



Elise MARESCAUX

Ph.D., in Business Economics

Assistant Professor, Human Resources Management

Track Coordinator

e.marescaux@ieseg.fr

EDUCATION

2013 Ph.D., in Business Economics, KU Leuven, Belgium

RESEARCH INTERESTS

Human Resource Management

EMPLOYMENT EXPERIENCE

ACADEMIC:

2015 - Present Assistant Professor, IÉSEG School of Management, France

2014 - 2015 Vacataire, IÉSEG School of Management, France

2014 - 2015 Post-doctoral Researcher, KU Leuven, Leuven, Belgium

2008 - 2014 Teaching and Research Assistant, KU Leuven, Leuven, Belgium

COURSES TAUGHT

- Hrm research methodology, Grande ecole
- Introduction to human resource management, Grande ecole
- Talents management, Grande ecole

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

De Winne S., Marescaux E., Sels L., Van Beveren I., Vanormelingen S., (2016), Het effect van (volatiliteit in) personeelsverloop op de arbeidsproductiviteit, *Over.Werk*, 26(1), pp. 155-159

De Winne S., Marescaux E., Sels L., Vanormelingen S., (2015), De relatie tussen natuurlijk verloop en de arbeidsproductiviteit van een organisatie, *Over.Werk*, 25(3), pp. 44-51

Marescaux E., De Winne S., Sels L., (2013), HR practices and affective organizational commitment: (when) does HR differentiation pay off?, *Human Resource Management Journal*, 23(4), pp. 329-345

Marescaux E., De Winne S., Sels L., (2013), HR practices and HRM outcomes: the role of basic need satisfaction, *Personnel Review*, 42(1), pp. 4-27

Forrier A., Marescaux E., De Winne S., (2010), Denkbeelden over vijftigplussers bij Vlaamse werkgevers, *Over.Werk*, 20(1), pp. 117-128

Forthcoming

De Winne S., Marescaux E., Sels L., Van Beveren I., Vanormelingen S., (2018), The Impact of Employee Turnover and Turnover Volatility on Labor Productivity: a Flexible Non-Linear Approach , *International Journal of Human Resource Management*

Rofcanin Y., Berber A., Marescaux E., Bal M., Mughal F., Findikli M., (2018), HR Differentiation: A Theoretical Paper Integrating Co-Workers' Perspective and Context, *Human Resource Management Journal*, in press, pp. /

Marescaux E., De Winne S., Forrier A., (2017), Developmental HRM, employee well-being and performance: the moderating role of developing leadership, *European Management Review*

Marescaux E., De Winne S., Sels L., (2016), Idiosyncratic deals from a distributive justice perspective: examining co-workers' voice behavior, *Journal of Business Ethics*

Papers in non-refereed journals

Published

Marescaux E., De Winne S., Sels L., (2015), De impact van HR-differentiatie op werknemers, *Tijdschrift voor HRM*, 9(3), pp. 1-19

Communications in refereed conferences

International

De Meulenaere K., De Winne S., Marescaux E., Vanormelingen S., (2018), *Employee Turnover and Labor Productivity: The Importance of Firm Size and Knowledge-Intensity* 24th EBES conference, Bangkok, Thailand

De Meulenaere K., De Winne S., Marescaux E., Vanormelingen S., (2018), *Firm size and the effect of organizational turnover: The role of industry-based knowledge-intensity* Academy of Management Annual Meeting, Chicago, USA

Marescaux E., Rofcanin Y., Las Heras M., (2018), *Seeing eye to eye on family supportive supervisor behaviors: the impact on employee outcomes* Academy of Management Annual Meeting, Chicago, USA

Rofcanin Y., Marescaux E., (2018), *Having a closer look at how idiosyncratic deals (i-deals) operate in teams: The role of co-worker reactions and the broader relational context* EURAM 2018 Annual Conference, Reykjavik, Iceland

Marescaux E., De Winne S., (2017), *Do you see what I see? The impact of supervisor-employee and team-employee perceptual (in)congruence concerning developmental HRM practices on employee outcomes* 10th International Conference of the Dutch HRM Network, Nijmegen, Netherlands

Raets E., De Winne S., Dries N., Marescaux E., (2017), *The consequences of i-deal secrecy decisions: A moral and behavioral perspective* 10th International Conference of the Dutch HRM Network, Nijmegen, Netherlands

Raets E., De Winne S., Dries N., Marescaux E., (2017), *The impact of i-deal secrecy on coworkers' voice-related coping behaviors: a justice perspective* 18th EAWOP Congress, Dublin, Ireland

van der Wiel A., Brebels L., De Winne S., Marescaux E., Sels L., (2017), *The role of decision-maker proximity in shaping employee identification and performance in response to data-driven HR differentiation* 10th International Conference of the Dutch HRM Network, Nijmegen, Netherlands

Van Zelder A., Dries N., Marescaux E., (2017), *Employee reactions to talent management: An experimental/simulation approach* Annual EIASM Workshop on Talent Management, Barcelona , Spain

Marescaux E., De Winne S., (2015), *Co-worker reactions to i-deals: a multidimensional approach* 17th EAWOP Congress, Oslo, Norway

Marescaux E., De Winne S., (2015), *Co-worker reactions to i-deals: a multidimensional approach* Annual Academy of Management Meeting, Vancouver, Canada

Marescaux E., De Winne S., Brebels L., Sels L., (2015), *Managing differences between employees: different perspectives on HR differentiation* Annual Academy of Management Meeting, Vancouver, Canada

