



Giverny DE BOECK

Ph.D., Business Economics

Assistant Professor, Human Resource Management

g.deboeck@ieseg.fr

EDUCATION

2019 Ph.D., Business Economics, KU Leuven, Belgium

2013 Master in Work & Organizational Psychology, KU Leuven, Belgium

RESEARCH INTERESTS

Human Resource Management, Management

PROFESSIONAL EXPERIENCE

ACADEMIC:

2019 - 2019 Adjunct Professor, IÉSEG School of Management, France

2019 - 2021 Post-Doctoral Research Fellow, Curtin University, Perth, Australia

COURSES TAUGHT

- High-achievers program
- Talent management
- Introduction to hrm, Grande ecole (bachelor cycle)

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

De Boeck G., Dries N., Tierens H., (2019), The Experience of Untapped Potential: Towards a Subjective Temporal Understanding of Work Meaningfulness, *Journal of Management Studies*, 56(3), pp. 529-557

De Boeck G., Dries N., Tierens H., (2018), The Experience of Untapped Potential: Towards a Subjective Temporal Understanding of Work Meaningfulness, *Journal of Management Studies*, -, pp. -

De Boeck G., Meyers M. C., Dries N., (2018), Employee reactions to talent management: Assumptions versus evidence, *Journal of Organizational Behavior*, 39(2), pp. 199-213

Papers in non-refereed journals

Published

De Boeck G., Vleugels W., Sjollema S., Dorenbosch L., (2021), Presentatiemanagement 2.0? Naar een Beter Begrip van Mensgedreven Prestatiemanagement in de Praktijk, *Tijdschrift voor HRM*, 2(2), pp. 1-21

De Boeck G., (2019), De ervaring van onbenut potentieel en betekenisvol werk, *Tijdschrift voor Arbeidsvraagstukken*, 35(3), pp. 343-344

Dries N., Meyers M. C., De Boeck G., (2018), Werknemersreacties op (Exclusief) Talent Management., *Tijdschrift voor HRM*, 21(3), pp. 1-17

Communications in refereed conferences

International

De Boeck G., Van Lent W., (2023), *Work Design and Workers' Welfare: Integrating the Work of Lillian Gilbreth* Human Relations 75th Anniversary Conference, Londen, United Kingdom

De Boeck G., (2022), *Symposium: A critical perspective on workplace inequality: The role of HRM practices in sustaining social inequalities* EAWOP 2022, Glasgow, Ireland

De Boeck G., Cadigan F., Hysmith D., (2021), *Mindset Theory – Null Effects in Organizational Contexts* SIOP Annual Conference, New Orleans, USA

De Boeck G., Parker S., (2021), *When Beliefs about Technology Clash: The Role of Institutional Logics in Worker's Experience of Automation and Work Redesign*. Beyond 4.0 Scientific Conference: Inclusive Futures for Europe Beyond Industrie4.0 and Digital Disruption, Sofia, Bulgaria

Handke L., De Boeck G., (2020), *Exploring the Use of ICT in Job Crafting* Annual Meeting of the Academy of Management, Vancouver, Canada

Hysmith D., Cadigan F., De Boeck G., (2020), *Implicit Person Theory – Null Effects in Organizational Contexts* Annual Meeting of the Academy of Management, Vancouver, Canada

De Boeck G., Brosi P., Dries N., (2018), *Future-oriented and Ambiguous: Examining Potential Assessments versus Performance Assessments*. Annual Meeting of the Academy of Management (AOM), Chicago, USA

Other conference and seminar presentations

International

De Boeck G., (2023), *Work Design and Workers' Welfare: Integrating the Work of Lillian Gilbreth* Future of Work Institute Level 4, Perth, Australia

National

De Boeck G., Paxman J., Sandry E., (2021), *Research Rumble: Will robots steal my job?* Curtin University, Perth, Australia

Chapters in books

Published

Meyers M. C., Dries N., De Boeck G., (2017), Talent or Not, in: David G. Collings, Kamel Mellahi, and Wayne F. Cascio(Eds.), *Oxford Handbook of Talent Management*, 9780198758273, Oxford University Press, Oxford, chapter -, pp. -

De Stobbeleir K., De Boeck G., Dries N., (2016), Feedback-seeking behavior: A personenvironment fit perspective, in: S.K. Parker & U.K. Bindle(Eds.), *Proactivity at Work*, 9781315797113, Taylor & Francis Group | Routledge, Oxford, chapter 2, pp. 26

Forthcoming

De Boeck G., (2024), Lillian Gilbreth: The Forgotten First Lady of Organizational Psychology, in: Matthijs Bal(Eds.), *Encyclopedia of Organizational Psychology*, 00000000, Edward Elgar Publishing, Cheltenham, chapter 73, pp. 10

De Boeck G., George M., Vysniauskaite A., (2024), Work design and identity: Taking stock of what we know and charting pathways for future research, in: Sharon Parker, Florian Klonek, Caroline Knight, Fangfang Zhang(Eds.), *SIOP Frontier Series: Transformative Work Design: Synthesis and New Directions*, 000000000, Oxford University Press, Oxford, chapter 6, pp. 23

De Boeck G., Parker S., (2022), Work Design: Revisiting Lilian Gilbreth's Fatigue Studies, in: N.K. Steffens, F.A. Rink, & M.K. Ryan(Eds.), *Organizational Psychology: Revisiting the Classic Studies*, 9781529706659, Sage Publishing, London, chapter 1, pp. 9-26

Grants

- 2021** Design for Care, iCare foundation (Australia)
- 2018** Long-Stay Grant, Research Foundation Flanders (FWO) (Belgium)
- 2018** Rethinking Performance Management, Nederlandse Stichting voor Psychotechniek (Netherlands)
- 2016** FWO Aspirant Scholarship, Research Foundation Flanders (FWO) (Belgium)

GRANTS AND HONORS

Award

- 2020** Highly Commended Emerald & EFMD Outstanding Doctoral Research Award in Human Resource Management, Emerald, United Kingdom