

CV Format

1. Name Surname/ Nome Cognome

Silvia Bagdadli

2. Degrees / Formazione

1980-1984 Classical High School degree, 58/60, Collegio delle Fanciulle, Milan, Italy

1984-1989 Degree in Business Administration 110/110 cum laude at Bocconi University

1995-1998 PhD in Management, Bocconi University, Milan, Italy

During the PhD:

1996 – winter semester Visiting PhD Scholar at the Business School of the University of Michigan, USA (attending PhD courses)

1996 – spring semester Visiting PhD scholar at the Business School of the University of Maryland, College Park, USA (attending PhD courses)

3. Previous employment positions / Esperienze professionali pregresse

1990 January to December, Assistant to the Brera Director

1991 to 1994 Grants (borsista) from Bocconi University

1995 to 1998 PhD in Management, Bocconi University (State grant)

1991- 1996 Assistant Professor at the Organization & HRM Department of SDA Bocconi School of Management

1997- present Professor at the Organization & HRM Department of SDA Bocconi School of Management (now KG Leadership, Organization and Human Resource Management)

1998 Bocconi University contract

1999 - 2001 Researcher (Ricercatore) in Business Organization (P02D) at Bocconi University

2001 Idoneità as Associate Professor

2002 – 2005 Associate Professor of Organization and Human Resource Management, Bocconi University, Department of Management and Technology

2005 – present Confirmation (Tenure) as Associate Professor of Organization and Human Resource Management, Bocconi University, Department of Management and Technology

2003-2008 Director of the Bocconi University Master of Science in Organization and Human Resource Management

2007- 2015 Director of the Major in Organization and HRM (OGRU) and of the OGRU path of the Bocconi University Master of Science in Management

2008- 2015 Director of the Executive Master in Strategic Human Resource Management (EMSHRM) at SDA Bocconi School of Management

2018- on Member of the Management Department Didattica (Education) Committee

2020- on Member of Bocconi University Ad hoc Committee for Bocconi Alumni Association

2021-on Director of the Bocconi University Master of Science in Organization and Human Resource Management (MasterOP)

4. Articles in refereed journals / Articoli in riviste con referaggio

Bagdadli, S., Gianecchini, M., Andresen, M., Cotton, R., Kaše, R., Lazarova, M., Smale, A., Bosak, J., Briscoe, J.P., Chudzikowski, K., Dello Russo, S. & Reichel, A. (2021). Human capital development practices and career success: The moderating role of country development and income inequality. *Journal of Organizational Behavior*, 42 (4), 429-447. <https://doi.org/10.1002/job.2506>.

Andresen, M., Apospori, E., Gunz, H., Lysova, E., Suzanne, P., Adeleye, I., Babalola, O., Bagdadli, S., Bakuwa, R., Bogicevic Milikic M., 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., Çakmak-Otluoğlu, K., Kase, R., Khapova, S., Kim, N., Lazarova, M., Lehmann, P., Madero, S., Mandel, D., Mayrhofer, W., Mishra, S., Naito, C., Parry, E., Roza, P., Reichel, A., Saher, N., Saxena, R., Shen, Y., Schramm, F., Smale, A., Taniguchi, M., Unite, J., Verbruggen, M., Zikic, J. (2020). Careers in context: An international study of career goals as meso structure between societies' career-related human potential and proactive career behavior. *Human Resource Management Journal*, 30(3), 365-391.

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.

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.

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.

Smale, A., Bagdadli, S., Cotton, R., Dello Russo, S., Dickmann, M., Dysvik, A., Gianecchini, M., Kaše, R., Lazarova, M., Reichel, A., Roza, 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.

De Stefano, F., Bagdadli, S. & Camuffo, A. (2018). The HR role in corporate social responsibility and sustainability: A boundary shifting literature review. *Human Resource Management*, 57 (2): 549-566.

Cotton, R. D., Dries, N., Bagdadli, S., & de Oliveira, M. Z. 2017. Implicit link: Using free association to explore cross-cultural differences in the meaning of talent. In Guclu Atinc (Ed.). *Best Paper Proceedings* of the Seventy-seventh Annual Meeting of the Academy of Management. Online ISSN: 2151-6561. Paper nominated for the Carolyn Dexter Award.

Bagdadli, S., Hayton, J. & Perfido, O. (2014). Reconsidering the role of HR in M&As: What can be learnt from practice. *Human Resource Management*, 53 (6): 1005-1025.

Bagdadli, S., Paoletti, F. & Roberson, Q. (2006). The mediating role of procedural justice in responses to promotion decisions. *Journal of Business and Psychology*, 21 (1): 83-102.

Bagdadli, S. & Paolino, C. (2006). The Institutional Change of Italian Public Museums between Legitimacy and Efficiency: Do Museum Directors Have a Role? *International Journal of Art Management*, 8 (3).

Bagdadli, S. & Arrigoni L. (2005). Strategic Positioning of the Venice Biennial: Analysing the Market for Periodic Contemporary Art Exhibitions. *International Journal of Art Management*, 7(3).

