



MANAGEMENT

Marie-José Scotto

Professor of Human Resource

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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 Masters Programs in Nice and Paris. Marie José Scotto is part of the IPAG Inclusive Enterprise Chair. 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 active in Academic Research through Academic Communications, regular Publications in Academic Journals and Scientific Books chapters. Marie José Scotto is also 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

Research Areas

Gender Diversity, Human Resource, Corporate Social Responsibility

Professional experiences

2019- 2020: Professional Training for the French Minister of Armies (CNAM)

Since 2016: Professor. IPAG Business School: Nice and Paris Campus. Head of HR and CSR Expertise Center

2009-2016: Researcher Lecturer, Head of Masters et Doubles Degrees Programmes Nice et Paris

1989-2009: Lecturer and Coordinator IPAG Business School Nice

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

1984 – 1988: Project Manager Software projects; Product Manager (marketing and sales)

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

Selected publications

Scotto, M.-J., Bruna, M. G., Labidi, I. & Boyer, A. (2020), Réseau de femmes et nouveau territoire de féminisation : le secteur de la Sécurité. *Management et Sciences Sociales*, forthcoming

Bruna, M.G., Dang, R., Scotto, M. & Ammari, A. (2019). Does board gender diversity affect firm risk-taking? Evidence from the French stock market. *Journal of Management and Governance*, 23, 915–938.

Scotto, M.J. & Tiffon, H. (2019). Les réseaux sociaux internes d'entreprise comme dispositifs ascendants de promotion de l'égalité professionnelle F/H : 2 exemples du secteur informatique. *Question(s) de management*, 23(1), 67-87.

Scotto, M., Dang, R. Bender, A.F., & Houanti L. (2018) « Représentation des femmes dans les conseils d'administration et performance économique : quels enseignements des PME françaises cotées ? *Management & Avenir*, 97, 61-79.

Scotto, M. (2018). Eau de Paris, la Diversité en action, l'expérience d'une entreprise pionnière. *Management de la Diversité des ressources humaines, Etudes empiriques et cas d'entreprises*, sd A.F Bender, C. Nashberger et A. Klarsfed, AGRH, Vuibert.

Scotto, M.J., Bender A.F., Dang, R. (2014). Women on French Corporate Board of Directors: How Do They Differ from their Male Counterparts? *Journal of Applied Business Research*, 30 (2), 489-507.

Scotto, M.J., Tiffon, H., Boyer, A., & Daecken, N. (2014). De la diversité des âges à la gestion intergénérationnelle, le cas de trois banques françaises. *Questions de Management*, 6, 61-73.

Scotto, M.J. & Boyer, A. (2013). Gouvernance d'entreprise et responsabilité sociale au Maroc : l'évolution de l'OCP (Office Chérifien des Phosphates). *Management & Avenir*, 63, 164-185.

Scotto, M.J., Prince L., Boyer A. & Chakroun R. (2009). Comparaison des formations à la diversité : la perception des étudiants et des professionnels est-elle un aiguillon vers l'action ? , *Management et Avenir*, 28, 250-267.

Scotto, M.J., Sappe, R. & Boyer, A. (2008). Réussir la diversité du genre. Une expérience de développement de l'égalité professionnelle femme/homme dans le secteur de la construction, souvent considéré comme « masculin »: l'exemple de CARI, entreprise de BTP dans les Alpes Maritimes. *Management & Avenir*, 18(4), 18-41.
