

Jan ONDRUS

Professeur

Département: Systèmes d'Information, Data

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Pays d'origine: Suisse

INTERETS DE RECHERCHE

Impact social des technologies de l'information, Modèles d'affaires numériques et innovation,

FORMATION

2007 Ph.D. en Systèmes d'Information, HEC Lausanne, Suisse

2003 MSc en Systèmes d'Information, HEC Lausanne, Suisse

EXPERIENCE PROFESSIONNELLE

Positions académiques principales

2024 - Présent Professeur, ESSEC Business School, France

2015 - 2024 Professeur associé, ESSEC Business School, Singapour

2007 - 2015 Professeur assistant, ESSEC Business School, Singapour

Autres affiliations académiques

2021 - 2025 Responsable de chaire - Digital Disruption, ESSEC Business School, France

2020 - 2021 Directeur académique associé GLOBAL MBA, ESSEC Business School, France

2018 - 2022 Doyen Associé en charge d'Essec Asia-Pacific, ESSEC Business School, Singapour

2016 - 2020 Coordinateur de filière - Digital Business and Innovation - GLOBAL MBA, ESSEC Business School, France

2015 - 2019 Directeur de la recherche - Centre d'Excellence en Digital Business, ESSEC Business School, France

2015 - 2018 Professeur titulaire de la chaire "Networked Business Models", ESSEC Business School, France

2009 - 2016 Directeur de la recherche - Chaire Media & Entertainment/Digital, ESSEC Business School, France

2016 - 2016 Chercheur invité, Korea Development Institute (KDI), Corée du Sud

2016 - 2016 Chercheur invité, Seoul National University, Corée du Sud

2014 - 2014 Professeur assistant visitant, Seoul National University, Corée du Sud

2013 - 2014	Chercheur invité, Case Western Reserve University. Weatherhead School of Management, États-Unis
2012 - 2013	Professeur visitant, HEC Lausanne, Suisse
2008 - 2009	Enseignant invité, Universität Mannheim, Allemagne
2007 - 2007	Professeur chercheur visitant, Sungkyunkwan University, Corée du Sud

BOURSES, PRIX ET DISTINCTIONS

Prix et Distinctions

2020	Best Student Paper Award (Track - Societal Impact of IS) for this article "Hikikomori and Technology-Enabled Escapism: An Affordances and Constraints Perspective" at the the 2020 International Conference on Information Systems (ICIS), Association for Information Systems (AIS), États-Unis
2017	Finaliste, Most Innovative Short Paper Award pour son article "IS Capabilities in the Development of an Ecosystem Innovation: A Case Study of the Hallyu (Korean Wave) Phenomenon" a la 2017 International Conference on Information Systems (ICIS)., Association for Information Systems (AIS), États-Unis
2016	Elsevier 15th Anniversary Author Awards Most Cited Papers 2001 – 2016: pour l'article : Dahlberg, T., Mallat, N., Ondrus, J., Zmijewska, A. 2008. Past, Present and Future of Mobile Payments: A Literature Review. ECRA 7(2), 165-181.
2015	Highly Commended Paper 2014, pour son article "Mobile Social Networking application viability: A research framework" publié dans International Journal of Accounting and Information Management.
2015	Finaliste: Best Paper à la 48ème Hawai'i Annual International Conference on System Sciences (HICCS-48) pour son article "A Post-Failure Analysis of Mobile Payment Platforms" (co-écrit avec GannamaneniA., Lyytinen K.).
2005	Finaliste: Best Paper Award at at the 38th Hawai'i Annual International Conference on System Sciences (HICCS-38)

PUBLICATIONS

Articles

- SCHREIECK, M., ONDRUS, J., WIESCHE, M. et KRCMAR, H. (2024). A typology of multi-platform integration strategies. *Information Systems Journal*, 34(3), pp. 828-853.
- TAN, F.T.C., ONDRUS, J., TAN, B. et OH, J. (2020). Digital Transformation of Business Ecosystems: Evidence from the Korean Pop Industry. *Information Systems Journal*, 30(5), pp. 866-898.
- DE REUVER, M. et ONDRUS, J. (2017). When Technological Superiority Is Not Enough: The Struggle to Impose the SIM Card as the NFC Secure Element for Mobile Payment Platforms. *Telecommunications Policy*, 41(4), pp. 253-262.
- GLADY, N. et ONDRUS, J. (2016). Lancer sa plateforme web: les 3 erreurs à éviter. *Harvard Business Review (France)*, (HS), pp. 94-95.
- DAHLBERG, T., GUO, J. et ONDRUS, J. (2015). A Critical Review of Mobile Payment Research. *Electronic Commerce Research and Applications*, 14(5), pp. 265-284.

