

Martina Gianecchini, Ph.D.

ACADEMIC POSITIONS

- Dec 2011 – present* Associate Professor of Organizational Behavior and Human Resource Management, Department of Economics and Management, University of Padova
- Jun 2005 – Nov 2011* Assistant Professor of Organizational Behavior and Human Resource Management, Department of Economics and Management, University of Padova
- Jul 2003 – May 2005* Post-Doctoral Fellowship in Economics and Statistics, University of Padova. Research project on Internal Labour Market and Boundaryless Career. Advisor: prof. Giovanni Costa (full professor of Strategic Management - University of Padova)

VISITING POSITIONS

- May – Jun 2013* Visiting scholar at the Sun Wah International Business School, Liaoning University, Shenyang (China)
- Apr – Jun 2009* Research scholar at the Research Centre for Organisation Studies, Faculty of Business and Economics, Katholieke Universiteit of Leuven (Belgium)
- Sep – Nov 2005* Visiting scholar, HEC, Université de Montréal (Canada)

EDUCATION AND OTHER TRAINING

- Feb 2000 – Feb 2003* Ph.D. in Organizational Behavior and Business Management (fellowship recipient), University of Udine (Italy). Dissertation title “Career development between professional competencies and labour market”. Supervisor: prof. Casarin
- Oct 1995 – Nov 1999* MSc in Business Economics (final grade 110/110), School of Economics and Business Administration, University of Padova (Italy). Dissertation title “Organizational model and corporate governance system in family business”. Supervisor: prof. Giovanni Costa

RESEARCH

My general research interest concerns **human resource management** and organizational development. More specifically, since the PhD thesis, I developed an interest in studying **career development** from an individual and an organizational perspective (e.g. career mobility, transitions into and out the labour market, career management). On this topic, from 2011 I am part of the international research group **5C** (Cross-Cultural Collaboration on Contemporary Careers - <https://5c.careers/>): together with Silvia Bagdadli (Bocconi University) we are the Italian members of this research group that involves over 50 researchers from 30 countries and aims at understanding meanings, determinants and outcomes of careers around the world. More recently I developed a research interest on the art industry and on entrepreneurship.

PUBLICATIONS

ACADEMIC JOURNALS

- GIANECCHINI M., 2020, "Strategies and determinants of corporate support to the arts: insights from the Italian context", *European Management Journal*, 38(1), 308-318 <https://doi.org/10.1016/j.emj.2019.08.007>
- DELLO RUSSO S., PARRY E., BOSAK J., ANDRESEN M., APOSPORI E., BAGDADLI S., CHUDZIKOWSKI K., DICKMANN M., FERENCIKOVA S., GIANECCHINI M., HALL D.T., KAŠE R., LAZAROVA M., REICHEL A., 2020, Still feeling employable with growing age? Exploring the moderating effects of developmental HR practices and country-level unemployment rates in the age – employability relationship, *The International Journal of Human Resource Management*, 31(9), 1180-1206 <https://doi.org/10.1080/09585192.2020.1737833>
- ANDRESEN M., APOSPORI E., GUNZ H., SUZANNE P., TANIGUCHI M., LYSOVA E., ADELEYE I., BABALOLA O., BAGDADLI S., BAKUWA R., BOGIĆEVIĆ MILIČIĆ B., BOSAK J., BRISCOE J., CHA J., CHUDZIKOWSKI K., COTTON R., DELLO RUSSO S., DICKMANN M., DRIES N., DYSVIK A., EGGENHOFER-REHART P., FEI Z., FERENCIKOVA S., GIANECCHINI M., GUBLER M., HACKETT D., HALL D., JEPSEN D., KADRIYE Ö., KAŠE R., KHAPOVA S., KIM N., LAZAROVA M., LEHMANN P., MADERO S., MANDEL D., MAYRHOFFER W., MISHRA S., NAITO C., NIKODIJEVIĆ A., PARRY E., REICHEL A., ROZO POSADA P., SAHER N., SAXENA R., SCHLEICHER N., SHEN Y., SCHRAMM F., SMALE A., UNITE J., VERBRUGGEN M., ZIKIC J., 2020, "Careers in context: An international study of career goals as mesostructure between societies' career-related human potential and proactive career behavior", *Human Resource Management Journal*, 30(3), 365-391 DOI: 10.1111/1748-8583.12247
- KAŠE R., DRIES N., BRISCOE J., COTTON R.D., APOSPORI E., BAGDADLI S., ÇAKMAK-OTLUOĞLU O., CHUDZIKOWSKI K., DYSVIK A., GIANECCHINI M., SAXENA R., SHEN Y., VERBRUGGEN M., ADELEYE I., BABALOLA O., CASADO T., CERDIN J-L., KIM N., MISHRA S.K., UNITE J., ZHANGFENG F., 2020, "Career success schemas and their contextual embeddedness: A comparative configurational perspective", *Human Resource Management Journal*, 30(3), 422-440 DOI:10.1111/1748-8583.12218.
- BAGDADLI S., GIANECCHINI M., 2019, "Fare carriera in Italia: nuovi percorsi, vecchie tensioni", *Economia & Management*, 3, 47-52.
- BAGDADLI S., GIANECCHINI M., 2019, "Organizational Career Management practices and objective career success: A systematic review and framework", *Human Resource Management Review*, 29(3), 353-370 DOI: 10.1016/j.hrmr.2018.08.001.
- SMALE A., BAGDADLI S., COTTON R., DELLO RUSSO S., DICKMANN M., DYSVIK A., GIANECCHINI M., KAŠE R., LAZAROVA M., REICHEL A., ROZO P., VERBRUGGEN M., 2019, "Proactive career behaviors and subjective career success: The effects of perceived organizational support and national culture", *Journal of Organizational Behavior*, 40(1), 105-122 DOI: 10.1002/job.2316.
- GIANECCHINI M., 2017, "Post-acquisition integration process: use a stick or a carrot? A sensemaking-sensegiving perspective", *Studi Organizzativi*, 2, 45-67.
- TOGNAZZO A., GUBITTA P., GIANECCHINI M., 2016, "My Old and My New Family - The Impact of Family Relationships on Students' Entrepreneurial Intentions: An Italian Study", *International Review of Entrepreneurship*, 14(4), 447-468 [ISSN 2009-2822]
- MONTANARI F., SCAPOLAN A., GIANECCHINI M., 2016, "'Absolutely free'? The role of relational work in sustaining artistic innovation", *Organization Studies*, 37(6) 797–821. DOI 10.1177/0170840616647419
- GIANECCHINI M., ZENNARO A., 2016, "Percezioni e attitudini individuali per l'efficacia dei sistemi incentivanti", *Sviluppo & Organizzazione*, Luglio-Agosto, 65-72.
- BOCCUZZO G., GIANECCHINI M., 2015, "Measuring young graduates' job quality through a composite indicator", *Social Indicators Research*, 122(2), 453-478. DOI 10.1007/s11205-014-0695-6.
- FELKER J., GIANECCHINI M., 2015, "Influence of pre-graduation international experiences on early career internationalization: The mediation effect of career capital", *European Management Journal*, 33(1), 60-70. DOI 10.1016/j.emj.2014.07.001.
- GIANECCHINI M., 2015, "Outplacement e successo della ricollocazione professionale: il futuro è scritto nel passato?", *Sviluppo & Organizzazione*, 262 Gennaio-Febrero.
- TREMBLAY M., DAHAN J., GIANECCHINI M., 2014, "The mediating influence of career success in relationship between career mobility criteria, career anchors and satisfaction with the organization", *Personnel Review*, 43(6), 818-844. DOI 10.1108/PR-08-2012-0138.
- GIANECCHINI M., 2013, "Apprendistato: formare al futuro artigiano", *Quaderni di Economia del Lavoro*, 99, 101-117, DOI: 10.3280/QUA2013-099006.

