



**Kristine TAMAYO-VERLEENE**

**Doctor of Business Economics**

**Assistant Professor, Human Resource Management**

**Academic Director**

**k.tamayo@ieseg.fr**

## **EDUCATION**

- 2021** Doctor of Business Economics, KU Leuven, Belgium
- 2011** MIB, IESEG School of Management, France
- 2011** Ph.D. Student, KU Leuven, Belgium
- 2005** BA, University of the Philippines, Philippines

## **RESEARCH INTERESTS**

Human Resource Management

## **PROFESSIONAL EXPERIENCE**

### **PROFESSIONAL:**

- 2009 - 2010** HR Senior Specialist, Human Resources Department, Toyota Motor Asia Pacific - Engineering and Manufacturing, Bangkok, Thailand
- 2005 - 2010** Corporate Trainer and HR Senior Staff, Human Resources Department, Toyota Motor Philippines Corporation, Laguna, Philippines

## **COURSES TAUGHT**

- Business game, Hope program
- Business game, Grande ecole (master cycle)
- Business game, Msc in international business
- Human resource management, Bachelor in international business
- Introduction to human resource management, Grande ecole (bachelor cycle)

## INTELLECTUAL CONTRIBUTIONS

---

### Papers in refereed journals

---

#### Published

Lu W., Tamayo K., Soderburg A.-M., Puffer S., Meschke S., (2024), Cultural adjustment and social support as key determinants of international student satisfaction - A comparative study on six countries in Europe and the USA, *Social Sciences & Humanities Open*, 10(2024), pp. 101122

Song M., Pan H., Shen Z., Tamayo K., (2024), Assessing the influence of artificial intelligence on the energy efficiency for sustainable ecological products value, *Energy Economics*, 131(2024), pp. 107392

Tamayo K., Giangreco A., Maes J., Della Torre E., (2024), Unpacking the black box of training – performance relationship: evidence from Philippine call centers, *M@n@gement*, 27(1), pp. 1-16

Kosasih B., Tamayo K., Novieningtyas A., (2023), The Significant Factors Influencing Individual's Perceptions of Pay Gap, *Organization and Human Capital Development*, 2(2), pp. 101-118

### Communications in refereed conferences

---

#### International

Tamayo K., Gawa E., (2024), *Digitalization of Training and Employee Engagement: A qualitative case analysis of high-level knowledge workers in the pharmaceutical industry* European Academy of Management Conference, Bath, United Kingdom

, Tamayo K., (2023), *Analyzing the added value of CSR tools in attracting Generation Z talents: evidence from French companies* European Academy of Management Conference, Dublin, Ireland

Lu W., Tamayo K., Soderburg A.-M., Puffer S., Meschke S., (2022), *Cultural adjustment and social support as key determinants of international student satisfaction - A comparative study on six countries in Europe and the USA* European Academy of Management Conference, Wintherthur/Zurich, Switzerland

Tamayo K., Beghin E., (2022), *The role of HRM in supporting the growth phases of a start-up: Analysis of French start-up founders* European Academy of Management Conference, Zurich, Switzerland

Tamayo K., Giangreco A., Maes J., Sels L., (2019), *"The Act of Giving Back": Linking employee perceptions of training practices and service performance - Evidence from Philippine call centers* European Academy of Management Conference, Lisbon, Portugal

Tamayo K., Giangreco A., Maes J., Sels L., (2018), *The Value of Devolving HRM to Line Managers: An Evidence-based Review and Research Agenda* Academy of Management Annual Meeting 2018, Chicago, USA

Tamayo K., Giangreco A., Maes J., Sels L., (2015), *Line manager involvement in Human Resource Development: achievements, issues, and future research agenda* 16th International Conference on Human Resource Development Research and Practice, Cork, Ireland

Tamayo K., Giangreco A., Maes J., Sels L., (2014), *HR devolution to the line: Influencing line managers' positive attitudes towards implementing HR practices* European Academy of Management Conference 2014 , Valencia, Spain

Tamayo K., Giangreco A., Maes J., Sels L., (2014), *Line manager attributions and devolution of training practices: does the "why" matter?* The First International Conference of the HR Division of the Academy of Management, Beijing, China

Tamayo K., Giangreco A., Maes J., Sels L., (2013), *Linking training devolution and multi-stakeholder perceptions of the learning climate* Phd Consortium of the 8th International Conference of the Dutch HRM Network, Leuven, Belgium

Tamayo K., Giangreco A., Maes J., Sels L., (2013), *Multi-stakeholder perspectives on the dynamics of training devolution to line managers* 8th International Conference of the Dutch HRM Network, Leuven, Belgium

### Other conference and seminar presentations

---

#### International

Tamayo-Verleene K., Giangreco A., Maes J., De Winne S., Sels L., (2025), *The line manager factor: analyzing antecedents of employee perceptions of T&D effectiveness* European Academy of Management, Florence, Italy

## Case studies

---

Tamayo K., (2024), *Trouble in the Kitchen! The Rise and Fall of Bon Appetit, The Case Centre*, case study 424-0083-1, teaching note 424-0083-8

Tamayo K., Byrne J., (2018), *OUCH! WHEN PERFORMANCE MANAGEMENT HURTS: GREGORY ANDERSON AND THE YAHOO CONTROVERSY, The Case Centre*, case study 418-0043-1 , teaching note 418-0043-8

Giangreco A., Tamayo K., Vakkayil J., (2014), *Reading between the Lines: Drawing Tools for Effective Recruitment, The Case Centre*, case study 414-021-1, teaching note 414-012-8

Tamayo K., Giangreco A., (2013), *Oxylane Network: Gaining Competitive Advantage through Effective HR Practices in a Sports Company, The Case Centre*, case study 413-026-1, teaching note 413-026-8

Martone A., Tamayo K., Giangreco A., (2012), *Clashing Tigers, Hidden Problems: Training and Organising People in a SME Context in Swiss-Italy, The Case Centre*, case study 412-018-1, teaching note 412-018-8

## PROFESSIONAL MEMBERSHIPS

---

Academy of Management, USA

European Academy of Management

Dutch HRM Network

International Student Experience

IESEG Center for Intercultural Engagement

IESEG Leadership Center

## PROFESSIONAL SERVICE

---

### Reviewer/Reading committee member in an academic conference

**2022** EURAM Conference 2022

European Academy of Management Conference

### Session chair in an academic conference

European Academy of Management Conference 2019, Portugal

## RESEARCH ACTIVITIES

---

### COMMITTEE CHAIR

#### Course Coordinator

People and Organization Management, IÉSEG School of Management, France

Bachelor Business Game, IÉSEG School of Management, France

Human Resource Management (BIB), IÉSEG School of Management, France

Business Game (BIB 1), IÉSEG School of Management, France

Business Game (BIB 2), IÉSEG School of Management, France

**Member of a recruitment jury (orals)**

BIB Admissions Committee, IÉSEG School of Management, France

**Participation in a professional advisory board**

Participation in the MIB Professional Advisory Board, IÉSEG School of Management, France