

Dr. Jean-François STICH



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I am Jean-François, an Assistant Professor at ICN Business School, France. My research gravitates around the **impact of technology on employees**. Within this area, I am interested in topics such as technostress, email stress, computer-mediated communication, cyberdeviancy, telecommuting, virtual teams, E-leadership, and also attitudes, well-being and Person-Environment fit theories.

EDUCATION AND QUALIFICATIONS

<p>Education</p>	<p>2013 – 2016 PhD in Management (Lancaster University Management School - AACSB, EQUIS, AMBA) <ul style="list-style-type: none"> • Thesis: Well-Being and Virtual Interactions at Work • Supervised by Prof Cary L. Cooper, Dr Patrick Stacey and Prof Monideepa Tarafdar • Examined by Prof Thomas Jackson </p> <p>2012 – 2013 MSc in Organisational Behaviour (Aston Business School - AACSB, EQUIS, AMBA) <ul style="list-style-type: none"> • Thesis: Authentic Leadership in Virtual Teams (mark: 80%) • Supervised by Drs Joanne Lyubovnikova and Claudia Sacramento • Obtained with Merit </p> <p>2009 – 2013 Master in Business Management (EDHEC Business School - AACSB, EQUIS and AMBA)</p> <p>2007 – 2009 Preparatory Class for Business Schools (Lycée Kléber)</p>
<p>Skills</p>	<p>Languages <ul style="list-style-type: none"> ✓ English: Fluent (TOEFL: 115/120); French: Mother tongue; German: Basic knowledge </p> <p>Computer skills <ul style="list-style-type: none"> ✓ Research software: quantitative (IBM SPSS, R, Gnu PSPP), qualitative (Atlas.TI, NVivo), research (Zotero, Mendeley, Microsoft Office, LibreOffice, Qualtrics, SurveyMonkey) ✓ Teaching software: Moodle, BlackBoard, PollEverywhere, TurningPoint (clickers) ✓ Other software: Word, Excel, PowerPoint, Oracle's PeopleSoft, OpenERP ✓ Scripting languages: statistics (R, SPSS), website creation (HTML 5, CSS 3, PHP, SQL) </p> <p>Research skills <ul style="list-style-type: none"> ✓ Quantitative: descriptive statistics (e.g., correlations), sampling, means comparisons (ANOVA, t-test), experiments, regressions, hypothesis testing (mediation, moderation...), structural equation modelling, scale building (CFA, reliability, factor analysis, dimension reduction), Person-Environment fit (quadratic polynomial regression, Surface Response Methodology). ✓ Qualitative: interviewing, coding, content analysis, mixed methods (integrating quantitative and qualitative findings). ✓ Secondary research: literature reviews, theory building. ✓ Teaching: seminar teaching, activities design, feedback collection, student support, exam and essay marking, online teaching, invigilation, research project supervision </p>
<p>Qualifications</p>	<p>Professional tests: TOEFL: 115/120; GMAT: 610</p> <p>MOOCs passed: <ul style="list-style-type: none"> ✓ Creating MOOCs (France Université Numérique - ENS Cachan). ✓ Introduction to statistics with R (France Université Numérique - Université Paris Sud). ✓ Structural equation modeling (SEM) with lavaan (Udemy). </p>

RESEARCH AND ACADEMIC STANDING

<p>Academic employment</p>	<p>2016 - Present Assistant Professor, ICN Business School. ✓ 120 annual hours of teaching on PhD, MBA, MSc and Bachelor degrees ✓ Classes include Human Resources Management, Digital HR, Theory Building...</p> <p>2013 – 2016 Graduate Teaching Assistant, Lancaster University Management School. ✓ 140 annual hours of teaching (seminars, marking, examinations)</p>
<p>Publications</p>	<p>Stich, J.-F., Tarafdar, M., Stacey, P., Cooper, C. L. (In press). Appraisal of Email Use as a Source of Workplace Stress: A Person-Environment Fit Approach. <i>Journal of the Association for Information Systems.</i></p> <p>Tarafdar, M., Stich, J.-F. (2018). Information and Communication Technology: Understanding Their Dark-Side Effects. In: Ray P., Sarkar R., Sen A. (eds) <i>Economics, Management and Sustainability.</i> Springer, Singapore.</p> <p>Stich, J.-F., Tarafdar, M., Stacey, P., Cooper, C. L. (2018). Email Load, Workload Stress and Desired Email Load: A Cybernetic Approach. <i>Information Technology & People.</i></p> <p>Stich, J.-F., Tarafdar, M., Cooper, C. L. (2018). Electronic Communication in the Workplace: Boon or Bane? <i>Journal of Organizational Effectiveness: People and Performance, 5(1).</i></p> <p>Tarafdar, M., Cooper, C. L., Stich, J.-F. (2018). The technostress trifecta - techno eustress, techno distress and design: Theoretical directions and an agenda for research. <i>Information Systems Journal.</i></p> <p>Stich, J.-F., Tarafdar, M., Cooper, C. L., Stacey, P. (2017). Workplace stress from actual and desired computer-mediated communication use: a multi-method study. <i>New Technology, Work and Employment, 32(1).</i></p> <p>Stich, J.-F., Farley S., Cooper, C. L., Tarafdar, M. (2015). Information and communication technology demands: outcomes and interventions. <i>Journal of Organizational Effectiveness: People and Performance, 3(1).</i></p>
<p>Papers under review</p>	<p></p>
<p>Work in Progress for publication</p>	<p>Stich, J.-F., Tarafdar, M., Stacey P., Cooper C. L. Email Stress at Work: A Review and Research Agenda. Will be submitted to <i>International Journal of Management Reviews</i> (CoNRS 2, ABS 3).</p> <p>Matching Job Ads to Job Seekers' Needs for Flexible Working: A Machine Learning Algorithm to Predict Perceived Fit.</p> <p>The Story of a Modern Robinson Crusoe: Teleworking and Interacting Virtually from a Desert Island.</p> <p>Embedded in Two Countries: A Psychological Approach to Remaining a Cross-Border Commuter.</p> <p>Specificities of Cross-Border Telecommuting.</p>

