



Mohamed-Hédi CHARKI, PhD

Faculty member since 2004

Management Information Systems

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BIO SUMMARY

Mohamed Hédi CHARKI is a Professor at EDHEC Business School where he teaches Management Information Systems and Social Network Analysis. He holds a Ph.D. in Management Science with a focus on Information Systems from Paris IX Dauphine University. His area of expertise focuses on examining the impact of organizational social media on employees' creativity and well-being. He has published in academic journals such as the Journal of Management Information Systems, Information Systems Journal, Journal of Strategic Information Systems, and Systèmes d'Information & Management and presented his work at conferences such as the Academy of Management conference. He has published in practice-oriented outlets such as MIT Sloan Management Review. He serves as an Associate Editor at Information & Management. He received the Best Reviewer Award from the Communication, Digital Technology, and Organization division at the 2023 Academy of Management Conference, the Award of the of Best Associate Editor of the Social Media, the Digital Collaboration track at the 2020 International Conference on Information Systems, and the Award of Digital Innovation in Teaching in 2018 from EDHEC Business School.

EDUCATION

2007 PhD in Management Science with a concentration on Management Information Systems, Université Paris Dauphine. Thesis title: "Information Systems and Interorganizational Relationships: Making Sense of Online Reverse Auction & E-procurement". Distinction: Very Honorable with the Congratulations of the Jury.

2002 Master of Science in Research, e management, Université Paris Dauphine.

1999 Bachelor Degree in Business Administration, Université de Tunis.

ACADEMIC HONORS

2023 Best Reviewer Award, Communication, Digital Technology, and Organization Division, Academy of Management Meeting, Boston.

2020 Best Associate Editor Award, Social Media & Digital Collaboration Track, International Conference of Information Systems, India.

2018 EDHEC Business School Award for Digital Innovation in Teaching.

2010 Best Paper Proceedings at the Academy of Management Conference (AOM).

2006 Best Paper Proceedings at the Association Information & Management Conference.

TEACHING EXPERIENCE

2019 – Present Professor, EDHEC Business School, France.

2022 – 2023 Visiting Professor, IT Department, HEC Montréal, Canada.

2010 – 2019 Associate Professor, EDHEC Business School, France.

2009 – 2010 Visiting Professor, Information Systems Department, Sam M. Walton College of Business, University of Arkansas, The United States of America.

2004 – 2009 Assistant Professor, EDHEC Business School, France.

PROFESSIONAL NON-TEACHING EXPERIENCE

1999-2001 ORACLE (ORADIST) Consultant in General Business Technologies, Tunisia.

RESEARCH INTERESTS

Social networks
Enterprise social media
Employee creativity
Employee well-being

TEACHING INTERESTS

Management Information Systems
Social Network Analytics

TEACHING RESPONSIBILITIES

Management Information Systems Master 1 – Course Coordinator – Program “Grande Ecole”
Social Network Analytics – MSc Data Science & Artificial Intelligence
IT Strategy – MSc Strategy & Organization Consultancy

EDITORIAL RESPONSIBILITY

Since 2022, Associate Editor, Information & Management

CURRENT RESEARCH PROJECT

Mohamed-Hédi Charki, Ajay Mehra, Eric Quintane and Nabila Boukef. Leveraging offline and online social networks for employee psychological well-being and employee creativity

PUBLICATIONS

Nabila Boukef, Mohamed Hédi Charki, and Mustapha Cheikh-Ammar (2024) "Bridging the Gap between Work- and Nonwork-related Knowledge Contributions on Enterprise Social Media: The Role of the Employee-Employer Relationship", *Information Systems Journal*

Nabila Boukef and Mohamed-Hédi Charki (2019) «The Millefeuille Theory Revisited: New Theoretical Lenses to Understand the Millefeuille Effect», *Systèmes d'Information & Management*, vol 24, n°2, pp. 47-83.

Mohamed-Hédi Charki, Nabila Boukef and Spencer Harrison, (2018) "Maximizing the Impact of Enterprise Social Media"; *MIT Sloan Management Review*
<https://sloanreview.mit.edu/article/maximizing-the-impact-of-enterprise-social-media/>

Mohamed-Hédi Charki, Emmanuel, Josserand, Nabila Boukef, (2017), "The Paradoxical Effects of Legal Intervention over Unethical Information Technology Use: A Rational Choice Theory Perspective." *Journal of Strategic Information Systems*, vol. 26, n°1, pp. 58-76.