ONDRUS, J., BUI, T. et PIGNEUR, Y. (2015). A Foresight Support System Using MCDM Methods. *Group Decision and Negotiation*, 24(2), pp. 333-358.

ONDRUS, J., GANNAMANENI, A. et LYYTINEN, K. (2015). The Impact of Openness on the Market Potential of Multi-Sided Platforms: A Case Study of Mobile Payment Platforms. *Journal of Information Technology*, 30(2), pp. 260-275.

PHANG, C.W., SUTANTO, J., TAN, C.H. et ONDRUS, J. (2014). Mobile Social Networking Application Viability: A Research Framework. *International Journal of Accounting and Information Management*, 22(4), pp. 321-338.

HOLZER, A. et ONDRUS, J. (2011). Mobile Application Market: A Developer's Perspective. *Telematics and Informatics*, 28(1), pp. 22-31.

SARKER, S., CAMPBELL, D., ONDRUS, J. et VALACICH, S. (2010). Mapping the Need for Mobile Collaboration Technologies: A Fit Perspective. *International Journal of e-Collaboration*, 6(4), pp. 32-53.

ONDRUS, J. et PIGNEUR, Y. (2009). Near Field Communication: An Assessment for Future Payment Systems. *Information Systems and e-Business Management*, 7(3), pp. 347-361.

DAHLBERG, T., MALLAT, N., ONDRUS, J. et ZMIJEWSKA, A. (2008). Past, Present and Future of Mobile Payments Research - A Literature Review. *Electronic Commerce Research and Applications*, 7(2), pp. 165-181.

ONDRUS, J. et PIGNEUR, Y. (2007). Cross-industry Preferences for Mobile Payments Development in Switzerland. *Electronic Markets*, 17(2), pp. 142-152.

ONDRUS, J. et PIGNEUR, Y. (2006). Towards A Holistic Analysis of Mobile Payments: A Multiple Perspectives Approach. *Electronic Commerce Research and Applications*, 5(3), pp. 246-257.

Chapitres d'ouvrage

REMY, S., KOLOKOTSA, J., ONDRUS, J., EL OUARAZI, Y. et GLADY, N. (2021). Purposeful Ecosystem Orchestration. Dans: Colin Mayer, Bruno Roche eds. *Putting Purpose into Practice: The Economics of Mutuality*. 1st ed. Oxford: Oxford University Press, pp. 98-112.

ONDRUS, J., BUI, T. et BUI, T. (2005). A Multi-Actor, Multi-Criteria Approach for Technology Selection When Designing Mobile Information Systems. Dans: *Mobile Information Systems II*. 1st ed. New York: Springer, pp. 271-278.

Actes d'une conférence

BERNEY, M., ONDRUS, J. et HOLZER, A. (2024). Navigating the Shadows of Cyber Vigilantism: A Preliminary Analysis of Social Dynamics and Activities of Scambaiting. Dans: *Conference on Human Factors in Computing Systems - Proceedings*, art. no. 251. Honolulu: Association for Computing Machinery (ACM), pp. 1-6.

BERNEY, M., ONDRUS, J. et HOLZER, A. (2023). Influencing the Influencers? The Case of @CelebJets and the Role of Social Media in Empowering Citizens to Conduct Climate Justice Activism. Dans: *29th Annual Americas Conference on Information Systems, AMCIS 2023: Diving into Uncharted Waters*. Panama: Association for Information Systems (AIS), pp. 1370.

WIESCHE, M., SCHREIECK, M., ONDRUS, J. et KRCCMAR, H. (2021). Building Blocks of Digital Platform Ecosystems and Their Implications for Inter-Platform Governance. Dans: *Academy of Management Proceedings*. Academy of Management.

