

NICOLAS RAINERI, Ph.D.

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PROFESSIONAL POSITIONS

- Associate Professor** Nancy, France, 2022-present
Human Resources and Organizational Behavior
ICN Business School
- Associate Professor** Reims, France, 2020-2021
Human Resources and Organizational Behavior
NEOMA Business School
- Assistant Professor** Rouen and Reims, France, 2017-2020
Human Resources and Organizational Behavior
NEOMA Business School
- Postdoctoral Associate** Louvain-la-Neuve, Belgium, 2015-17
Louvain School of Management, Université catholique de Louvain
InduStore® Project: "Flexibility of production processes and quality of work life"
- Accounting analyst** Newcastle, England, 2007-09
Procter & Gamble UK

EDUCATION

- Ph. D. in Administration Sciences: Organizational Behavior** Quebec, Canada, 2015
Faculty of Business Administration (EQUIS and AACSB accredited), Laval University
Thesis: "Social exchange in work relationships: Three studies on employee citizenship behaviors"
Summa cum laude - Honor Roll of the Faculty of Graduate and Postdoctoral Studies
- Master in Social Sciences and Business Administration** Nantes, France, 2006
University of Nantes
Ranking: 1st out of 38

RESEARCH

Working papers

- Raineri, N.**, De Roeck, K., & Hericher, C. (Working paper). Environmental CSR and experienced work meaningfulness: An ideological needs perspective.
- Raineri, N.**, Subramanian D., & Jacquinot, P. (Working paper). Organizational citizenship behavior among workers with a disability: The effect of perceived organizational support, adjustment to disability, and emotions toward the organization.
- Raineri, N.**, Jacquinot, P., & Al Halbusi H. (Working paper). Coworker support and the emotion-centered voluntary work behavior of people with a disability: A psychosocial approach.
- Raineri, N.**, Agarwal, U., & Paillé, P (Working paper). Ethical leadership and workplace green behavior: The role of job centrality and moral reflectiveness.

Refereed articles - In publication process

- Agarwal, U., Paillé, P., & **Raineri, N.** (Under review). Enabling employee green behavior: The role of ethical leadership, employee cynicism, and work engagement. *Journal of Business Ethics* [CNRS 2, FNEGE 1]
- Hericher, C., Bridoux, F., & **Raineri, N.** (Under review). I feel morally elevated by my organization's CSR, so I contribute to it. *Journal of Business Research* [CNRS 2, FNEGE 2]
- Babu, N., **Raineri, N.**, & De Roeck, K. (Revise and Resubmit). Generating social good: Investigating the roles of servant leadership, psychological entitlement and prosocial motivation. *Journal of Business Ethics* [CNRS 2, FNEGE 1]
- Raineri, N.**, Hericher, C., Mejía-Morelos, J. H., & Paillé, P. (Revise and Resubmit). A deontic perspective on organizational citizenship behaviors toward the environment: The contribution of anticipated guilt. *Business Ethics, the Environment and Responsibility* [CNRS 3, FNEGE 3]
- De Roeck, K., **Raineri, N.**, Scheidler, S., & Jones, D. A. (Revise and Resubmit). Giving the benefit of the doubt: A micro-level investigation of the insurance-like effect of CSR. *Journal of Management Studies* [CNRS 1, FNEGE 1]