- GIANECCHINI M., MASIERO N., MIATTO E., 2011, "Formazione professionale ed esiti occupazionali: un modello di valutazione e un'applicazione al Veneto", *Economia e Società Regionale*, 113 (2), 111-133 [ISSN 1827-2479].
- GIANECCHINI M., 2006, "Solo una questione di distanze? Vivere e far carriera all'estero", *Sviluppo & Organizzazione*, 218, Novembre/Dicembre, 118-124 [ISSN: 0391-7045]
- GUBITTA P., GIANECCHINI M., 2006, "Capitale intellettuale e gestione strategica delle risorse umane", *Sviluppo & Organizzazione*, 216, Luglio/Agosto, 48-53 [ISSN: 0391-7045]
- COSTA G., GIANECCHINI M., GUBITTA P., 2005, "Da impiegato a networker. Nuovi modelli di organizzazione del lavoro nelle pubbliche amministrazioni: il caso ELTW", *Azienda Pubblica*, 1, 59-78 [ISSN: 1127-5812]
- FURLAN A., GIANECCHINI M., 2004, "Gli impatti della tecnologia sulle relazioni di fornitura per lo sviluppo di nuovi prodotti", *Sviluppo & Organizzazione*, 206, Novembre/Dicembre, 37-52 [ISSN: 0391-7045]
- GIANECCHINI M., GUBITTA P., 2002, "Governance and Flexibility in family-owned SME", *Family Business Review*, XV (4), 277-297 [ISSN: 0894-4865]
- GIANECCHINI M., 2001, "Progettare la flessibilità", *Sviluppo & Organizzazione*, n.183, 135-144 [ISSN: 0391-7045]

CHAPTERS IN BOOKS

- GUBITTA P., GIANECCHINI M., 2020, "Ibridazione dei mestieri: prospettive per il lavoro nell'epoca digitale" (pp. 109-123), in Marini D., Setiffi F. (a cura di), *Una grammatica della digitalizzazione*, Guerini Scientifica, Milano [ISBN 978-88-15-28390-0].
- BAGDADLI S., GIANECCHINI M., 2020, HRM/organizational career management systems and practices (pp. 365-381). In: H. Gunz, M. Lazarova, & W. Mayrhofer (Eds.), *The Routledge Companion to Career Studies*. London: Routledge [ISBN: 978-1-138-93977-6].
- GUBITTA P., GIANECCHINI M., 2019, "Dal diversity management all'impresa inclusiva. La gestione delle risorse umane per l'inclusione" (pp. 151-163), in Nota L., Mascia M., Pievani T. (a cura di), *Diritti umani e inclusione*, Il Mulino, Bologna [ISBN 978-88-15-28390-0].
- GIANECCHINI M., SCAPOLAN A., MIZZAU L., MONTANARI F., 2018, "Public support and corporate giving to the arts and culture in times of economic crisis: An exploratory analysis on the Italian case" (pp. 53-77), in Bonomi Savignon A., Gnan L., Hinna A., and Monteduro F. (eds.), *Cross-Sectoral Relations in the Delivery of Public Services (Volume 6)*, Emerald Publishing Limited. [ISSN: 2051-6630/doi:10.1108/S2051-663020180000006003]
- GIANECCHINI M., MUZZI C., CAMPAGNOLO D., 2018, "Digital revolution equals digital competencies? What we expect for workers' competencies in Industry 4.0" (pp. 231-242), in Cantoni F., Mangia G., (eds.), *Human Resource Management and Digitalization*, Routledge [ISBN 978-1-138-31335-4]
- GIANECCHINI M., GUBITTA P., 2017, "Progettazione di un Teaching Learning Center universitario: progettazione e gestione" (pp. 79-94), in FELISATTI E, SERBATI A. (a cura di), *Preparare alla professionalità docente e innovare la didattica universitaria*, FrancoAngeli, Milano.
- TOGNAZZO A., GIANECCHINI M., GUBITTA P., 2017, "Educational Context and Entrepreneurial Intentions of University Students: An Italian Study" (pp. 47-74), in JONES P., MAAS G., PITTAWAY L. (ed.), *Entrepreneurship Education (Contemporary Issues in Entrepreneurship Research, Volume 7)*, Emerald Publishing Limited.
- GUBITTA P., TOGNAZZO A., GIANECCHINI M., CAMPAGNOLO D., 2016, "Quasi-successful and quasi-failing academic spin-offs: the role of technological and commercial alliances", in VISINTIN F., PITTINO D., (eds), *Fast growing firms in a slow growth economy*, Edward Elgar Publishing, pp. 274-285 [ISBN 978-1785367106]
- GIANECCHINI M., AMORUSO M., 2016, "Bilancio di competenze attitudinale: valutazione degli effetti di medio periodo il caso dell'Università di Padova", in SORESI S., NOTA L., GINEVRA M.C. (a cura di), *Il counselling in Italia. Funzioni, criticità, prospettive e applicazioni*, Cleup, Padova, pp. 281-296 [ISBN 978-8867876402]
- TOGNAZZO A., GIANECCHINI M., GUBITTA P., 2014, "Passionate about being entrepreneurs. Or rather, obsessed" (pp. 259-276), in VISINTIN F., PITTINO D., LAUTO G., MAZZURANA P. (eds), *Organising for growth: theories and practices*, CreateSpace Independent Publishing Platform, Udine [ISBN-13: 978-1502474896 (CreateSpace-Assigned); ISBN-10: 1502474891]
- GIANECCHINI M., ZENARO A., 2014, "Incentive programs and salesforce behaviors: The case of a retail company" (pp. 197-209), in VISINTIN F., PITTINO D., LAUTO G., MAZZURANA P. (eds), *Organising for growth: theories and practices*, CreateSpace Independent Publishing Platform, Udine [ISBN-13: 978-1502474896 (CreateSpace-Assigned); ISBN-10: 1502474891]

