Use Under Techno-Uncertainty: Evidence from Long-Term Care, *Systèmes d'Information et Management*, 26(3), pp. 7-34
- Sebastiano A., Giangreco A., Peccei R., (2021), An Exploration of the Link between Residents' Demands and Caregivers' Well-being: Evidence from the Long-term Healthcare Industry, *Health Services Management Research*, 34(4), pp. 241-249
- Carugati A., Mola L., Plé L., Lauwers M., Giangreco A., (2020), Exploitation and Exploration of IT in Times of Pandemic: From Dealing with Emergency to Institutionalizing Crisis Practices, *European Journal of Information Systems*, 29(6), pp. 762-777
- Della Torre E., Salimi M., Giangreco A., (2020), Crowding-Out or Crowding-In? Direct Voice, Performance-Related Pay and Organizational Innovation in European Firms, *Human Resources Management*, 59(2), pp. 185-199
- Leonida L., Marra M., Scicchitano S., Giangreco A., Biagetti M., (2020), Estimating the Wage Premium to Supervision for Middle Managers in different contexts: evidence from Germany and the UK, *Work, Employment and Society*, 34(6), pp. 1004-1026
- Bhoola V., Giangreco A., (2018), HR activities and practices for project success: A multimethod approach from Indian IT firms, *Australasian Journal of Information Systems*, 22(1), pp. 1-29
- Della Torre E., Giangreco A., Legeais W., Vakkayil J., (2018), Do Italians Really Do It Better? Evidence of Migrant Pay Disparities in the Top Italian Football League, *European Management Review*, 15(1), pp. 121-136
- Mola L., Russo I., Giangreco A., Rossignoli C., (2017), Who knows what? Reconfiguring the governance and the capabilities of the supply chain between physical and digital processes in the fashion industry, *Production Planning and Control*, 28(16), pp. 1284-1297
- Sebastiano A., Belvedere V., Grando A., Giangreco A., (2017), The effect of capacity management strategies on employee well-being: A quantitative investigation into the long-term healthcare industry, *European Management Journal*, 35(4), pp. 563-573
- Vakkayil J., Della Torre E., Giangreco A., (2017), "It's not how it looks!" Exploring managerial perspectives on employee wellbeing, *European Management Journal*, 35(4), pp. 548-562
- Mola L., Rossignoli C., Carugati A., Giangreco A., (2015), Business Intelligence System Design and its Consequences for Knowledge Sharing, Collaboration, and Decision-Making: An Exploratory Study, *International Journal of Technology and Human Interaction*, 11(4), pp. 1-25
- Della Torre E., Giangreco A., Maes J., (2014), Show me the money! Pay Structure and Individual Performance in Golden Teams, *European Management Review*, 11(1), pp. 85-100
- Slavich B., Cappetta R., Giangreco A., (2014), Exploring the link between Human Resource Practices and Turnover in Multi-Brand Companies: The Role of Brand Units Images, *European Management Journal*, 32(2), pp. 177-189
- Giangreco A., Goethals F., Maes J., (2013), An Exploration of the Research/Teaching Trade-off in the Perception of Business Students, *European Management Review*, 10(2), pp. 69-81
- Smith P., Vieira da Cunha J., Giangreco A., Vasilaki A., Carugati A., (2013), The threat of dis-identification for HR practices: An ethnographic study of a merger, *European Management Journal*, 31(3), pp. 308-321
- Dejaeger K., Goethals F., Giangreco A., Mola L., Baesens B., (2012), Gaining insight into student satisfaction using comprehensible data mining techniques, *European Journal of Operational Research*, 218(2), pp. 548-562
- Giangreco A., Carugati A., Sebastiano A., Al Tamimi H., (2012), War Outside, Ceasefire Inside: An Analysis of the Performance Appraisal System of a Public Hospital in a Zone of Conflict, *Evaluation and Program Planning*, 35(1), pp. 161-170
- Gidron Y., Giangreco A., Vanuxem C., Leboucher O., (2012), The Relationship between Stress, Hemispheric Preference and Decision Making among Managers, *Anxiety, Stress, and Coping*, 25(2), pp. 219-228
- Smith P., Vasilaki A., Carugati A., Giangreco A., (2012), On the Counterintuitive Consequences of High-Performance Work Practices in Cross-Border Post-Merger Human Integration, *European Journal of Cross-Cultural Competence and Management*, 2(3-4), pp. 299-318

Canato A., Giangreco A., (2011), Gurus or Wizards? A review of the role of management consultants, *European Management Review*, 8(4), pp. 234-244

