

## In Memoriam: Jacques Rojot (1941–2020)

It is with great sorrow that we announce the passing of Professor Jacques Rojot in the early hours of 16 April 2020. As one of the founding members of the original International Advisory Board established on the launch of the *International Journal* in 1985, Jacques has been a key contributor to the Journal's strategic direction and development throughout the last three and a half decades. His loss came at the end of a long battle with illness, and our thoughts go out to his widow, Evelyne, and to his close family and friends.

Jacques Rojot was a leading international authority in the fields of human resources and organizational theory, having commenced his academic activity in the field of Law. After completing his Law studies at the University of Paris, his career took him to the United States, where he obtained a Doctorate in Management from UCLA, before returning to France, where he completed his French Doctorate in Rennes. After periods in the universities of Rennes and Le Mans, Jacques eventually returned to Paris – first to Paris I (Panthéon-Sorbonne) and, most recently, to Paris II (Panthéon-Assas), where he became the Co-Director of CFFOP and Director of the Doctoral Programme in Economics and Management.

His seminal works '*Negotiation*' and '*Theory of Organizations*' established Jacques Rojot at the forefront of research in those newly-emerging fields. At the same time, they reflected his broad exposure to international academic collaboration, and a growing involvement with comparative empirical studies – particularly concerning developments in Europe and the United States. Indeed, that expansive range of interests continued to the end, with his work on 'Workplace Justice' (together with his close friend and colleague, the late Hoyt Wheeler) continuing to provoke controversy and debate at international gatherings around the world. Undoubtedly, however, the scholarly legacy of Jacques Rojot manifests itself most obviously in the *Revue de Gestion des Ressources Humaines*, which he established in 1991, and for which he served as Editor-in-Chief over more than two decades.

Recognized for his singular contributions at the highest levels, with conferment of the status of Knight of the Légion d'Honneur and Officer of the Palmes Académiques, Jacques was made Professor Emeritus in the University of Paris II upon his retirement from full-time teaching. Yet, formal retirement merely

marked the beginning of another chapter, as he continued his role of Director of International Programmes at CIFFOP, with recent scholarly collaboration initiatives involving partners as far afield as Lebanon and Hong Kong.

It is, however, as a friend and colleague that we shall miss Jacques most. Always generous with his time – whether for the highest-ranking policy-makers or with the least confident of students – Jacques was admired and greatly loved by those who had the good fortune to work and study with him. His understated, often wonderfully dry, sense of humour could leaven the most intense of debates, and a twinkle in his eye served to soften the impact of his impressively sharp analytical mind. A Parisian to the core, Jacques would always be appraised of the latest arrivals on the Paris dining scene and the most interesting recent publications attracting the attention of the French academic community, not to mention the latest ‘horrors’ being inflicted by municipal government upon his beloved capital. On top of which, the warmth of welcome and hospitality ‘chez Rojot’ were legendary!

On this saddest of occasions, the Scientific Directors of the *International Journal* place on record their personal and professional sadness at the passing of a close colleague. We miss you as a scholar; we miss you as a colleague; but, above all, we miss you as a dear friend.

*Alan C. Neal (Founding Editor)*

*Tiziano Treu*

*Manfred Weiss*