- TOGNAZZO A., GIANECCHINI M., GUBITTA P., 2014, "Governance Practices in Action: Ways to Support Family Business Development" (pp. 377-397), in MUELLER J., WELLS P. (Eds), *Governance In Action Globally – Strategy, Process and Reality*, RossiSmith Academic Publications Ltd., Oxford, UK [ISBN: 9780986459795]
- GIANECCHINI M., GUBITTA P., 2012, "The Role of Entrepreneurs' Human and Social Capital In Knowledge-Intensive Business Services" (pp. 174-191), in DI MARIA E., GRANDINETTI R., DI BERNARDO B. (eds), *Exploring Knowledge-Intensive Business Services Knowledge Management Strategies*, Palgrave MacMillan [ISBN 0230358594]
- GIANECCHINI M., 2011, "Eternalizzare le attività di servizio attraverso la modularità: il punto di vista del provider", (pp. 163-179), in COSTA G., GUBITTA P., (a cura di), *Globalizzazione, modularità e nuove forme di organizzazione*, FrancoAngeli, Milano [ISBN: 978-88-568-3154-2]
- DESTRO F., GIANECCHINI M., GUBITTA P., COSTA G., 2010, "The influence of vertical and shared leadership within new ventures founders' team on the performance of the spin-offs", (pp.171-194), in DOSSENA G. (ed), *Entrepreneurship Today*, McGraw-Hill, Milano [ISBN: 978-88-386-7237-8]
- TOGNAZZO A., GUBITTA P., GIANECCHINI M., COSTA G., 2010, "Entrepreneurial orientation and firm performance in SMEs. A preliminary study", (pp.123-134), in DOSSENA G. (ed), *Entrepreneurship Today*, McGraw-Hill, Milano [ISBN: 978-88-386-7237-8]
- COSTA G., GIANECCHINI M., 2007, "Riprogettazione dei ruoli e delle posizioni e resistenza al cambiamento tecnologico", (pp.137-157), in FABBRI T.M., GOLZIO L. (eds), *Relazioni di lavoro e forme organizzative*, Carocci, Roma [ISBN: 978-88-430-4221-0]
- GIANECCHINI M., 2006, "Dall'e-learning al netlearning" (pp.33-67), (con D. Pastore) "La valutazione del netlearning in azione" (pp.69-102), in AMETIS M., GUBITTA P. (eds), *Collaborare per competere*, FrancoAngeli, Milano [ISBN: 8846473981]
- COSTA G., GIANECCHINI M., 2006, "Ailleurs en Europe. La gestion de la diversité en Italie" (pp.175-188), in PERETTI J.M. (eds), *Tous Différents. Gérer la diversité dans l'entreprise*, Les Editions d'Organisation, Paris [ISBN: 2-7081-3759-X]
- GIANECCHINI M., 2005, "La misura del successo. Le donne sono più preparate degli uomini alla carriera "senza confini"?" (pp.95-110), in BODEGA D. (ed), *Organizzare a misura d'uomo*, McGraw-Hill, Milano [ISBN: 9788838662683]
- GIANECCHINI M., 2005, "Il lavoro nella net economy tra mercato e nuove professioni" (pp.1-28), "Apprendere in rete: il net-learning" (pp.73-92), (con P.L. Giacomon) "Oltre lo skill shortage: percorsi di formazione per la net economy" (pp.29-72), (con G.Costa) "Dalla carriera organizzativa alla carriera digitale" (pp.93-118), in COSTA G., GIACOMON P.L., VALLARIO G. (a cura di), *Carriere digitali*, Il Sole 24 Ore, Milano [ISBN: 88-8363-683-X]
- GIANECCHINI M., GUBITTA P., 2002, "Il leverage della governance nelle Pmi. Modelli di governance come proxy della performance organizzativa" (pp. 61-88), in CAPODOGLIO G., MATAACENA A., SANDRI S. (a cura di), *L'evoluzione degli assetti di corporate governance*, CLUEB, Bologna [ISBN: 88-491-1964-X]
- COSTA G., GIANECCHINI M., GUBITTA P., 2001, "Nuove professioni per la new economy" (pp. 215-232), in GENCO P. (a cura di), *Processi di terziarizzazione dell'economia e nuove sfide al governo delle aziende*, McGraw-Hill, Milano [ISBN: 9788838660283]

BOOKS

- COSTA G., GIANECCHINI M., 2019, *Risorse Umane. Persone, relazioni e valore* [4/ed], McGraw-Hill, Milano [ISBN: 978-88-386-6916-3]
- COSTA G., GIANECCHINI M., 2013, *Risorse Umane. Persone, relazioni e valore* [3/ed], McGraw-Hill, Milano [ISBN: 9788838667800]

WORKING PAPERS

- GIANECCHINI M., ALVISI A., 2015, *Late career of superstar soccer players: win, play, or gain?*, Marco Fanno Working Paper n. 192, January (<https://ideas.repec.org/p/pad/wpaper/0192.html>)
- GIANECCHINI M., GUBITTA P., 2012, "Entrepreneurs' Knowledge and Network: What Matters The Most? The Case of Knowledge-Intensive Firms" [DOI 10.5465/AMBPP.2012.275], in Toombs L.A. (Ed.), *Academy of Management Annual Meeting Proceedings*, January [ISSN 1543-8643]
- GIANECCHINI M., 2011, "Dissatisfied and employed or satisfied and unemployed? The effect of individual and contextual conditions in shaping graduates' early career", in ALBERTINI S., BERGAMI M., D'ATRI A., et

- al. (a cura di), *Generazioni e Ri-Generazioni nei Processi Organizzativi. Conference Proceedings*, [ISBN: 978-88-89677-21-6]
- GIANECCHINI M., IMPERATORI B., GRANDORI A., COSTA G., 2008, *How typical are 'a-typical' employment contracts? An organizational perspective*, Marco Fanno Working Paper n. 75, April (Università Bocconi - CRORA Research Paper Series, WP n. 22, February)
- GIANECCHINI M., GUBITTA P., 2001, "Corporate Governance, Organizational Flexibility and Performance in family owned SME" (pp. 245-262), in CORBETTA G., MONTEMERLO D., *The Role of Family in Family Business*, 12th F.B.N. Annual World Conference, Research Forum Proceedings, EGEA, Milano [ISBN: 8823807697]

AWARDS

- February 2020 – Best paper award, for the paper "Shaping the future of work" (with S. Dotto and P. Gubitta), XXI Workshop dei docenti e ricercatori di Organizzazione Aziendale (WOA) "Will employees dream of electric sheep?", Milan.
- August 2012 – The paper "Entrepreneurs' Knowledge and Network: What Matters The Most? The Case of Knowledge-Intensive Firms" (with P. Gubitta) has been included in the best paper selection - Academy of Management 2012 Annual Meeting "The informal economy", Boston (MA), 3-7 August
- October 2011 – The paper "Entrepreneurship & Firm Growth in knowledge intensive business services" (with P. Gubitta and G. Costa) has been included in the best paper selection - XXXIV Convegno Annuale AIDEA "Aziende di servizi e servizi per le aziende"
- September 2007 – Best paper award, for the paper "Outils et modèles de gestion des ressources humaines: une approche intégrée" (with G. Costa), XVIII Congrès Annuel de l'Association Francophone de Gestion des Ressources Humaines "Outils, Modes et Modèles en GRH", Université de Fribourg (Suisse)

