



Professeur associé Kevin Sevag KERTECHIAN

Département de rattachement: Organization,
Management and Human Resources

Email: kevin.kertechian@essca.fr

INTÉRÊTS DE RECHERCHE

- Comportements organisationnelles (satisfaction, engagement, citoyenneté)
- Ressources humaines (processus de recrutement)
- Différences individuelles, personnalité, valeurs
- Psychologie de l'apparence

DOMAINE D'ENSEIGNEMENT

- Ressources humaines
- Management de la performance
- Mobilité internationale et expatriation

FORMATION

Diplôme le plus élevé :

- | | |
|------|--|
| 2017 | Doctorat en sciences de gestion, Université Panthéon-Sorbonne - Paris 1, France
<i>L'apparence corporelle : perception de la personnalité et influence au moment du recrutement</i> |
| 2013 | Master of Arts (M.A.), gestion des ressources humaines et des relations sociales, Université Panthéon-Sorbonne - Paris 1, France |

EXPÉRIENCE PROFESSIONNELLE

Vie et positions académiques

- | | |
|-------------|---|
| Depuis 2022 | Professeur associé, ESSCA School of Management, France |
| 2020 - 2022 | Professeur assistant, Canadian University Dubai, Emirats Arabes Unis |
| 2019 - 2020 | Professeur assistant, Seneca College, Canada |
| 2019 - 2020 | Chargé de cours de français, Collège Boreal, Canada |
| 2017 - 2018 | Professeur assistant, Université Saint-Joseph, Liban |
| 2017 - 2018 | Chargé de cours, Lebanese French University, Liban |
| 2015 - 2017 | Assistant temporaire d'enseignement et de recherche, Université Panthéon-Sorbonne - Paris 1, France |
| 2013 - 2015 | Chargé de cours à l'UFR 12, Université Panthéon-Sorbonne - Paris 1, France |

Vie professionnelle

- 2018 - 2020 Responsable RH (620 employés) - Marché Adonis, Metro AG, Canada
- 2014 - 2015 Généraliste RH (+1000 employés), Estée Lauder Companies, France

PUBLICATIONS SCIENTIFIQUES

Articles évalués par les pairs

- KERTECHIAN, K.S. (2025). Reflection in the mirror: from seeing “Yourself” to perceiving your “Employability”. *Current Psychology*, 44, pp. 14597-14607.
- ISMAIL, H.N., KERTECHIAN, K.S. et ABDALLAH, M. (2025). Interpersonal Justice, Employee Engagement, and Customer Delight: A Two-Wave Study in the Banking Sector. *International Journal of Bank Marketing*.
- KERTECHIAN, K.S. et EL FARR, H. (2025). Beyond the Usual Suspects: Job Desperation as the Top Driver of Turnover Intention and Job Search Behavior. à paraître *Relations industrielles / Industrial Relations*.
- KERTECHIAN, K.S. et EL-FARR, H. (2025). Body image in the workplace: Assessing the impact on self-esteem and employee engagement. *Acta Psychologica*, 259, pp. 105355.
- MARTIN, P. et KERTECHIAN, K.S. (2025). Managing Stress Among Healthcare Professionals: Insights from the Snoezelen Approach. *Journal of Health, Organisation and Management*.
- KERTECHIAN, K.S. (2025). Answering the Call: Reclaiming the Hero's Journey for Human Agency in an AI-Dominated World. *The Journal of Applied Behavioral Science*.
- KERTECHIAN, K.S. et ISMAIL, H.N. (2025). A positive view of excessive smartphone utilization and its relationship with other academic-related variables within the online course setting. *Psychological Reports*, 128(4), pp. 2757-2783.
- MAALOUF, J., CHAHINE, L., ABI AAD, A. et KERTECHIAN, K.S. (2025). Determinants of Business Resilience: Investigating the Roles of Business Agility, Digitalization and Environmental Hostility During the COVID-19 Pandemic. *Journal of International Entrepreneurship*, 23, pp. 196–223.
- BIZRI, R. et KERTECHIAN, K.S. (2024). Investigating the link between psychological entitlement and workplace deviance: moderations and post hoc analysis. *International Journal of Organizational Analysis*, 32(10), pp. 2177-2204.
- KERTECHIAN, K.S. et EL FARR, H. (2024). The Impact of Negative Body Image on Turnover Intention: the Mediating and Amplifying Role of Perceived Discrimination. *@GRH*, 52(3), pp. 101-119.
- KERTECHIAN, K.S. (2024). Bibliometric Methods in HRM: Contribution and Utility. *Journal of scholarly publishing*, 55(2), pp. 187-210.
- KOWAL, M., SOROKOWSKI, P., DINIĆ, B.M. et KERTECHIAN, K.S. (2024). Validation of the Short Version (TLS-15) of the Triangular Love Scale (TLS-45) across 37 Languages. *Archives of Sexual Behavior*, 53(2), pp. 839–857.
- ISMAIL, H.N., KERTECHIAN, K. et BLAIQUE, L. (2023). Visionary leadership, organizational trust, organizational pride, and organizational citizenship behaviour: a sequential mediation model. *Human Resource Development International*, 26(3), pp. 264-291.
- KERTECHIAN, K., ISMAIL, H.N. et KARKOULIAN, S. (2023). How employable do students perceive themselves to be in the future? Evidence from the Middle East. *Industry and Higher*