Carugati A., Giangreco A., Sebastiano A., (2011), Moving the Implementation Line: A Nursing Home's Path to Success with IT, *Systèmes d'Information et Management*, 16(4), pp. 73-101

Peccei R., Giangreco A., Sebastiano A., (2011), The Role of Organisational Commitment in the Analysis of Resistance to change: Co-Predictor and Moderator Effects, *Personnel Review*, 40(2), pp. 185-204

Giangreco A., Carugati A., Pilati M., Sebastiano A., (2010), Performance Appraisal Systems in the Middle East: Moving Beyond Western Logics, *European Management Review*, 7, pp. 155-168

Giangreco A., Carugati A., Sebastiano A., (2010), Are we Doing the Right Thing? Food for Thought on Training Evaluation and its Context, *Personnel Review*, 39(2), pp. 162-177

Giangreco A., Carugati A., Sebastiano A., Della D., (2010), Trainees' Reactions to Training: Shaping Groups and Courses for Happier Trainees in an Italian Context, *International Journal of Human Resource Management*, 21(13), pp. 2468-2487

Giangreco A., Sebastiano A., Peccei R., (2009), Trainees' Reactions to Training: An Analysis of the Factors Affecting Overall Satisfaction with Training, *International Journal of Human Resource Management*, 20(1), pp. 96-111

Giangreco A., (2005), La Valutazione del Personale nella Pubblica Amministrazione: Opportunità o Chimera, *Risorse Umane nella P.A.*, (4/5), pp. 247-263

Giangreco A., Peccei R., (2005), The Nature and Antecedents of Middle Manager Resistance to Change: an Evidence from the Italian Context, *International Journal of Human Resource Management*, 16(10), pp. 1812-1829

Giangreco A., Sebastiano A., (2005), La Valutazione delle Prestazioni. Un'Evidenza Empirica a Carattere Internazionale, *Sanità Pubblica e Privata*, 3, pp. 33-51

Giangreco A., (2003), Gli Antecedenti della Complessità Organizzativa Percepita, *Studi Organizzativi*, 2, pp. 47-63

Forthcoming

Sebastiano A., Restelli U., Astolfo R., Giangreco A., (2022), Health, care or shelter? An exploratory analysis of the factors affecting overall satisfaction with services of residents' relatives in nursing homes, *Health Services Management Research*, tbd(tbd), pp. tbd

Papers in non-refereed journals

Published

De Couck M., Caers R., Musch L., Fliegau J., Giangreco A., Gidron Y., (2019), How breathing can help you make better decisions: Two studies on the effects of breathing patterns on heart rate variability and decision-making in business cases, *International Journal of Psychophysiology*, 139(1), pp. 1-9

Communications in refereed conferences

International

Tamayo K., Giangreco A., Maes J., Sels L., (2020), *Employee perceptions of line managers' Training and Development implementation effectiveness: the role of AMO and leader-member relationships* European Academy of Management (EURAM) Conference, Dublin, Ireland

Tamayo K., Giangreco A., Maes J., Sels L., (2020), *The line manager factor: explaining employee perceptions of Training & Development effectiveness* Academy of Management Annual Meeting, Vancouver, Canada

Tamayo K., Giangreco A., Maes J., Sels L., (2019), *"The Act of Giving Back": Linking employee perceptions of training practices and service performance - Evidence from Philippine call centers* European Academy of Management Conference, Lisbon, Portugal

Tamayo K., Giangreco A., Maes J., Sels L., (2018), *The Value of Devolving HRM to Line Managers: An Evidence-based Review and Research Agenda* Academy of Management Annual Meeting 2018, Chicago, USA

Giangreco A., Slavich B., Piazza A., Mohadjer C., Castellucci F., (2016), *When Is the Performance-Pay Relationship Stronger? Evidence from the Big-5 European Football Leagues*. AoM 2016, Anaheim, USA, USA

