

**Serge P. da Motta Veiga, PhD**

Professor – Speciality: Human Resources Management

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Serge da Motta Veiga is Professor of Human Resource Management at EDHEC Business School. Prior to joining EDHEC, he was a Professor of Management at American University in Washington, DC. He earned his Ph.D. in Human Resource Management and Organizational Behavior from the University of Missouri, and a license in Economics from the Université Libre de Bruxelles in Belgium.

His research interests revolve around job search, recruitment, and career and talent management. Specifically, he is interested in examining dynamic factors in issues surrounding employment, career management and talent management. His work has been published in leading journals including the *Journal of Applied Psychology*, *Personnel Psychology*, *Organizational Behavior and Human Decision Processes*, *Human Resource Management*, *Journal of Business Ethics*, *Journal of Vocational Behavior*, and the *Journal of Organizational Behavior*. For more information: [Personal Website](#) - [LinkedIn](#)

EDUCATION

- 05/2013 **Doctor of Philosophy in Business Administration**
University of Missouri - Robert J. Trulaske, Sr. College of Business
Concentration: Human Resource Management/Organizational Behavior
- 06/2003 **Licence in Economic Science**
Université Libre de Bruxelles, Brussels, Belgium

ACADEMIC EXPERIENCE

- 08/20- **Associated Researcher**
EDHEC Open Leadership Center for Diversity and Inclusion
- 01/20- **Professor of Human Resource Management**
EDHEC Business School
- 08/15-12/19 **Assistant Professor of Management**
American University – Kogod School of Business
- 08/13-07/15 **Assistant Professor of Management**
Lehigh University - College of Business and Economics

PUBLICATIONS

Academic Publications

1. **da Motta Veiga, S. P.**, Sun, S., Turban, D. B., & Foo, M. D. (in press). How Does Affect Relate to Job Search Effort and Success? It Depends on Pleasantness, Activation and Core Self-Evaluations. *Human Resource Management*.
2. Akkermans, J., Collings, D. G., **da Motta Veiga, S. P.**, Post, C., & Seibert, S. E. (2021). Toward a broader understanding of career shocks: Exploring interdisciplinary connections with research on job search, human resource management, entrepreneurship, and diversity. *Journal of Vocational Behavior*, 126, 105563.
3. Stockman, S., Van Hoyer, G., & **da Motta Veiga, S. P.** (2020). Negative word-of-mouth and applicant attraction: The role of employer brand equity. *Journal of Vocational Behavior*, 118, 103368.
4. Berns, J. P.*, Figueroa-Armijos, M.*, **da Motta Veiga, S. P.***, & Dunne, T. C.* (2020). Dynamics of lending-based prosocial crowdfunding: Using a social responsibility lens. *Journal of Business Ethics*, 161, 169–185.
5. da Motta Veiga, S. P., Clark, B. B., & Moake, T. R. (2020). Influence of job-dedicated social media on employer reputation. *Corporate Reputation Review*, 23, 241-253.
6. Chawla, N., Gabriel, A. S., **da Motta Veiga, S. P.**, & Slaughter, J. E. (2019). Does feedback matter for job search self-regulation? It depends on feedback quality. *Personnel Psychology*, 72, 513-541.
7. Haggard, D. L., Carr, J. C., & **da Motta Veiga, S. P.** (2018). The moderating effects of co-rumination on the relationships between goal orientations and anxiety, satisfaction and deviance. *Journal of Managerial Issues*, 30, 378.
8. **da Motta Veiga, S. P.**, & Turban, D. B. (2018). Insight into job search self-regulation: Effects of employment self-efficacy and perceived progress on job search intensity. *Journal of Vocational Behavior*, 108, 57-66.
9. Klotz, A. C., & **da Motta Veiga, S. P.** (2018). Recruiting under the influence: New labor market entrants' reactions to workplace drinking norms. *Human Resource Management*, 57, 1303–1316.
10. Haggard, D. L., **da Motta Veiga, S. P.**, & LaPreze, M. W (2017). Should we talk? Co-rumination and conversation avoidance in job search. *Career Development International*, 22, 742-753.
11. Robert, C., & **da Motta Veiga, S. P.** (2017). Conversational humor and job satisfaction at work: Exploring the role of humor production, appreciation, and positive affect. *HUMOR: International Journal of Humor Research*, 30, 417-438.