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<p>Papers given</p>	<p>Stich, J.-F. (2018). Embedded in Two Countries: A Psychological Approach to Remaining a Cross-Border Commuter. Presented at the Association for Borderlands Studies 2nd World Conference, Vienna, AT. Work-in-progress paper, Refereed, Presented 11/07/18.</p> <p>Stich, J.-F. (2017). Predicting Perceived Fit and Intentions to Apply from Job Offers Content and Job Seekers' Desires. Presented at the Small Research Group Meeting on Person-Environment Fit, Antwerp, BE. Work-in-progress paper, Refereed, Presented 29/07/17.</p> <p>Stich, J.-F. (2016). <u>Matching Job Ads to Job Seekers' Needs for Flexible Working: A Machine Learning Algorithm to Predict Perceived Fit</u>. Presented at the <u>5th Global e-Conference on Fit</u>. Work-in-progress paper, Refereed, Presented online 08/12/16.</p> <p>Stich, J.-F. (2016, February 26). Wellbeing, technology use and attitudes towards technology. ESRC Seminar on Big Data and indicators of wellbeing. Retrieved from http://www.dew.group.shef.ac.uk/index.php/seminar-materials/seminar-2-materials/</p> <p>Stich, J.-F. (2014). <u>Stress and Virtual Interactions at Work: A Person-Environment Fit Approach</u>. Presented at the EAWOP Small Group Meeting on Opening New Frontiers in Person – Environment Fit Research, Amsterdam. Paper, Refereed. Presented 15/10/2014.</p> <p>Stich, J.-F. (2014). Investigating a Person-Environment Fit Approach to Stress and Virtual Interactions at Work. Presented at the 64th annual meeting of the International Communication Association, Seattle, WA. Work-in-progress paper, Refereed, Presented 24/05/14 in the 'research escalator' session.</p> <p>Stich, J.-F. (2014). Well-Being and Virtual Interactions at Work: Have We Abandoned the Individual?. Presented at the 64th annual meeting of the International Communication Association, Seattle, WA. Preconference paper, Refereed, Presented 22/05/14.</p> <p>Stich, J.-F. (2014). <u>Well-Being and Virtual Interactions at Work (Three-Minute Thesis)</u>. Presented at the Lancaster University Postgraduate Research Conference, Lancaster, UK. Presented 22/04/2014.</p>
<p>Funding</p>	<p>Research grant awarded for 2016-2018 by Grand Est region and worth over €50,000. GTA studentship awarded for 2013-2016 by Lancaster University and worth over £40,000. Qualtrics Behavioral Research Grant awarded in 2013 by Qualtrics and worth \$3,000.</p>
<p>Research projects</p>	<p>Current:</p> <ul style="list-style-type: none"> • Email stress • Cross-border telecommuting • Flexible job matching • Web Robinson: a study of telework in situations of extreme isolation <p>Ideas for future research:</p> <ul style="list-style-type: none"> • Cyberdeviancy • Technostress: Person-Environment Fit and Diary studies • Ambivalence towards remote working: cognitive dissonance and cybernetics • Techno-wellbeing: the positive flip side of the technostress coin • Neo-Luddism: technostress and modern industrial sabotage • Emotional Labour in the absence of visual cues (customer service) • New virtual office friendships • Meeting the workers behind the Internet (fiber, data centre, diving...)