SELECTED ACADEMIC CONFERENCES

- 2020 GIANECCHINI M., BAGDADLI S., COTTON R., KASE R., LAZAROVA M., SMALE A., BOSAK J., BRISCOE J.P., CHUDZIKOWSKI K., DELLO RUSSO S., REICHEL A., *Organizational career management and individual career success around the world*, Careers Division Community Conference, Careers in Context: Theorizing in and about Turbulent Times, Wien, February 14-15
- 2020 GIANECCHINI M., DOTTO S., GUBITTA P., *Shaping the future of work*, XXI Workshop dei docenti e ricercatori di Organizzazione Aziendale (WOA) "Will employees dream of electric sheep?", Milan, February 6-7
- 2019 KASE R., BRISCOE J., APOSPORI E., BAGDADLI S., CAKMAK-OTLUOGLU O., CHUDZIKOWSKI K., DYSVIK A., GIANECCHINI M., SAXENA R., SHEN Y., VERBRUGGEN M., CASADO T., KIM N., UNITE J., *Experts as Editors of Career Success Schemas: A Multi-Country Study*, 79th AOM Annual Meeting "Understanding the Inclusive Organization", Boston (MA), August 9-13
- 2019 GUBITTA P., CAMPAGNOLO D., GIANECCHINI M., TOGNAZZO A., *Organizational Resilience. A preliminary study of the quasi-medium-sized Italian firms*, XX Workshop dei docenti e ricercatori di Organizzazione Aziendale (WOA) "The resilient organization: design, change and innovation in the globalized economy", Palermo, February 7-8
- 2018 BAGDADLI S., GIANECCHINI M., KAŠE R., BRISCOE J., CHUDZIKOWSKI K., REICHEL A., *Sponsored Mobility in Context: The Impact of Organizational Career Management on Objective Career Success and the Moderating Role of Institutional Factors*, 78th AOM Annual Meeting "Improving Lives", Chicago (IL), August 10-14
- 2018 BAGDADLI S., GIANECCHINI M., KAŠE R., ANDRESEN M., BOSAK J., BRISCOE J., CHUDZIKOWSKI K., COTTON R., DELLO RUSSO S., LAZAROVA M., REICHEL A., SMALE A., *The Impact of Organizational Career Management Practices on Career Success and the Moderating Role of Institutional Factors*, 34th EGOS Colloquium "Surprise in and around Organizations: Journeys to the Unexpected", Sub-theme 23: The Impact of Organizational Practices on Career Outcomes, Tallin, July 5-7
- 2018 BAGDADLI S., GIANECCHINI M., *Career Management Practices and Objective Career Success: The Moderating Role of Institutional Factors*, XIX Workshop dei docenti e ricercatori di Organizzazione Aziendale (WOA) "The resilient organization: design, change and innovation in the globalized economy", Roma, February 15-16
- 2018 GUBITTA P., CAMPAGNOLO D., GIANECCHINI M., TOGNAZZO A., *Catching Entrepreneurial Failures in Family Firm: A Holistic Approach*, XIX Workshop dei docenti e ricercatori di Organizzazione

- Aziendale (WOA) “The resilient organization: design, change and innovation in the globalized economy”, Roma, February 15-16
- 2017 KAŠE R., DRIES N., BRISCOE J., COTTON R., APOSPORI E., BAGDADLI S., ÇAKMAK-OTLUOĞLU O., CHUDZIKOWSKI K., ADELEYE I., DYSVIK A., GIANECCHINI M., SAXENA R., SHEN Y., VERBRUGGEN M., OLOMOFE O., CASADO T., CERDIN J-L., KIM N., MISHRA S., FEI Z., CHA J-S. UNITE J., *Exploring career success via Island Analysis*, 33rd EGOS Colloquium “The Good Organization”, Sub-theme 60: Sustainable Careers: A New Paradigm for the Contemporary World of Work?, Copenhagen, July 6-8
- 2017 MOSCA L., CAMPAGNOLO G., GIANECCHINI M., *Business model configurations of young technology firms*, 7th GIKA Conference, Lisbon, June 28-30
- 2017 GIANECCHINI M., RIOLLI L., TOGNAZZO A., *Development of group emotions in total organizations: An exploratory case study*, 17th EURAM “Making Knowledge Work”, Glasgow, June 21-24
- 2017 MOSCA L., CAMPAGNOLO G., GIANECCHINI M., *Organizational Configurations in the Early Stages of Firm’s Life Cycle*, SMS Special Conference “Strategic Human Capital, Management Practices and Performance”, Milan, March 31 – April 1
- 2017 GIANECCHINI M., *Post-acquisition integration: Use a stick or a carrot?*, XVIII Workshop dei docenti e ricercatori di Organizzazione Aziendale (WOA) “Organizing between reality and appearance in times of change”, Pisa, February 16-17
- 2016 BAGDADLI S., GIANECCHINI M., *Facilitating and constraining factors affecting the objective career success in the Italian context*, 32nd EGOS Colloquium “Organizing in the Shadow of Power”, Sub-theme 01: (SWG) Career Studies and their Context: Societal Impacts and their Impacts on Society, Naples, July 7-9
- 2016 MOSCA L., GIANECCHINI M., CAMPAGNOLO D., *Organizational design configurations in the early stages of a firm’s life cycle*, 32nd EGOS Colloquium “Organizing in the Shadow of Power”, Sub-theme 30: The Re-emergence of the Configurational Perspective in Organization Studies, Naples, July 7-9
- 2016 TOGNAZZO A., GUBITTA P., GIANECCHINI M., *Entrepreneurs’ career: satisfaction, passion and depression*, 32nd EGOS Colloquium “Organizing in the Shadow of Power”, Sub-theme 38: Bringing Emotions out of the Shadows of Institutions, Naples, July 7-9
- 2016 SCAPOLAN A., GIANECCHINI M., MIZZAU L., MONTANARI F., *Corporate giving to the arts and culture in Italy: An exploratory analysis*, 16th EURAM “Manageable Cooperations?”, Paris, June 1-4
- 2015 CAMPAGNOLO D., GIANECCHINI M., *Backshoring Strategies: Toward a typology*, AIB 2015 Mini Conference - Breaking up the global value chain: Possibilities and consequence, Milan, October 29-31
- 2015 GIANECCHINI M., CAMPAGNOLO D., *Country roads, take me home! Backshoring and dynamic capabilities*, 31st EGOS Colloquium “Organization and the Examined Life: Reason, Reflexivity, and Responsibility”, Sub-theme 27: Dynamic Capabilities for Strategic Change in Practice, Athens, July 2-4
- 2015 MOSCA L., GIANECCHINI M., CAMPAGNOLO D., *Organizational design characteristics of life cycle models. A review and future research agenda*, XVI Workshop dei docenti e ricercatori di Organizzazione Aziendale (WOA) “Back to Basics: Searching for new forms of organizing”, Padova, May 21-22
- 2015 GIANECCHINI M., CAMPAGNOLO A., *Should I stay (abroad) or should I go (home)? Backshoring and dynamic capabilities*, XVI Workshop dei docenti e ricercatori di Organizzazione Aziendale (WOA) “Back to Basics: Searching for new forms of organizing”, Padova, May 21-22
- 2014 BRISCOE J., GIANECCHINI M. ET AL., *A Cross-Culturally Generated Measure of Career Success: Results of a Three-Stage Study*, Academy of Management Annual Meeting “The power of words”, Philadelphia, August 3-7 [DOI 10.5465/AMBPP.2014.10724symposium]
- 2014 GIANECCHINI M., ALVISI A., *Late career of superstar soccer players: win, play, or gain?*, 30th EGOS Colloquium “Reimagining, Rethinking, Reshaping: Organizational Scholarship in Unsettled Times”, Sub-theme 01 (SWG): Beyond the Mainstream: Careers of Special Groups, Rotterdam, July 3-5
- 2014 GIANECCHINI M., TOGNAZZO A., GUBITTA P., *Passionate or obsessed? Entrepreneurs and career success*, 14th EURAM “The waves and winds of strategic leadership for sustainable competitiveness”, Valencia, June 4-7
- 2014 GIANECCHINI M., ZENNARO A., *Inside the black box: How HRM practices translate into employees’ behaviours*, XV Workshop dei docenti e ricercatori di Organizzazione Aziendale (WOA) “Organising for growth: theories and practices”, Udine, March 27-28
- 2014 GIANECCHINI M., TOGNAZZO A., GUBITTA P., *Are you satisfied with your career? A study of entrepreneurs’ passion and obsession*, XV Workshop dei docenti e ricercatori di Organizzazione Aziendale (WOA) “Organising for growth: theories and practices”, Udine, March 27-28
- 2012 BOCCUZZO G., GIANECCHINI M., *The Job Quality of Graduates: Proposal of a Composite Indicator*, XI ISQOLS Conference “Discovering new frontiers in Quality-of-Life research”, Venezia, 1-4 November

