



STRATEGY & MANAGEMENT

FARANAK FARZANEH

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BIOGRAPHY

Faranak FARZANEH is an assistant professor at IPAG Business School. She has several experiences in Canadian and French context. Her research interests generally revolve around the interface between organizational behavior and human resources. In her doctoral dissertation, she studied factors that affect employee innovation and found that job insecurity hinders an employee's innovative behavior. In 2014, she was the best thesis finalist candidate for Fondation Nationale pour l'Enseignement de la Gestion des Entreprises (FNEGE). As a secondary research stream, she performed in her postdoctoral research project (HEC-Montréal), a critical literature review of the board of directors' internal dynamics. Her current research focuses mainly on impact of Artificial intelligence on human resources. Faranak presented her research in international conferences including AOM and she is the author of several articles published in academic journals.

EDUCATION

2019: Human Resource Management Diploma, Department of Continuing Education, Concordia University, Montréal-Canada

2013: Ph.D. in Business Administration, University of Nice Sophia-Antipolis, Nice-France

2009: Master of science in management, University of Nice Sophia-Antipolis, Nice-France

TEACHING AREAS

- Artificial intelligence and Human resource management
- Human Resources Management
- Performance Management
- Management Science

RESEARCH AREAS

- AI and Human resource management
- Performance Management
- Human Resources Management
- Management Science

TEACHING PROGRAMS

- Program "Grande Ecole"

- BBA
- MBA

PROFESSIONAL EXPERIENCES

2018- Founder of "Formation & Recherche FF" - Laval-Canada

2015-2018: Postdoctoral Fellow, HEC Montréal, Canada

2014-2015: Research Assistant, Telfer Management School, University of Ottawa, Canada

SELECTED PUBLICATIONS

Farzaneh F., Boyer A., Scotto M-J. Subir ou dominer l'intelligence artificielle. *forthcoming* in Gestion 2000.

Boyer A. Farzaneh F. (2019). Vers une éthique de la robotique. Question(s) de management, 2019/2 n° 24, pages 67 à 84. ISSN 2262-7030

Farzaneh F., Boyer A. (2019). Job Insecurity, Innovative Employee Behavior and Outcome Expectations. Available at SSRN: <https://ssrn.com/abstract=3395005> or <http://dx.doi.org/10.2139/ssrn.3395005>

Francoeur C., Aubé C., Sponem S., Farzaneh F. (2018). What do we know about what is going on inside the boardroom? Team Performance management: An international Journal, Vol. 24 Issue: 5/6, pp.250-264, <https://doi.org/10.1108/TPM-07-2017-0033>

Farzaneh F., Boyer A. (2018). La motivation des employés à innover : bilan et perspective, Management & Avenir N 98

Boyer A., Farzaneh F. (2017). Le leader et l'autorité, in Frimousse S, Le Bihan Y, *Réinventer le leadership* pp. 79-92, Éditions EMS, Paris

Farzaneh F. (2015). Ce que l'innovation doit à l'insécurité, Question(s) de management, N°11

Farzaneh F., Boyer A. (2015). Un management sans chef : de l'utopie aux coopératives, in Barabel M., et Meier O. (Eds), *Manageor*, 3eme Édition Dunod, Paris-France

Boyer A., Farzaneh F. (2014). Les principes de la gouvernance appliqués à une entreprise marocaine en voie de globalisation, In Frimousse S., Igalens J., Orsoni J., Thévenet M., *Ressources humaines et responsabilités sociétales*, Éditions EMS, ParisFrance