



## Assistant Professor Timea DAVID

Academic Department: Organization, Management  
and Human Resources

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### RESEARCH INTERESTS

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- Appraisal and Coping at Work
- Cognitive theories in Organizational Behavior

### TEACHING DOMAINS

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- Management
- Human Resource Management
- Organizational Behavior & Leadership
- Research Method and Data Analysis

### EDUCATION

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*Highest degree :*

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| 2023 | PhD in Management, National Cheng Kung University, Taiwan                        |
| 2012 | Master in Business and Management, ESSCA School of Management, France            |
| 2010 | Bachelor in Economics and Management, Université de Picardie Jules Verne, France |

### PROFESSIONAL EXPERIENCE

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#### Academic experience and positions

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| Since 2022  | Assistant Professor, ESSCA School of Management, Hungary |
| 2019 - 2022 | Adjunct Lecturer, National Cheng Kung University, Taiwan |

#### Professional experience

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| 2015 - 2017 | Technical assistant, Intel Germany GmbH, Germany                             |
| 2014 - 2015 | Operations Analyst, Intel Germany GmbH, Germany                              |
| 2012 - 2014 | Business Strategy Specialist, Intel Germany GmbH, Germany                    |
| 2011 - 2011 | Superviseur, département des opérations, QIMA - Global Services, China (PRC) |

### GRANTS AND HONORS

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| 2020 | Academic Research Award, Ministry of Science and Technology, Taiwan |
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### Peer-reviewed Articles

- DAVID, T. (2025). Facing the Green Eye: A Grounded Model of Coping with Perceived Envy at Work. *Qualitative Research in Organizations and Management*, 20(4), pp. 424–443.
- DAVID, T. and BORSI, B. (2025). Human–AI Interaction in Knowledge Ecosystems: A Context–Mechanism–Outcome Perspective. Forthcoming *Journal of Knowledge Management*.
- DAVID, T. and SHIH, H.A. (2025). Supervisory Security Provision: The Effect of Authoritarian Leadership on Psychological Safety. *Small Group Research*, 56(4), pp. 665–696.
- DAVID, T. and SHIH, H.A. (2025). Securing success: Exploring attachment dynamics and psychological safety for adaptive behaviors in a military context. *Military Psychology*, 37(4), pp. 269-279.
- DAVID, T. and SHIH, H.A. (2024). The need to belong: Relational coping strategies in the face of coworker envy. *European Management Journal*, 42(5), pp. 791-799.
- DAVID, T. and SHIH, H. (2024). Approach and avoidance motivations in response to being envied at work and their effects on proactivity. *Canadian Journal of Administrative Sciences - Revue Canadienne des Sciences de l'Administration*, 41(1), pp. 94-108.
- DAVID, T. and SHIH, H.A. (2024). Evolutionary motives in employees' knowledge behavior when being envied at work. *Journal of Knowledge Management*, 28(3), pp. 855-873.

### Conference proceedings

- DAVID, T., SHIH, H.A. and CHENG, T.H. (2025). Territorial Dynamics and Perceived Overqualification: Implications for Innovation. In: *AOM Annual Meeting*. Copenhagen: Proceedings - Academy of Management (AOM).
- DAVID, T. and SHIH, H.A. (2024). On the Surface or by the Heart: Unpacking the Depleting Effect of Responding to Coworker Envy. In: *AOM Annual Meeting*. Chicago: Proceedings - Academy of Management (AOM).
- DAVID, T., SHIH, H.A. and CHENG, T.H. (2024). Managing Relationship Conflict at Work: The Effect of Emotion Regulation and Social Interactions. In: *AOM Annual Meeting*. Chicago: Proceedings - Academy of Management (AOM).
- DAVID, T. and SHIH, H.A. (2023). If You Only Knew: Contrastive Motivations in Envied Employees' Knowledge Behavior. In: *AOM Annual Meeting*. Boston: Proceedings - Academy of Management (AOM).
- DAVID, T. and SHIH, H.A. (2022). The Need to Belong: Relational Coping Strategies in the Face of Coworker Envy. In: *AOM Annual Meeting*. Seattle: Proceedings - Academy of Management (AOM).
- DAVID, T. and SHIH, H.A. (2021). Approach or Avoidance: Contrasting Effects of Envy-Related Coping Strategies. In: *AOM Annual Meeting*. Proceedings - Academy of Management (AOM).
- DAVID, T. and SHIH, H.A. (2019). 'Safe Haven and Secure Base'? Attachment Dynamics in the Multilevel Effects of Authoritarian Leaders. In: *AOM Annual Meeting*. Proceedings - Academy of Management (AOM).

### Conference paper (with selection committee)

- BORSI, B. and DAVID, T. (2025). Mapping Theories to Business Model Transformations: A Scoping Review. In: XXXIVe 2025 AIMS Conference « Le management des ressources au 21e siècle ». Lille.
- DAVID, T. (2025). Artificial Intelligence in Organizational Psychology: A Bibliometric Analysis and

Literature Review. In: EURAM 2025 Annual Conference. Università di Firenze.

DAVID, T., SHIH, H.A. and CHENG, T.H. (2024). Navigating the unknown: Unleashing innovation through emotion regulation and social interactions when faced with relationship conflict. In: The 13th Asia Academy of Management Conference. Curtin University.

DAVID, T. and SHIH, H.A. (2024). The resource depletion dilemma: The effect of responding to coworker envy on engagement. In: The 13th Asia Academy of Management Conference. Curtin University.

DAVID, T. and SHIH, H.A. (2020). Sorry for You or Sorry for Me: Contrasting Effects of Envy-Related Coping Strategies. In: Annual Meeting of the European Academy of Management. Dublin.

DAVID, T. and SHIH, H.A. (2019). Safe and Sound: Understanding Multi-Level Mechanisms of Authoritarian Leaders through a Moderated Mediation Model. In: Annual Meeting of the Asian Academy of Management. Bali.

### **Presentation in a research seminar**

DAVID, T. (2023). Facing the Green Eye: A Grounded Model of Emotional, Cognitive, and Behavioral Responses to Coworker Envy. In: Séminaire du groupe de recherche "Organization, Management and Human Resources". ESSCA, Lyon.

## **RESEARCH ACTIVITIES**

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### **Editorial activities**

#### **Reviewer for an academic or professional publication**

Since 2023     Ad-hoc reviewer, Journal of Applied Psychology

Since 2023     Ad-hoc reviewer, Psychological Reports

### **Service to the academic discipline**

#### **Scientific committee of an academic conference**

2024 - 2024     Session chair. People Are People: Emotional and Social Skills at Work, Academy of Management (AOM), United States of America

2024 - 2024     Session chair. Emotions and Well-Being in Conflict, Negotiation, and Social Exchange, Academy of Management (AOM), United States of America

2024 - 2024     Session chair: Emotions and Workplace Relationships. Asia Academy of Management (AAOM)

#### **Membership in an academic association**

Since 2020     Member, European Academy of Management (EURAM), Belgium

Since 2019     Member, Asian Academy of Management , China (PRC)

Since 2019     Member, Academy of Management (AOM), United States of America