



Associate Professor Elena ESSIG

Academic Department: Organization, Management
and Human Resources

Email: elena.essig@essca.fr

RESEARCH INTERESTS

- Organizational Behavior
- Psychological Ownership
- Gender Equality
- Military Environment

TEACHING DOMAINS

- International Human Resource Management
- Intercultural Management
- Introduction in Management
- Organizational Behavior

EDUCATION

Highest degree :

- | | |
|------|--|
| 2018 | PhD in Management Science, Human Resource Management, University François Rabelais, France
<i>Le processus de développement de la propriété psychologique</i> |
| 2012 | Master Research in Business Administration, IAE Tours, France |
| 2011 | Master in Human Ressource Management and Business Administration, IAE Tours, France |
| 2009 | Bachelor of Arts in International Business, Karlsruhe Institute of Technology, Germany |
| 2009 | Bachelor of Arts in European Business, University of Lincoln, United Kingdom |

CERTIFICATIONS

- | | |
|------|--|
| 2025 | Project Management Professional (PMP®) from PMI, -, France |
| 2024 | Certified Coach. EMCC; Global DISC®© certification; AEC DISC®© Certification; Prosci® Certified Change Practitioner, -, France |

PROFESSIONAL EXPERIENCE

Academic experience and positions

- | | |
|-------------|---|
| Since 2022 | Associate Professor, ESSCA School of Management, France |
| 2016 - 2022 | Assistant Professor, ESSCA School of Management, France |

PROFESSIONAL EXPERIENCE

Academic experience and positions

- 2015 - 2016 Full Professor, ESCEM, France
- 2013 - 2015 Assistant Professor, ESCEM, France
- 2012 - 2013 Research assistant, ESCEM, France

Professional experience

- 2010 - 2012 Human Ressource Assistant, Armée de l'air, France
- 2009 - 2009 Buyer East of Europa and Asia areas, Ami Doduco, Germany
- 2005 - 2005 Commercial assistant, Vernet Behringer, France

INTELLECTUAL CONTRIBUTIONS

Peer-reviewed Articles

- RECHBERG, I.D.W. and ESSIG, E. (2025). How Knowledge Sharing and Emotional Intelligence Drive Team Performance". *European Management Review*, 22(1), pp. 79-95.
- ESSIG, E. (2024). What do you own if you have nothing? Psychological ownership in the context of institutional minimalism in the armed forces. *Journal of Business Research*, 183, pp. 114866.
- ESSIG, E. and SOPARNOT, R. (2023). Toute médaille a son revers : les effets de la mixité des équipes militaires sur l'intensité conflictuelle et la cohésion. *Gestion et Management Public*, 11(2), pp. 9-30.
- BOREL, P. and ESSIG, E. (2022). L'autocensure des hommes face au congé parental: Le cas français. *Canadian Journal of Administrative Sciences - Revue Canadienne des Sciences de l'Administration*, 39(2), pp. O30-O49.
- ESSIG, E. and SOPARNOT, R. (2021). Psychological Ownership Meets the Big Five. *Revue de Gestion des Ressources Humaines*, 120(2), pp. 22-38.
- ESSIG, E. and SOPARNOT, R. (2019). Re-thinking gender inequalities at work - a framework from the male perspective. *M@n@gement*, 22(3), pp. 373-410.
- SOPARNOT, R., RENARD, L., KHACHLOUF, N. and ESSIG, E. (2018). Entrée et dynamique de coopération entre acteurs de projets automobiles. *La Revue des Sciences de Gestion*, 291-292(3-4), pp. 89-101.
- SOPARNOT, R., ESSIG, E. and ABRAHAM, J. (2016). The influence of the relationship with the superior on newcomer's organizational identification and affective commitment. *Revue de Gestion des Ressources Humaines*, 102, pp. 17-41.
- ESSIG, E., SOPARNOT, R. and ABRAHAM, J. (2016). The Influence of the Relationship with the Superior on Newcomers' Organizational Identification and Affective Commitment. *Revue de Gestion des Ressources Humaines*, (102), pp. 17-41.