Nabila Boukef, Paul Vlaar, Mohamed-Hédi Charki, Anol Bhattacharjee, (2016), "Toward Using Motivation, Cognition and Capabilities to Understand Online Reverse Auctions Use: A Multi Stakeholders Case Study", vol. 1, n°20, pp. 1-33, *Systèmes d'Information & Management*.

Gerlad (Jerry) Kane, Mohamed-Hédi Charki and Nabila Boukef, (2015) "Are Social Media Benefits Getting Lost in Translation", *MIT Sloan Management Review website*
<http://sloanreview.mit.edu/article/are-social-medias-benefits-getting-lost-in-translation>

Boukef Charki, Nabila ; Josserand, Emmanuel & Charki, Mohamed-Hedi (2011), "Analyse des interprétations d'un SIIO en post-adoption et effets sur l'usage: jeux de discours et stratégies de contournement", *Systèmes d'Information et Management*, vol. 16, n°3, pp. 7-44.

Charki, Mohamed-Hedi, Josserand, Emmanuel & Boukef Charki, Nabila, (2011), "Toward an Ethical Understanding of the Controversial Technology of Online Reverse Auctions", *Journal of Business Ethics*, vol. 98, n° 1, pp. 17-37.

Charki, Mohamed-Hedi; Josserand, Emmanuel & Boukef Charki, Nabila (2010), "Understanding Unethical Behaviors in Online Environments", *Academy of Management Conference Best Paper Proceedings*.

Ammar, Oussama & Charki, Mohamed-Hedi, (2009), “Les enchères électroniques inversées & la reconsidération des business models des fournisseurs”, *Revue Française de Gestion Industrielle*, vol. 28, n°1, pp. 61-76.

Boukef Charki, Nabila & Charki, Mohamed-Hedi, (2008), “L’email un moyen de contrôle ou de responsabilisation”, *Systèmes d’Information & Management*, vol. 4, n°3, pp. 31-60.

Charki, Mohamed-Hedi & Josserand, Emmanuel, (2008), “Online Reverse Auctions and the Dynamics of Trust”, *Journal of Management Information Systems*, Special Issue about Trust in Online Environments, vol. 24, n°4, pp. 175-197.

Elfidha Chokri & Charki, Mohamed-Hédi, (2008), “Le rôle des technologies de l’information et de la communication dans le développement de la qualité de la « relation client », *La Revue des Sciences de Gestion*, vol. 1, n° 229, p. 121-127.

PAPERS IN PEER-REVIEWED CONFERENCES

Mohamed-Hédi Charki and Nabila Boukef (2023), *Social Media and the Inlaying, Infixing, and Annealing of Cultural Toolkits During Cultural Change*, Academy of Management Annual Meeting – Communication, Digital Technology, and Organization Division, Academy of Management Meeting, Boston, 3-8 August, 2023.

Diane Kang, Robert Krause, Nabila Boukef, Mohamed Hedi Charki, and Ajay Mehra, (2023), “Team Gender Composition and Archetypal Leadership Networks”, Academy of Management Meeting, Boston, 3-8 August, 2023.

Spencer Harrison, Mohamed-Hédi Charki and Nabila Boukef (2021), “Can Enterprise Social Media drive cultural change?” European Conference on Information Systems.

Diane King, Ajay Mehra, Mohamed-Hédi Charki, Nabila Boukef, Stephen P. Borgatti, and Theresa M. Floyd, (2021), “Gender and Rank Homophily in Friendship Networks and the Reputation for Leadership, in PDW: “The Non-Instrumental Aspect of Social Networks: Integrating the Intra-and Inter-personal Processes”, Academy of Management Conference.

Diane King, Ajay Mehra, Mohamed-Hédi Charki, and Nabila Boukef, (2020), *Gender, Friendship Homophily, and the Reputation for Leadership in Organizations*, Sunbelt Conference, Paris.

Nabila Boukef, Alya Maliki, and Mohamed-Hédi Charki (2020), “Does nonwork use of ESM matter? An affordance perspective to investigate how nonwork use of ESM impacts employees' social capital?”, *Association Information & Management*, Marrakech, 2020.