Vansteenkiste S., Marescaux E., (2015), *Flexible search behavior among the unemployed: the road to reemployment or a roadblock?* 17th EAWOP congress, Oslo, Norway

Marescaux E., De Winne S., (2014), *Co-workers distributive judgments of i-deals: the role of gender* 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, USA

Marescaux E., De Winne S., Forrier A., (2014), *Linking individual HPWP and employee performance: organizational commitment versus exhaustion?* 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, USA

Marescaux E., De Winne S., Forrier A., (2013), *Unraveling the link between high performance work practices and employee performance: are they connected through commitment or through exhaustion?* 8th Biennial International Conference of the Dutch HRM Network, Leuven, Belgium

Marescaux E., De Winne S., Sels L., (2013), *Co-worker reactions to i-deals: A distributive justice perspective.* Annual Academy of Management Meeting, Buena Vista, USA

Marescaux E., De Winne S., Sels L., (2011), *HR differentiation: you win some, you lose more* Conference of the European Association of Work and Organizational Psychology (EAWOP), Maastricht, Netherlands

Marescaux E., De Winne S., Sels L., (2011), *HRM and commitment: under which conditions does HR differentiation pay off?* Annual Academy of Management Meeting, San Antonio, USA

Marescaux E., De Winne S., Sels L., (2010), *HRM practices and employee attitudes: the role of basic need satisfaction* Annual Academy of Management Meeting, Montreal, Canada

Other conference and seminar presentations

International

Marescaux E., Forrier A., De Cuyper N., De Winne S., (2016), *Self- and supervisor-perceived employability and commitment: the role of developing leadership* Academy of Management Annual Meeting, Anaheim, California, USA

Marescaux E., Forrier A., De Cuyper N., De Winne S., (2015), *Supervisor- and employee-rated employability explaining developing leadership behaviour and work engagement* The 9th International Conference of the Dutch HRM Network, Utrecht, Netherlands

Marescaux E., Van den Broeck A., De Winne S., (2015), *Empowering leadership and task i-deals: an explanation from self-determination theory* The 9th International Conference of the Dutch HRM Network, Utrecht, Netherlands

Van Zijl A., De Winne S., Marescaux E., Brebels L., Sels L., (2015), *Introducing the concept of strategic HR differentiation: a literature review and research agenda* The 9th International Conference of the Dutch HRM Network, Utrecht, Netherlands

Marescaux E., De Winne S., (2014), *To disclose or not to disclose? The impact of secrecy in the context of i-deals* EAWOP small group meeting on the future of idiosyncratic deals, Bath, United Kingdom

Refereed proceedings

Published

Marescaux E., Rofcanin Y., Las Heras M., (2018), *Seeing eye to eye on family supportive supervisor behaviors: the impact on employee outcomes*, in: Guclu Atinc(Eds.) in *Academy of Management Proceedings, Academy of Management*, New York

Chapters in books

Published

Marescaux E., De Winne S., (2015), *Equity versus need: how do co-workers judge the distributive fairness of i-deals?*, in: Matthijs Bal & Denise Rousseau(Eds.), *Idiosyncratic Deals between Employees and Organizations. Conceptual issues, applications and the role of co-workers*, 9781848724457, Routledge, London, chapter 8

Marescaux E., Sels L., Booghmans M., De Winne S., Van Beveren I., (2011), *Ondernemerschap in Vlaanderen: een stand van zaken*, in: Vanderpoorten, D.(Eds.), *Capita selecta uit Vlaams arbeidsmarktonderzoek*, -, Vlaamse Overheid, Brussels, pp. 141-147

De Winne S., Van Beveren I., Marescaux E., Sels L., (2009), Startend ondernemerschap en werkgelegenheidscreatie : een dynamisch en regionaal perspectief, in: Clarysse, B .(Eds.), *Groeizaam Vlaanderen: een beleidsondersteunend wetenschappelijk perspectief* , 9789086792849, Roularta books, Roeselare

Van Hootehem G., De Winne S., Forrier A., Marescaux E., Sels L., Huys R., (2009), Bezig Vlaanderen, in: Vanderley den, L., Callens, M. and Noppe, J. (Eds.), *De Sociale Staat van Vlaanderen 2009*, 9789018179106, Studiedienst van de Vlaamse Regering, Brussels

Case studies

Marescaux E., (2016), *Negotiating an idiosyncratic deal: a three-party perspective*, *The Case Centre*, case study 416-0125-1, teaching note 416-0125-8

Research reports

De Winne S., Marescaux E., Sels L., Van Beveren I., Vanormelingen S., (2015), *Employee turnover (volatility) and labor productivity*, Steunpunt Werk en Sociale Economie

De Winne S., Marescaux E., Sels L., Vanormelingen S., (2015), *De relatie tussen natuurlijk verloop en arbeidsproductiviteit*, Steunpunt Werk en Sociale Economie

SCIENTIFIC PRIZES AND AWARDS

Award

2015 2014 Emerald/EFMD Outstanding Doctoral Research Award, Emerald Literati Network Awards for Excellence, United Kingdom

2008 Acerta best paper Award, Acerta, Belgium

Honor

2018 Paper selected as Best Paper at the Academy of Management Annual Meeting - Seeing eye to eye on family supportive supervisor behaviors: the impact on employee outcomes, Academy of Management, USA

INSTITUTIONAL SERVICE

Supervision of Ph.D. Thesis:

2019 Co-director, Secrecy in HR differentiation, KU Leuven