



**Ingrid BIERLA**

**Ph.D. in HR Economics Sciences**

**Assistant Professor, Economics**

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## **EDUCATION**

**2004** Ph.D. in HR Economics Sciences, University of Lille 1, France

**1998** Master in Econometrics, University of Lille 1, France

## **PROFESSIONAL CERTIFICATION**

**2018** Process Com Certification, Khaler Communication, France

**2016** Intercultural Certification, LTS, United Kingdom

**2015** IDI Certification, IDI, LLC, USA

**2015** MBTI Certification, OPP, France

## **RESEARCH INTERESTS**

Absenteeism and presenteeism at work, Cultural Intelligence, Transversal competences

## **EMPLOYMENT EXPERIENCE**

### **ACADEMIC:**

**2016 - Present** Professor Intercultural Communication, IÉSEG School of Management, France

**2000 - 2016** Professor, Economics and Quantitative methods, IÉSEG School of Management, France

## **COURSES TAUGHT**

- Bachelor business game, Grande école
- Comprendre la diversité culturelle, Grande école

## **INTELLECTUAL CONTRIBUTIONS**

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### **Papers in refereed journals**

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#### **Published**

Huver B., Richard S., Vaneecloo N., Bierla I., (2014), Age, absence-maladie et présentéisme au travail: le cas d'un établissement de santé régional, *Management & Avenir*, 70, pp. 97-114

Bierla I., Huver B., Richard S., (2013), New Evidence on Absenteeism and Presenteeism, *International Journal of Human Resource Management*, 24(7), pp. 1536-1550

Bierla I., Huver B., Richard S., (2011), Presenteeism at Work: the Influence of Managers, *International Journal of Business and Management Studies*, 3(2), pp. 97-107

### **Communications in refereed conferences**

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#### **International**

Bierla I., Douglas G., Grimonprez E., Richard S., (2017), *From International to Intercultural: Promoting Intercultural Intelligence Throughout the School. The Case of a French School of Management* SIETAR-Europa, Dublin, Ireland

Bierla I., Douglas G., (2015), *From international to intercultural : promoting cultural intelligence throughout the school. The case of IESEG School of Management* Interculturality: applied and critical perspectives, Anvers, Belgium

Bierla I., Douglas G., (2015), *L'intelligence Culturelle comme levier de développement de la compétence interculturelle : cas de l'IESEG School of Management* "Management interculturel, gestion de la diversité et formes émergentes de coopération" HEG Arc, Neuchâtel, Switzerland

Huver B., Richard S., Vaneecloo N., Delclite T., Bierla I., (2012), *Measuring Presenteeism: A Quantitative Tool* 15th Colloquium on Personnel Economics, Paderborn, Germany

Huver B., Richard S., Vaneecloo N., Delclite T., Bierla I., (2012), *Sick but at Work* IZA European Summer School in Labor Economics, Munich, Germany

Bierla I., Huver B., Richard S., (2011), *Presenteeism at Work: the Influence of Managers* International Conference on Business and Management, Izmir, Turkey

Bierla I., Huver B., Richard S., (2011), *Working When Sick: Do Managers Lead by Example?* International Conference on Applied Economics, Perugia, Italy

Richard-Bierla I., Richard S., Huver B., (2010), *New evidence on absenteeism and presenteeism* Conference at the Università Cattolica, Milan, Italy

Richard-Bierla I., Richard S., Huver B., (2010), *New evidence on absenteeism and presenteeism* International Conference on Applied Business and Economics, Coruna, Spain

Richard-Bierla I., Richard S., (2006), *The instrumental use of reciprocity* 2006 Ratio Colloquium for Young Social Scientist, Stockholm, Sweden

#### **National**

Bierla I., Huver B., Richard S., Vaneecloo N., Delsart V., (2014), *Absence-maladie et présentéisme au travail : réévaluation à l'aune des données médicales* Colloque Innovations managériales pour la santé au travail, IAE Rouen, France

### **Other conference and seminar presentations**

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#### **International**

Richard-Bierla I., Richard S., (2006), *A psychological inference of social preferences* IAREP-SABE, Paris, France

#### **National**

Huwer B., Richard S., Vaneecloo N., Bierla I., (2012), *Plus âgés, plus absents? Un regard sur l'absence-maladie et le présentéisme au travail des séniors* Les enjeux économiques, sociaux et politiques du vieillissement, Villeneuve d'Ascq, France

## **Case studies**

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Plé L., Bierla I., Richard S., Huwer B., (2012), *To be present or not to be present? Dealing with absenteeism and presenteeism behaviors at Lenodell*, *European Case Clearing House*, case study 412-037-1, teaching note 412-037-8

## **Research reports**

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Huwer B., Richard S., Bierla I., (2012), *L'absentéisme et le présentéisme au CHU de Valenciennes, Rapport n°2 : L'autorisation d'absence pour enfant malade, Les absences corollaires à la maternité*, CHU Valenciennes

Huwer B., Richard S., Bierla I., (2011), *L'absentéisme et le présentéisme au CHU de Valenciennes, Rapport n°1 : la maladie ordinaire*, CHU Valenciennes

## **Working papers**

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Richard-Bierla I., Richard S., Huwer B., (2010), *Entre santé et contraintes organisationnelles: le rôle du manager*, IESEG Working Paper Series 2010-ECO-04, IESEG School of Management

Richard-Bierla I., Richard S., Huwer B., (2010), *New evidences on absenteeism and presenteeism behaviour*, IESEG Working Paper Series 2010-MAN-02

Bierla I., Richard S., (2005), *Identifier les «préférences sociales»: une étude expérimentale en jeu d'ultimatum*, IESEG Working Paper Series 2005-ECO-03

## **INSTITUTIONAL SERVICE**

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### **Committee Chair**

**2016** steering committee "People and Intercultural Competencies" Pôle, IÉSEG School of Management, France

**2015** steering committee "People and Intercultural Competencies" Pole, IÉSEG School of Management, France

### **Head of a school project**

3 levels staff training : "Dealing daily with Diversity" to develop intercultural competence, IÉSEG School of Management, France

### **Member of a program architecture committee**

**2017** workshop - design of PGE, IÉSEG School of Management, France

**2016** meeting, IÉSEG School of Management, France

**2016 - 2017** meeting, IÉSEG School of Management, France

meeting 22nd of December, IÉSEG School of Management, France

### **Member of a teaching quality committee**

**2017** meeting, IÉSEG School of Management, France

**2017** meeting, IÉSEG School of Management, France

meeting 18th of November, IÉSEG School of Management, France

### **Organizer of a workshop**

**2016** Diversity Icebreaker as a tool to foster intercultural competence: co-designing best practices with the creators and some users" , IÉSEG School of Management, France

### **Participation in a pedagogical cafe**

- 2017** attendance, IÉSEG School of Management, France
- 2016** attendance, IÉSEG School of Management, France
- 2016** attendance, IÉSEG School of Management, France
- 12th of November, IÉSEG School of Management, France
- 17th of March, IÉSEG School of Management, France

### **Participation in recruitment of professors**

- Tat LAI, IÉSEG School of Management, France
- Kassoum AYOUBA, IÉSEG School of Management, France
- Younes BENZAIED, IÉSEG School of Management, France

### **Track committee Chair**

- 2017** ITC, IÉSEG School of Management, France
- 2017** ITC, IÉSEG School of Management, France
- 2016** ITC, IÉSEG School of Management, France
- 2016** 2nd meeting - 2nd semester, IÉSEG School of Management, France
- 2016** first meeting - 2nd semester, IÉSEG School of Management, France