Mohamed-Hédi Charki, Nabila Boukef, Amr Soror, Hossam Sharara “What Drives Knowledge Contribution on Enterprise Social Media”, (2018), *International Conference on Information Systems*, San Francisco, 13-16 December 2018.

Nabila Boukef, Mohamed-Hédi Charki and Gerlad (Jerry) Kane, (2017), “When Online Ties are not Enough in Enterprise Social Media Networks” *Academy of Management Annual Meeting – Division Program: Organization, Communication & Information Systems (OCIS)*, Philadelphia, 3-8 August, 2017.

Boukef, Nabila and Charki, Mohamed-Hedi. (2014), "When the Dark Side of Post-Adoptive Use Leads to IT Discontinuance: an Exploration of the Role of Intervention", Americas Conference on Information Systems, Savannah, 3-7 August 2014.

Charki, Mohamed-Hedi; Josserand, Emmanuel & Boukef, Nabila, (2014), "Disentangling the Effects of Legal Intervention on Unethical IT Use in the Post-Adoption", Academy of Management Annual Meeting – Division Program: Organization, Communication & Information Systems (OCIS), Philadelphia, 1-5 August 2014.

Charki, Mohamed-Hedi; Josserand, Emmanuel & Boukef, Nabila, (2013), "Unraveling the Role of the Law in Providing a Context for Interorganizational Trust Repair after Severe Trust-violations Events", European Group for Organization Studies Conference, Montréal, July, 2013.

Charki, Mohamed-Hedi; Josserand, Emmanuel & Boukef, Nabila, (2012), "Exploring the Role of the Law in Repairing Interorganizational Trust", Academy of Management Annual Meeting – Division Program: Organization, Management & Theory (OMT), Boston, 3-7 August, 2012.

Charki, Mohamed-Hedi; Josserand, Emmanuel & Boukef, Nabila, (2012), "Towards Unraveling New Lenses to Understand the Role of the Law in Repairing Interorganizational Trust", the 6th Workshop on Trust within and between Organizations, Bocconi University, Milan, 14-15 June, 2012.

Boukef, Nabila, Charki, Mohamed-Hedi; Limayem, Moez (2011), "Toward Understanding the Barriers to the Global Data Synchronization Networks Standard Adoption", Academy of Management Annual Meeting – Division Program: Organization Communication and Information Systems (OCIS), San Antonio, 12-16 August, 2011.

Boukef, Nabila, Charki, Mohamed-Hedi; Limayem, Moez (2011), "Making Sense & Giving Sense to the Global Data Synchronization Network Standard Adoption", The European Conference on Information Systems, Helsinki, 9-11 June, 2011.

Charki, Mohamed-Hedi; Josserand, Emmanuel & Boukef, Nabila (2010), "Understanding Unethical Behaviors in Online Environments" Academy of Management Annual Meeting – Division Program: Organization Communication and Information Systems (OCIS), Montréal 6-11 August, 2010.

Charki Mohamed-Hedi, Vlaar Paul & Boukef Nabila (2010), "Towards a Model of Technology Adoption and Use that is Robust across Space, Time and Subject" Academy of Management Annual Meeting – Division Program: Organization Communication and Information Systems (OCIS), Montréal 6-11 August, 2010.

Charki, Mohamed-Hedi; Vlaar P.W, Paul & Boukef, Nabila, (2009), "Adoption and Performance of Online Reverse Auctions: Motivation, Capability and Cognition", Academy of Management Annual Meeting – Division Program: Technology & Innovation Management (TIM), Chicago, 7-11 August, 2009.

Josserand, Emmanuel; & Charki, Mohamed-Hedi (2009), "From social capital to dynamic capabilities", Academy of Management Annual Meeting – Division Program: Organization & Management Theory (OMT) Chicago, 7-11 August, 2009.

Charki, Mohamed-Hedi & Boukef, Nabila, (2009), “Nouvelles perspectives de l'utilisation de la communication électronique dans la relation hiérarchique : accessibilité versus disponibilité”, Association Information Management Conference, Marrakech, 8-11 Juin, 2009.

Charki, Mohamed-Hedi & Boukef, Nabila, (2008), “Learning from the past and looking for a multidisciplinary future where the information system is the reference discipline”, Americas Conference on Information Systems, Toronto, Ontario, 14-17 August, 2008.