- 2012 GIANECCHINI M., GUBITTA G., *Entrepreneurs' Knowledge and Network: What Matters The Most? The Case of Knowledge-Intensive Firms*, Academy of Management 2012 Annual Meeting "The informal economy", Boston (MA), August 3-7
- 2012 BAGDADLI S., GIANECCHINI M., *Organizational determinants of objective career success: an interdisciplinary perspective*, 28th EGOS Colloquium "Design?", Sub-theme 01 (SWG): Doing Career Research: Applying Varieties of Disciplines, Theories and Methods, Helsinki (Finland), July 5-7
- 2012 BOCCUZZO G., GIANECCHINI M., *Measuring Job Quality: A Composite Indicator*, 46th Scientific Meeting of the Italian Statistical Society, Roma, June 20-22
- 2012 GIANECCHINI M., *When is enough, enough? The role of job satisfaction and labour market conditions on young graduates' turnover intentions*, 12th EURAM "Social innovation for competitiveness, organisational performance and human excellence", Rotterdam (The Netherlands), June 6-8
- 2011 GIANECCHINI M., GUBITTA G., COSTA G., *Entrepreneurship & Firm Growth in knowledge intensive business services*, XXXIV Convegno Annuale AIDEA "Aziende di servizi e servizi per le aziende", Perugia, October 13-14
- 2011 GIANECCHINI M., *Dissatisfied and employed or satisfied and unemployed? The role of labour market conditions on graduates' early career*, 27th EGOS Colloquium "Reassembling organizations", Sub-theme 01 (SWG) "Careers within and across Organizations: The Return of Boundaries?", Gothenburg (Sweden), July 7-9
- 2011 GIANECCHINI M., *Dissatisfied and employed or satisfied and unemployed? The effect of individual and contextual conditions in shaping graduates' early career*, XII Workshop dei docenti e ricercatori di Organizzazione Aziendale "Generazioni e ri-generazioni nei processi organizzativi", Napoli, June 16-17
- 2011 FELKER J., GIANECCHINI M., *The Career Capital Impact of International Experiences on Graduates' Early Career*, 26th Workshop on Strategic Human Resource Management, Reykjavik University, May 16-17
- 2010 GIANECCHINI M., GUBITTA G., *Entrepreneur's human and relational capital as determinants of performance in Knowledge Intensive Business Services firms*, BAM Conference 2010 "Management Research in a Changing Climate", University of Sheffield, September 14-16
- 2010 GIANECCHINI M., GUBITTA G., *Strategic Human Resource Management and Intellectual Capital in Professional Service Firms*, Academy of Management Conference 2010 "Dare to Care", Montreal, August 6-10
- 2010 GIANECCHINI M., GUBITTA P., COSTA G., *The role of entrepreneur's human and relational capital in newly founded Knowledge Intensive Business Services*, 26th EGOS Colloquium "Waves of Globalization", Sub-theme 03 (SWG) "Professional Service Organizations and Knowledge-Intensive Work", Lisbon, July 1-3
- 2010 GIANECCHINI M., GUBITTA P., *Intellectual capital and innovation in knowledge intensive business services*, XI Workshop dei docenti e ricercatori di Organizzazione Aziendale "L'organizzazione fa la differenza?", Bologna, June 17-18
- 2010 GIANECCHINI M., GUBITTA P., *Founding team composition and innovation in Knowledge Intensive Business Services*, 10th EURAM Conference "Back to the future", Track 4 "Corporate Governance", Roma, May 19-22
- 2009 IMPERATORI B., GIANECCHINI M., *How typical are 'a-typical' employment contracts? An organizational perspective*, Flexwork Research International Conference, Bruxelles, November 26-27
- 2009 COSTA G., DESTRO F., GIANECCHINI M., GUBITTA P., *The influence of vertical and shared leadership within new venture founders' teams on the performance of spin-offs*, RENT XXIII - Research in Entrepreneurship and Small Business, Budapest, November 19-20
- 2009 GUBITTA P., GIANECCHINI M., *Human resource configurations, intellectual capital and performance in professional service firms*, 5th EIASM Workshop on "Visualising, Measuring and Managing Intangibles and Intellectual Capital", Dresden (DE), October 8-9
- 2009 TREMBLAY M., DAHAN J., GIANECCHINI M., *Le succes en carriere et la satisfaction : étude de l'influence des criteres de promotion et des ancrs de carriere aupres d'une population d'ingenieurs*, XX Congrès Annuel de l'Association de Gestion des Ressources Humaines « Méthodes émergentes et recherches en GRH », Toulouse, September 9-11
- 2008 GIANECCHINI M., BETTELLA I., *Flexible workers' careers in an upsetting labour market*, XXIV EGOS Colloquium "Upsetting Organizations", subtheme 26 "Organizations and Careers: Interactions and their Implications", Amsterdam, July 10-12
- 2008 GIANECCHINI M., IMPERATORI B., GRANDORI A., COSTA G., *How typical are 'a-typical' employment contracts? An organizational perspective*, XVI International Labour Process Conference "Work matters", Dublin, March 18-20

