

Mouna EL MANSOURI

Assistant Professor in Organizational Behavior

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ACADEMIC POSITIONS HELD

2024 – Present: Assistant Professor of Organizational Behavior, EDHEC Business School, France
2022 – 2024: Assistant Professor of Management, Ecole de Management Léonard de Vinci (EMLV), France
2020 – 2022: Lecturer, ESSEC Business School, France

EDUCATIONAL BACKGROUND

2018 – 2022: Doctorate in Management Sciences at CY Cergy Paris Université, France
2016 – 2022: PhD in Business Administration (Organizational Behavior) at ESSEC Business School, France
2020: Visiting PhD student, Warwick Business School, United Kingdom
2016 – 2017: M.Sc., Business Administration Research at ESSEC Business School, France
2012 – 2015: MBA, Ecole des Ponts ParisTech & Ecole Hassania des Travaux Publics, France / Morocco
2004 – 2008: Bachelor of Business Administration Al Akhawayn University in Ifrane (AUI), Morocco

RESEARCH INTEREST

Organizational psychology, proactive behavior, positive and negative emotional processes at work, cognitive functioning, well-being, change management, resistance to change

DISSERTATION

“The flipside of proactivity: Essays on proactivity and its emotional, cognitive, and well-being consequences”

In my dissertation I explored how individuals who engage in proactive behavior may experience negative consequences in three domains: cognitive functioning, emotional states, and well-being. My work extends the nascent literature on the dark side of proactive behavior. It also offers a balanced view of such behavior which is often considered by organizations as one solution to prevail in a continuously changing world. I collected data based on diary studies and used multilevel analysis to disentangle within and between level mechanisms related to proactive behavior.

Committee: Karoline STRAUSS¹ (advisor), Doris FAY² (president and examiner), Jung Won LEE¹ (examiner), Uta BINDL³ (referee), Sabine SONNENTAG⁴ (referee)

¹ ESSEC Business School | ² Potsdam University | ³ King's Business School | ⁴ University of Mannheim

PUBLICATIONS

- Barclay, L. J., Kiefer, T., & **El Mansouri, M.** (2022). Navigating the era of disruption: How emotions can prompt job crafting behaviors. *Human Resource Management*, 61(3), 335–353.
<https://doi.org/10.1002/hrm.22095>
- **El Mansouri, M.**, Strauss, K., Fay, D., & Smith, J. (2024). The Cognitive Cost of Going the Extra Mile: How Striving for Improvement Relates to Cognitive Performance. *Journal of Applied Psychology*.
<https://doi.org/10.1037/apl0001199>

RESEARCH WORK IN PROGRESS

- **El Mansouri, M.** Tossing the Pink-Colored Glasses: Impact of Toxic Positivity on Individuals' Emotions and Subsequent Behaviors. (theory)
- **El Mansouri, M.**, & Strauss, K. Resistance to Proactive Behavior: Impact on Proactive Individuals' Emotions and Subsequent Behaviors. (2nd round data collection)
- Yakubovich, V., & **El Mansouri, M.** Timing Is Money: Workers' Scheduling Control and Precariousness of Login Employment (data analysis)
- **El Mansouri, M.**, Strauss, K., & Fay, D. Impact of Proactive Behavior on Recovery Activities (data analysis)

- **El Mansouri, M.**, Barclay, L. J., & Kiefer, T. Organizational Life After COVID. (data analysis)

CONFERENCE PAPERS

- **El Mansouri, M.**, Kiefer, T., Barclay, L. *Navigating the Era of Disruption: How Emotions Can Prompt Extra-Role Behaviors in Response to Unexpected Environmental Disruptions and the Implications for Employee Outcomes*. Paper accepted for presentation at the 2022 European Association of Work and Organizational Psychology, Glasgow, United Kingdom
- **El Mansouri, M.**, Barclay, L., Kiefer, T. *How Employees Adapt to Change Prompted by COVID-19: Importance of Discrete Emotions and Proactivity*. Paper presented at the 2021 Academy of Management Annual Meeting (virtual conference)
- **El Mansouri, M.**, Strauss, K., Fay, D., Smith, J. *The Impact of Daily Individual Proactive Behavior on Working Memory*. Paper presented at the 2020 Academy of Management Annual Meeting (virtual conference)
- **El Mansouri, M.**, Strauss, K. *Resistance to Proactive Behavior: Impact on Proactive Individuals' Emotions and Subsequent Behaviors*. Paper presented at the Twelfth International Conference on Emotions and Organisational Life 'EMONET XII' 2021 (virtual conference) and 2019 European Association of Work and Organizational Psychology, Turin, Italy
- **El Mansouri, M.**, Strauss, K., Fay, D., Smith, J. Proactive but Forgetful? Impact of Daily Individual Proactive Behavior on Working Memory. In Strauss, K., M. **El Mansouri, M.** & Soenen, G. *For Better or for Worse? The Impact of Proactivity on Well-Being*. Paper presented at the 2019 Academy of Management Annual Meeting, Boston, MA
- Yakubovich, V, Galperin, R. V, **El Mansouri, M.** *Timing Is Money: The Flexibility and Precariousness of Login Employment*. Paper presented at the 2019 Academy of Management Annual Meeting, Boston, MA; the 2018 European Group for Organizational Studies, Tallinn, Estonia; and the 2018 Industry Studies Conference in Seattle, US