Charki, Mohamed-Hedi & Josserand, Emmanuel, (2007), “Online Reverse Auctions Use and the Dance of Trust: Maintaining or Deteriorating Relationships”, Academy of Management Annual Meeting – Division Program: Organizational Communication and Information Systems (OCIS), Philadelphia, Pennsylvania, 3-8 August, 2007.

Charki, Mohamed-Hedi & Josserand, Emmanuel, (2007), “Developing Dynamic Capabilities by Alignment of Individual & Organizational External social capital”, 23rd European Group for Organizational Studies Colloquium “Beyond Waltz – Dances of Individuals and Organization”, Vienna, 5-7 July 2007.

Charki, Mohamed-Hedi & Josserand, Emmanuel, (2006), “La confiance a-t-elle toujours un sens dans les relations inter-organisationnelles basées sur les enchères électroniques inversées”, Association Information Management Conference, Luxembourg. **Selected among the Best Papers of the AIM 2006 Conference.**

Charki, Mohamed-Hedi & Ammar, Oussama, (2006), “L'introduction des enchères électroniques inversées dans les relations inter-organisationnelles et la reconsidération des business model des fournisseurs”, Association Information Management Conference, Luxembourg.

Charki, Mohamed-Hedi & Elfidha, Chokri, (2005), “Rôles des technologies de l'information et de la communication dans le développement de la qualité de la relation client: application à la relation banque/entreprise”, Association Information Management Conference, Toulouse.

CHAPTERS IN BOOKS

Charki, Mohamed-Hedi & Josserand, Emmanuel, (2006), “Does Trust Still Matter in Business Relationships Based on Online Reverse Auctions?” in Information Systems and Collaboration: State of the Art and Perspectives, pp.45-68. Best Papers of the 11th International Conference of the Association Information and Management, GI/LNI Edition, Bonn.

Charki, Mohamed-Hedi & Josserand, Emmanuel, (2006), “Des outils de partage d'information au management des connaissances”, pp.83-96, dans Management & TIC, ouvrage collectif coordonné par M. Kalika, Editions Liaisons, Paris.

Charki, Mohamed-Hedi, (2005) “Comment une société de services apprend à mieux gérer ses clients grâce aux technologies de l'information”, pp. 352-357, dans Management, Cas & Applications, ouvrage collectif coordonné par M. Kalika, J-P Helper et J. Orsoni, Edition Vuibert, Paris.

PhD COMMITTEE

Diane King, PhD “Defense, Leadership and social networks”, Gatton College of Business, PhD Committee, Ajay Mehra, Mohamed Hedi Charki, Daniel Halgin and Stephen Borgatti, July 2021.

CERTIFICATION

2016 ERPsim SAP Enterprise Resource Planning Certificate – Level 1

EXECUTIVE PRESENTATIONS

April 2019 Digital HR Summit, Building the Digital Culture, Amsterdam, Netherlands.

November 2018 MED RH, the 3rd Mediterranean Human Resource Summit – How social media networks can transform the field of human resource management? Hammamet, Tunisia.

PRACTICE VIDEOS

2023 Teaching Information Systems with SAP ERPsim https://erpsim.hec.ca/faculty-highlight-series/mohamed_hedi_charki

2021 EDHEC Vox Podcast: Leveraging Corporate Social Networks for Better Employee Engagement in the Work-from-Anywhere Era
<https://youtu.be/ln2c122HN30>

2019 Driving Digital Transformation | Samantha Woods, Mohamed-Hédi Charki, Jon Ingham, and Filip Moriau, HR Digital Summit
<https://youtu.be/sjMTXAc7wG4>

2018 Mohamed Hédi Charki, Exploring the benefits of social media at work, Strategy Series,
<https://youtu.be/x882huht028>

PRACTICE ARTICLES

Mohamed Hédi Charki (2021), “When your corporate social media becomes your best ally to engage your workers in the work-from-anywhere era, EDHEC Vox”
<https://www.edhec.edu/en/edhecvox/marketing/when-your-corporate-social-media-becomes-your-best-ally-engage-your-workers-work>

Mohamed-Hédi Charki (2019), Business World, “To Get The Most Out Of Your Enterprise Social Media, Corporate Leaders Need To Play “ALL” The Game”,
<http://bwpeople.businessworld.in/article/To-Get-The-Most-Out-Of-Your-Enterprise-Social-Media-Corporate-Leaders-Need-To-Play-ALL-The-Game/18-05-2019-170673/>