- Giangreco A., Slavich B., Piazza A., Mohadjer C., Castellucci F., (2016), *When Is the Performance-Pay Relationship Stronger? Evidence from the Big-5 European Football Leagues* EURAM 2016, Paris, France
- Lauwers M., Giangreco A., (2016), *Technostress and IT exploration in healthcare* International Conference on Information Systems (ICIS), Dublin, Ireland
- Giangreco A., Carugati A., Mola L., Vieira da Cunha J., (2015), *An institutionalisation story of a healthcare system: the case of the long term care sector in Italy* EGOS 2015, Athens, Greece
- Giangreco A., Lageais W., Vakkayil J., Della Torre E., (2015), *Do Italians really do it better? Performance, pay and nationality-effect in the top Italian Football League Serie A* 2nd Global Conference on International HRM, PennState, USA
- Giangreco A., Sebastiano A., Belvedere V., Grando A., (2015), *The effect of capacity management strategy on employees' well-being: A quantitative investigation in the health-care industry* EurOMA 2015, Neuchatel, Switzerland
- Tamayo K., Giangreco A., Maes J., Sels L., (2015), *Line manager involvement in Human Resource Development: achievements, issues, and future research agenda* 16th International Conference on Human Resource Development Research and Practice, Cork, Ireland
- Leclercq-Vandelannoitte A., Carugati A., Viera da Cunha J., Giangreco A., Blegind Jensen T., (2014), *On the emergence of norms from mobile IT adoption and use* EGOS Colloquium (European Group for Organizational Studies), Rotterdam, Netherlands
- Tamayo K., Giangreco A., Maes J., Sels L., (2014), *HR devolution to the line: Influencing line managers' positive attitudes towards implementing HR practices* European Academy of Management Conference 2014 , Valencia, Spain
- Tamayo K., Giangreco A., Maes J., Sels L., (2014), *Line manager attributions and devolution of training practices: does the "why" matter?* The First International Conference of the HR Division of the Academy of Management, Beijing, China
- Della Torre E., Maes J., Giangreco A., (2013), *Pay structures and performance in team settings* XIII Annual Conference of the European Academy of Management (EURAM), Istanbul, Turkey
- Li L., Goethals F., Giangreco A., Baesens B., (2013), *Using social network data to predict technology acceptance* ICIS, Milan, Italy
- Tamayo K., Giangreco A., Maes J., Sels L., (2013), *Linking training devolution and multi-stakeholder perceptions of the learning climate* Phd Consortium of the 8th International Conference of the Dutch HRM Network, Leuven, Belgium
- Tamayo K., Giangreco A., Maes J., Sels L., (2013), *Multi-stakeholder perspectives on the dynamics of training devolution to line managers* 8th International Conference of the Dutch HRM Network, Leuven, Belgium
- Carugati A., Mola L., Giangreco A., (2012), *ERP Multisite Implementation: A Framework to Study Enterprise Maturity and Growth* Pre-ICIS Conference on Enterprise Systems Research In MIS, Orlando, USA
- Carugati A., Mola L., Giangreco A., (2012), *Let's Exchange my Knowledge for your Practice: Key Factors in ERP Multisite Implementation* Academy of Management (AOM) Annual Meeting, Boston, USA
- Giangreco A., Maes J., Goethals F., (2012), *Experienced teacher and/or established researcher: an analysis of what type of instructors business students prefer* 12th European Academy of Management - EURAM Conference, Rotterdam, Netherlands
- Sebastiano A., Carugati A., Giangreco A., (2012), *The Pursuit of Happiness: The Virtuous Circle of an IT Tool for its Users and Beneficiaries* Pre-ICIS Conference on Enterprise Systems Research In MIS, Rome, Italy
- Canato A., Giangreco A., (2011), *Gurus or Wizards? A Knowledge-Based Typology of the Role of Consultants in Innovation* EURAM 2011 Conference, Tallin, Estonia
- Carugati A., Giangreco A., Sebastiano A., (2011), *No deadlines and no Processes: The Successful Path to Healthcare IT of an Italian Nursing Home* AoM 2011 Conference (OCIS International PWD), San Antonio, USA
- Giangreco A., Carugati A., Sebastiano A., (2011), *Here you Will Live Longer: The Effects of an IT Tool on Quality of Life and Mortality Ratio in an Italian Nursing Home* EURAM 2011 Conference, Tallinn, Estonia
- Goethals F., Giangreco A., Carugati A., (2011), *A new view on social networks and perceived usefulness in Online Learning Platform acceptance* AIS SIG-ED IAIM 2011 Conference, Shanghai, China
- Giangreco A., Sebastiano A., Carugati A., (2010), *Dare to Care, Care to Perform: IT as Modernization Engine in an Italian Nursing Home* 2010 Academy of Management Meeting, Montréal, Montreal, Canada
- Smith P., Giangreco A., Vasilaki A., Carugati A., (2010), *On the impact of HR practices on identity: notes from an ethnographic study of a merger* Congrès de la Société Suisse de Sociologie, Geneva, Switzerland

Vasilaki A., Giangreco A., Smith P., Carugati A., (2010), *Human Resource Practices and Post-Merger Human Integration* EURAM 2010 Conference, Rome, Italy

Giangreco A., Carugati A., Sebastiano A., (2009), *Employees' Performance Assessment Systems in the Middle East: Moving Beyond Western Logics* Evaluation 2009 Conference, Orlando, USA

