

PETERSON Jonathan
Assistant Professor

Aix Marseille Graduate School of Management - IAE
Chemin de la Quille-Puyricard
13089 Aix-en-Provence Cedex 2, France

E.mail : jonathan.peterson@iae-aix.com



BIOGRAPHY

Jonathan PETERSON is an Assistant Professor in Organizational Behavior and Human Resource Management at the Aix-Marseille Graduate School of Management-IAE, and a member of the CERGAM Research Center. He was a research fellow at the Sawyer Business School (Suffolk University – Boston, MA, USA) through the FNEGE CEFAG program and received his PhD in Management Sciences from Aix-Marseille Université (IAE Aix-en-Provence). His professional experience spans over 12 years within various companies as a training consultant, business analyst, operations supervisor, and management consultant. He has been in academia for 20 years, having formerly served as the Academic Director of the MSc General Management Programme (full-English track) and member of AMGSM-IAE’s Executive Committee as Associate Dean of International Relations. At the AMGSM-IAE, he facilitates graduate and executive education courses in Human Resources Management, Career Management, Service Operations Management and Management Consulting. His research focuses on talent and diversity management, and the factors influencing career mobility. He has published in the *International Journal of Human Resource Management*, *Employee Relations*, *Journal of Career Assessment*, *Personnel Review* and *Management Decision*. He has also written management blogs for Harvard Business Review France and the London School of Economics.

EDUCATION

- 2012:** PhD in Management Sciences, Aix-Marseille Université - IAE
- 2011:** Research Fellow, FNEGE CEFAG Programme (Sawyer Business School, Suffolk University, Boston, MA)
- 2008:** Master de Recherche – Aix-Marseille Université-IAE
- 1988:** Master of Arts – University of California, Santa Barbara - United States
- 1986-1987:** Research Fellow – Universidad de Barcelona - Spain
- 1985:** Bachelor of Science – Baylor University, Waco, Texas - United States

Foreign languages (mentioned with an X)

Language	Read	Speak	Written
FRENCH	X	X	X

PROFESSIONAL EXPERIENCE

- 1997-2000:** Business Consultant-Area Supervisor – McDonald’s Corporation, Dallas, Texas (United States)
- 1996-1997:** Management Consultant – Novations Group, Inc., Provo, Utah (United States)
- 1988-1996:** Sr. Production Geoscientist – Mobil Exploration & Producing, Bakersfield, California (United States)

ACADEMIC ACTIVITIES

Past academic positions

- 2014-2015:** Associate Dean of International Relations, AMGSM-IAE’s Executive Committee
- 2008-2015:** Academic Director of the MSc General Management Programme (full-English track)
- 2003-2008:** Quality and Accreditations Manager
- Since October, 2022:** International Referent for CERGAM Research Center

Courses currently facilitated at Aix Marseille Graduate School of Management – IAE

Human Resources Management (M2), Qualitative Research Methods (M2), Career Management (M2), Service Operations Management (M2), Team building (M2, International Human Resources Management (M2), and Management Consulting (Executive MBA)

SCIENTIFIC ACTIVITIES

Research Areas

Organizational Behavior, Human Resources

Publications in Refereed Journals

- **Peterson, J.**, Tahssain-Gay, L., Salvetat, D., Perez, F., and Hennekam, S. (2022) How managers approach data analytics: a typology through a Resource Orchestration perspective. *Management Decision*, (ahead-of-print).
- **Peterson, J.**, Tahssain-Gay, L., and Benraïss-Noailles, L. (2021) The impact of exclusivity in talent identification practices: Sources of perceived injustice and employee reactions. *Employee Relations: The International Journal*.
- Kundi, Y.M., Hollet-Haudebert, S. and **Peterson, J.**, (2021) Career adaptability, job crafting and subjective career success: the moderating roles of lone wolf personality and positive perfectionism. *Personnel Review*.
- Kundi, Y. M., Hollet-Haudebert, S. and **Peterson, J.** (2020) Linking Protean and Boundaryless Career Attitudes to Subjective Career Success: A Serial Mediation Model. *Journal of Career Assessment*, 1069072720959782.
- Hennekam, S., **Peterson, J.**, Tahssain-Gay, L. and J.P. Dumazert (2019) Recruitment discrimination: how organizations use social power to circumvent laws and regulations *International Journal of Human Resource Management*, p.1-29.
- Cherré, B., Laarraf, Z., and **Peterson, J.** (2019) Why is it difficult to be virtuous in business ethics? *Human Systems Management*, 38(4), p. 395-409.
- Hennekam, S., **Peterson, J.**, Tahssain-Gay, L. and J.P. Dumazert (2018) Managing religious diversity in secular organizations in France. *Employee Relations*, Vol. 40, No. 5, p. 746-761
- Brasseur, M., Magnien, L., and **Peterson, J.** (2008) Exemplarity in Management: Factors of Implementation and Process of Learning. Special series: "Problems and Perspectives in Management". *International Research Journal*, Issue 2, June.

