

PAOLA RODRIGUES DE MATOS

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SUMMARY

Paola Matos is an Organizational Studies researcher, currently PhD Student at Grenoble École de Management (GEM), as part of the Re-Imagining Work research team. Under the supervision of Professor Anne Antoni, she explores the intersection between work and class. Her thesis at GEM is on the three-essays format, the first one explores the role of the white uniform for nannies in Brazil on the discrimination they face socially on a daily basis; the second is a Systematic Literature Review, which aims to analyze how the theme of poverty has been treated in research in Organization Studies for the last ten years. The third paper seeks to understand how the beach as a workplace influences the perception of informal workers who work at the beaches in Rio de Janeiro, Brazil. Before entering the PhD program at GEM she got an MSc. from Getulio Vargas Foundation, Brazil, and, in her dissertation, she argued that Work-Life Balance (WLB), as a Global North construct, should be revisited before applied in research in Brazil. She presented three aspects that should be considered in the Brazilian context: poverty and social inequalities, race, and informality and precarious work. Paola had her work presented in International Conferences, such as EGOS, and ICMS (forthcoming). Involved in the academic community, she has taught Work Psychology for bachelor's Students at GEM, and has contributed as Pedagogical Assistant for many courses at the school.

EDUCATION

PhD – Business Administration: Re-Imagining Work, 2023-2027 (expected).

Grenoble École de Management, Grenoble, France.

MSc. – Business Administration: Organizational Studies, 2023.

Getulio Vargas Foundation, São Paulo School of Business Administration, São Paulo, Brazil.

Specialization – Industrial/Organizational Psychology, 2020.

Mackenzie Presbyterian University, São Paulo, Brazil.

B.A. – Business Administration, 2014.

La Salle University, Canoas, Brazil.

RESEARCH INTERESTS

Workers in Poverty, Job Insecurity, Social Class and Work, Precarious Work, Qualitative Research

PUBLICATIONS

Conference Papers

Matos, P. (2025). *Working Boundaries: The Social Meanings of Nannies' Uniforms in Brazil* In: The 14th International Critical Management Studies (ICMS) Conference, Manchester (UK).

Matos, P. (2024). *White: Identities and resistance through the uniform of Brazilian nannies* In: 40th EGOS Colloquium, Milan (Italy).

Matos, P., Suda, P., & Manzoli, A. C. (2022). *Depression at work: a teaching case on the influence of culture and management practices on mental health* In: XLVI Encontro da Associação Nacional de Pós-graduação e Pesquisa em Administração, Brazil, in Portuguese.

Matos, P. (2022). *"Resume doesn't need a face": Analyzing the Public's Reaction to Magazine Luiza's Trainee Program* In: XI Encontro de Estudos Organizacionais da ANPAD, Brazil, in English.

Matos, P., & Borges, M. L. (2015). *Organizational Socialization at Walt Disney World: Critiques of Traditions as a Rite of Passage to a 'Magical World'* In: XXXIX Encontro da Associação Nacional de Pós-graduação e Pesquisa em Administração, Brazil, in Portuguese.

Articles

Matos, P., & Borges, M. L. (2018). Magic for who? A critical analysis of exchange tourism at Disney World. *PASOS. Revista de Turismo y Patrimonio Cultural*, 16(2), 415-430, in Portuguese.

PhD COURSEWORK

Research Methods

Introduction to Qualitative Analysis - Stéphane Jaumier

Introduction to Qualitative Methods - Marcos Barros

Introduction to Qualitative Research - Gazi Islam

Introduction to Quantitative Reasoning - David Grover

Advanced Qualitative Data Background and Application - Stéphane Jaumier

Experimental Design - Carolina Werle

Introduction to Theories of Management - Carolina Werle

Questionnaire and Scale Development - Robert Mai

Regression Analysis - Yashar Bashirzadeh

Research Design - Robert Mai and Lea Stadtler

Qualitative Data analysis - Thibault Daudigeos and Charles-Clemens Ruling

Others

Pedagogy - Amanda Peticca-Harris and Stacey Malek

Advanced Seminar in OT/OB - Stéphane Jaumier

Publishing and Reviewing Successfully - Anne Antoni and Taran Patel

Philosophy & Theory in Management - Pauline Fautien and Ismael Al-Amoudi

CLASSROOM EXPERIENCE

Teaching	Work and Organizational Psychology	2025	30 hours
Teaching Assistantship	Ethics in Big Data	2024	15 hours
Teaching Assistantship	Work Psychology	2024	15 hours

OTHER COURSES AND INTERNATIONAL EXPERIENCE

Au Pair Program – Illinois and California, 2016 – 2018

Business English – UC Berkeley, 2017

English Composition – Oakton Community College, 2017

International College Program – Walt Disney World, FL
2012 – 2013

International College Program – Walt Disney World, FL
2010 – 2011