Goethals F., Giangreco A., (2009), *Moving away from traditional elements to build trust in e-commerce* ICEB-Conference, Macau, China

Leclercq-Vandelannoitte A., Carugati A., Giangreco A., Cunha J., Blegind T., (2009), *A Sociomaterial View on the Scaffolding of Information Technology Work Practices: a Practice-based Model* International Conference on Information Systems, Phoenix, USA

Peccei R., Giangreco A., Sebastiano A., (2009), *The Role of Organisational Commitment in the Analysis of Resistance to Change during a Privatisation Process: Co-Predictor, Moderator or Mediator Effects?* EURAM 2009 Conference, Liverpool, United Kingdom

Carugati A., Giangreco A., Sebastiano A., Al Tamini H., (2008), *Evaluation under Siege: Trends and Sensemaking of Performance Appraisal at Hebron Public Hospital* 2008 Academy of Management Meeting, Anaheim, USA

Giangreco A., Carugati A., Sebastiano A., Della Bella D., (2008), *Trainees' Reactions to Training: Shaping Groups and Courses for Happier Trainees* 9th International Conference on Human Resource Development Research and Practice Across Europe, Lille, France

Giangreco A., Peccei R., Sebastiano A., (2008), *The Role of Organisational Commitment in the Analysis of Resistance to Change: Mediating or Moderator Effects?* 6th International Conference on Management, Athens, Greece

Giangreco A., Sebastiano A., Carugati A., (2008), *Are We Doing the Right Thing? Food for Thought on Training Evaluation. Paper accepted at the Workers Rights Protection in a New World of Work. The case for a comparative and interdisciplinary approach to Labour Relations* 6th international conference in Memory of Professor Marco Biagi, Modena, Italy

Other conference and seminar presentations

International

Martone A., Morelli C., Giangreco A., Carugati A., (2009), *A primer for socio-materiality in IT driven change: a case study of M&A in the IT sector* 10th Workshop di Organizzazione, Cagliari, Italy

National

Carugati A., Morelli C., Giangreco A., (2008), *Socio-Materiality as Lens to Study IT Driven Change* ICIS Ancillary Meeting, Paris, France

Books

Published

Camisa G., Giangreco A., (2019), *The Go-Kart Organization*, 978-88-917-8741-5, Franco Angeli, Milan, 122 pages

Giangreco A., (2001), *Resistance to Change of Middle Managers: A Case study of the Italian Electricity Company (ENEL)*, 9788846426246 , Franco Angeli, Milan, 223 pages

Giangreco A., (2001), *La Resistenza ai Cambiamenti del Management nelle Strutture Complesse*, 9788846430281, Franco Angeli, Milan, 235 pages

Chapters in books

Published

Giangreco A., Vakkayil J., (2015), Performance appraisal in the Middle East, in: Budhwar P. and K. Mellahi(Eds.), *Handbook of Human Resources Management in the Middle East*, 9781784719517, Edward Elgar Publishing, Cheltenham, chapter 4, pp. 49-62

Carugati A., Mola L., Giangreco A., (2014), The Role of IT in Organisational Networks, Individual Networks, and in Bridging these Two Levels, in: Caporello L., Di Martino B., Martinez M.(Eds.), *Smart Organisations and Smart Artifacts: Lecture Notes in Informations Systems and Organisation* , 978-3-319-07040-7, Springer, London, pp. 266

Giangreco A., Sebastiano A., Carugati A., (2013), The Pursuit of Happiness: The Virtuous Circle of an IT Tool for its Users and Beneficiaries, in: Spagnoletti, P.(Eds.), *Organization change and Information Systems: Working and living together in new ways*, 978-3-642-37227-8, Springer, Berlin, pp. 51-60

Giangreco A., Carugati A., Morelli C., (2010), Socio-Materiality as Lens to Study IT Driven Change , in: D'Atri, A., Saccà, D.(Eds.), *Information Systems: People, Organizations, Institutions, and Technologies* , 978-3-7908-2147-5, Springer, Berlin, pp. 441-450

Giangreco A., (2004), I Fattori Determinanti del Profilo di Leader in Rebora G., in: Gianni Rebora(Eds.), *La Leadership Italian*, 88-8335-552-0, Edizioni Angelo Guerini e Associati, Milan, pp. 293-316

Case studies

Plé L., Giangreco A., (2021), *Living Change Management – A FabLab Experience*, *The Case Centre*, case study 421-0069-1, teaching note 421-0069-8

Madsen M., Smith P., Giangreco A., (2021), *To Zoom or not to Zoom? Managing Change in an University*, *The Case Centre*, case study 321-0348-1, teaching note 321-0348-8