KERTECHIAN, K. et BESTER, F. (2023). Validation of a Translation of the Student Career Construction Inventory in French University Students. *International Journal of Management Education*, 21(1), pp. 100751.

KOWAL, M., SOROKOWSKI, P., PISANSKI, K. et KERTECHIAN, K. (2022). Predictors of enhancing human physical attractiveness: Data from 93 countries. *Evolution and Human Behavior*, 43(6), pp. 455-474.

KERTECHIAN, K., KARKOULIAN, S., ISMAIL, H.N. et AAD MAKHOUL, S.S. (2022). A between-subject design to evaluate students' employability in the Lebanese labor market. *Higher Education, Skills and Work-Based Learning*, 12(4), pp. 732-748.

ISMAIL, H., EL IRANI, M. et KERTECHIAN, K. (2022). Green HRM and nongreen outcomes: the mediating role of visionary leadership in Asia. *International Journal of Manpower*, 43(3), pp. 660-681.

KARKOULIAN, S., BALOZIAN, P., KERTECHIAN, K. et NAHED, M.B. (2021). Employee Voice as a Mediator Between Leader-Member Exchange and Creative Performance: Empirical Evidence from the Middle East. *International Journal of Process Management and Benchmarking*.

SWAMI, V., TRAN, U.S., BARRON, D., AFHAMI, R., AIMÉ, A., ALMENARA, C.A. ... KERTECHIAN, K. (2020). The Breast Size Satisfaction Survey (BSSS): Breast size dissatisfaction and its antecedents and outcomes in women from 40 nations. *Body Image*, 32, pp. 199-217.

LO PRESTI, A., KERTECHIAN, K. et LANDOLFI, A. (2020). Does the association between workload and work engagement depend on being workaholic? A cross-cultural study on Italian and Canadian employees. *Electronic Journal of Applied Statistical Analysis*, 13(3), pp. 589-611.

ISMAIL, H.N., KARKOULIAN, S. et KERTECHIAN, K. (2019). Which personal values matter most? Job performance and job satisfaction across job categories. *International Journal of Organizational Analysis*, 27(1), pp. 109-124.

KERTECHIAN, K., KARKOULIAN, S., ISMAIL, H. et NASSIF, P. (2019). Evaluation of the psychometric properties of the good management work habits scale. *Measuring Business Excellence*, 23(2), pp. 165-181.

KERTECHIAN, K. (2018). Conscientiousness as a key to success for academic achievement among French university students enrolled in management studies. *International Journal of Management Education*, 16(2), pp. 154-165.

KERTECHIAN, K. et SWAMI, V. (2017). An examination of the factor structure and sex invariance of a French translation of the Body Appreciation Scale-2 in university students. *Body Image*, 21, pp. 26-29.

KERTECHIAN, K. et SWAMI, V. (2016). The hijab as a protective factor for body image and disordered eating: a replication in French Muslim women. *Mental Health, Religion & Culture*, 19(10), pp. 1056-1068.

KERTECHIAN, K. (2016). The Impact of Beauty during Job Applications. *Journal of Human Resources Management Research*, pp. 1-7.

Chapitres d'ouvrages

KERTECHIAN, K.S. (2026). Employability. Dans: Grisna Anggadwita and José Ricardo Andrade (ed.). *International Encyclopedia of Business Management*. 1 ed. Elsevier, pp. 635-637.