- TAN, F.T.C., ONDRUS, J., KATO, T. et TAN, B. (2020). Digital Transformation and the Socially Reclusive: A Study of ICT and the Hikikomori in Japan. Dans: *Proceedings of the 24th Pacific Asia Conference on Information Systems (PACIS 2020)*. Dubai: Association for Information Systems (AIS).
- PARK, H.E., ONDRUS, J., TAN, B., TAN, F.T.C. et KATO, T. (2020). Hikikomori and Technology-Enabled Escapism: An Affordances and Constraints Perspective. Dans: *Proceedings of the Forty First International Conference on Information Systems (ICIS 2020)*. Hyderabad: Association for Information Systems (AIS).
- SCHIRRMACHER, N.B., ONDRUS, J., TAN, F.T.C., LOH, Y. et HARDOON, D.R. (2019). Overcoming Status Quo Bias: Nudging in a Government-Led Digital Transformation Initiative. Dans: *Proceedings of the Fortieth International Conference on Information Systems (ICIS 2019)*. Munich: Association for Information Systems (AIS).
- SCHIRRMACHER, N.B., ONDRUS, J. et TER CHIAN TAN, F. (2018). Towards a Response to Ransomware: Examining Digital Capabilities of the WannaCry Attack. Dans: *22nd Pacific Asia Conference on Information Systems (PACIS) 2018*. Association for Information Systems (AIS).
- KIM, H., TAN, F.T.C., LEONG, C., KIM, D.D., ONDRUS, J. et TAN, B. (2018). Value Co-creation in Digital Content Ecosystems: A Study of Hallyu. Dans: *Proceedings of the Thirty Ninth International Conference on Information Systems (ICIS 2018)*. Association for Information Systems (AIS).
- DONGYEOB KIM, D., TAN, B., TER CHIAN TAN, F., ONDRUS, J. et OH, J. (2017). IS Capabilities in the Development of an Innovation Ecosystem: A Case Study of the Hallyu (Korean Wave) Phenomenon. Dans: *Proceedings of the Thirty-Eighth International Conference on Information Systems (ICIS)*. Seoul National University.
- SCHIRRMACHER, N.B., ONDRUS, J., KUDE, T. et POPP, K. (2017). Launch Strategies of Digital Platforms: Platforms with Switching and Non-Switching Users. Dans: *Proceedings of the 25th European Conference on Information Systems (ECIS 2017)*. Universidade do Minho.
- ONDRUS, J., GANNAMANENI, A. et LYYTINEN, K. (2015). A Post-Failure Analysis of Mobile Payment Platforms. Dans: *Proceedings of the 48th Hawai'i International Conference on Systems Sciences (HICSS-48)*. University of Hawaii.
- ONDRUS, J. (2015). Clashing over the NFC Secure Element for Platform Leadership in the Mobile Payment Ecosystem. Dans: *Proceedings of the 17th International Conference on Electronic Commerce: Application of Big Data in E-Commerce*. Seoul National University.
- GAUR, A., AVISON, D. et ONDRUS, J. (2013). Mobile Merchandising Exploring New Business Practices in the Mobile Payment Ecosystem. Dans: *3rd Biennial Conference of the Indian Academy of Management (IAM)*. Indian Academy of Management (IAM).
- HOLZER, A., GOVAERTS, S., ONDRUS, J., VOZNIUK, A., RIGAUD, D. et GARBINATO, B. (2013). SpeakUp – A Mobile App Facilitating Audience Interaction. Dans: *12th International Conference on Web-based Learning (ICWL 2013)*. Tajen University.
- HOLZER, A. et ONDRUS, J. (2012). Mobile App Development: Native or Web? Dans: *Proceedings of the Eleventh Workshop on E-Business (WEB 2012)*. Association for Information Systems (AIS).
- ONDRUS, J. et LYYTINEN, K. (2011). Mobile Payments Market: Towards Another Clash of the Titans? Dans: *Proceedings of the 10th International Conference on Mobile Business (ICMB)*. Politecnico di Milano.