12. Djurdjevic, E., Stoverink, A. C., Klotz, A. C., Koopman, J., **da Motta Veiga, S. P.**, Yam, K. C., & Chiang, J. T. J. (2017). Workplace status: The development and validation of a scale. *Journal of Applied Psychology*, *102*, 1124-1147.
13. **da Motta Veiga, S. P.***, & Gabriel, A. S.* (2016). The role of self-determined motivation in job search: A dynamic approach. *Journal of Applied Psychology*, *101*, 350-361.
14. **da Motta Veiga, S. P** (2015). The role and types of job search strategies as career growth tool for mid-career professionals. *Journal of Career Development*, *42*, 339-350.
15. **da Motta Veiga, S. P.**, & Turban, D. B. (2014). Are affect and perceived stress detrimental or beneficial to job seekers? The role of learning goal orientation in job search self-regulation. *Organizational Behavior and Human Decision Processes*, *125*, 193-203.
16. Klotz, A. C., **da Motta Veiga, S. P.**, Buckley, M. R., & Gavin, M. (2013). The role of trustworthiness in recruitment and selection: A review and guide for future research. *Journal of Organizational Behavior*, *34*, S104-S119.
17. Turban, D. B., Lee, F. K., **da Motta Veiga, S. P.**, Haggard, D. L., & Wu, S. Y. (2013). Be happy, don't wait: The role of affect in job search. *Personnel Psychology*, *66*, 483-514.

Book Chapters

1. **da Motta Veiga, S. P.**, Turban, D. B., Gabriel, A. S., & Chawla, N. (2018). From the unfolding process to self-regulation in job search: Integrating between- and within-person approaches. In M. R. Buckley, J. R. B. Halbesleben, and A. R. Wheeler (Eds.), *Research in Personnel and Human Resource Management*. Vol. 36 (pp. 243-274). Emerald Publishing.
2. **da Motta Veiga, S. P.**, & Turban, D. B. (2018). Who is searching for whom? Integrating applicant attraction and job search research. In U.-C. Klehe and E. A. J Van Hooft (Eds.), *The Oxford Handbook of Job Search and Job Loss* (pp. 311-328). New York, NY: Oxford University Press.
3. **da Motta Veiga, S. P.** (2017). The role of humor in job search and recruitment. In C. Robert (Ed.), *The Psychology of Humor at Work* (pp. 109-120). New York, NY: Taylor & Francis.

Manuscripts under Revision and Review

Note: Full manuscript names redacted to protect blind peer-review.

1. Gabriel, A. S.*, Butts, M. M.*, Chawla, N.*, **da Motta Veiga, S. P.***, Turban, D. B., & Green, J. D. Affect profiles in job search. 2nd Revise and resubmit at *Organization Science*.
2. MacGowan, R. L., Gabriel, A. S., **da Motta Veiga, S. P.**, & Chawla, N. Weekly recovery during job search. Revise and resubmit at the *Journal of Applied Psychology*.