KERTECHIAN, K.S. (2026). Workplace Discrimination. Dans: Grisna Anggadwita and José Ricardo Andrade (ed.). *International Encyclopedia of Business Management*. 1 ed. Elsevier, pp. 605-608.

EL-FARR, H. et KERTECHIAN, K.S. (2024). Knowledge Management and Knowledge Leadership in the Fourth Industrial Revolution: Resolving the Automation-Augmentation Paradox. Dans: Hadi El-Farr (ed.). *The Changing Landscape of Workplace and Workforce*. 1 ed. IntechOpen.

KERTECHIAN, K.S. et EL-FARR, H. (2024). Dissecting the Paradox of Progress: The Socioeconomic Implications of Artificial Intelligence. Dans: Hadi El-Farr (ed.). *The Changing Landscape of Workplace and Workforce*. 1 ed. IntechOpen.

LAMBERT, L., KHADRI, Y., MAYET, S., VEDANAYAGAM, J., VARMA, V. et KERTECHIAN, K. (2022). Thanks for asking! How UAE-based university students conceptualize happiness and how institutions can improve it. Dans: Floriana Irtell, Fabio Gabrielli eds. *Happiness - Biopsychosocial and Anthropological Perspectives*. 1 ed. London: IntechOpen.

Conférence proceedings

GABRIEL, L. et KERTECHIAN, K.S. (2025). Leadership in Style: The Unique Influence of Sartorial Choices on Charismatic Leadership. Dans: *AOM Meeting*. Copenhagen: Proceedings - Academy of Management (AOM).

KERTECHIAN, K.S. (2024). Exploring the Interplay of Body Images and Micro-Level Management. Dans: *AOM Annual Meeting*. Hyatt Regency Chicago: Proceedings - Academy of Management (AOM).

Communications (conférences avec comité de sélection)

KERTECHIAN, K.S. (2025). Job Desperation in the "Liquid Society": Prioritizing Work Recognition and Reassurance Over Financial Satisfaction. Dans: Congrès AGRH. Deauville.

KERTECHIAN, K.S. (2025). Dress the leader: an investigation on how sartorial appearance impact leader's charisma. Dans: XXXIVe Conférence Annuelle de l'AIMS. Lille.

KERTECHIAN, K.S. et EL FARR, H. (2024). The Impact of Negative Body Image on Turnover Intention: The Mediating and Amplifying Role of Perceived Discrimination. Dans: 35e Congrès de l'AGRH. EADA Business School, Barcelona.

KERTECHIAN, K.S. (2024). The Scarcity of Workplace Fun and the Rise of 'Survival' Commitment: Navigating the Multi-Crisis Lebanese Context. Dans: EURAM. University of Bath.

KERTECHIAN, K.S. et EL FARR, H. (2024). Exploring the Socioeconomic Challenges of Artificial Intelligence. Dans: 4e édition des journées de recherche en éthique : Le monde professionnel à l'heure du management éthique (ESSCA-ESG UQAM). Bordeaux.

KERTECHIAN, K.S. (2023). Mapping corporate social responsibility and human resource management: a bibliometric analysis. Dans: 3e édition des Journées de recherche en éthique "L'éthique en situations complexes et contemporaines : vers de nouvelles perspectives" (ESG-UQAM, ESSCA). Montréal.

KERTECHIAN, K.S. (2022). Leader-Member Exchange, Voice and Performance among employees from the Middle East. Dans: 7th IASS Conference. Canadian University Dubai.

KERTECHIAN, K.S. et ISMAIL, H.N. (2021). The Relationship between Visionary Leadership and Organizational Citizenship Behavior in the Middle East: A Sequential Mediation Model. Dans: AIB Annual Conference - The Middle East and North Africa (MENA) Chapter. Dubai.

AMINE, A.A., KERTECHIAN, K.S. et NEHME, M. (2021). Parallel mediation model of distributive and procedural justice on the relationship between commitment and performance during COVID-19 pandemic. Dans: 9th ISCLO. TELKOM University, Bandung.

KERTECHIAN, K.S. (2021). Tackle the "bureaucratic paradox" by enabling employee ambidexterity: best-practice recommendations. Dans: British Academy of Management Conference. Lancaster

KERTECHIAN, K.S. (2020). Applying the Push-Pull-Mooring Framework to Better Understand Newcomers' "In and Out" Intentions in a Canadian Grocery Store Chain. Dans: 4th ICABL Conference. University of Dubai.

