

Silvia Bagdadli

Associate Professor



Knowledge Group: Leadership, Human Resources and Digital Technologies

Research Domains: Organization Design

Teaching Domains: Outcome Research, Public Network Design & Management, International Accounting Principles

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Biography

Silvia Bagdadli è Professoressa Associata del Dipartimento di Management e Tecnologia dell'Università Bocconi, dove dirige il Master Specialistico in Organizzazione e Personale (MasterOP), diretto anche dal 2003 al 2008. Presso SDA Bocconi, ha diretto l'Executive Master in Strategic Human Resource Management (EMSHRM) dal 2008 al 2014, un programma internazionale per manager e professionisti HR operanti nelle principali multinazionali. Ha gestito programmi di ricerca, formazione e coaching con aziende di diversi settori. È una Professional Executive Coach, certificata ICF (PCC), per imprese italiane ed internazionali.

La sua ricerca abbraccia le aree della Gestione Strategica delle Risorse Umane, dello sviluppo dei Talenti e della Leadership e del Management della Carriera, con un approccio comparativo e internazionale e con un interesse all'intersezione della prospettiva individuale e organizzativa.

Autrice di articoli, capitoli di libri e casi di studio sui questi temi. I suoi lavori sono stati pubblicati su riviste quali: Human Resource Management, Human Resource Management Review, Human Resource Management Journal, International Journal of Human Resource Management, Journal of Organizational Behavior, Journal of Business and Psychology, Best Paper Proceedings of the Academy of Management (2000 e 2017) ed Economia & Management. È referee per riviste italiane e straniere, tra cui Human Resource Management, Human Relations, Journal of Organizational Behaviour, Economia & Management. È HR Ambassador per l'Italia presso l'HR Division dell'Academy of Management. È stata membro del Comitato di Ricerca dell'Università (2004/2005) e del Comitato di Ricerca del Dipartimento di Management (2007/2010). È stata Visiting Scholar presso la Business School dell'Università del Michigan e presso la Business School dell'Università del Maryland.

Silvia Bagdadli ha una laurea in Economia Aziendale e un Ph.D. in Management entrambi conseguiti all'Università Bocconi.

Articles in Scholarly Journals

The disabling effects of enabling social policies on organisations' human capital development practices for women

REICHEL, A., M. LAZAROVA, E. APOSPORI, F. AFIOUNI, M. ANDRESEN, J. BOSAK, E. PARRY, S. BAGDADLI, J. P. BRISCOE, M. GIANECCHINI, P. SUZANNE, M. TANIGUCHI, "The disabling effects of enabling social policies on organisations' human capital development practices for women", *Human Resource Management Journal*, 2023, vol. 33, no. 1, pp. 129-147

Il group coaching: quando il metodo favorisce la creatività

BAGDADLI, S., L. CAPORARELLO, S. CUOMO, M. MAGNI, B. MANZONI, C. ONDOLI, M. RAFFAGLIO, "Il group coaching: quando il metodo favorisce la creatività", *Harvard Business Review Italia*, March 2022

Human capital development practices and career success: The moderating role of country development and income inequality

BAGDADLI, S., M. GIANECCHINI, M. ANDRESEN, R. COTTON, R. KAŠE, M. LAZAROVA, A. SMALE, J. BOSAK, J. P. BRISCOE, K. CHUDZIKOWSKI, S. DELLO RUSSO, A. REICHEL, "Human capital development practices and career success: The moderating role of country development and income inequality", *Journal of Organizational Behavior*, 2021, vol. 42, no. 4, pp. 429-447

Here, there, & everywhere: Development and validation of a cross-culturally representative measure of subjective career success

BRISCOE, J. P., R. KAŠE, N. DRIES, A. DYSVIK, J. A. UNITE, I. ADELEYE, M. ANDRESEN, E. APOSPORI, O. BABALOLA, S. BAGDADLI, K. Ö. ÇAKMAK-OTLUOGLU, T. CASADO, J.-L. CERDIN, J.-S. CHA, K. CHUDZIKOWSKI, S. DELLO RUSSO, P. EGGENHOFER-REHART, Z. FEI, M. GIANECCHINI, M. GUBLER, D. T. HALL, R. IMOSE, I. R. ISMAIL, S. KHAPOVA, N. KIM, P. LEHMANN, E. LYSOVA, S. MADERO, D. MANDEL, W. MAYRHOFER, B. B. MILIKIC, S. MISHRA, C. NAITO, A. D. NIKODIJEVIC, A. REICHEL, N. SAHER, R. SAXENA, N. SCHLEICHER, F. SCHRAMM, Y. SHEN, A. SMALE, V. SUPANGCO, P. SUZANNE, M. TANIGUCHI, M. VERBRUGGEN, J. ZIKIC, "Here, there, & everywhere: Development and validation of a cross-culturally representative measure of subjective career success", *Journal of Vocational Behavior*, 2021, vol. 130, pp. 103612

Still feeling employable with growing age? Exploring the moderating effects of developmental HR practices and country-level unemployment rates in the age – employability relationship

DELLO RUSSO, S., E. PARRY, J. BOSAK, M. ANDRESEN, E. APOSPORI, S. BAGDADLI, K. CHUDZIKOWSKI, M. DICKMANN, S. FERENCIKOVA, M. GIANECCHINI, D. T. HALL, R. KAŠE, M. LAZAROVA, A. REICHEL, "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*, 2020, vol. 31, no. 9, pp. 1180-1206

