



Ingrid BIERLA

Ph.D. in HR Economics Sciences

Assistant Professor of Practice, Economics

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EDUCATION

2004 Ph.D. in HR Economics Sciences, University of Lille 1, France

1998 Master in Econometrics, University of Lille 1, France

PROFESSIONAL CERTIFICATION

2018 Process Com Certification, Khaler Communication, France

2016 Intercultural Certification, LTS, United Kingdom

2015 IDI Certification, IDI, LLC, USA

2015 MBTI Certification, OPP, France

RESEARCH INTERESTS

Absenteeism and presenteeism at work, Cultural Intelligence, Transversal competences

PROFESSIONAL EXPERIENCE

ACADEMIC:

2018 - Present Formatrice certifiée Process Com, IÉSEG School of Management, France

2016 - Present Professor Intercultural Communication, IÉSEG School of Management, France

2000 - 2016 Professor, Economics and Quantitative methods, IÉSEG School of Management, France

COURSES TAUGHT

- Manager in vivo
- Bachelor business game, Grande école (bachelor cycle)
- Comprendre la diversité culturelle, Grande école (bachelor cycle)

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

Huver B., Richard S., Vaneecloo N., Bierla I., (2014), Age, absence-maladie et présentéisme au travail: le cas d'un établissement de santé régional, *Management & Avenir*, 70, pp. 97-114

Bierla I., Huver B., Richard S., (2013), New Evidence on Absenteeism and Presenteeism, *International Journal of Human Resource Management*, 24(7), pp. 1536-1550

Bierla I., Huver B., Richard S., (2011), Presenteeism at Work: the Influence of Managers, *International Journal of Business and Management Studies*, 3(2), pp. 97-107

Communications in refereed conferences

International

Bierla I., Douglas G., Grimonprez E., Richard S., (2017), *From International to Intercultural: Promoting Intercultural Intelligence Throughout the School. The Case of a French School of Management* SIETAR-Europa, Dublin, Ireland

Bierla I., Douglas G., (2015), *From international to intercultural : promoting cultural intelligence throughout the school. The case of IESEG School of Management* Interculturality: applied and critical perspectives, Anvers, Belgium

Bierla I., Douglas G., (2015), *L'intelligence Culturelle comme levier de développement de la compétence interculturelle : cas de l'IESEG School of Management* "Management interculturel, gestion de la diversité et formes émergentes de coopération" HEG Arc, Neuchâtel, Switzerland

Huver B., Richard S., Vaneecloo N., Delclite T., Bierla I., (2012), *Measuring Presenteeism: A Quantitative Tool* 15th Colloquium on Personnel Economics, Paderborn, Germany

Huver B., Richard S., Vaneecloo N., Delclite T., Bierla I., (2012), *Sick but at Work* IZA European Summer School in Labor Economics, Munich, Germany

Bierla I., Huver B., Richard S., (2011), *Presenteeism at Work: the Influence of Managers* International Conference on Business and Management, Izmir, Turkey

Bierla I., Huver B., Richard S., (2011), *Working When Sick: Do Managers Lead by Example?* International Conference on Applied Economics, Perugia, Italy

Richard-Bierla I., Richard S., Huver B., (2010), *New evidence on absenteeism and presenteeism* Conference at the Università Cattolica, Milan, Italy

Richard-Bierla I., Richard S., Huver B., (2010), *New evidence on absenteeism and presenteeism* International Conference on Applied Business and Economics, Coruna, Spain

Richard-Bierla I., Richard S., (2006), *The instrumental use of reciprocity* 2006 Ratio Colloquium for Young Social Scientist, Stockholm, Sweden

National

Bierla I., Huver B., Richard S., Vaneecloo N., Delsart V., (2014), *Absence-maladie et présentéisme au travail : réévaluation à l'aune des données médicales* Colloque Innovations managériales pour la santé au travail, IAE Rouen, France

Other conference and seminar presentations

International

Richard-Bierla I., Richard S., (2006), *A psychological inference of social preferences* IAREP-SABE, Paris, France