Bagdadli, S., Solari, L., Usai, A. & Grandori, A. (2003). The emergence of career boundaries in unbounded industries: career odysseys in the Italian new economy. *International Journal of Human Resource Management*, 14 (5).

Bagdadli, S. (2003). Museum and theatre networks in: determinants and typology. *International Journal of Art Management*, 6 (1).

Bagdadli, S. & Rognoni, M. (2004). Le pratiche di gestione dei talenti. *Sviluppo & Organizzazione*, n.203, maggio-giugno.

Bagdadli, S. (2001). Cambiamento organizzativo e carriera: il caso Xelor. *Economia & Management*, Etas Libri - Periodici, n.4.

Bagdadli, S. (1997). Lavoro temporaneo: uno sguardo all'estero e Lavoro temporaneo: condizioni di efficacia e ruolo delle agenzie. *Sviluppo & Organizzazione*, n. 164, novembre/dicembre.

Bagdadli, S. (1995). Cooperazione o Isolamento? Verso una nuova Organizzazione dei Musei Italiani. *Economia & Management*, Etas Libri - Periodici, n. 7, gennaio.

Bagdadli, S. (1994). La motivazione dei volontari: il contributo della ricerca. *Sviluppo & Organizzazione*, n.144, luglio/agosto, E.S.T.E.

Bagdadli, S. (1992). Qualità Totale e Teoria Organizzativa. *Economia & Management*, Etas Libri - Periodici, n. 4, ottobre.

5. Working papers/non-published papers /presentations to Conferences (last 5 years)

Kim, N., Cha, J-S., Andresen, M., Bagdadli, S., Briscoe, J.P., Suzanne, P.A., Bosak, J., Hall, D.T., Kaše, R., Parry, E., Gianecchini, M., Saxena, R., Chudzikowski, K. Achieving congruence or achieving more? Career self-congruence effects on job engagement in 12 Countries. Submitted to Human Relations.

Reichel, A., Suzanne, P., Bosak, J., Apospori, E., Bagdadli, S., Gianecchini, M., Afiouni, F., Andresen, M., Lazarova, M., Briscoe, J.P., Parry, E., Taniguchi, M. The disabling effects of enabling social policies on organisations' human capital development practices for women. Submitted to Human Resource Management Journal (second resubmission).

Kaše, R., Briscoe, J.P., Apospori, E., Bagdadli, S., Çakmak-Otluoğlu, K.O., Chudzikowski, K., Dysvik, A., Gianecchini, M., Saxena, R., Shen, Y., Verbruggen, M., Casado, T., Kim, & Unite, J. Experts as editors of career success schemas: A multi-country study. **Presented at: AoM, Vancouver, 2019.**

Bagdadli, S., Gianecchini, M., Bosak J., Briscoe J., Cotton R., Chudzikowski K., Dello Russo S., Kase R., Lazarova M., Reichel A., Smale A. Organizational Career Management and Objective Career Success Around the World: The Moderating Role of Institutional Factors. Presented at: AoM Chicago, 2018; Egos, Tallin, 2018

Cotton, R. D., Dries, N., Bagdadli, S. & de Oliveira, M. Z. Implicit link: Using free association to explore cross-cultural differences in the meaning of talent. Presented at: AoM, 2017, Atlanta. Paper nominated for the Carolyn Dexter Award.

Smale A., Bagdadli, S., Cotton R., Dello Russo S., Dickmann M., Dysvik A., Gianecchini M., Kase R., Lazarova M., Reichel A., Roza P., Verbruggen M. Proactive Career Behaviors and Career Success: The Effects of Perceived Organizational Support and National Culture. Presented at: Symposium AOM 2016 Anaheim

Bagdadli, S. & Gianecchini, M. Facilitating and constraining factors affecting the objective career success in the Italian context. Presented at: Egos, Naples 2016

6. Book Chapters

Bagdadli, S., Gianecchini, M., (2020). HRM/organizational career management systems and practices. In H. Gunz, M. Lazarova, & W. Mayrhofer (Eds.), *Routledge Companion to Career Studies*. London: Routledge.

S. Bagdadli (2017). Motivazione al lavoro. In S. Salvemini, *Manuale di Organizzazione*, Egea.

Bagdadli, S. (2016). HRM concerns of M&A. In A. Wilkinson and S. Johnstone (Eds), *The Encyclopedia of Human Resource Management*, Edward Elgar Publishing Ltd, Cheltenham.

Dries, N., Cotton, R. D., Bagdadli, S., & de Oliveira (2014). HR Directors' Understanding of 'Talent': A Cross-Cultural Study. In A. Al Ariss (Ed.) *Global Talent Management: Challenges, strategies and opportunities*, Springer.

S. Bagdadli (2014). Tra progettazione e flessibilità: Carriera e Sviluppo. In B. Manzoni e M. Raffaglio (a cura di), *HR Management*, Egea.

Bagdadli, S. & Camuffo, A. (2011). Luxottica: changing Italian labour relations and HR practices to drive sustainable performance. In *Global HRM Casebook*, J.Hayton, M.Biron, B.Kuvaas & L.Castro-Christiansen (eds), New York NY: Routledge.