Chapters in book

- ESSIG, E. (2016). Exploring Psychological Ownership Towards Groups and Its Roots in the French Military Sector . In: Van der Vaart, L., Olckers, C. and Van Zyl, L. eds. *Psychological Ownership: Theoretical Perspectives and Applications for Multi-Cultural Contexts*. 1st ed. New-York: Springer, Cham.

Conference proceedings

- PATIENT, D., BAER, M., ESSIG, E., GIORDANO, A., MARTINS, E., ZHU, H. ... SGUERA, F. (2016). New Developments in Psychological Ownership Research - Assessing the Relations

Between Personality Traits and Feelings of Possession. In: . Proceedings - Academy of Management (AOM).

SOPARNOT, R., ESSIG, E. and ABRAHAM, J. (2015). Every Medal Has Two Sides: Gender Diversity in the French Air Force. In: *EAWOP*. Oslo:

SOPARNOT, R., ESSIG, E. and ABRAHAM, J. (2014). Les effets de la diversité de genre dans l'armée de l'air . In: *FNEGE*.

Conference paper (with selection committee)

ESSIG, E. (2025). Are men from Venus and women from Mars? Spousal social support in female-led expatriate couples. In: The 39th Edition of the BAM Conference: On the Border: Management Challenges, Business Opportunities and Disrupted Institutional Contexts. University of Kent, Canterbury.

ESSIG, E. (2025). In: 18th Equality Diversity and Inclusion International Conference; AI and diversity in a datafied world of work: Will the future of work be inclusive? Alba Graduate Business School, Deree, The American College of Greece.

ESSIG, E. (2019). Influence of time and context on development of psychological ownership - a longitudinal study. In: EURAM 2019 Exploring the future of management. Lisbonne.

ESSIG, E. (2019). What do you own if you have nothing? Psychological ownership in the Army. 19th EAWOP Congress. Working for a greater good. In: European Association of Work and Organizational Psychology. Turin.

ESSIG, E. (2019). Men's are people too - re-thinking gender inequalities at work. In: Journées de recherche AGRH : Pour une approche inclusive du travail et de la formation. Université de Tours.

ESSIG, E. and SOPARNOT, R. (2016). Re-thinking Diversity – Men are People too. In: 12e Rencontres internationales de la diversité - La diversité : pratiques, métiers et modèles en devenir. La Rochelle.

ESSIG, E. (2016). Assessing the relations between personality traits and feelings of possession. In: 76th Annual Meeting of the Academy of Management: Making Organizations Meaningful. Anaheim.

SOPARNOT, R., BOREL, P. and ESSIG, E. (2016). Comment la recherche en management peut-elle devenir plus pertinente ? In: 84e Congrès de l'ACFAS. Montréal.

ESSIG, E., ABRAHAM, J. and SOPARNOT, R. (2015). Every Medal Has Two Sides: Gender Diversity in the French Air Force. In: 17e Congrès de l' European Association of Work and Organizational Psychology (EAWOP). Oslo.

ESSIG, E., ABRAHAM, J. and SOPARNOT, R. (2015). Generation Y in the French Air Force: The Relationship with a Superior as an Antecedent of Organizational Identification and Affective Commitment. In: Colloque du u CEREFIGE : Comportements de la génération Y au sein des organisations. Metz.

ESSIG, E. (2014). Influence of Psychological Ownership on Cohesiveness and Territoriality: The Case of Young Non-commissioned Officers in the French Air Force. In: ICAP 2014 International Conference on Applied Psychology. Paris.

RESEARCH ACTIVITIES

Service to the academic discipline

Membership in an academic association

Since 2019 Professional affiliation, European Academy of Management (EURAM)

Since 2015 Professional affiliation, Academy of Management (AOM)

Since 2015 Professional affiliation, International Association of Applied Psychology (IAAP)

Since 2015 Professional affiliation

Service to professional community

Participation in professional events, roundtables

2014 - 2014 Impacts de la diversité des genres à l'armée de l'air. Semaine du Management : Pour un management de la diversité, with Abraham, J. et Soparnot, R., FNEGE, France