Refereed articles - Published

- Talbot, D., **Raineri, N.**, & Daou, A. (2021). Implementation of sustainability management tools: The contribution of awareness, external pressures, and stakeholder consultation. *Corporate Social Responsibility and Environmental Management*, 28(1), 71-81. [FNEGE 3]
- Babu, N., De Roeck, K., & **Raineri, N.** (2020). Hypocritical organizations: Implications for employee social responsibility. *Journal of Business Research*, 114, 376-384. [CNRS 2, FNEGE 2] All authors contributed equally to this paper and are jointly considered as first authors.
- Paillé, P., Mejía-Morelos, J. H., **Raineri, N.**, & Stinglhamber, F. (2019). The Influence of the Immediate Manager on the Avoidance of Non-green Behaviors in the Workplace: A Three-Wave Moderated-Mediation Model. *Journal of Business Ethics*, 155(3), 723-740 [CNRS 2, FNEGE 1]
- Paillé, P., **Raineri, N.**, & Boiral, O. (2019). Environmental behavior on and off the job: A configurational approach. *Journal of Business Ethics*, 158(1), 253-268 [CNRS 2, FNEGE 1] The first two authors contributed equally to this paper and are jointly considered as first authors.
- Boiral, O., **Raineri, N.**, & Talbot, D. (2018). Managers' citizenship behaviors for the environment: A developmental perspective. *Journal of Business Ethics*, 149(2), 395-409 [CNRS 2, FNEGE 1]
- Raineri, N.**, & Paillé, P. (2016). Linking corporate policy and supervisory support with environmental citizenship behaviors: The role of employee environmental beliefs and commitment. *Journal of Business Ethics*, 137(1), 129-148 [CNRS 2, FNEGE 1]
- Paillé, P., **Raineri, N.**, & Valeau, P. (2016). The effects of psychological contract among professional employees working in non-professional organizations. *Relations industrielles/Industrial Relations*, 71(3), 521-543 [CNRS 3, FNEGE 3]
- Raineri, N.**, Mejía-Morelos, J. H., Francoeur, V., & Paillé, P. (2016). Employee eco-initiatives and the workplace social exchange network. *European Management Journal*, 34(1), 47-58. [CNRS 3, FNEGE 3]
- Raineri, N.** (2015). Business doctoral education as a liminal period of transition: Comparing theory and practice. *Critical Perspectives on Accounting*, 26(1), 99-107. [CNRS 2, FNEGE 2]
- Paillé, P., & **Raineri, N.** (2015). Linking perceived corporate environmental policies and employees eco-initiatives: The influence of perceived organizational support and psychological contract breach. *Journal of Business Research*, 68(11), 2404-2411. [CNRS 2, FNEGE 2]
- Raineri, N.** (2013). The PhD program: Between conformity and reflexivity. *Journal of Organizational Ethnography*, 2(1), 37-56.
- Raineri, N.**, Paillé, P., & Morin, D. (2012). Organizational citizenship behavior: An intergenerational study. *Revue internationale de psychologie sociale/International Review of Social Psychology*, 25(3-4), 147-177.

Book chapter

Boiral, O., Paillé, P., & Raineri, N. (2015). The nature of employee pro-environmental behaviors. In J. Barling & J. L. Robertson (Eds.), *The Psychology of Green Organization* (pp. 12-32). Oxford, UK: Oxford University Press

Conferences and seminars presentations

Engaging Gen Z for societal impact: Investigating the roles of servant leadership, prosocial motivation and psychological entitlement. *Academy of Management (AOM)*, 2022.

I Feel Morally Elevated by My Organization's CSR, So I Contribute to It. *Academy of Management (AOM)*, Virtual Meeting, August 2020.

Giving the benefit of the doubt: A micro-level investigation of the insurance-like effect of CSR. *Academy of Management (AOM)*, Chicago (IL), United States, August 2018.

Exigences du travail, santé, et présentéisme : Une étude auprès de travailleurs de l'industrie lourde. *Association internationale de psychologie du travail de langue française (AIPTLF)*, Bordeaux, France, July 2018.

Présentéisme volontaire ou involontaire : antécédents et conséquences. *Association internationale de psychologie du travail de langue française (AIPTLF)*, Bordeaux, France, July 2018.

A risk-mitigation approach of CSR: The case of the psychological contract breach. *CR3+ Conference: Navigating the Plural Voices of Corporate Responsibility*, Nantes, France, June 2018.

Environmental CSR as determinant for OCBE through anticipated guilt: A deontic perspective. *Academy of Management (AOM)*, Atlanta (GA), United States, August 2017.

Faut-il autant se soucier du présentéisme que de l'absentéisme? Analyse comparative de leurs corrélats et effets sur les travailleurs. *Association internationale de psychologie du travail de langue française (AIPTLF)*, Brussels, Belgium, July 2016.

Managers' citizenship behaviors for the environment: A developmental perspective. *Administrative Sciences Association of Canada (ASAC)*, Edmonton, Canada, June 2016.

Linking environmental leadership and employee green citizenship behaviors: The role of individual values and commitment. *Group of Research on Organizations and the Natural Environment (GRONEN)*, Helsinki, Finland, June 2014.