Giangreco A., Ramponi M., Martone A., (2016), *Which side are you on? Dealing with complexity in negotiating delocalisation*, *The Case Centre*, case study 416-0063-1, teaching note 416-0063-8

Giangreco A., Lauwers M., Vakkayil J., (2015), *I believe I can't fly! Piloting changes at Air France*, *Case Centre*, case study 315-149-1, teaching note 315-149-8

Giangreco A., Tamayo K., Vakkayil J., (2014), *Reading between the Lines: Drawing Tools for Effective Recruitment*, *Case Centre*, case study 414-021-1, teaching note 414-012-8

Tamayo K., Giangreco A., (2013), *Oxylane Network: Gaining Competitive Advantage through Effective HR Practices in a Sports Company*, *European Case Clearing House*, case study 413-026-1, teaching note 413-026-8

Martone A., Tamayo K., Giangreco A., (2012), *Clashing Tigers, Hidden Problems: Training and Organising People in a SME Context in Swiss-Italy*, *European Case Clearing House*, case study 412-018-1, teaching note 412-018-8

Giangreco A., Clocchiatti A., Ramponi M., (2011), *Replicated Panels for a Flight Simulator: A Case of Project Management (In-class version)*, *European Case Clearing House*, case study 611-017-1, teaching note 611-017-8

Giangreco A., Clocchiatti A., Ramponi M., (2011), *Replicated Panels for a Flight Simulator: A Case of Project Management (take home version)*, *European Case Clearing House*, case study 611-018-1, teaching note 611-018-8

Filippelli N., Ramponi M., Giangreco A., (2008), *Poison or Gold? The Endless Dilemma of Garbage Disposal*, *European Case Clearing House*, case study 208-070-1, teaching note 208-070-8

Giangreco A., Carugati A., (2008), *Designing an organisational chart from the bottom (A)*, *European Case Clearing House*, case study 408-026-1, teaching note 408-026-8

Giangreco A., Carugati A., (2008), *Designing an organisational chart from the bottom (B)*, *European Case Clearing House*, case study 408-027-1, teaching note 408-027-8

Smith P., Carugati A., Giangreco A., (2008), *The Scanfin Merger: A Matter of Culture and Identity (A)*, *European Case Clearing House*, case study 408-115-1, teaching note 408-115-8

Smith P., Carugati A., Giangreco A., (2008), *The Scanfin Merger: Communicating a New Corporate Identity to Employees (B)*, *European Case Clearing House*, case study 908-025-1, teaching note 908-025-8

Smith P., Carugati A., Giangreco A., (2008), *The Scanfin Merger: Managing Organisational Change (C)*, *European Case Clearing House*, case study 308-343-1, teaching note 308-343-8

Smith P., Carugati A., Giangreco A., (2008), *The Scanfin Merger: Technology, Strategy and Change (D)*, *European Case Clearing House*, case study 608-037-1, teaching note 608-037-8

Martone A., Giangreco A., (2007), *The Transition Towards a Managerial Model: A Case Study of the Istituto Europeo di Design*, *CCMP Centrale de Cas et de Médias Pédagogiques*, case study G1525, teaching note G1525

Research reports

Giangreco A., Sebastiano A., (2007), *Indagine sui Livelli di Benessere Organizzativo Percepito dal Personale dell'Ente*, LIUC

Giangreco A., Sebastiano A., (2006), *Proposta di Ridefinizione della Macrostruttura Organizzativa*, LIUC

Giangreco A., Sebastiano A., (2006), *Analisi dei Fabbisogni Formativi e Proposta di Piano Formativo*, LIUC

Giangreco A., Sebastiano A., (2006), *Realizzazione di uno Strumento Finalizzato alla Lettura Sistemica delle Iniziative Formative per una Maggiore Coerenza tra Domanda ed Offerta Formativa*, LIUC

Giangreco A., (2001), *Il Lavoro Pubblico in Gran Bretagna in Benchmarking dei Sistemi Contrattuali Flessibili: il Lavoro Pubblico in Europa e negli Stati Uniti d'America*, LIUC

GRANTS AND HONORS

Award

2014 EMR Best Paper Award 2014, European Management Review, United Kingdom

2012 Emerald Literati Network 2012 Highly Commended Award, Emerald Literati Network Awards for Excellence, United Kingdom

2011 Best Paper Award 2011, European Management Review, United Kingdom

RESEARCH ACTIVITIES

Supervision of Ph.D. Thesis:

2014 Director, IT implementation in nursing homes (provisional), IÉSEG School of Management

2013 Director, Training devolution (provisional)

2013 Director, Operationalistaion of wellbeing (provisional)