Kenneth DE ROECK

Professor

Academy: Innovation

Research center: SKEMA Centre for Sustainability Studies

Campus: Lille

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Research interests

Organizational Behavior, Leadership, CSR, Mindfulness

Education

2026	Habilitation à Diriger des Recherches, Business administration, Management, University of Toulouse 1 Capitole, France
2013	Ph.D. in Management and Economic Sciences, Université catholique de Louvain, Belgium

Experience

Full-time academic positions

Since 2025	Professor, SKEMA Business School, France
2021 - 2024	Associate Professor, SKEMA Business School, France
2019 - 2021	Associate Professor with Tenure, University of Vermont, United States of America
2016 - 2019	Assistant Professor, University of Vermont, United States of America
2013 - 2016	Assistant Professor, IÉSEG School of Management, France

Other academic affiliations and appointments

2008 - 2013	Research Assistant, Université catholique de Louvain, Belgium
2007 - 2013	Teaching Assistant, Université catholique de Louvain, Belgium
2012	Visiting Scholar, University of Queensland, Australia

Other professional experiences

2010 - 2012	External Consultant in CSR and HRM, ENGIE, Belgium
2004 - 2006	Business Analyst, ERAMET, United States of America

Research grants, Awards and Honors

Awards and Honors

2024	SKEMA Research Excellence Award,
2023	Journal of Management and SAGE Scholarly Impact Award 2023
2019	Best paper award of the 5th International CSR Communication Conference, Co-constructing corporate social responsibility: Toward a sensemaking-based dialogical and

	configurational approach. Authors: Maon, F.; Swaen, V.; and De Roeck, K.
2018	De Roeck, El Akremi and Swaen (2016) published in the Journal of Management Studies, The LouRIM Research Excellence Award 2017
2018	Faculty Research Excellence Award - UVM Grossman Business School

Publications

Peer-reviewed journal articles

BABU, N., DE ROECK, K. and RAINERI, N. (2025). Servant leadership and employee socially responsible behavior: The role of employee psychological entitlement. *Personality and Individual Differences*, 246, pp. 113378.

DE ROECK, K., RAINERI, N., JONES, D. and SCHEIDLER, S. (2024). Giving the Benefit of the Doubt: Investigating the InsuranceLike Effect of CSR in Mitigating Negative Employee Reactions to Psychological Contract Breach. *Journal of Management Studies*, 61(7), pp. 3226-3259.

BABU, N., DE ROECK, K., RIVKIN, W. and BHATTACHARYA, S. (2024). I can do good even when my supervisor is bad: Abusive supervision and employee socially responsible behaviour. *Journal of Occupational and Organizational Psychology*, 97(02), pp. 555-578.

MAON, F., SWAEN, V. and DE ROECK, K. (2021). Corporate branding and corporate social responsibility: Toward a multi-stakeholder interpretive perspective. *Journal of Business Research*, 126, pp. 64-77.

BABU, N., DE ROECK, K. and RAINERI, N. (2020). Hypocritical organizations: Implications for employee social responsibility. *Journal of Business Research*, 114, pp. 376-384.

MAON, F., VANHAMME, J., DE ROECK, K., LINDGREEN, A. and SWAEN, V. (2019). The Dark Side of Stakeholder Reactions to Corporate Social Responsibility: Tensions and Micro-level Undesirable Outcomes. *International Journal of Management Reviews*, 21(2), pp. 209-230.

DE ROECK, K. and MAON, F. (2018). Building the theoretical puzzle of employees' reactions to corporate social responsibility: An integrative conceptual framework and research agenda. *Journal of Business Ethics*, 149, pp. 609-625.

DE ROECK, K. and FAROOQ, O. (2018). Corporate social responsibility and ethical leadership: Investigating their interactive effect on employees' socially responsible behaviors. *Journal of Business Ethics*, 151, pp. 923-939.