- 2007 MOLA L., GIANECCHINI M., CARIGNANI A., ERP and organizational change. Individuals and decision-making processes in the implementation of integrated information systems, 2nd Enterprise Systems pre ICIS 2007 workshop, Montreal (Canada), December 8 – 9
- 2007 COSTA G., GIANECCHINI M., *Outils et modes de gestion des ressources humaines: une approche integree*, XVIII Congres Annuel de l'Association Francophone de Gestion des Ressources Humaines "Outils, Modes et Modèles en GRH", Université de Fribourg (Suisse), September 19-21
- 2007 TREMBLAY M., GIANECCHINI M., WILS T., *Determinants of subjective and objective success among Canadian and French engineers*, XVIII Congres Annuel de l'Association Francophone de Gestion des Ressources Humaines "Outils, Modes et Modèles en GRH", Université de Fribourg (Suisse), September 19-21
- 2007 GUBITTA G., GIANECCHINI M., *Linking Intellectual Capital Measurement with Human Resource Management Practices: a case study*, British Academy of Management Conference 2007 "Management Research Education and Business Success: Is the future as clear as the past?", University of Warwick (UK), September 11-13
- 2007 GIANECCHINI M., PRANDSTRALLER F., *Dancing alone. Spaces and times of expatriation for Italian managers*, XXIII EGOS Colloquium "Beyond Waltz – Dances of Individuals and Organization", subtheme 13 "Career as a dynamic dance between diverse partners", Wien (A), July 5-7
- 2007 COSTA G., GIANECCHINI M., *Career diversity. Les carrières des hommes et des femmes dans la Gestion des Ressources Humaines*, XII Rencontres Internationales de la Diversité « Richesse de la diversité », Corte (FR), October 5-7
- 2007 TREMBLAY M., GIANECCHINI M., WILS T., *Making sense of objective career*, XXII EGOS Colloquium "The Organizing Society", subtheme 18 "Careers as Forms of Organizing", Bergen (NO), July 6-8
- 2007 GIANECCHINI M., GUBITTA P., COSTA G., *HR Outsourcing and Boundary Design. The Determinants of HR Outsourcing Decision*, EIASM "21st Workshop on Strategic Human Resource Management", Birmingham (UK), March 30-31
- 2005 COSTA G., GIANECCHINI M., CAMPAGNOLO D., *Technology and work redesign in Public Administration. A case of an Italian local Administration*, paper presentato al XXI EGOS Colloquium "Unlocking Organization", subtheme 34 "E-government: the limits and opportunity of organizational and technological models", Berlin (D), 30 June - 2 July
- 2004 FURLAN A., GIANECCHINI M., *Networking and performance in supply relations for product development*, EIASM Workshop on cooperation strategy: towards a new kind of interfirm dynamics?, Catania, September 16-17
- 2004 GIANECCHINI M., *The role of organizational and individual factors in women's and men's career mobility*, XX EGOS Colloquium "The Organization as a Set of Dynamic Relationship", subtheme 9 "Careers: Relating the Individual to the Context", Ljubljana, July 1-3
- 2003 GIANECCHINI M., *Creating networks: the case of Italian accountant agencies*, XIX EGOS Colloquium "Organization Analysis Informing Social and Global Development", subtheme 7 "Professional Service Organizations and Professionalization at Work", Copenhagen, July 3-5
- 2002 GIANECCHINI M., *The paradoxes of IT knowledge workers career*, XVIII EGOS Colloquium "Organizational Politics and the Politics of Organizations", subtheme 15 "Temporary and Scattered Work Practices", Barcellona, July 4-6
- 2001 GIANECCHINI M., GUBITTA P., *Corporate Governance, Organizational Flexibility and Performance in family owned SME*, XII Family Business Network Annual World Conference, Research Forum, "The role of family in family business", Roma, October 3-4

RESEARCH FUNDING

JP Morgan Chase Foundation

Building Better Business Resilience among disadvantaged groups: A European Study

Member of the research team, P.I.: D. Campagnolo (University of Padova)

Grant award: € 135.000, 2018-2020 (completed)

Veneto Region (Italy)

Observatory on the Digital Professions

Vice Scientific Director, P.I.: P. Gubitta (University of Padova)

Grant award: € 40.000, 2017-2019 (completed)

University of Padova (Italy)

Methodology of composite indicators and their use for the evaluation of performance of universities

Member of the research team, P.I.: G. Boccuzzo (University of Padova)

2013-2015 (completed)

Italian Ministry of Education, University and Research

Local-for-Local. How Italian companies redesign organizational architectures for growth and renewal

Member of the research team, P.I.: D. Campagnolo (University of Udine)

Grant award: € 40.000, 2012-2015 (completed)

University of Padova (Italy)

PRODID – Excellence and innovation in university teaching

Member of the research team, P.I.: E. Felisatti (University of Padova)

2012-2015 (completed)

Italian Ministry of Education, University and Research

The dimensions of entrepreneurship: people, relationships, value

Member of the research team, P.I.: P. Gubitta (University of Padova)

Grant award: € 178.000, 2009-2012 (completed)

University of Padova (Italy)

Effectiveness indicators of tertiary education and methodological outcomes of the research

Member of the research team, P.I.: L. Fabbris (University of Padova)

2008-2011 (completed)

Italian Ministry of Labour and Welfare

Evaluation of the outcomes and of the impacts of the vocational education and training policies

Local Research Unit coordinator (the national research program was a network of four universities)

Grant award: € 500.000, 2008-2011 (completed)

Fondazione Cariparo (Italian bank foundation)

Management of the Knowledge Intensive Business Services

Member of the research team, P.I.: R. Grandinetti (University of Padova)

Grant award: € 100.000, 2008-2010 (completed)

Italian Ministry of Education, University and Research

Variability versus stability in organizational structures

Member of the research team, P.I.: G. Costa (University of Padova)

Grant award: € 193.000, 2006-2008 (completed)

Centre for the Research in Organization – Bocconi University (Milan – Italy)

The con-temporary work

Member of the research team, P.I.: A. Grandori (Bocconi University)

2005-2006 (completed)

University of Padova (Italy)

Modularity and productive systems. Products, processes and technologies

Member of the research team, P.I.: A. Camuffo (University of Padova)

2003-2006 (completed)

Italian Ministry of Education, University and Research

Organization Service Providers. From vertical disintegration to functional dismantling

Member of the research team, P.I.: G. Costa (University of Padova)

Grant award: € 161.000, 2003-2005 (completed)

Veneto Innovazione (Venezia – Italy)

European Commission under the European Regional Development Fund.