Refereed Proceedings Conference Papers

- **Peterson, J.** and A. Roger (2013) Does the boundaryless career also apply in France? Actes de conference d'EGOS-European Group for Organizational Studies. 26th Workshop on Strategic Human Resource Management. Montreal, Canada, 16-17 mai, 2013.
- **Peterson, J.** and A. Roger (2011) Revisiting Career Anchor Profiles: Implications for Work-Life Balance in France. Actes de conference de l'EIASM-European Institute for Advanced Studies in Management, 26th Workshop on Strategic Human Resource Management. Copenhagen, Denmark, 16-17 mai, 2011.
- **Peterson, J.** and A. Roger (2010) Revisiting Career Anchor Profiles: Implications for Work-Life Balance in France. Actes de conference de l'EIASM-European Institute for Advanced Studies in Management, 26th Workshop on Strategic Human Resource Management. Reykavik, Iceland, 16-17 mai, 2010.
- **Peterson, J.** and A. Roger (2009) Career Anchor Profiles: An Exploratory Study of Business School Participants in France. Actes de conférence de l'ISEOR/Academy of Management International Conference and Doctoral Consortium, Lyon, France, 8-10 juin, 2009. pp. 1299-1311.
- **Peterson, J.** and E. Reynaud (2008) The Evolution of Competitive Advantage: the case of Xerox. A case study presented at the « Atelier Cas Pédagogiques: Cas en management stratégique ». Organized by the Organisational Systems Department of CNAM-Paris, Group ESSCA, Université d'Angers, IAE Aix-en-Provence, and Centrale de Cas et de Médias Pédagogiques (CCMP).

IMPACTS & OTHERS

Evaluator – *Employee Relations and Management Decision*

- Evaluator of articles within two international academic journals: *Employee Relations* and *Management Decision*. Subjects focused on talent management, career agency, and HR analytics.

External Communications / International Business Blogs

- **Peterson, J.** and Richebé, N. (2023) Stereotype Threat. *Encyclopaedia of Diversity & Management*, Klarsfeld, A., Bender, A.F., Nkomo, S., Taksa, L., & Cachat-Rosset, G., eds, Edward Elgar Publishing (Accepted - publication forthcoming late-2023).
- **Peterson, J.**, Tahssain-Gay, L., and Laïla Benraïs-Noailles (2022). Identification des Talents : Le Blues des laissés pour compte. *Le magazine de l'ANDRH*. (Accepted - publication forthcoming mid-2023).
 - Discussion section which addresses the challenges of exclusivity in talent management related to perceived injustices. The ANDRH is the largest French association for over 5000 HR directors and professionals.
- Hennekam, S., **Peterson, J.**, Tahssain-Gay, L. and J.P. Dumazert (2019) How Organizations discriminate during recruitment; London School of Economics, March 11th, 2019, Management, Managing People |
- Hennekam, S., **Peterson, J.**, and Tahssain-Gay, L. (2019) Quelle attitude adopter face à la religion au travail? Harvard Business Review France, May 2019, Management, Diversité, Règles, RSE.

Thesis supervisions

- **As thesis co-director (2018-2021)**
In collaboration with Professor Sandrine Hollet-Haudebert (Dissertation Director), IAE Toulon, France
Student: Mr. Yasir-Mansoor Kundi
Subject: The impact of personality on career success as related to adaptability and job crafting.
Recipient of “Prix de Thèse – AMU” 2021.

Certifications

- **Intelligent Careers Group Certifications** [Pearson Workforce Skills]
 - Intelligent Careers Method Translator
 - Career Ownership Consultant Trainer
 - Career Ownership Ambassador
 - Career Ownership Consultant