KERTECHIAN, K.S. et ISMAIL, H.N. (2019). Women employment and human resource management policies in the middle east: A review of the literature. Dans: 4th Global Conference on International Human Resource Management. The Pennsylvania State University.

KERTECHIAN, K.S. (2018). Le processus de recrutement à l'ère des réseaux sociaux : quel impact pour les candidats ? Digital & Management : Quelles innovations pour la pédagogie, la recherche et les équipes opérationnelles ? Dans: AGORA IAE France. IAE de Lyon.

KERTECHIAN, K.S. (2017). La photo de profil Facebook comme facteur décisionnel au moment du recrutement. Dans: The Lebanese Conference on Information Systems. Lebanese American University, Beirut.

KERTECHIAN, K.S. (2017). L'apparence comme mode de régulation sociale au travail. Dans: Journée de recherche de l'Université Libre de Bruxelles et de l'Université Paris 1 - Panthéon Sorbonne. Paris.

KERTECHIAN, K.S. (2016). Outside physical standards, outside workplace. Dans: 7th world congress on obesity. Toronto.

ROY, A. et KERTECHIAN, K.S. (2016). The impact of low-cut clothing on the selection of saleswomen and accountant candidates: A French empirical testing. Dans: Appearance Matters 7. Royal college of Surgeon, London.

KERTECHIAN, K.S. (2016). The scientific testing: progress and perspectives. Dans: 27th IBIMA Conference. Milan.

KERTECHIAN, K.S. (2015). The influence of beauty on the selection process: A comparison by testing between two European countries. Dans: 26th IBIMA Conference. Madrid.

KERTECHIAN, K.S. (2015). Beauty at work: an unexpected impact. Making Sense of Beauty, Dans: The Beauty Project: 5th Global Meeting. Mansfield College, Oxford University, Oxford.

Etudes de cas

CALVEZ, V., BERTRAND, J.L. et KERTECHIAN, K.S. (2025). Miss Belgium : les ravages de la beauté en entreprise. H0716. Paris. CCMP.

Présentation dans un séminaire de recherche

KERTECHIAN, K.S. (2023). 31 years of Organizational Behavior and Human Decision Processes: a retrospective review. Dans: Séminaire du groupe de recherche "Organization, Management and Human Resources". ESSCA, Lyon.

Contributions intellectuelles orientées vers la pratique, diffusion des savoirs

KERTECHIAN, K.S. (2023). Employee resilience isn't the magic bullet solution to adversity that organizations think it is. *The Conversation* Avril.

ACTIVITÉS DE RECHERCHE

Activités éditoriales

Comité éditorial de revue scientifique

Depuis 2024 Membre du conseil consultatif, Heliyon

Évaluateur d'une publication académique / professionnelle

Depuis 2023 Évaluateur ad-hoc, International Journal of Organizational Analysis

Depuis 2023 Évaluateur ad-hoc, International Journal of Management Education

Depuis 2017 Évaluateur ad-hoc, International Journal for Educational and Vocational Guidance

Depuis 2017 Évaluateur ad-hoc, Organization Management Journal

Depuis 2017 Évaluateur ad-hoc, FIIB Business Review

Depuis 2017 Évaluateur ad-hoc, Applied Psychology: An International Review

Depuis 2017 Évaluateur ad-hoc, Personnel Review

Depuis 2017 Évaluateur ad-hoc, International Journal of Manpower

Depuis 2017 Évaluateur ad-hoc, Heliyon

Depuis 2017 Évaluateur ad-hoc, European Business Review

Depuis 2017 Évaluateur ad-hoc, Journal of Developing Areas

Service à la discipline

Membre adhérent à une association académique

Depuis 2021 Membre actif, Academy of International Business (AIB), Etats-Unis d'Amérique

Service à la communauté professionnelle

Contributions orientées vers la pratique

Depuis 2022 SAGE Business Core – ouvrage interactif sur la théorie du capital humain et ses applications professionnelles, Sage publications

Jury de doctorat

2024, Rapporteur

N. JURJUS, Soutenue, L'influence de l'apparence physique au niveau du recrutement : le cas du secteur bancaire libanais, Université Saint-Joseph - Beyrouth