TEACHING AND EXAMINING

Teaching	Human Resources Management (Postgraduate)	2016 – Present
	Digital Human Resources Management (MSc)	2017 – Present
	Theory building, Epistemology and Research (PhD)	2016 – Present
	Human Resources and Organizational Behavior (MBA)	2018 – Present
	Introduction to Management (1st year undergraduates)	2013 – 2016
	<ul style="list-style-type: none"> ✓ Taught seminars (approx. 20 students in each) focused on student participation ✓ Marked essays and exams, evaluated group presentations, invigilated exams ✓ Supervised and evaluated research projects ✓ Improved the virtual learning environments (Moodle) ✓ Participated in course improvement and teaching meetings ✓ Provided personalized and frequent student support 	
	Work-Based Learning (2nd year undergraduates)	2015 – 2016
<ul style="list-style-type: none"> ✓ Advised students in placement to translate theory into practice 		
Entrepreneurship and SMEs (2nd year undergraduates)	2013 – 2015	
<ul style="list-style-type: none"> ✓ Taught seminars (approx. 15 students in each) focused on student participation ✓ Designed seminar activities and slides ✓ Deployed innovative teaching technologies (clickers and online participation) ✓ Collected student feedback at various occasions and using different methods ✓ Engaged in reflective activities (teaching portfolio, teaching observations) 		
Invited Guest Lectures	Innovation and Entrepreneurship graduate module	January 2014, January 2015
	<ul style="list-style-type: none"> ✓ Theme: Collaboration in the video game industry 	
	E-business graduate module	October 2014
<ul style="list-style-type: none"> ✓ Theme: Virtual interactions at work 		
Teaching qualifications	Associate Fellow of the Higher Education Academy (AFHEA) - 2014 - Reference PR072161 Staff & Educational Development Association (SEDA) Award for Supporting Learning	

CONSULTANCY AND WORK IN A PROFESSIONAL CAPACITY

Media interventions	Professional Articles	
	✓ Stich, J.-F. (26 March 2018). Faut-il dématérialiser ses employés avec un aller simple pour le cyberspace ? . Monde des Grandes Ecoles et Universités.	
	✓ Stich, J.-F., Gallineau, T. (10 July 2017). Coworking : pourquoi pas pour les salariés de grands groupes ? . Les Echos Solutions.	
	✓ Stich, J.-F. (04 August 2015). Well-being and virtual interactions at work: Interacting how we want . Chartered Management Institute.	
	✓ Stich, J.-F. (25 September 2014). The effect of virtual interactions on wellbeing . HR Magazine.	
	✓ Stich, J.-F. (04 September 2014). Entre jeu vidéo et psychologie positive, les « Sims » découvrent les émotions . Le Monde.	
	✓ Stich, J.-F. (27 April 2014). L'entreprise archipel, futur refuge des travailleurs nomades . "Génération Mobilité 2014" by Orange, SIA Partners and Le Monde. 2nd best article.	
	✓ Stich, J.-F. (10 April 2012). Relations Intimes avec Applications Libérées . "Génération Mobilité 2012" by Orange and SIA Partners. 1st best article.	

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Professional conferences

- ✓ **Spoke in a webinar** on “Employee wellbeing and performance – the impact of technology” by Maudsley Learning on 1st October 2015 which gathered 40 viewers.
- ✓ **Spoke in a conference** on “L’Humain au défi du numérique” (*Human beings facing technological challenges*) by Collège des Bernardins which gathered 100 viewers.
- ✓ **Spoke in a webinar** gathering experts around the theme “building trust in virtual teams”.

Professional Employment

December 2011 – June 2012

Strategic Innovation Lab – Project Manager Assistant (Ubisoft – Video game company)

- ✓ **Conducted research in psychology and management** (motivation and basic needs)
- ✓ Contributed to desk-research, benchmarks, **quantitative and qualitative analyses**
- ✓ Carried out pilot projects with **academics** (Dr Nick Yee, Dr Nicolas Duchenaud) and **identified practical implementation of innovative ideas** from the top management

July 2011 – December 2011

ERP Project Manager Assistant (Ubisoft – Video game company)

- ✓ **Deployed PeopleSoft’s ERP modules in international studios** (with agile methods)
- ✓ **Trained users** and implemented **change management** strategies
- ✓ Deployed internal **project management, backlog** and **Knowledge Management tools**

Summer 2010

Business Development Intern – Serious Games (3Dduo – Video game company)

- ✓ **Conducted market studies** about video games, Serious Games and Multiplayer Games
- ✓ Assessed **new business opportunities in team with a Game Designer**
- ✓ Carried out a study on **player acquisition and retention for Free-to-Play online games**

2009 – 2011

Chief Information Officer and Project Manager (EDHEC Junior Etudes – Consultancy firm)

- ✓ **Managed significant IT projects** (migration to the **Cloud**, VoIP, moving premises, deployment of **ICT tools supporting collaborative working**) and **trained employees**
- ✓ **Created the corporate website**, improved its visibility and tracked metrics
- ✓ Conducted **market research** and **managed teams** of 2 to 10 people.



Feel free to contact me for any further information, to request referees for any activity (research, teaching, professional capacity), or to collaborate on any topic in which we could have mutual interest.

Besides work, I have personal interests for technology, computer hardware and software, video games, stoic philosophy, cooking, mixology and scuba diving. I am a British Sub-Aqua Club qualified scuba diver who enjoys diving in cold lakes. I also tweet ([@jfstich](#)) and blog about the future of work.