E-Learning for Teleworking

Member of the research team, P.I.: G. Costa (University of Padova)
2002-2003 (completed)

Italian Ministry of Education, University and Research
ICT's Impacts on Organization
Member of the research team, P.I.: G. Costa (University of Padova)
Grant award: € 188.000, 2001-2003 (completed)

University of Padova (Italy)
Jobs and careers in New Economy
Member of the research team, P.I.: G. Costa (University of Padova)
Grant award: € 10.600, 2000-2002 (completed)

Italian Ministry of Education, University and Research
Flexibility and performance. The role of the organizational flexibility on the institutional effectiveness
Member of the research team, P.I.: G. Costa (University of Padova)
Grant award: € 165.000, 2000-2001 (completed)

TEACHING

Early in my education, I became a keen observer of my teachers (both at school and practicing sport), comparing their different philosophies and approaches, thinking about their teaching methods, and assessing which methods enhanced my own learning. At the beginning of 2019 I attended a course on innovative teaching methods (acquiring the **Teaching for Learning @UniPd badge** - <https://bit.ly/2Hqd7aS>). As one of the activities of that course I took a test (Teaching Perspective Inventory), which defined me as a teacher with a Nurturing and Developing teaching style. I find this definition appropriate as in my teaching I am interested in creating a supportive environment for stimulating students' learning and then challenging them, both theoretically and empirically. My aim is to stimulate their interest in the general issues we are analyzing in the lesson, so that they will continue to question themselves on those issues even after the class. I teach in **undergraduate, graduate and executive classes**. From 2015, I am the **scientific coordinator of the Executive Master in Human Resource Management** at CUOA Business School, designing educational activities for HR managers and supporting the development of the practitioners and managerial community.

UNIVERSITY TEACHING EXPERIENCE

University of Padova, Department of Economics and Management

- Since 2019 Managerial Lab on Employer Branding, Graduate Program in Entrepreneurship and Innovation (other professors involved: P. Gubitta – University of Padova; E. Gallo – Deloitte Human Capital)
- Since 2019 Organization Design and Governance of Human Capital, Graduate Program in Entrepreneurship and Innovation (other professor involved: S. Dello Russo – Toulouse Business School)
- Since 2019 Organization Theory, PhD Program in Economics and Management (other professor involved: D. Campagnolo – University of Padova)
- Since 2009 Human Resource Management (in Italian), Undergraduate Program in Economics and Management [Students evaluation (three most recent years): 8.5, 8.2, 8.2 (over 10)]
- 2018-2019 Intercultural Management: Theory and Practice (ISPM China program at Guangzhou University), Graduate Program in Business Administration (other professor involved: D. Campagnolo – University of Padova)
- 2011-2018 Organizational Development and Behavior, Graduate Program in Business Administration (other professor involved: D. Campagnolo – University of Padova) [Students evaluation (three most recent years): 8.0, 8.4, 8.1 (over 10)]
- 2013-2017 Human Resource Management for International Firms, Undergraduate Program in Economics and Management [Students evaluation (three most recent years): 8, 7.2, 8.4 (over 10)]
- 2006-2017 Behavior in Organization, Undergraduate Program in Economics and Management; other professors involved: J. Felker, K. Khumar, M. Callahan, T. Hiller – University of Michigan (Dearborn). [Students evaluation (2014-2015): 8.7 (over 10)]
- 2001-2009 Instructor (in Italian) in Organizational Design and Human Resource Management

University of Padova, Department of Humanities and Social Sciences

2005-2016 Human Resource Management (in Italian), Undergraduate Program in Training and Education
[Students evaluation (three most recent years): 6.5, 6.9, 7.3 (over 10)]

University of Padova, University of Verona, Ca' Foscari Venice

Since 2012 Organization Design, PhD Program in Economics and Management (other professor involved: D. Campagnolo – University of Padova)
2011 Organization Theory, PhD Program in Economics and Management (other professor involved: C. Rossignoli – University of Verona)

EXECUTIVE/MASTER TEACHING EXPERIENCE

CUOA Business School (Vicenza – Italy)

Since 2015 Scientific Coordinator of the Executive Master in Human Resource Management.
Since 2006 teaching activities on topics of Human Resource Management, in different Master and executive education programs (Business Administration, Retail Management, International MBA, HRM Specialist)

University of Padova, Department of Economics and Management

Since 2006 Management in Organization, Master Program in Business and Management and European Master in Cosmetics and Fragrance; other professors involved: P. Gubitta, A. Cabigiosu, L. Bauckneht - University of Padova. [Students evaluation (three most recent years): 3.4, 4.4, 4.3 (over 5)]

Università Cattolica del Sacro Cuore (Piacenza – Italy)

2019 Human Resource Management, Executive Master in Master in Supply chain management e innovazione digitale

Scuola Nazionale dell'Amministrazione (Rome – Italy)

Since 2018 Human Resource Management and Change Management, courses for civil servants

MIB Business School (Trieste – Italy)

2016-2018 Human Resource Management, Executive Master in Business Administration

University of Venice, School of Economics and Management

2016-2017 Human Resource Management, Master in Public Administration
Since 2006 Compensation policies in the touristic industry, Master in Tourism Management
Since 2006 Human Resource Planning, Master in People Management

LUISS Business School (Rome - Italy)

2010-2011 Work Design, Executive Master in Human Resource Management

University of Padova, School of Medicine

2010 Organization and management of the hospitals, Master in Health Technology Assessment

University of Padova, Department of Humanities and Social Sciences

2006 Organizational Design, Master in Audiovisual Education and Multimedia
2005 E-learning and Knowledge Management, Master in e-learning

University of Verona, School of Law and School of Management

2006-2009 Organizational Design, Master in Business Intelligence e Knowledge Management
2006-2009 Human Resource Planning, Master in Public Administration

University of Florence, School of Education and Training

2005 Competencies for e-learning professionals, Master in E-Learning Design

PHD SUPERVISOR

- Enrico Carlet (2020-ongoing) joint supervision with D. Campagnolo – PhD in Economics and Management, University of Padova (XXXIII ciclo)
- Enrico Marcazzan (2018-ongoing) joint supervision with D. Campagnolo – PhD in Economics and Management, University of Padova (XXXIV ciclo)
- Caterina Farao (2014-2017) *Talent Management at the University: an experimental design to enhance students' employability*, joint supervision – PhD in Economics and Management of technology, University of Pavia (XXIX ciclo)
- Luigi Mosca (2014-2017) *Three essays on Organizational Development and Design*, joint supervision with D. Campagnolo – PhD in Economics and Management, University of Padova (XXIX ciclo)

SERVICE

As for my service activities I have been always active in the **Italian scientific community** participating with different roles (i.e. presenter, organizer, track chair) to our annual conference (WOA - Workshop di Organizzazione Aziendale) and serving as PhD examiner in different Universities. At **international level** I am Ambassador for Italy of the Human Resource Division of the Academy of Management and I am active in EGOS (European Group of Organization Studies) community.

In my activity as Associate Dean for Students Recruitment, Tutoring and Career Counselling at the Department of Economics and Management “M. Fanno”, I coordinate the work several collaborators and I design with them activities aimed at supporting the **student journey** in the Department: from the admission to the graduation. Over the years we developed different activities, promoting continuous innovations and improvements, to a point that the drop-out rate of our students is one of the lowest at University of Padova.

I collaborated to the writing of the first “**Bilancio di Genere**” (2016) of the University of Padova. In addition, related to this project, I receive a mandate from the Vice Rector for Cultural, Social and Gender Relations to represent the University of Padova in a CRUI workgroup that in 2019 has developed national guidelines (<https://www.cru.it/bilancio-di-genere.html>).

