



LUDIVINE ADLA
Maitre de conférences HDR

Grenoble IAE

525 avenue centrale, 38400 Saint Martin d'Hères

www.grenoble-iae.fr

Email: Ludivine.Adla@grenoble-iae.fr

■ RESEARCH INTERESTS

- Human Resources Management
- Innovation
- Entrepreneurship

■ TEACHING DOMAINS

- Entrepreneurship
- Human Resources Management

■ BIOGRAPHY

Ludivine ADLA is a senior lecturer in management sciences at Grenoble Alpes University (Grenoble IAE) and a researcher at CERAG. She is the author of a thesis and several articles on Human Resources Management and innovation in the context of SMEs.

■ QUALIFICATIONS AND DEGREES

Title

Since 2021	Associate Professor, Grenoble IAE Graduate School of Management, France
2019 - 2021	Lecturer, Grenoble IAE Graduate School of Management, France
2018 - 2019	ATER, IAE Lyon
2015 - 2018	PhD student, Université Lyon 2, France

Degrees

Highest degree :

2021	Accreditation to supervise research, Business administration, Université Grenoble Alpes, France
2018	Doctorate, Business administration, Cross Disciplinary, Université Lyon 2, France <i>Pour une relecture du processus d'articulation entre la GRH et l'innovation en PME : une approche par la théorie du don/contre don</i>
2015	Master, Business administration, Human Resources Management, Grenoble IAE Graduate School of Management, France
2013	French Bachelor, Business administration, Organizational Management, Grenoble IAE Graduate School of Management, France

■ ACADEMIC POSITIONS AND ACTIVITIES

Academic activities

Since 2020 Program Manager - Master M1 Entrepreneuriat et Management de Projet, Grenoble IAE Graduate School of Management, France
 , Grenoble IAE Graduate School of Management, France

■ ACTIVITIES WITHIN THE SOCIO-ECONOMIC WORLD

Contributions for the socio-economic world

CHERRAD, S., ADLA, L. and DEFELIX, C. (2023). Orienter vers les métiers en tension : comment utiliser l'IA comme boussole ? Liaisons Sociales Magazine, France.

ADLA, L., EYQUEM,, M. and GALLEG0-ROQUELAURE, V. (2020) Comment les PME peuvent s'appuyer sur leurs valeurs pour sortir de la crise. *The conversation* May.

ADLA, L. and GALLEG0-ROQUELAURE, V. (2020). « Donner, apprendre, innover » : voyage en PME. *Personnel*, 602, pp. 54.

ADLA, L. and GALLEG0-ROQUELAURE,, V. (2019) Gestion des ressources humaines en PME : une question de dirigeant. *The conversation*.

■ RESEARCH ACTIVITIES

Research project

2020 - 2021 What financing strategies for innovative companies? (Project)

Scientific responsibilities

Editorial activities

Since 2017 Evaluation of articles and communications: Personnel Review, @grh, Management International, EURAM, AGRH

Event-related activities

2018 - 2018 Member of the organizing committee of the AGRH Congress, France

Project-related activities

2015 - 2016 Member of the project "the impact of an innovation ecosystem on human capital", Nanoelec Technological Research Institute, Grenoble Ecole de Management

■ GRANTS AND HONORS

2019 Thesis Award AIREPME-FNEGE 2019, AIREPME

2019 Thesis Award AGRH Didier Retour 2019, AGRH

2016 Student HR Prize "Research Hope" - ANDRH Juni'Or Trophies 2016, ANDRH

■ INTELLECTUAL CONTRIBUTIONS

Peer-reviewed Articles

ADLA, L. and GALLEG0-ROQUELAURE, V. (2024). Understanding the link between HRM and innovation in SMEs through a multi-level approach. *Employee Relations*, 46(1), pp. 36-53.

(CNRS: 4, FNEGE: 3)

ADLA, L. and DEFELIX, C. (2023). Quand on gère les ressources humaines d'une PME par les paradoxes: leçons d'une étude de cas. *@GRH*, 47(2), pp. 149-168.

(CNRS: FNEGE: 3)