- SARKER, S., SARKER, S., ONDRUS, J., JANA, D. et AHUJA, M. (2011). The Role of Individual, Family-Related, and Organizational Factors in Shaping WLC in Offshoring Contexts: A Study of European and Indian IT Professionals. Dans: *PACIS 2011 Proceedings*. Association for Information Systems (AIS).
- ELIE-DIT-COSAQUE, C. et ONDRUS, J. (2011). Towards a Better Understanding of Personal Productivity in the Context of Information Technology Use. Dans: *Actes du Colloque AIM 2011*. Association for Information Management (AIM).
- ONDRUS, J. et PIGNEUR, Y. (2009). C-K Design Theory for Information Systems Research. Dans: *Proceedings of the 4th International Conference on Design Science Research in Information Systems and Technology*. Association for Computing Machinery (ACM).
- HOLZER, A. et ONDRUS, J. (2009). Trends in Mobile Application Development. Dans: *The Mobilware 2009 Workshop Proceedings*. Springer.
- ONDRUS, J., LYYTINEN, K. et PIGNEUR, Y. (2009). Why Mobile Payment Fail? Towards a Dynamic and Multi-perspective Explanation. Dans: *Proceedings of the 42nd Hawaii International Conference on System Sciences*. Institute of Electrical and Electronics Engineers (IEEE).
- GASPOZ, C., ONDRUS, J. et PIGNEUR, Y. (2008). Comparison of Multi-criteria and Prediction Market Approaches for Technology Foresight. Dans: *Proceedings of the 13rd AIM Congress, Paris 2008 (pre-ICIS Workshop 2008)*. Association for Information Management (AIM).
- ONDRUS, J. et PIGNEUR, Y. (2007). An Assessment of NFC for Future Payments Systems. Dans: *ICMB'07*. Toronto: IEEE Computer Society.
- ONDRUS, J., GASPOZ, C. et PIGNEUR, Y. (2007). Technology Foresight for IT Investment: Multi-Criteria Decision-Making versus Prediction Markets. Dans: *6th AIM Pre-ICIS Workshop, 8 Dec 2007, UQAM*. Montreal: Association for Information Management (AIM).
- ONDRUS, J., PIGNEUR, Y. et MONZANI, J.S. (2006). A GDSS for Visualizing and Assessing a Technology Environment. Dans: *AMCIS'06*. Acapulco: AIS Educator Journal.
- ONDRUS, J. et PIGNEUR, Y. (2006). A Multi-stakeholder Multi-criteria Assessment Framework of Mobile Payments: An Illustration with the Swiss Public Transportation Industry. Dans: *HICSS'06*. Hawaii: IEEE Computer Society.
- ONDRUS, J. et PIGNEUR, Y. (2006). A Systematic Approach to Explain the Delayed Deployment of Mobile Payments in Switzerland. Dans: *ICMB'06*. Copenhagen: IEEE Computer Society.
- ONDRUS, J., DAHLBERG, T., MALLAT, N. et ZMIJEWSKA, A. (2006). Mobile Payment Market and Research : Past, Present and Future. Dans: *MRT'06*. Helsinki: Helsinki School of Economics.
- ONDRUS, J. et PIGNEUR, Y. (2005). A Disruption Analysis in the Mobile Payment Market. Dans: *HICSS'05*. Hawaii: IEEE Computer Society.
- ONDRUS, J., PIGNEUR, Y. et PIGNEUR, Y. (2005). A Multi-actor, Multi-criteria Approach for Technology Selection when Designing Mobile Information Systems. Dans: *MOBIS'05*. Leeds: Springer.
- ONDRUS, J., PIGNEUR, Y. et CAMPONOVO, G. (2005). A Proposal for a Multi-Perspective Analysis of the Mobile Payments Environment. Dans: *ICMB'05*. Sydney: IEEE Computer Society.
- ONDRUS, J., PIGNEUR, Y. et CAMPONOVO, G. (2005). Environmental Context Significance in Strategic Decision Support. Dans: *Context'05*. Paris: CEUR-WS.org.
- ONDRUS, J. et PIGNEUR, Y. (2004). Coupling Mobile Payments and CRM in the Retail Industry. Dans: . Lisbon: IADIS.

BUI, T. et ONDRUS, J. (2003). M-Computing for Real-Time Negotiation Support. Dans: *HICSS'03*. Hawaii: IEEE Computer Society.

Conférences

SCHIRRMACHER, N.B., ONDRUS, J., HARDOON, D.R. et AI-CHI LOH, Y. (2019). Overcoming Status Quo Bias: Nudging in a Government-Led Digital Transformation Initiative. Dans: 2019 International Conference on Information Systems (ICIS).

