

VINCENT ROGARD

Professor

University of Paris V

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EDUCATION

Ph.D. in Social Psychology (1983) University of René Descartes - Paris V

Ph.D. in in Contemporary History (1991) Université of Sorbonne –Paris IV

Habilitation à Diriger des Recherches en Psychologie (1999)

TEACHING EXPERIENCE

Pre-graduate and post graduate teaching

- Licence of Psychology (Theories and practices in work & organizational psychology)
- Master of Psychology, option Work and Organizational Psychology (Ergonomics and human resource management)
- Master of Psychology, option Work and Organizational Psychology (Orientation course, Professional fields)
- Master of Psychology, option Work and Organizational Psychology (Ethics for Work psychologists)
- Doctoral level : Organizational change

Direction of student's research :

PhD : 4 thesis in progress (Motivation and organizational change, coaching, virtual teams and psychological contract,.)

ENOP Summerschool for post graduate students *New Information Technology and work* (Berlin, 1988), Tilburg (1992), Budapest (1997) Paris (2003)

RESEARCH

Research interest

Motivation assessment in recruitment

Simulation of work activity for recruitment procedure

Service relation and competence management

Procedural justice

Psychological contract

Research network

Langage et travail

Work and organizational French network

Grant activities (V. Rogard, Scientific responsible)

University of Paris 5, Naïve theories on motivation and recruitment, 8.500 € 2003

Recent publication

Over 50 publications, with content ranging from experimental social psychology, cognitive ergonomics, work motivation, career management. Selected recent titles:

Rogard, V (2004). Cadres, Leaders et managers : Activités et influence. In E. Brangier, A. Lancy, & C Louche (Eds), *Les dimensions humaines du travail*, Nancy : Presses Universitaires de Nancy

Rogard, V. (2004). Rôles et statuts. In A. Trognon, J. Allouche, & P. Louart (Eds.). *Encyclopédie des Ressources Humaines*. (pp. 1327-1339), Paris : Vuibert.

Rogard, V (2004). La formation initiale des psychologues du travail : offre, contenus et débouchés. In V. Cohen-Scali (Eds), *Les métiers en psychologie du Travail*, Paris : In Press Editions

Rogard, V. (2003). Relation de service et motivation au travail pour les postes de contact avec le public dans les services de l'Etat. In T. Devilliers (Ed.), *La motivation au travail dans les services publics*. Paris : L'Harmattan.

Rogard, V. & Toth, B.(2003). Career Management and Decision Making Process in a Bicultural Environment, Paper presented at the 11th European Congress On Work And Organizational Psychology (14-17 May 2003), Lisboa, Portugal

Rogard, V. & Caroff, X, Bouteiller, C & Mercier, A. (2003). Pratiques des épreuves de simulation professionnelle dans la sélection de personnels. In N. Delobbe, G. Karnas & C. Vandenberghe (Eds). *Développement des compétences, investissement professionnel et bien-être des personnes*, (275-284) Presses Universitaires de Louvain.

Rogard, V. & Garnier, J (2003). L'entretien annuel d'évaluation : de l'observation en situation à la prise de décision. In N. Delobbe, G. Karnas & C. Vandenberghe (Eds). *Développement des compétences, investissement professionnel et bien-être des personnes*, (329-339) Louvain : Presses Universitaires de Louvain.

Rogard, V. (2001). La relation de service et ses implications dans la gestion des ressources humaines. In C. Levy-Leboyer, M. Huteau, C. Louche & J. P Rolland (Eds.), *RH : les apports de la psychologie du travail*, (pp 403-416). Paris : Editions d'organisation.

PROFESSIONAL ACTIVITY:

Consultant in evaluation of international research and training cooperation, French Ministry of Foreign Affairs