



**Antonio GIANGRECO**

**Ph.D. in Industrial Relations**

**Full Professor, Human Resources Management**

**Director of Program**

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## **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 evaluation

## **EMPLOYMENT 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**

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

Giangreco A., Bhoola V., (2018), HR activities and practices for project success: A multimethod approach from Indian IT firms, *Australasian Journal of Information Systems*, 22

## Communications in refereed conferences

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### International

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., Grandò 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**

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### **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**

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### **Published**

- 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

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### 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 Newtworks, 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 Reborà G., in: Gianni Reborà(Eds.), *La Leadership Italian*, 88-8335-552-0, Edizioni Angelo Guerini e Associati, Milan, pp. 293-316

### Case studies

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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**

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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

## **SCIENTIFIC PRIZES AND AWARDS**

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### **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

## **INSTITUTIONAL SERVICE**

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### **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)