3. **da Motta Veiga, S. P.**, Wilhelmy, A., Hasler, K., Ambühl, M., & Kleinmann, M. Social resources in job search. Under review at the *Journal of Applied Psychology*.
4. Froidevaux, A.*, **da Motta Veiga, S. P.***, Urbanaviciute, I., Rossier, J., Krings, F. Age discrimination. Under review at the *Journal of Applied Psychology*.
5. **da Motta Veiga, S. P.***, Akkermans, J.*, & Hirschi, A.*, Marciniak, J. Career transitions review. Under review at the *Journal of Organizational Behavior*.
6. Jemel, H., **da Motta Veiga, S. P.**, & Di Martino, C. Inclusive leadership review. Under review at the *Journal of Organizational Behavior*.
7. Figueroa-Armijos, M., & **da Motta Veiga, S. P.** Predictors of self-employment in times of recession. Under review at the *Journal of Vocational Behavior*.
8. Barney, C.*, Clark, B. B.*, & **da Motta Veiga, S. P.*** Academic research productivity. Revise and resubmit at *Career Development International*.

INVITED SEMINARS

- 2020: VU Amsterdam
- 2019: EDHEC Business School
- 2018: HEC Paris; EMLyon; Université de Lausanne; VU Amsterdam; Ghent University; ETH Zurich; University of Bern; Toulouse Business School
- 2017: King's College London; University of Zurich
- 2016: White House, Leadership Development Program; Ghent University; George Mason University; George Washington University; Personnel Testing Council Metropolitan Washington; Solvay Brussels School of Business and Economics; Católica-Lisbon School of Business and Economics
- 2015: Católica-Lisbon School of Business and Economics
- 2014: University of Melbourne; Syracuse University; University College Dublin

CONFERENCE PRESENTATIONS

1. Figueroa-Armijos, M., & **da Motta Veiga, S. P.** (2020, August). Predictors of early-career self-employment among millennials in the digital economy: The role of The Great Recession. In B. Okay-Sommerville, and R. Blokker (co-chairs), *Broadening our sight on youth employment*. Symposium conducted at the AOM Virtual Conference.
2. **da Motta Veiga, S. P.**, & Figueroa-Armijos, M. (2020, February). *Early-career self-employment among millennials in the Great Recession: Did parenting during adolescence affect their career decisions?* Paper presented at the AOM Careers Division Community Conference, Vienna, Austria.
3. MacGowan, R. L., Gabriel, A. S., & **da Motta Veiga, S. P.** (2019, August). Does recovery benefit job seekers? A weekly investigation. In R. L. MacGowan, S. P. da Motta Veiga, and A. S. Gabriel (co-chairs), *Examining how individual, social, and contextual factors affect job search self-regulation*. Symposium conducted at the AOM Conference, Boston, MA.

