

Associate Professor Judith RAKOTONDRALAY-MAYELA

Academic Department: Organization, Management
and Human Resources

Email: Judith.MAYELA-NTUMBA@essca.fr

RESEARCH INTERESTS

- Meaning and loss of meaning at work
- Health and wellbeing at work
- Managing young generations

TEACHING DOMAINS

- Human Resources Management
- Management: research method, cross cultural, project management

EDUCATION

Highest degree :

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| 2025 | Doctorate, Management Science, Human Resources Management, Université Paul-Valéry-Montpellier 3, France
<i>Une contribution à la compréhension du brown-out dans le cas des milléniaux qualifiés : proposition de définition et de mesure</i> |
| 2015 | Master in Management (Grande Ecole program), MBS School of Business, France |
| 2012 | Bachelor in management (with an academic exchange at Leeds Beckett Uni., Leeds), MBS School of Business, France |
| 2011 | Bachelor Business and languages (LEA), Université Aix-Marseille, France |

PROFESSIONAL EXPERIENCE

Academic experience and positions

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| Since 2025 | Associate Professor, ESSCA School of Management, France |
| 2022 - 2025 | Adjunct Lecturer, ESSCA School of Management, France |
| 2021 - 2023 | Temporary Teaching Assistant, Université Paul-Valéry-Montpellier 3, France |
| 2020 - 2021 | Teacher (on temporary assignment), Pigier, France |

Professional experience

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| 2017 - 2024 | Business Development Manager, MBS School of Business, France |
| 2016 - 2017 | Key Account Sales Representative, Natra Cacao, Spain |
| 2015 - 2016 | Trade Marketing Manager, Barry Callebaut, France |
| 2014 - 2015 | Assistant Brand Manager, Barry Callebaut, France |
| 2013 - 2014 | Marketing and Communication Coordinator, Michel Cluizel USA,, United States of America |

PROFESSIONAL EXPERIENCE

Professional experience

INTELLECTUAL CONTRIBUTIONS

Conference paper (with selection committee)

RAKOTONDRALAY-MAYELA, J. and BELGHITI-MAHUT, S. (2023). Brown-out among skilled Millennials: what challenges for companies? In: 34e congrès annuel de l'AGRH. Ajaccio.

RAKOTONDRALAY-MAYELA, J. and BELGHITI-MAHUT, S. (2022). Recognition of foreign-trained physicians in France and inclusive diversity management: the case of non-EU graduates (PADHUE)", In: 17es Rencontres Internationales de la Diversité (RID). Université Mohammed V, Rabat.

RAKOTONDRALAY-MAYELA, J. and BELGHITI-MAHUT, S. (2022). Brown-out among skilled Millennials: what (de)constructs their meaning at work?". In: 33e congrès annuel de l'AGRH. Brest.

RAKOTONDRALAY-MAYELA, J. and BELGHITI-MAHUT, S. (2021). Brown-out among Millennials: consequence of a loss of meaning at work? In: 16es Rencontres Internationales de la Diversité (RID). Aix-en-Provence.

RAKOTONDRALAY-MAYELA, J. and BELGHITI-MAHUT, S. (2021). Brown-out among Millennials: consequence of a loss of meaning at work? In: Workshop doctoral, 32e congrès annuel de l'AGRH. Paris.

Presentation in a research seminar

RAKOTONDRALAY-MAYELA, J. and BELGHITI-MAHUT, S. (2025). Brown-out: a result of psychological contract breach? the case of skilled millennials. In: RIPCO. Paris.