Bagdadli, S. (2007). Designing career systems: are we ready for it? In H. Gunz and M. Peiperl (Eds.), *Handbook of Career Studies*, Sage, 2007.

Bagdadli, S. (2007). Job Evaluation, *International Encyclopaedia of Organization Studies*, Sage, 2007.

Bagdadli, S. (2001), Le strategie di carriera e lo sviluppo dei manager". In A. Grandori (a cura di), *Organizzazione e governance del capitale umano nella nuova economia*. Egea: Milano.

Bagdadli, S. (2001). Teatri italiani in rete. In S. Salvemini e G. Soda, *Artwork & Network. Reti organizzative per lo sviluppo dell'industria culturale*, Milano: Egea.

Bagdadli, S. Buttignon, F. & Montemerlo, D. (1994). Il caso Benetton. In Airoidi G. e Ruffini R. (eds.), *Assetti istituzionali e governo delle aziende e dei sistemi, Volume II, Casi*, Università Bocconi, Milano.

Bagdadli, S. (1994) & Valotti, G. (1994). La Soprintendenza per i beni artistici e storici di Milano - Pinacoteca di Brera, di Milano. In R. Ruffini & G. Valotti (eds.), *Assetti istituzionali e governo delle aziende pubbliche*, Milano, Egea.

7. Books

Bagdadli, S. (2001). *Reti di musei in Italia e all'estero*. L'organizzazione a rete per i beni culturali. Milano, Egea.

Bagdadli, S. (1997). *Il museo come azienda. Management e organizzazione al servizio della cultura*, Etas Libri.

8. Scientific Committee membership / Affiliazione a comitati e associazioni scientifiche

2000 - present

Member of the Academy of Management - Career Division

Reviewer for the Academy of Management Conference - Career Division

2000 - present

Member of the Academy of Management HR Division

HR Ambassador for Italy for the Academy of Management - HR Division

Reviewer for the Academy of Management Conference - HR Division

2000 – present

Member of Egos – European Group for Organizational Studies

Co-Convenor of the Career track - Egos Bergen 2006

Reviewer, discussant and moderator for the track

2010 – present

Since the SMS started the "Strategic Human Capital" Track

Member of the SMS – Human Capital track

Reviewer for the track

9. Editorial membership / Partecipazione a comitati editoriali

Ad hoc reviewer for

International

- Journal of Organizational Behavior
- International Journal of Human Resource Management
- Human Resource Management
- Human Relations
- Life Course Research
- International Journal of Art Management

Italian

- Economia & Management
- Studi Organizzativi

10. Main Bocconi teaching activities / Principali impegni didattici in Bocconi

Since 1997, Silvia Bagdadli teaches courses in the area of Human Resource Management and OB. In the last five years her teaching has been mainly focused on:

- (S)HRM and OB courses in Master of Science degrees (Ms in Management and MasterOP)
- (S)HRM/People Management courses in the Executive MBAs, both at national Campus SDA Bocconi and at Mumbai Asian Campus)
- (S)HRM/People Management courses in the MBA, at Mumbai Asian Campus

From 2001 to 2015 she has been teaching Museum Management (Laboratorio Cleacc) course at the undergraduate level (third year).

At the beginning of her career she taught for several years Economia aziendale (first year, Management degree) and Organizzazione aziendale (second year, Management degree)

11. Institutional roles and services in Bocconi / Ruoli istituzionali e di servizio in Bocconi

2021-on Director (scientific direction and managerial direction) of the Bocconi University Master of Science

2017- on Member of the Management Department Didattica (Education) Committee for Organization, OB and HRM contents

2020- on Member of Bocconi University Ad hoc Committee for Bocconi Alumni Association

2015-2016 Member of a committee appointed by the Department Director to evaluate and re-define the role of Lecturers in the MNT Department.

2007- 2015 Director of the Major in Organization and HRM (OGRU) and of the OGRU path of the Bocconi University, Master of Science in Management.

2008-2015 Director (scientific direction and managerial direction) of the Executive Master in Strategic Human Resource Management (EMSHRM) at SDA Bocconi School of Management, in collaboration with the prestigious Cornell Faculty. One of the few Executive programs in the Business School, a niche product with 13-14 participants as a target, on average with 13 years of experience and 9 on average in HR, from all over Europe and few ones from all over the world.

2007-2010 Member of the MNT Department Research Committee. Several activities pursued. The last one was the benchmarking activity with other Management Departments in Europe, particularly appreciated by the Rector.

2004-2005 Member of the Bocconi University Research Committee.

2003-2008 Director (scientific direction and managerial direction) of the Bocconi University Master of Science in Organization and Human Resource Management (Master OP). Under the direction of the Graduate school of Guido Corbetta, the Master was considered a benchmark with respect to economics (very high margins), students' quality and placement.

2003 Scientific Committee of AIMAC, Milan, Italy.

12. Other non-academic activities / Altre attività non accademiche

Presentations for the business/HR professional communities, to the cultural /museum professional community in order to diffuse scientific research to practitioners and help the business, and not for profit community to benefit from academic research. My research always tried to deal with real organizational problems and issues and in order to do this I always tried to be connected with the business world to exploit spillovers and offer evidence-based management.