



Postdoctoral researcher Pierre EL HOWEYK

Academic Department:

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RESEARCH INTERESTS

- Organizational Learning
- Algorithmic Management
- Future of Work
- Human Resources

TEACHING DOMAINS

- Human Resources Management
- AI for business
- Change Management
- Information systems Management

EDUCATION

Highest degree :

- | | |
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| 2024 | Doctorate, Management Science, IAE Paris Sorbonne Business School, Université Panthéon-Sorbonne - Paris 1, France
<i>Les processus d'apprentissage dans les organisations syndicales : Le cas de la gestion algorithmique.</i> |
| 2016 | Master, Management Science, research and finance option, Saint Joseph University, Lebanon |
| 2015 | Master, Management Science, Accounting, Control, Audit option, Saint Joseph University, Lebanon |
| 2013 | Licence (Bachelor), Management Science, Saint Joseph University, Lebanon |

PROFESSIONAL EXPERIENCE

Academic experience and positions

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| Since 2025 | Postdoctoral researcher, ESSCA School of Management, France |
| 2021 - 2024 | Temporary Research and Teaching Assistant, École de Management de la Sorbonne UFR 06, Université Panthéon-Sorbonne - Paris 1, France |
| 2019 - 2021 | Teacher (on temporary assignment): IAE Paris-Sobonne, Université Paris 1 Panthéon-Sorbonne, Université Paris 3 Sorbonne Nouvelle, Emlyon business school, IESEG business school |
| 2014 - 2019 | Research assistant, Saint Joseph University, Lebanon |

PROFESSIONAL EXPERIENCE

Professional experience

- 2014 - 2019 Internal auditor. Education authority, internal audit and asset control department, Saint Joseph University, Lebanon
- 2014 - 2014 Comptable junior, département contrôle des projets et finances., CET-Consolidated Engineering & Trading Co, Lebanon
- 2010 - 2011 Administrative assistant, Est. Hoayek, Lebanon

GRANTS AND HONORS

- 2025 and al. EUonAIR - European University on AI in Curricula, Smart UniverCity and (Return)Mobility ERASMUS-EDU-2024-EUR-UNIV-1. Partners: Akademia Leona Kozminkiego (PL); Hochschule für Technik und Wirtschaft Berlin (DE); ZSEM - Zagrebacka Skola Ekonomije I Managementa (HR); Polsko-Japonska Akademia Technik Komputerowy (PL); Fundacio Privada Universitat Abat Oliba Ceu (ES); Ism Vadybos Ir Ekonomikos Universitetas Uab (LT); ESSCA (FR); Luxembourg School Of Business Asbl (LU); University Of Piraeus, Erasmus + Programme européen pour l'éducation, la formation, la jeunesse et le sport

INTELLECTUAL CONTRIBUTIONS

Peer-reviewed Articles

- CHEDRAWI, C., EL HOWEYEK, P. and TARHINI, A. (2019). CSR and legitimacy in higher education accreditation programs, an isomorphic approach of Lebanese business schools. *Quality Assurance in Education*, 27(1), pp. 70-81.
- CHEDRAWI, C., EL HOWEYEK, P. and OSTA, A. (2018). Organization Change and Development in Higher Education, a Neo-Institutional Approach of Accreditation: The Case of a Lebanese Business School. *Management and business research quarterly*, (1), pp. 1-15.

Chapters in book

- EL HOWEYEK, P. (2024). Algorithmic Management from a 'Fault-Line' to a Frontline. In: Tanya Bondarouk, Jeroen Meijerink eds. *Research Handbook on Human Resource Management and Disruptive Technologies*. 1st ed. Cheltenham: Edward Elgar Publishing.
- CHEDRAWI, C. and EL HOWEYEK, P. (2019). Artificial Intelligence a Disruptive Innovation in Higher Education Accreditation Programs: Expert Systems and AACSB. In: Youcef Baghdadi, Antoine Harfouche eds. *ICT for a Better Life and a Better World*. 1st ed. London: Springer International Publishing, pp. 115–129.

Conference paper (with selection committee)

- EL HOWEYEK, P. (2025). Can Algorithmic Management Be Trustworthy? Exploring Managerial Vulnerability Through a Stakeholder Approach. In: 36e Congrès de l'AGRH. Deauville.
- EL HOWEYEK, P. (2024). How organizational experimentation can sow the seeds of regulatory reform. The case of DIALIA project (France). In: ETUI-ETUCE Conference on AI - "Future of work: rethinking workers' rights in the digital age". Brussels.
- EL HOWEYEK, P. (2023). Trade unions organizational learning and "fault -lines" toward an alternative form of action: The case of two French confederations with algorithmic management. In: 39th EGOS Colloquium. Università degli Studi di Cagliari.
- EL HOWEYEK, P. (2022). How do unions learn? Trade unions organizational learning in a pragmatist lens. The case of two French Unions and algorithmic management. In: Atelier Doctoral - 33e Congrès de l'AGRH « Enjeux de Société et Gestion des Ressources Humaines ». Université

de Brest.

EL HOWEYEK, P. (2022). Algorithmic Management from a “Fault Line” to a front-line subject of trade unions organizational learning: A Comparative Study of Two French Unions. In: 1st EISAM on people analytics & algorithmic management (PAAM). UCD Dublin.