National

Huwer B., Richard S., Vaneecloo N., Bierla I., (2012), *Plus âgés, plus absents? Un regard sur l'absence-maladie et le présentisme au travail des séniors* Les enjeux économiques, sociaux et politiques du vieillissement, Villeneuve d'Ascq, France

Case studies

Douglas G., Bierla I., MERK V., (2021), *Good neighbourly relations ? Working together effectively after corporate restructuring at European level*, *The Case Centre*, case study 421-0106-1 , teaching note 421-0106-8

Bierla I., Douglas G., MERK V., (2021), *Good Neighbourly Relations ? Working together effectively after Corporate restructuring at European level*, *The Case Centre*, case study 421-0106-1, teaching note 421-0106-8

Plé L., Bierla I., Richard S., Huwer B., (2012), *To be present or not to be present? Dealing with absenteeism and presenteeism behaviors at Lenodell*, *European Case Clearing House*, case study 412-037-1, teaching note 412-037-8

Research reports

Huwer B., Richard S., Bierla I., (2012), *L'absentéisme et le présentisme au CHU de Valenciennes, Rapport n°2 : L'autorisation d'absence pour enfant malade, Les absences corollaires à la maternité*, CHU Valenciennes

Huwer B., Richard S., Bierla I., (2011), *L'absentéisme et le présentisme au CHU de Valenciennes, Rapport n°1 : la maladie ordinaire*, CHU Valenciennes

Working papers

Richard-Bierla I., Richard S., Huwer B., (2010), *Entre santé et contraintes organisationnelles: le rôle du manager*, IESEG Working Paper Series 2010-ECO-04, IESEG School of Management

Richard-Bierla I., Richard S., Huwer B., (2010), *New evidences on absenteeism and presenteeism behaviour*, IESEG Working Paper Series 2010-MAN-02

Bierla I., Richard S., (2005), *Identifier les «préférences sociales»: une étude expérimentale en jeu d'ultimatum*, IESEG Working Paper Series 2005-ECO-03

RESEARCH ACTIVITIES

COMMITTEE CHAIR

Committee Chair

2016 - 2016 steering committee "People and Intercultural Competencies" Pôle, IÉSEG School of Management, France

2015 - 2015 steering committee "People and Intercultural Competencies" Pole, IÉSEG School of Management, France

Committee Member

2021 Groupe de Travail "Humanités UCL", Catholic University of Lille, France

Head of a school project

3 levels staff training : "Dealing daily with Diversity" to develop intercultural competence, IÉSEG School of Management, France

Member of a program architecture committee

2017 - 2017 workshop - design of PGE, IÉSEG School of Management, France

2016 - 2016 meeting, IÉSEG School of Management, France

2016 - 2017 meeting, IÉSEG School of Management, France
meeting 22nd of December, IÉSEG School of Management, France

Member of a teaching quality committee

2017 - 2017 meeting, IÉSEG School of Management, France

2017 - 2017 meeting, IÉSEG School of Management, France
meeting 18th of November, IÉSEG School of Management, France

Organizer of a workshop

2016 - 2016 Diversity Icebreaker as a tool to foster intercultural competence: co-designing best practices with the creators and some users” , IÉSEG School of Management, France

Participation in a pedagogical cafe

2017 - 2017 attendance, IÉSEG School of Management, France

2016 - 2016 attendance, IÉSEG School of Management, France

2016 - 2016 attendance, IÉSEG School of Management, France
12th of November, IÉSEG School of Management, France
17th of March, IÉSEG School of Management, France

Participation in recruitment of professors

Tat LAI, IÉSEG School of Management, France
Kassoum AYOUBA, IÉSEG School of Management, France
Younes BENZAIED, IÉSEG School of Management, France

Track committee Chair

2017 - 2017 ITC, IÉSEG School of Management, France

2017 - 2017 ITC, IÉSEG School of Management, France

2016 - 2016 ITC, IÉSEG School of Management, France

2016 - 2016 2nd meeting - 2nd semester, IÉSEG School of Management, France

2016 - 2016 first meeting - 2nd semester, IÉSEG School of Management, France