KIM, H., TAN, F., LEONG, C., KIM, D., ONDRUS, J. et TAN, B. (2018). Navigating Value Co-creation in Digital Entertainment: A Study of the “Hallyu” Business Ecosystem. Dans: 39th International Conference on Information Systems (ICIS).

ONDRUS, J. et GANNAMANENI, A. (2013). Towards a Multi-level Framework to Analyze Mobile Payment Platforms. Dans: SIGBPS Workshop on Business Processes and Services.

GAUR, A. et ONDRUS, J. (2012). The Role of Banks in the Mobile Payment Ecosystem: A Strategic Asset Perspective. Dans: 14th Annual International Conference On Electronic Commerce (ICEC 2012).

ONDRUS, J., LYYTINEN, K. et PIGNEUR, Y. (2008). Why Mobile Payments Fail? An Analysis of the Swiss Case. Dans: Everyday Digital Money Workshop.

AUTRES ACTIVITES DE RECHERCHE

Co-direction d'une revue

Depuis 2022 Information Systems Journal

2015 - 2016 Electronic Commerce Research and Applications

2015 - 2020 Electronic Commerce Research and Applications

2011 - 2018 Information Systems Journal

Membre d'un comité de lecture

2010 - 2018 Journal of Information Technology Case and Application Research

Relecteur pour :

Electronic Commerce Research and Applications, European Journal of Information Systems, Group Decision and Negotiation, IEEE Transactions on Engineering Management, Info, Information Systems and e-Business Management, Information Systems Journal, Information Systems Research, Information Technology and Management, Journal of Information Technology Case and Application Research, Journal of Organizational Computing and Electronic Commerce, Telecommunications Policy

Supervision de thèses / HDR

2022 A. DE SANTO (Université de Neuchâtel), Membre de jury

2021 N.-B. SCHIRRMACHER (ESSEC Business School), Directeur de thèse

2021 A. ASADULLAH (National University of Singapore), Rapporteur

2020 R. HARRY (Université de Cape Town), Rapporteur

2019 P. MUTHUKANNAN (University of Sydney), Rapporteur

- 2018 F. PISANI (Frankfurt School of Finance and Management), Membre de jury
- 2011 J. MALAURENT (ESSEC Business School), Membre de jury, Premier Poste : EM Lyon
- 2009 F. LENTZ (Université d'Angers), Membre de jury

Autres activités de recherche

- 2021 Track Chair, International Conference on Information Systems (ICIS), 2021, Austin, USA, December (Sharing Economy, Platforms, and Crowds track), États-Unis
- 2020 Président de thématique, Pacific Asia Conference on Information Systems (PACIS), 2020, Dubai (thématique IT Strategy, Leadership and Governance), Émirats arabes unis
- 2016 Président organisateur, AOM Caucus – Business Model Innovation in the Knowledge Economy: From Linear Value Chain to Ecosystem, 2016, Anaheim, États-Unis
- 2016 Président de Thématique, International Conference on Information Systems (ICIS), 2016, Dublin (thématique e-Biz and E-Gov), Irlande
- 2015 Président organisateur, International Conference on Mobile Business (ICMB), 2015, Fort Worth, États-Unis
- 2013 Président du Programme, International Conference on Mobile Business (ICMB), 2013, Berlin, Allemagne
- 2012 Président organisateur de l'International Cashless Society Roundtable (ICSR), 2012, Copenhague, Danemark
- 2012 Président de Thématique, International Conference on Electronic Commerce (ICEC), 2012 (thématique Mobile Payment), Singapour
- 2012 Président de Thématique, International Conference on Mobile Business (ICMB 2012), Delft (thématique Business Application), Pays-Bas
- 2010 Président de Thématique, International Conference on Electronic Commerce (ICEC 2010), Honolulu (thématique Mobile Commerce), États-Unis
- 2010 Président du Panel, International Conference on Mobile Business (ICMB 2012), Delft, Pays-Bas
- Depuis 2020 Membre du Comité Scientifique de EMOI-INTEROP / CAISE (2005), Porto, Portugal
- 2016 Membre du Comité de Programme de l'International Conference on Electronic Commerce (ICEC), 2016, Seoul, Corée du Sud
- 2015 Membre du Comité de Programme de l'International Conference on Electronic Commerce (ICEC), 2015, Seoul
- 2014 Membre du Comité de Programme de l'International Conference on Mobile Business (ICMB), 2014, Londres
- 2014 Membre du Comité Scientifique de The Organizations, Artifacts and Practices (OAP) Workshop, 2014, Rome, Italie
- 2013 Membre du Comité de Programme de l'International Conference on Electronic Commerce (ICEC), 2013, Turku