EL HOWEYEK, P. (2021). La gestion algorithmique du personnel : une approche par l'expérimentation institutionnelle. In: Atelier Doctoral - 31e Congrès de l'AGRH « Vers une approche inclusive de la GRH ? ». Université de Tours.

CHEDRAWI, C. and EL HOWEYEK, P. (2019). Blockchain Technology and RBV Strategy Formulation: the case of the Lebanese Armed Force. In: Artificial Intelligence in Security and Defense 2019 (AISD 2019). Beirut.

CHEDRAWI, C. and EL HOWEYEK, P. (2019). Game Theory and Permissioned Blockchain, a solid solution for Inter-agency Information Sharing: the case of Lebanese Defense and security agencies. In: Artificial Intelligence in Security and Defense 2019 (AISD 2019). Beirut.

CHEDRAWI, C. and EL HOWEYEK, P. (2018). The role of Blockchain Technology in Military Strategy formulation, a resource-based view on capabilities. In: Cognitive Analytics Management 2018 (CAM 2018). American University of Beirut.

EL HOWEYEK, P. and CHEDRAWI, C. (2018). Audit in the Blockchain era within a principal agent approach. In: Information and Communication Technologies in Organizations and Society (ICTO2018): Information and Communication Technologies for an inclusive world. Université Paris Nanterre.

CHEDRAWI, C., EL HOWEYEK, P. and TARHINI, A. (2017). CSR and Legitimacy in Higher Education Accreditation Programs, an Isomorphic Approach of Lebanese Business Schools. In: The 3rd International Conference on Organization and Management (ICOM). Abu Dhabi University.

CHEDRAWI, C., EL HOWEYEK, P. and OSTA, A. (2017). Organization Change and Development in Higher Education, a Neo-Institutional Approach of Accreditation: The Case of a Lebanese Business School. In: The 6th International Conference on New Challenges in Management and Business (NCM). Dubaï.

Presentation in a research seminar

EL HOWEYEK, P. (2024). How does a pragmatist approach to learning contribute to an improved understanding of experimentation? The case of regulating algorithmic management in France. In: 12th edition of the KIN Summer School. Vrije Universiteit Amsterdam.

EL HOWEYEK, P., PASQUIER, V. and BOURGUIGNON, R. (2024). Understanding how learning processes shape labour union responses to AI. Two cases of French ‘white collar’ unions. In: Journée Sorbonne Recherche Management SRM : Organisations et intelligence artificielle : une approche interdisciplinaire, IAE Paris - Sorbonne Business School.

Practice-oriented contributions

EL HOWEYEK, P. (2021). and al. Le guide des usages numériques pour les acteurs du dialogue social. Réalités du Dialogue Social, France.

RESEARCH ACTIVITIES

Editorial activities

Editorial board of scientific journals

- Since 2024 Member of the reviewer pool, Journal of Business Ethics
- Since 2022 Member of the reviewer pool, Socio-Economic Review
- 2022 - 2023 Member of the board of graduate editorial intern, Socio-Economic Review

Service to the academic discipline

Participation in a research consortium

- Since 2021 Chaire Transformation et Régulation de la Relation de Travail, Université Paris-Est Créteil Val de Marne (UPEC) - Paris 12, France
- Since 2019 Chaire Mutations Anticipation et Innovation, IAE Paris Sorbonne Business School, France
- Since 2019 Member of the GRT Dialogue Social, Association Francophone de Gestion des Ressources Humaines (AGRH), France
- 2025 - 2026 Cohort of the "Reshaping Work" Fellowship Programme, Netherlands (The)

Service to professional community

Activities in direct contact with business leaders or public decision-makers

- Since 2024 Member of the 'capitalisation committee' in the projet FACT IA and working conditions. Aract (Action régionale), Agence nationale pour l'amélioration des conditions de travail - anact, France
- 2025 - 2025 Keynote speaker Summit "Réinventer l'IA : Pour une révolution numérique au service de l'humain et de la planète"
- 2025 - 2025 3 seminars to discuss AI and work, Agence nationale pour l'amélioration des conditions de travail - anact, France
- 2024 - 2024 Experte : atelier de prospective. Section on employment, social affairs and citizenship, European Economic and Social Committee (EESC)
- 2024 - 2024 Round table on "Transformations numériques du travail : quelles formes de dialogue pour quels enjeux de régulation ?". La Fabrique CTO – AMI Dialogue Social Technologique, Agence nationale pour l'amélioration des conditions de travail - anact, France
- 2024 - 2024 Practical workshop on the effects of AI at work. Ateliers pratiques. AvoSial, Avocats d'entreprise en droit social
- 2022 - 2024 DIAL IA project. Member of the coordination team for the project led by IRES and signed with ANACT (funding body)
- 2023 - 2023 Soirée CDO & HR : Dialogue social et Intelligence Artificielle - Datacraft, France
- 2023 - 2023 Workshop 3 - How can we organise the technological social dialogue? Conseil National de la Refondation Numérique
- 2021 - 2023 SeCoIA Deal Project (Serving Confidence in AI by Deal), financed by the European Commission
- 2019 - 2022 Member of the Digital and Social Dialogue Working Group. Réalités du Dialogue Social