4. **da Motta Veiga, S. P.**, Wilhelmy, A., Hasler, K., Ambühl, M., & Kleinmann, M. (2019, August). The effects of social resources on job search behaviors and outcomes. In R. L. MacGowan, S. P. da Motta Veiga, and A. S. Gabriel (co-chairs), *Examining how individual, social, and contextual factors affect job search self-regulation*. Symposium conducted at the AOM Conference, Boston, MA.
5. Castilla, E. J., **da Motta Veiga, S. P.**, & Sguera, F. (2019, August). *Job application sources and job offers: Does gender matter?* Paper presented at the AOM Conference, Boston, MA.
6. **da Motta Veiga, S. P.**, Wilhelmy, A., Hasler, K., Ambühl, M., & Kleinmann, M. (2019, May). *Dynamics of social capital on persistence and success in job search*. Paper presented at the EAWOP Conference, Turin, Italy.
7. **da Motta Veiga, S. P.***, Akkermans, J.*, & Hirschi, A.* (2019, May). *Looking on the outside: A review of external career transitions and implications for future research*. Paper presented at the EAWOP Conference, Turin, Italy.
8. Figueroa-Armijos, M., & **da Motta Veiga, S. P.** (2019, January). *Predictors of early-career self-employment among millennials in the digital economy: The role of The Great Recession*. Paper presented at the HICSS Conference, Maui, HI.
9. **da Motta Veiga, S. P.**, & Sguera, F. (2018, August). *Who, how, and when: Interaction of gender, job application sources, and length of hiring process on job offer and job choice*. Paper presented at the AOM Conference, Chicago, IL.
10. **da Motta Veiga, S. P.**, Rodrigues, R. A., Guest, D., & Butler, C. L. (2018, August). Do ambitious recent graduates keep looking for new jobs? It depends on emotional workload and perceived organizational support. In R. Blokker, J. Akkermans, S. Khapova, and P. Jansen (co-chairs), *The 21st century school-to-work transition: Improving the working lives of young people*. Symposium conducted at the AOM Conference, Chicago, IL.
11. Barney, C., Clark, B. B., & **da Motta Veiga, S. P.** (2018, August). *Research productivity: A comparison of management faculty at research, balanced, and teaching universities*. Paper presented at the AOM Conference, Chicago, IL.
12. **da Motta Veiga, S. P.**, & Figueroa-Armijos, M. (2018, June). *Individual and family predictors of self-employment as a sustainable career for millennials*. Paper presented at the RSA Conference, Lugano, Switzerland.
13. Golden, S. J., Ali, A. A., **da Motta Veiga, S. P.**, Gabriel, A. S., Ryan, A. M. (2018, April). *Self-determined motivation, affect, and outcomes during job search*. Poster presented at the SIOP Conference, Chicago, IL.
14. Chawla, N., Gabriel, A. S., **da Motta Veiga, S. P.**, & Slaughter, J. E. (2017, August). When no news is not good news: The importance of feedback during the job search. In N. Chawla and A. S. Gabriel (co-chairs), *What contributes to job search self-regulation? Understanding individual and contextual factors*. Symposium conducted at the AOM Conference, Atlanta, GA.

15. **da Motta Veiga, S. P.**, & Gabriel, A. S. (2017, May). *The role of co-rumination and social support in job search: A latent growth modeling approach*. Paper presented at the EAWOP Conference, Dublin, Ireland.
16. **da Motta Veiga, S. P.**, Ali, A. A., Gabriel, A. S., & Lyons, B. J. (2017, May). *Self-determination theory applied to the unfolding process of job search*. Paper presented at the EAWOP Conference, Dublin, Ireland.
17. Berns, J. P., Figueroa-Armijos, M., **da Motta Veiga, S. P.**, & Dunne, T. C. (2016, November). *Crowdfunding from the heart? Unraveling the drivers and outcomes of globally crowdfunded entrepreneurship*. Paper presented at the NARSC Conference, Minneapolis, MN.
18. **da Motta Veiga, S. P.**, Clark, B. B., & Moake, T. R. (2016, September). *Social media as HR strategy for enhancing employer reputation*. Paper presented at the SMS Conference, Berlin, Germany. Paper nominated for Best Conference Paper Award.
19. Wei Xuan Ng, J., Song, Z., & **da Motta Veiga, S. P.** (2016, August). *The facilitative role of affectivity in job search for individuals with strong goal orientations*. Paper presented at the AOM Conference, Anaheim, CA.
20. **da Motta Veiga, S. P.**, Clark, B. B., & Moake, T. R. (2016, August). The impact of social media activity on employer reputation. In G. Van Hove (chair), *Employer branding and social recruiting*. Symposium conducted at the AOM Conference, Anaheim, CA.
21. Schnatterly, K., Berns, J. P., **da Motta Veiga, S. P.**, & Ward, A. J. (2015, October). *Bad board certifications: Where do current directors go from there?* Paper presented at the SMS Conference, Denver, CO.
22. **da Motta Veiga, S. P.**, & Turban, D. B. (2015, August). The role of activated/deactivated affect and core self-evaluations in job search self-regulation. In S. J. Golden and L. Van Dyne (co-chairs), *Challenging the status quo: Advances in behavior change research*. Symposium conducted at the AOM Conference, Vancouver, Canada.
23. Gabriel, A. S., **da Motta Veiga, S. P.**, & Green, J. D. (2015, August). Positive, negative, or both? Exploring affect profiles in job search. In L. Venz and D. Unger (co-chairs), *I feel good, but why? Examining the emergence of work-related affective experiences*. Symposium conducted at the AOM Conference, Vancouver, Canada.
24. Klotz, A. C., & **da Motta Veiga, S. P.** (2015, August). *Recruiting under the influence: Job applicant reactions to workplace drinking norms*. Paper presented at the AOM Conference, Vancouver, Canada.
25. **da Motta Veiga, S. P.**, & Gabriel, A. S. (2015, April). *The dynamics of autonomous and controlled motivation during job search*. Poster presented in Featured Top Rated Posters session at the SIOP Conference, Philadelphia, PA.

