

Victor KASSEGNE, Ph.D

Assistant Professor in Corporate Social Responsibility

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Research Interests

- Ubuntu and community organizations
- Corporate Social Responsibility
- Gender, diversity and inclusion
- Circular Economic
- Network analysis

Teaching Area Interests

- Corporate Social Responsibility
- New Technology and Ethics
- CSR Project Management
- Research Methodology

Academic Background

- 2024 : PhD in management and management sciences, University of Montpellier Paul Valery, France
- 2021: Master's in HRM - Sciences of Organizations and Institutions, University of Montpellier Paul Valery, France
- 2018 : Bachelor's Degree in Organization and Human Resources Management, University of Lome, Togo

Courses Taught

Master level teaching

- Corporate Social Responsibility
- Research methodology
- Forum of the new worlds
- New Technologies Forum

Undergraduate level teaching

- Corporate Social Responsibility
- CSR project management
- Sustainability Development

Academic Experience

- Present: Assistant-Professor, Brest Business School, France
- 2023-2025: Temporary Lecturer and Research Assistant, University of Montpellier Paul Valéry, France
- 2022-2023: Contract teacher, University of Montpellier Paul Valéry, France

Professional Experience

- 2021-2022: Investigator, BVA Group, Montpellier, France

Peer-Review Journal

- Kassegne, K.V., Belghiti-Mahut, S., Rodhain, A. (2024). Perception of the network in the African context through the narratives of women involved in three networks in Togo. *International SME Review*, 37(3-4), 97-119

Refereed Proceedings

- Kassegne, K.V (2025). Exploration des valeurs éthiques d'une organisation communautaire africaine à la lumière de la philosophie de l'Ubuntu, 36ème Congrès de l'AGRH, Deauville, 22-24 octobre 2025
- Kassegne, K.V (2025). Better Understanding the Development and Functioning of Communities Situated Between the Informal and the Formal in the Togolese Context, 23rd International Symposium on Ethics, Business and Society, Barcelona, October 13-14, 2025
- Kassegne, K.V (2025). Ubuntu at the service of AI ethics in education. Symposium on Digital Humanities: engagement and learning at the university, University of Montpellier Paul Valéry (France)
- Kassegne, K.V (2025). Rethinking the circular economy of the South through the prism of Ubuntu. International writing and mentoring workshop for early career researchers in West African, The British Academy, Lomé (Togo)
- Kassegne, K.V (2025). From the heritage of the Nana Benz of Lomé to the empowerment of the Nana Tech in Togo. 30th History of Management and Organizations. JHMO, IAE La Rochelle University (France)
- Kassegne, K.V (2024). Networking behaviors and gender: Case of Togolese network. 3rd Francophone interdisciplinary conference on network analysis, Frognet24 Conference, Sciences Po Bordeaux (France)
- Kassegne, K.V (2024). Networking behaviors and individual performance: A case study analysis within the Jeune Femme Leader (JFL) network in Togo. 34th Congress of the Francophone Association of Human Resources Managers, AGRH, IAE of Corsica (France)
- Kassegne, K.V (2022). Networking behaviors and gender: Study of networks in Togo. 17th International Meeting of Diversity. RID, Mohammed V University, Rabat (Morocco)
- Kassegne, K.V., Belghiti-Mahut, S., Rodhain, A. (2022). Meaning and use of the network: case of the networks of Nana Benz de Lomé (NBL), the microfinance Fucec-Togo (MFT) and Jeune Femme Leader (JFL). 33rd Congress of the Francophone Association of Human Resources Managers, AGRH, Brest (France)

Books and book Chapters

- Kassegne, K.V. (2026), Activation de savoirs élaborés en sciences de gestion à partir de l'épistémologie pragmatique d'Ubuntu, in S. Frimousse, *L'Afrique autrement : Promesses d'une recherche en mouvement* (p. 135-143), Caen, France, EMS

- Kassegne, K.V., Belghiti-Mahut, S., Rodhain, A. (2025). African agency in management: Manifestations of the concept of Ubuntu through two cases of networks of Togolese women. In S. Frimousse, Ingenious and talented Africa: When Africa inspires the world (p.29-37). Caen, France, EMS

Speeches / Presentations at a Community Meeting

- Kassegne, K.V (2021). Diversity of male and female leadership in organizations in Togo. 7th National Summit of Women's Leadership in Togo, PPDC-Africa, Kara (Togo)

Awards / distinctions

- Kassegne, K. V (2025). Qualified as a lecturer at the National Council of Universities 06 (management and management sciences)

Other Activities / Memberships

- Member of the CORHIS Laboratory, Axis 2: Human Resources Management and Corporate Social Responsibility, University of Montpellier Paul Valery (France)