SERVICE ACTIVITIES – INTERNAL (@UNIPd)

- From 2020 Member of the *Commissione Scientifica di Area* – Area 15.2 “Scienze Economiche e Statistiche – Economia Aziendale”
- From 2020 Member of the Executive Board of the PhD program in Economics and Management – Department of Economics and Management
- From 2020 Member of the Commission “Ethics, Responsibility & Sustainability” – Department of Economics and Management
- From 2019 Member of the teaching board of the PhD program in Economics and Management – Department of Economics and Management
- 2018-2020 Project Delegate of the Vice Rector for Cultural, Social and Gender Relations (prof.ssa Annalisa Oboe) on gender budgeting. I participate, on the behalf of the University of Padova, to a workgroup delegated by CRUI to develop national guidelines for writing “Bilancio di genere”.
- 2019 Member representing the Department of Economics and Management – Centro di Ateneo “Elena Cornaro”
- From 2012 Associate Dean for Student Affairs, Tutoring and Career Counseling – Department of Economics and Management
- From 2012 Associate Dean for Student Recruitment and Admissions – Department of Economics and Management
- 2013-2017 Vice Director of the Evaluation Committee of the Graduate program in Business Administration – Department of Economics and Management
- 2007-2011 Member representing the Department of Economics and Management, Committee for the study of the graduates' career

SERVICE ACTIVITIES – EXTERNAL (NATIONAL AND INTERNATIONAL)

- 2021 Ambassador for Italy of the Human Resource Division of the Academy of Management (<https://hr.aom.org/new-item3/new-item14>)
- 2021 External examiner, PhD program in Management & Innovazione – Catholic University of Milan

- 2020 Evaluation panel member for the Fundação para a Ciência e a Tecnologia (FCT), the Portuguese public funding agency for R&D (Call for scientific research and technological development (SR&TD) project grants Project Grants)
- 2019 External examiner, PhD program in Scienze Manageriali e Attuariali – University of Udine
- 2014 External examiner, PhD program in Entrepreneurship and Innovation – University of Naples
- 2010-2011 Member of the Scientific Committee for the project “Tools for Competitiveness – The evaluation of the competencies”, approved by the DGR n.1758 del 16/06/2009 and coordinated by FOREMA Scarl - Confindustria Padova (2010-2011)
- 2002-2003 Member of the Scientific Committee for the project “E-Learning for Telework”, coordinated by Veneto Innovazione (2002-2003)

CONFERENCE ORGANIZING/SCIENTIFIC COMMITTEE

- 2020 Member of the Scientific Committee of the XXI Workshop dei docenti e ricercatori di Organizzazione Aziendale (WOA) “Will employees dream of electric sheep?”, University of Milan
- 2019 Member of the Scientific Committee of the XX Workshop dei docenti e ricercatori di Organizzazione Aziendale (WOA) “Identity and Pluralism across Organizational Studies and Practices”, University of Palermo
- 2015 Member of the Organizing Committee of the XVI Workshop dei docenti e ricercatori di Organizzazione Aziendale (WOA) “Back to Basics: Searching for new forms of organizing”, University of Padova
- 2015 Member of the Local Advisory Board of the Scientific Committee of the conference “Dealing with complexity in society: from plurality of data to synthetic indicators”, University of Padova
- 2013 Member of the Scientific Committee of the XIV Workshop dei Docenti e dei Ricercatori di Organizzazione Aziendale (WOA) “Organizing in turbulent times: the challenges ahead”, University La Sapienza (Rome)

CONFERENCE TRACK CHAIR

- 2020 Human Resource Management *Track chairs* – Martina Gianecchini (Università di Padova). *Conference*: XXI Workshop di Organizzazione Aziendale (Milano)
- 2019 Family Business *Track chair* – Martina Gianecchini (Università di Padova). *Conference*: XX Workshop di Organizzazione Aziendale (Palermo)
- 2018 Projects and Ongoing papers *Track chair* – Martina Gianecchini (Università di Padova). *Conference*: XIX Workshop di Organizzazione Aziendale (Rome)
- 2015 Gestione delle Risorse Umane: come supportare lo sviluppo di individui e organizzazioni. *Track chair* – Martina Gianecchini (Università di Padova). *Conference*: Il counselling e l’orientamento in Italia e in Europa. XV Congresso nazionale della Società Italiana di Orientamento - SIO (Padova)
- 2015 People: Human Resource Behaviors and Practices *Track chairs* – Barbara Imperatori (Università Cattolica – Milano), Martina Gianecchini (Università di Padova), Luca Solari (Università degli Studi di Milano). *Conference*: XVI Workshop di Organizzazione Aziendale (Padova)
- 2014 Human Resource Management *Track chairs* – Martina Gianecchini (Università di Padova). *Conference*: XV Workshop di Organizzazione Aziendale (Udine)
- 2013 Sub-theme 01: (SWG) Rethinking Careers: Theoretical Foundations of Career Studies and their Development. *Track chairs*: Wolfgang Mayrhofer (Vienna University, Austria), Martina Gianecchini (Università di Padova), Hugh Gunz (University of Toronto, Canada) *Conference*: 29th EGOS Colloquium (Montréal, Canada)
- 2013 Organizational Behaviour and Human Resources Management? *Track chairs* – Filomena Buonocore (Università Parthenope - Napoli), Martina Gianecchini (Università di Padova). *Conference*: XIV Workshop di Organizzazione Aziendale (Roma - Sapienza)
- 2012 Local for Local. How companies redesign organizational architectures and redefine organizational behaviours for growth and renewal. *Track chairs* – Paolo Gubitta (Università di Padova), Diego Campagnolo (Università di Padova), Martina Gianecchini (Università di Padova). *Conference*: 12th EURAM conference (Rotterdam)
- 2012 Human Resource Management and Performance: a matter of people, processes or strategy? *Track chairs* – Rita Bissola (Università Cattolica – Milano), Martina Gianecchini (Università di Padova),

- Tanya Bondarouk (University of Twente). *Conference: XIII Workshop di Organizzazione Aziendale* (Verona)
- 2011 Nuove generazioni, mercato del lavoro, università. Situazione attuale e direzioni del cambiamento possibile. *Track chairs* – Francesco Maria Barbini (Università di Bologna), Filomena Buonocore (Università di Napoli Parthenope), Martina Gianecchini (Università di Padova), Michela Marchiori (Università Roma Tre). *Conference: XII Workshop di Organizzazione Aziendale* (Napoli – Parthenope)

AD HOC REVIEWS FOR JOURNALS

- European Journal of International Management
- European Management Journal
- Human Relations
- International Journal of Human Resource Management
- Management Revue
- Poetics
- Sustainability

- Economia & Management
- Sviluppo e Organizzazione
- Studi Organizzativi
- Economia e Società Regionale

MEMBERSHIP AND ACADEMIC AFFILIATION

- Italian Association of Organization Studies (ASSIOA)
- US Academy of Management (Career and HR Divisions)
- European Group of Organization Studies (EGOS)
- British Academy of Management (BAM)
- European Academy of Management (EURAM)