TEACHING

ICN Business School

Nancy, France, 2022

Executive Master of Business Administration (EMBA)

- *Qualité de vie au travail et engagement des collaborateurs*
 - 2022, Luxembourg

Graduate studies

- *Management durable des organisations / Sustainable management of organizations*
 - 2022, Nancy campus (5 sections)

NEOMA Business School

Rouen and Reims, France, 2017-2021

Undergraduate studies

- *Leading Change*
 - 2020, Reims campus (1 section) – satisfaction rating: 3.43/4
 - 2019, Reims campus (1 section) – satisfaction rating: 3.46/4
 - 2018, Rouen and Reims campuses (3 sections) – satisfaction rating: N/A
 - 2017, Rouen and Reims campuses (2 sections) – satisfaction rating: N/A
- *Humanités et management*
 - 2018, Reims campus (3 sections) – satisfaction ratings: N/A

TEACHING (continued)

Graduate studies

- *Dissertation (Quantitative Research Methods)*
 - 2021, Reims campus (1 section) – satisfaction rating: 4/4
 -
- *Ressources humaines et organisations*
 - 2020, Reims campus (2 sections) – satisfaction rating: 3.44/4
 - 2019, Reims campus (2 sections) – satisfaction rating: 3.54/4
 - 2018, Reims campus (2 sections) – satisfaction rating: N/A
 - 2017, Rouen campus (4 sections) – satisfaction rating: N/A
- *Leadership Seminar*
 - 2018, Rouen and Reims campuses (2 sections) – satisfaction rating: N/A
 - 2017, Rouen and Reims campuses (2 sections) – satisfaction rating: N/A

Faculty of Business Administration, Laval University

Quebec, Canada, 2011-15

Undergraduate studies

- *Human Resource Management*
 - 2014 – satisfaction rating: 85%

Graduate studies

- *Employee Performance and Retention: Theory and Practice* (online course)
 - 2015 – satisfaction rating: 93%
 - 2013 – satisfaction rating: 88%
 - 2012 – satisfaction rating: 94%
 - 2011 – satisfaction rating: 88%

SERVICE AND REVIEWER EXPERIENCE

Co-Research Lead

2022-present

UNESCO Chair on Art and Science for Sustainable Development Goals

Associate Editor

2019-present

Business Ethics, the Environment & Responsibility (formerly *Business Ethics, A European Review*)

Course Coordination

2017-present

Responsible for the development, implementation and organization of courses for the Grande Ecole Program (PGE):

- *Management durable des organisations/Sustainable management of organizations* (2022)
- *Ressources humaines et organisations* (2017, 2018, 2019, 2020, 2021)
- *Leading Change* (2019, 2020, 2021)
- *Humanités et management* (2018)

Peer Reviewing

2014-present

Ad hoc reviewer for the following refereed journals:

- *Critical Perspectives on Accounting*
- *Journal of Business Ethics*
- *Journal of Environmental Psychology*
- *Journal of Hospitality and Tourism Management*
- *Journal of Sustainable Tourism*
- *M@n@gement*
- *Organization & Environment*
- *International Journal of Human Resource Management*

CONSULTING EXPERIENCE

Quantitative analysis of psychosocial risks in the heavy industry:

- *Burgo Ardennes*, Virton (2016)
- *AB InBev*, Jupille-sur-Meuse (2016)
- *AGC Glass*, Moustier-sur-Sambre (2016)
- *Aperam*, Châtelet (2016)
- *Knauf Insulation*, Visé and Mont-Saint-Guibert (2015)
- *Gabriel Technologie*, Saint-Ghislain (2015)

Canada Research Chair in Sustainable Development Management Standards:
(Under the direction of Pr. Olivier Boiral)

- Ministère des Transports du Québec (MTQ, janvier 2013): "*Étude sur l'intégration du développement durable dans le transport aérien et la gestion des aéroports au Québec*" (chapitre 4, 66 p.).

GRANTS AND AWARDS

1st prize in the Teaching Excellence category of the NEOMA Awards For outstanding performance in the course <i>Humanités et management</i>	2018
Best Paper Award for the Social Responsibility Division of ASAC For the paper: "Managers' citizenship behaviors for the environment: A developmental perspective"	2016
Honor Roll of the Faculty of Graduate and Postdoctoral Studies of Laval University For the thesis: "Social exchange in work relationships: Three studies on employee citizenship behaviors"	2016
Dean's Excellence Scholarships – Faculty of Business Administration, Laval University 30,000 Canadian dollars	2012-14
Scholarship of the St. Lawrence Seaway Management Corporation 2,500 Canadian dollars	2012
Doctoral Merit Scholarships – Faculty of Business Administration, Laval University 25,000 Canadian dollars	2011-14

REFEREES

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