26. Robert, C., & **da Motta Veiga, S. P.** (2015, April). *Conversational humor production and appreciation and job satisfaction*. Poster presented at the SIOP Conference, Philadelphia, PA.
27. **da Motta Veiga, S. P.** , & Gabriel, A. S. (2014, August). *The role of self-determined motivation in job search: A dynamic approach*. Paper presented at the AOM Conference, Philadelphia, PA.
28. Dunne, T. C., & **da Motta Veiga, S. P.** (2014, August). The role of nonverbal impression management tactics in pre-organizational entry. In S. P. da Motta Veiga and Timothy C. Dunne (co-chairs), *New developments in impression management research during pre-organizational entry*. Symposium conducted at the AOM Conference, Philadelphia, PA.
29. **da Motta Veiga, S. P.** , & Turban, D. B. (2014, May). *The role of activated and deactivated affect in job search*. Poster presented at the SIOP Conference, Honolulu, HI.
30. Djurdjevic, E., Stoverink, A. C., Klotz, A. C., & **da Motta Veiga, S. P.** (2014, May). *Perceived workplace status: Scale development and validation*. Poster presented at the SIOP Conference, Honolulu, HI.
31. Dunne, T. C., & **da Motta Veiga, S. P.** (2014, February). *Is the interview over before it begins? A self-regulatory model of nonverbal behavior in interviews*. Poster presented during the nonverbal behavior preconference at the SPSP Conference, Austin, TX.
32. **da Motta Veiga, S. P.** (2013, August). *Excited or relieved to make progress? The role of activated and deactivated affect in job search*. Paper presented at the AOM Conference, Orlando, FL.
33. Haggard, D. L., **da Motta Veiga, S. P.**, & LaPreze, M. W. (2013, August). Could everybody use somebody? The role of social support, co-rumination, and self-efficacy in job search. In G. Van Hove and E. A. J. Van Hooft (co-chairs), *New directions in understanding job search: A self-regulatory perspective*. Symposium conducted at the AOM Conference, Orlando, FL.
34. **da Motta Veiga, S. P.**, & Turban D. B. (2013, April). *Self-efficacy, progress, and intensity: Examining competing predictions in job search*. Poster presented at the SIOP Conference, Houston, TX.
35. **da Motta Veiga, S. P.**, & Clark, B. B. (2012, September). *Can Facebook, LinkedIn, and Twitter make or break the deal? The role of social media sites in employer reputation*. Paper presented at the Annual People and Organizations Conference at the Wharton School, Philadelphia, PA.
36. **da Motta Veiga, S. P.** (2012, August). *Job search as a tool for success: A self-regulatory model of career success*. Paper presented at the AOM Conference, Boston, MA.
37. **da Motta Veiga, S. P.**, & Turban, D. B. (2012, August). Who is searching for whom? Integrating applicant attraction and job search. In S. P. da Motta Veiga and L. Kuron (co-chairs), *New directions in job search: The importance of self-efficacy, goals, and applicant attraction*. Symposium conducted at the AOM Conference, Boston, MA.