Mohamed-Hédi Charki (2018), Les Echos Start, RSE: Pourquoi les jeunes diplômés doivent y contribuer ? »

<https://startco.lesechos.fr/posts/rse-pourquoi-les-jeunes-diplomes-doivent-y-contribuer/>

Mohamed-Hédi Charki (2016), Les Echos, “The five main errors that impede the kick-off of enterprise social media”, (translation of the French title: cinq erreurs majeurs qui empêchent les RSE de décoller)

<http://www.lesechos.fr/idees-debats/cercle/cercle-163798-reseaux-sociaux-dentreprise-rse-les-cinq-erreurs-majeures-qui-empechent-les-rse-de-decoller-2050473.php>

Mohamed-Hédi Charki (2016), Eco 121, “Enterprise Social Networks: How to go beyond the myth of the spontaneity of collective intelligence”, Eco 121 (translation of the French title: Les Réseaux Sociaux d’Entreprise : comment aller au-delà du mythe de la « spontanéité » de l’intelligence collective.

<http://www.eco121.fr/les-reseaux-sociaux-dentreprise-comment-aller-au-dela-du-mythe-de-la-spontaneite-de-lintelligence-collective/>

RESEARCH PRESENTATION

May 2023, Ivey Business School, London, Ontario, Canada.

April 2023, IT Department, HEC Montréal, Montréal, Canada.

February 2009 Management & Organization Department, Free University of Amsterdam, Faculty of Economics and Business Management, The Netherlands

SERVICES

2010- 2014 Director of the Master of Science Strategy & Organization Consultancy, Business Management Track, EDHEC Business School.
Successful transformation of the MSc (1st MSc at EDHEC Business School)
Creation of the Track of Top-Tier Consulting Strategy

2006- 2018 Coordinator of the Strategy Department, EDHEC Business School.
Recruitment of non-permanent faculty in strategy, information systems, and operations management for the EDHEC Bachelor Program and the EDHEC Grande Ecole Program.

SERVICE TO THE ACADEMIC COMMUNITY

Since 2022 Associate Editor for Information & Management (Basket of top 10 Information Systems journals)

2020 Associate Editor, Track Social Media & Digital Collaboration, International Conference on Information Systems.

2019 Associate Editor, Track Governance, Strategy and the Value of Information Systems, International Conference on Information Systems, Munich.

Reviewing for Journals

Ad-hoc reviewer for the Journal of Management Information Systems
Ad-hoc reviewer for Information Systems Journal
Ad-hoc reviewer for the Journal for the Association of Information Systems
Ad-hoc reviewer for MIS Quarterly
Ad-hoc reviewer for the European Journal of Information Systems
Ad-hoc reviewer for the International Journal of Electronic Commerce
Ad-hoc reviewer for Journal of Business Ethics
Ad-hoc reviewer for Social Networks

Reviewing for Conferences

Ad-hoc reviewer for the Academy of Management Conference
Ad-hoc reviewer for the International Conference on Information Systems
Ad-hoc reviewer for the Association Information & Management

WORKSHOPS

Enterprise Digital Architecture, Capgemini Institute – 2021
LINKS Workshop – University of Kentucky – Intermediate SNA – 2017
LINKS Workshop – University of Kentucky – Analyzing Network Data – 2016
LINKS Workshop – University of Kentucky – Introduction to Social Network Analysis – 2015
Arts & Discussion Leadership Workshop (Part I) – Harvard Business School, Boston, United States of America – March 2012
Arts & Discussion Leadership Workshop (Part II) – Harvard Business School, Boston, United States of America – June 2011

INTERVIEWS

Mohamed-Hédi Charki (2019) “Much more than selfies: social networks within the workplace”, Otherwise. <https://fr.calameo.com/read/005061832ed293f4a79ba?page=2>

Mohamed-Hédi Charki (2017) “Corporate Social Networks: a short-cut to transformation”, Otherwise. <https://fr.calameo.com/read/005061832ed293f4a79ba?page=2>

ACADEMIC ASSOCIATIONS MEMBERSHIPS

Member, Academy of Management (AOM)
Member, Association for Information Systems (AIS)