EL AKREMI, A., GOND, J.P., SWAEN, V., DE ROECK, K. and IGALENS, J. (2018). How do employees perceive corporate responsibility? Development and validation of a multidimensional corporate stakeholder responsibility scale. *Journal of Management*, 44(2), pp. 619-657.

DE ROECK, K., EL AKREMI, A. and SWAEN, V. (2016). Consistency matters! How and when does corporate social responsibility affect employees' organizational identification? *Journal of Management Studies*, 53(7), pp. 1141-1168.

DE ROECK, K., MARIQUE, G., STINGLHAMBER, F. and SWAEN, V. (2014). Understanding employees' responses to corporate social responsibility: Mediating roles of overall justice and organisational identification. *International Journal of Human Resource Management*, 25(1), pp. 91-112.

DE ROECK, K., MAON, F. and LEJEUNE, C. (2013). Taking up the challenge of corporate branding: An integrative framework. *European Management Review*, 10(3), pp. 137-151.

DE ROECK, K. and DELOBBE, N. (2012). Do Environmental CSR Initiatives Serve Organizations' Legitimacy in the Oil Industry? Exploring Employees' Reactions Through Organizational Identification Theory. *Journal of Business Ethics*, 110(4), pp. 397-412.

Book chapters

GOND, J.P., SWAEN, V. and DE ROECK, K. (2026). Corporate social responsibility and social exchange theory: leveraging the socially responsible exchange framework. In: Marjo-Riitta Diehl , Jacqueline Coyle-Shapiro , and Russell Cropanzano eds. *Handbook of Social Exchange Theory in Organizations*. 1st ed. Edward Elgar Publishing, pp. 523–539.

Conference presentations

GOND, J.P., DE ROECK, K., SWAEN, V. and EL AKREMI, A. (2025). Corporate Social Responsibility and social exchange theory: what do we know? Where shall we go? In: The 85th Annual Meeting of the Academy of Management. Copenhague.

BABU, N., DE ROECK, K. and RAINERI, N. (2022). Generating Social Good in Generation Z. In: Academy of Management. Seattle.

RIVKIN, W., BABU, N., BHATTACHARYA, S. and DE ROECK, K. (2022). From This is Depleting to This is Energizing - How Work Enhances Psychological Energy. In: Academy of Management. Seattle.

MAON, F., DE ROECK, K. and SWAEN, V. (2019). Co-constructing corporate social responsibility: Toward a sensemaking-based dialogical and configurational approach. In: International CSR Communication Conference. Stockholm.

MAON, F. and DE ROECK, K. (2019). Framing undue domination: Outsider-driven corporate delegitimation efforts and the Occupy Wall Street movement. In: EGOS Colloquium. Edinburgh.

DE ROECK, K., RAINERI, N. and SCHEIDLER, S. (2018). Giving the benefit of the doubt: A micro-level investigation of the insurance-like effect of CSR. In: Academy of Management Annual Meeting. Chicago.

JONES, D., FAROOQ, O. and DE ROECK, K. (2018). Do attributed motives moderates the effect of CSR on employees' OCB? In: Academy of Management Annual Meeting. Chicago.

DE ROECK, K., RAINERI, N. and SCHEIDLER, S. (2018). A risk-mitigation approach of CSR: The case of the psychological contract breach. In: CR3+ Conference. Nantes.

MAON, F. and DE ROECK, K. (2017). Making sense of CSR: Towards a multipartite interactional conceptualization. In: Society for Business Ethics Annual Conference. Atlanta.

Other research activities

Senior or associate editor

2020 - 2025	M@n@gement

Editorial board member

Since 2023	Journal of Business Research
Since 2018	Journal of Business Ethics

Affiliations

Since 2010	Academy of Management

PhD supervision

2026	M. SERVAES, PhD thesis, Thesis jury member
2024	W. RAOOF, PhD thesis, Thesis jury member
2023	I. DIBATTISTA, PhD thesis, Thesis jury member

Professional Activities

Other professional activities

Since 2010	Louvain Corporate Social Responsibility Network