38. **da Motta Veiga, S. P.**, & Turban, D. B. (2011, August). What leads job seekers to intensify their search for employment? Influence of affect on job search intensity and outcomes. In S. P. da Motta Veiga (chair), *A self-regulatory approach to job search intensity and effort*. Symposium conducted at the AOM Conference, San Antonio, TX. Nominated for Best Symposium Award from the Careers Division.
39. Robert, C., & **da Motta Veiga, S. P.** (2011, August). *The effects of daily humor on affect, work engagement, and job satisfaction*. Paper presented at the AOM Conference, San Antonio, TX.
40. **da Motta Veiga, S. P.** (2011, May). *It's time to look for a job: Time-related individual differences as job search predictors*. Paper presented at the EAWOP Conference, Maastricht, The Netherlands.
41. Schnatterly, K., Ward, A. J., & **da Motta Veiga, S. P.** (2011, May). *Bad board certifications: Where do current directors go from there?* Paper presented at the Corporate Governance Conference at the University of Missouri, Columbia, MO.
42. **da Motta Veiga, S. P.** (2010, August). *An integrative model of motivation, passion, and calling in organizational research*. Paper presented at the AOM Conference, Montreal, Canada.

TEACHING EXPERIENCE

- EDHEC Business School:
 - Human Resource Management – Fall 2020
 - Global Career and Talent Management (new course) – Fall 2020 to ongoing
 - Organizational Behavior – Spring 2020 to ongoing
- American University:
 - Building and Managing a Diverse Workplace (new course) – Fall 2019
 - Managing Human Capital – Fall 2016 to Fall 2019
 - Management and Organizational Behavior – Fall 2015 to Spring 2019
- Lehigh University:
 - Managing and Leading People in Organizations – Fall 2013 to Spring 2015
- University of Missouri:
 - Organizational Behavior – Fall 2012 to Spring 2013
 - Human Resource Management – Summer 2010 to Summer 2011

PROFESSIONAL SERVICE

- Editorial Board Member: Journal of Management Studies (2018-present), Human Resource Management (2018-present), Journal of Vocational Behavior (2017-present)
- Ad-hoc Reviewer: Organizational Behavior and Human Decision Process (2020-present), Journal of Management (2020-present), Journal of Organizational Behavior (2019-present), Human Relations (2019-present), Journal of Applied Psychology (2016-present)
- Conference Reviewer: Academy of Management (2010-present), SIOP (2013-present)

PROFESSIONAL AFFILIATIONS

- Academy of Management (HR, OB, and CAR divisions) (AOM)
- Society of Industrial and Organizational Psychology (SIOP)
- European Association of Work and Organizational Psychology (EAWOP)

INDUSTRY EXPERIENCE

- Willis Towers Watson, Human Capital Consultant, EMEA, Brussels, Belgium
2008-2009
- Michael Page, Recruitment Consultant, Brussels, Belgium 2008
- BNP Paribas Fortis, Capital Markets, Brussels, Belgium & London, UK 2004-
2007
- ING, Management Trainee, Paris, France & Brussels, Belgium 2003

AWARDS, GRANTS AND FELLOWSHIPS

- SNSF Scientific Exchange Grant, *Swiss National Science Foundation*, 2018 (CHF 18,500)
- International Travel Award, *American University*, 2017 (USD 3,000)
- Faculty Research Grant, *Lehigh University*, 2014 (USD 4,000)
- Dissertation Grant, *SHRM Foundation*, 2012 (USD 5,000)
- Outstanding Reviewer Award, *Journal of Vocational Behavior*, 2017
- Best Reviewer Award, Careers Division, *Academy of Management*, 2015, 2017

RESEARCH INTERESTS

Job search, careers, and recruitment
Affect, motivation, and self-regulation

MISCELLANEOUS

- Volunteer Assistant Coach – American University Field Hockey 2016-2019
- Volunteer Assistant Coach – Lehigh University Field Hockey 2013-2014
- Languages: English (fluent), French (native), Portuguese (native), Spanish (fluent), Dutch (conversational), Italian (conversational)