- ADLA, L. and GALLEGRO-ROQUELAURE, V. (2023). Bâtir une GRH inclusive en PME au travers des relations de don/contre-don entre dirigeant et salariés. *Relations industrielles / Industrial Relations*, 78(1), pp. 1-17.
(CNRS: 3, FNEGE: 2)
- ADLA, L. and GALLEGRO-ROQUELAURE, V. (2022). Dual face of HRM formalization in SME: A gift exchange approach. *Revue de Gestion des Ressources Humaines*, 2022/1(123), pp. 57-68.
(CNRS: 2, FNEGE: 2)
- ADLA, L. (2021). GRH et innovation en PME : une perspective multi-niveaux. *@GRH*, 41(4), pp. 81-107.
(CNRS: FNEGE: 3)
- ADLA, L., EYQUEM, M. and GALLEGRO-ROQUELAURE, V. (2020). From the leader's values to organizational values: towards a dynamic and experimental view on values work in SMEs. *M@n@gement*, 23(1), pp. 81-101.
(CNRS: 2, FNEGE: 2)
- ADLA, L. and GALLEGRO-ROQUELAURE, V. (2020). Les compétences entrepreneuriales du dirigeant au cœur de l'émergence d'un réseau international de PME. *Management International*, 24(6).
(CNRS: 3, FNEGE: 2)
- ADLA, L. and GALLEGRO-ROQUELAURE, V. (2019). The gift in shared HRM ethics in SMEs. *Employee Relations*, 41(5), pp. 997-1014.
(CNRS: 4, FNEGE: 3)
- ADLA, L. (2019). Les mécanismes du don/contre-don : un chaînon manquant entre la GRH et l'innovation en PME. *Revue Internationale PME*, 32(3), pp. 231-259.
(CNRS: 4, FNEGE: 3)
- ADLA, L., GALLEGRO-ROQUELAURE, V. and CALAMEL, L. (2019). Human Ressource Management and innovation in SMEs. *Personnel Review*, 49(8), pp. 1519-1535.
(CNRS: 3, FNEGE: 3)
- ADLA, L. and GALLEGRO-ROQUELAURE, V. (2018). La dynamique de construction d'une GRH sociétale en PME française de l'Economie Sociale et Solidaire. *Relations industrielles / Industrial Relations*, 73(1), pp. 67-92.
(CNRS: 3, FNEGE: 3)
- ADLA, L. and GALLEGRO-ROQUELAURE, V. (2018). Le don au cœur de la construction d'une GRH partagée en PME. *Revue de Gestion des Ressources Humaines*, 108(3), pp. 32-43.
(CNRS: 2, FNEGE: 2)
- ADLA, L. and GALLEGRO-ROQUELAURE, V. (2016). La transformation de pratiques de GRH en PME innovantes. *@GRH*, 21(4), pp. 47-69.
(CNRS: FNEGE: 3)

Books and Book Editor

- ADLA, L. and GALLEGRO-ROQUELAURE, V. (2019). *Manager l'innovation en PME, focus sur la Gestion des Ressources Humaines*. Caen: Edition Management & Société (EMS).
- ADLA, L., GALLEGRO-ROQUELAURE, V. and VILETTE, M.A. [Eds] (2022). *Management des ressources humaines en PME : approches stratégique et sociale*. Paris: Vuibert.

Chapters in book

- ADLA, L. and GALLEGRO-ROQUELAURE, V. (2022). Vers un management plus inclusif des RH en PME. In: L. ADLA, V. GALLEGRO-ROQUELAURE & M-A. Vilette eds. *Management des ressources humaines en PME : approches stratégique et sociale*. 1st ed. Vuibert, pp. 271-284.

Non-Peer Reviewed Articles

- TARILLON, C., YU, H., ADLA, L., MANTHÉ, E. and ENJOLRAS, G. (2023). Similarity is not everything: the influence of personal characteristics of entrepreneurs and investors on their fit. *International Entrepreneurship and Management Journal*, 19(2), pp. 709-732.
(CNRS: 4, FNEGE: 4)
- ADLA, L. and GALLEGRO-ROQUELAURE, V. (2019) Innover dans les PME grâce à l'intelligence collective. *Harvard Business Review France* July.

Presentation at a conference with proceedings

- ADLA, L., GALLEGRO-ROQUELAURE, V. and CALAMEL, L. (2019). 'How to manage HRM and innovation in SMEs?'. Bordeaux: Congrès de l'Association Francophone des Ressources Humaines, France.
- ADLA, L. and GALLEGRO-ROQUELAURE, V. (2018). 'GRH et innovation en PME : le don comme chaînon manquant'. 29ème, Lyon: Congrès de l'Association Gestion des Ressources Humaines (AGRH), France.

ADLA, L., EYQUEM,, M. and GALLEG0-ROQUELAURE,, V. (2018). 'What is a moral entrepreneur? The case of a new HRM system in a SME of the social and solidarity economy'. Tallinn: EGOS Colloquium (European Group for Organizational Studies), Estonia.

ADLA, L., GALLEG0-ROQUELAURE,, V. and EYQUEM,, M. (2018). 'The role of entrepreneurial competencies in the emergence of an international network of SMEs'. Reykjavik: European Academy of Management Conference (EURAM), Iceland.

ADLA, L., CALAMEL,, L. and GALLEG0-ROQUELAURE,, V. (2017). 'Innovation ecosystems and HRM practices in SMEs'. Glasgow: European Academy of Management Conference (EURAM), Great Britain.

ADLA, L. and GALLEG0-ROQUELAURE,, V. (2017). 'Vers une GRH co-construite en PME'. Aix en Provence: Congrès de l'Association Gestion des Ressources Humaines (AGRH), France.

ADLA, L. and GALLEG0-ROQUELAURE,, V. (2017). 'La construction d'une GRH sociétale en PME'. Aix en Provence: Congrès de l'Association Gestion des Ressources Humaines (AGRH), France.

ADLA, L. (2017). 'GRH et dynamique d'innovation en PME : une analyse à travers la théorie du don/contre-don'. Lyon: Conférence de l'Association Internationale de Management Stratégique (AIMS), France.

ADLA, L., GALLEG0-ROQUELAURE,, V. and CALAMEL,, L. (2016). 'Le dirigeant et ses pratiques de GRH, levier d'innovation : apport de la théorie des échelons supérieurs'. Strasbourg: Congrès de l'Association Gestion des Ressources Humaines (AGRH), France.