- 2013 Membre du Comité de Programme de l'International Conference on Electronic Commerce (ICEC), 2013, Turku
- 2013 Membre du Comité de Programme de l'International Conference on Web Information Systems and Technologies (WEBIST) 2013, Aix-la-Chapelle, Allemagne
- 2012 Membre du Comité de Programme de l'International Conference on Electronic Commerce (ICEC), 2012
- 2012 Membre du Comité de Programme de la Pacific Asia Conference on Information Systems (PACIS), 2012, Ho Chi Minh city, Viêt Nam
- 2012 - 2013 International Conference on Mobile Business (ICMB 2012), Delft, Pays-Bas
- 2012 Membre du Comité Scientifique de The Organizations, Artifacts and Practices (OAP) Workshop, 2012, Paris, France
- 2011 Relecteur pour ISSC – International Smart Sourcing Conference (2011)
- 2011 - 2018 Relecteur pour PACIS – Pacific Asia Conference on Information Systems (2011, 2012, 2014, 2018)
- 2011 Relecteur pour DIGIT 2011 (Pre-ICIS workshop of The SIG on the Adoption and Diffusion of Information Technology)
- 2011 Relecteur pour WI – International Conference on Wirtschaftsinformatik (2011)
- 2011 Membre du Comité de Programme de l'International Conference on Electronic Commerce (ICEC), 2011, Liverpool
- 2011 Membre du Comité de Programme de l'International Conference on Mobile Business (ICMB 2011), Como, Italie
- 2011 - 2014 Relecteur pour ICEC – International Conference on Electronic Commerce (2011, 2012, 2013, 2014)
- 2010 Membre du Comité de Programme de l'International Conference on Electronic Commerce (ICEC 2010), Honolulu, États-Unis
- 2010 Membre du Comité de Programme de l'International Conference on Mobile Business (ICMB 2010), Athènes, Grèce
- 2009 - 2011 Relecteur pour WeB – Workshop on eBusiness – Pre-ICIS event (2009, 2011)
- 2009 Membre du Comité Scientifique de Colloque de l'Association Information et Management (AIM 2009), Marrakech, Maroc
- 2008 Relecteur pour AIM – Colloque de l'Association Information et Management
- 2008 Membre du Comité Scientifique de Colloque de l'Association Information et Management (AIM 2008), Paris, France
- 2007 - 2018 Relecteur pour ICIS – International Conference on Information Systems (2007, 2008, 2010, 2013, 2017, 2018)
- 2006 - 2012 Relecteur pour AMCIS – Americas Conference on Information Systems (2006, 2007, 2008, 2012)
- 2006 - 2016 Relecteur pour ECIS – European Conference on Information Systems (2006, 2007, 2008, 2012, 2013, 2014, 2015, 2016)

- 2006 - 2014 Relecteur pour ICMB – International Conference on Mobile Business (2006, 2007, 2008, 2012, 2014)
- 2005 Relecteur pour International Workshop on Context Modeling and Decision Support (Context 2005)
- 2005 Relecteur pour Pre-ICIS Academic Workshop AIM (2005)
- 2004 - 2005 Relecteur pour INFORSID (2004, 2005)
- 2004 - 2007 Relecteur pour Bled Electronic Commerce Conference (2004, 2005, 2006, 2007)
- 2004 Relecteur pour EEE – IEEE International Conference on e-Technology, e-Commerce, and e-Service (2004)
- 2004 Relecteur pour EMOI/ CAiSE – Workshop on Enterprise Modeling and Ontologies for Interoperability (2004)
- 2004 - 2019 Relecteur pour HICSS – Hawaii International Conference on System Sciences (2004, 2006, 2010, 2011, 2012, 2013, 2015, 2016, 2019)
- 2009 - 2012 Special issues editor - Information Systems Journal

ENSEIGNEMENT

- 2016 E-commerce and Platforms, ESSEC Business School, Singapour
- 2016 Digital Disruption, ESSEC Business School, Singapour
- 2016 Business Model Innovation in the Digital Age, ESSEC Business School, Singapour