INVITED TALKS

- Warwick Business School, "Applied & Organisation Psychology" Seminar, February 2020

ACADEMIC HONORS AND AWARDS

- **April 2021:** AOM registration fee sponsorship by the MOC Division for providing high quality reviews for MOC conference submissions, Academy of Management
- **June 2020:** Best Student Paper Award at the Twelfth International Conference on Emotions and Organisational Life 'EMONET XII'
- **2016 – 2020:** ESSEC PhD Student Fellowship

TEACHING – EDHEC BUSINESS SCHOOL

LECTURER

- Research Methodology (Master in Management & Leadership / Master in Creative Business and Social Innovation)
- Organizational Behavior (Pre-Master Program)

TEACHING – ECOLE DE MANAGEMENT LEONARD DE VINCI

LECTURER

- Organizational Behavior (Master in Digital Human Resource)
- E-Human Resource Management (Bachelor in Digital and International Business)
- Research Design (Master in Negotiation & Business Management, Master in Digital Human Resource)
- Qualitative Data Analysis (Master in International Business and Master in Digital Human Resource)
- Intercultural Management (Bachelor in Digital and International Business, PGE program, Master in Digital Human Resource)

COURSE COORDINATOR

- e-Human Resource Management (Bachelor in Digital International Business)

- Business in a Globalized World (PGE program)
- Fundamentals of Management (Bachelor in Digital International Business)
- Leadership Management (Bachelor in Digital International Business)
- Intercultural Management (Bachelor in Digital International Business)

THESIS SUPERVISOR

- Programs: Master in Digital Human Resource, Master in International Business, Master in Negotiation & Business Management

TEACHING – ESSEC BUSINESS SCHOOL -----

LECTURER

- Taught “Organizational Behavior – People & Organizations” core course at the Bachelor and Masters levels in in-person and hybrid (in-person and online) formats, between 2020 and 2022
- “Leading People and Setting Cooperative Working Environments” in the Specialized Master “Leading International Industrial Projects”, October 2016

TEACHING ASSISTANT

- 2018-2019: “Organizational Behavior – People & Organizations”, Global BBA, MSc in Management/Grande Ecole (with Prof. Valery Yakubovich)
- 2018: “Employment Practices: Is Artificial Intelligence with a Human Face Possible?”, Welcome Seminar for Undergraduate and Graduate Newcomer Students (with Prof. Valery Yakubovich)

THESIS SUPERVISOR

- Program: Specialized Master’s Degree “Leading International Industrial Projects” in partnership between École Polytechnique and ESSEC, March 2017 – January 2019

PROFESSIONAL SERVICE -----

- **2024 – Present: Reviewer**: “Journal of Management”
- **2023 – Present: Reviewer**: 2024 SIOP Annual Conference
- **2023 – Present: Reviewer**: Journal of “Personality and Individual Differences”
- **2021: Invited Reviewer**: Volume 18 of the “Research on Emotion in Organizations” book series
- **2021: Digital Session Chair**: chaired the “Adapting to COVID-19 and Workplace Change” Synchronous Live Open virtual session in the 81st Annual Meeting of the Academy of Management
- **2020: Reviewer**: the 12th International Conference on Emotions and Organisational Life ‘EMONET”
- **2019: Organizer and Co-Chair**: PhD Poster Session, ESSEC Business School, France
- **2019: Symposium Co-Chair**: the 79th Annual Meeting of the Academy of Management / Symposium: For Better or for Worse? The Impact of Proactivity on Well-Being
- **2019: Organization**: Assisted the organizers of the Annual ODC Conference “Organization Design in the Age of Artificial Intelligence”, Harvard Business School, August 11th, 2019
- **2018 – Present: Reviewer**: The Annual Meeting of the Academy of Management

PROFESSIONAL MEMBERSHIP -----

- **Academy of Management** (AOM divisions and interest groups: Organizational Behavior [OB], Managerial and Organizational Cognition [MOC], Organization Development and Change [ODC], Human Resources [HR], Organizational Neuroscience [NEU])
- **European Association of Work and Organizational Psychology** (EAWOP)
- **Society for Industrial and Organizational Psychology** (SIOP)
- **International Association of Applied Psychology** (IAAP)

LANGUAGES & QUANTITATIVE SKILLS -----

- Languages: French (native), Arabic (native), English (fluent), Italian and Japanese (elementary)

September 2024

- Software: Mplus (particularly multilevel modeling), RStudio, SPSS, and basic working knowledge in Tobii Pro (Eye-Tracking), Spyder Python 3.6 (Machine Learning), STATA, NVivo 14

PRIOR PROFESSIONAL EXPERIENCE -----

2009-2016: Project Manager, Relationship Manager, and Financial Analyst, BMCI, BNP PARIBAS Group – Casablanca, Morocco