



STRATEGY & MANAGEMENT

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BIOGRAPHY

Marie José Scotto is Researcher and Professor at IPAG Business School in Paris and Nice and Head of HR Department. She teaches Human Resources, Organizational Theories and Research Methods and is in charge of several Masters Programs in Nice and Paris. Previously to her Academic Career, Marie José Scotto who holds an MBA from HEC Paris Business School, worked in the Private Business Sector as Project Manager and Product Manager for IT Software Companies. Her Field of Research focuses on Gender Diversity and HR. She is the author of 48 Academic Publications, including 33 Academic Communications, 9 papers published in Academic Journals and 6 chapters of Scientific Books. Marie José Scotto is also a full member of the French Association of Human Resource Managers.

EDUCATION

2008: Ph.D. in Management and Business. University of Auvergne, France

1984: M.B.A., HEC Business School, Paris, France

1982: M.A. in Management. ICN Business School, Nancy, France

TEACHING AREAS

- Human Resource Management
- Organizational Design
- Diversity Management / Gender Diversity
- Corporate Social Responsibility

RESEARCH AREAS

- Gender Diversity
- Human Resource

TEACHING PROGRAMS

- Program “Grande Ecole”

PROFESSIONAL EXPERIENCES

Since 1989: Professor. IPAG Business School: Nice and Paris Campus. Head of HR Department

Since 1999: Lecturer of Human Resource Management. UNSA (University of Nice Sophia Antipolis: IUT Nice and Cannes, IAE Nice

1988 – 1990: Project Manager and Business Developer. Miss Techniques and Communication, Nice

1984 – 1988: Manager of software development projects; Product Manager (marketing and sales)

SELECTED PUBLICATIONS

- M.-J. Scotto, R. Dang, A.-F Bender, L. Houanti, « Représentation des femmes dans les conseils d'administration et performance économique : quels enseignements des PME françaises cotées ? », *Management & Avenir*, n°97, pp. 61-79, 2018.
- M.-J. Scotto, H. Tiffon, « Les réseaux sociaux internes: un outil de promotion de l'égalité de Genre - le Women in France Lab du groupe IBM » *Question(s) de Management*, forthcoming.
- M.-J. Scotto, A.-F Bender, R. Dang, « Les profils des femmes membres des conseils d'administration en France », *Travail, Genre et Société*, vol. 35, pp. 67-85, 2016.
- M.-J. Scotto, A. Bender, R. Dang, « Women on French Corporate Board of Directors: How Do They Differ from their Male Counterparts? », *Journal of Applied Business Research*, vol. 30 (2), pp.489-507, 2014.
- M.-J. Scotto, H. Tiffon, A. Boyer, N. Daecken, « De la diversité des âges à la gestion intergénérationnelle, le cas de trois banques françaises », *Questions de Management*, n°6, pp.61-73, 2014.
- M.-J. Scotto, R. Chakroun, N. Soudre, « Identification du harcèlement sexuel et légitimité des futurs managers à intervenir: Effets du genre et des informations délivrées », *Psychologie du travail et des organisations*, vol. 20 (2), pp. 145-152, 2014.
- M.-J. Scotto, A. Boyer, « Gouvernance d'entreprise et responsabilité sociale au Maroc: l'évolution de l'OCP (Office Chérifien des Phosphates) », *Management & Avenir*, n°63, pp. 164-185, 2013.
- M.-J. Scotto, Prince L., Boyer A. and Chakroun R., Students and Managers perception regarding Diversity Management Training: a comparative approach as an incentive to improve, *Management et Avenir*, n° 28, pp.250-267, 2009
- M.-J. Scotto, Boyer A. and Sappe R., Success for Gender Diversity: Developing Professional Equality in Masculine Sector, the CARI Case, a Building Company in South East France. *Management et Avenir*, n°18, pp.18-41, 2008.