Careers in context: An international study of career goals as mesostructure between societies' career-related human potential and proactive career behaviour

ANDRESEN, M., E. APOSPORI, H. GUNZ, P. A. SUZANNE, E. I. LYSOVA, M. TANIGUCHI, I. ADELEYE, O. BABALOLA, S. BAGDADLI, R. BAKUWA, B. BOGICEVIC MILIKIC, J. BOSAK, J. P. BRISCOE, J. CHA, K. CHUDZIKOWSKI, R. COTTON, S. DELLO RUSSO, M. DICKMANN, N. DRIES, A. DYSVIK, P. EGGENHOFER-REHART, Z. FEI, S. FERENCIKOVA, M. GIANECCHINI, M. GUBLER, D. HACKETT, D. T. HALL, D. JEPSEN, K. Ö. ÇAKMAK-OTLUOGLU, R. KAŠE, S. KHAPOVA, N. KIM, M. LAZAROVA, P. LEHMANN, S. MADERO, D. MANDEL, W. MAYRHOFER, S. K. MISHRA, C. NAITO, A. D. NIKODIJEVIC, E. PARRY, A. REICHEL, P. L. ROZO POSADA, N. SAHER, R. SAXENA, N. SCHLEICHER, Y. SHEN, F. SCHRAMM, A. SMALE, J. UNITE, M. VERBRUGGEN, J. ZIKIC, "Careers in context: An international study of career goals as mesostructure between societies' career-related human potential and proactive career behaviour", *Human Resource Management Journal*, 2020, vol. 30, no. 3, pp. 365-391

Career success schemas and their contextual embeddedness: A comparative configurational perspective

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Organizational career management practices and objective career success: A systematic review and framework

BAGDADLI, S., M. GIANECCHINI, "Organizational career management practices and objective career success: A systematic review and framework", *Human Resource Management Review*, 2019, vol. 29, no. 3, pp. 353-370

Proactive career behaviors and subjective career success: The moderating role of national culture

SMALE, A., S. BAGDADLI, R. COTTON, S. DELLO RUSSO, M. DICKMANN, A. DYSVIK, M. GIANECCHINI, R. KAŠE, M. LAZAROVA, A. REICHEL, P. ROZO, M. VERBRUGGEN, "Proactive career behaviors and subjective career success: The moderating role of national culture", *Journal of Organizational Behavior*, 2019, vol. 40, no. 1, pp. 105-122

Fare carriera in Italia: vecchi percorsi, nuove tensioni

BAGDADLI, S., M. GIANECCHINI, "Fare carriera in Italia: vecchi percorsi, nuove tensioni", *Economia & Management*, 2019, no. 3, pp. 47-52

The HR role in corporate social responsibility and sustainability: A boundary shifting literature review

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The mediating role of procedural justice in responses to promotion decisions

BAGDADLI, S., Q. ROBERSON, F. PAOLETTI, "The mediating role of procedural justice in responses to promotion decisions", *Journal of Business and Psychology*, 2006, vol. 21, no. 1, pp. 485-504

The emergence of career boundaries in unbounded industries: career odysseys in the Italian New Economy

BAGDADLI, S., L. SOLARI, A. USAI, A. GRANDORI, "The emergence of career boundaries in unbounded industries: career odysseys in the Italian New Economy", *The International Journal of Human Resource Management*, 2003, vol. 14, no. 5, pp. 788-808

Other

A new organization of work after Covid-19: the Bank of Italy case - Una nuova organizzazione del lavoro dopo il Covid-19: il caso Banca d'Italia

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Contribution to Chapters, Books or Research Monographs

Italy: Human Resource Management in Italian Family-Owned SMEs: Sustaining the Competitive Advantage through B Corp Transformation

BAGDADLI, S., M. GIANECCHINI, "Italy: Human Resource Management in Italian Family-Owned SMEs: Sustaining the Competitive Advantage through B Corp Transformation" in *The Global Human Resource Management Casebook.*, Liza Castro Christiansen, Michal Biron, Pawan Budhwar, Brian Harney (Eds.), Routledge, pp. 169-176, 2023

Leonardo da Vinci's spirit: a career story of an Italian creative entrepreneur

BAGDADLI, S., M. GIANECCHINI, "Leonardo da Vinci's spirit: a career story of an Italian creative entrepreneur" in *Understanding Careers Around the Globe.*, Jon Briscoe, Michael Dickmann, Douglas Hall, Wolfgang Mayrhofer, Emma Parry (Eds.), Edward Elgar Publishing, pp. 25-35, 2023

From global work experiences to global careers

BAGDADLI, S., M. GIANECCHINI, "From global work experiences to global careers" in *The Routledge Companion to Career Studies.*, Hugh Gunz, Mila Lazarova, Wolfgang Mayrhofer (Eds.), Routledge, pp. 310-327, 2019

HRM/organizational career management systems and practices

BAGDADLI, S., M. GIANECCHINI, "HRM/organizational career management systems and practices" in *The Routledge Companion to Career Studies.*, Hugh Gunz, Mila Lazarova, Wolfgang Mayrhofer (Eds.), Routledge, pp. 365-381, 2019

Motivazione

BAGDADLI, S., "Motivazione" in *Organizzazione Aziendale.*, S.Salvemini (Ed.), Egea, chap. 6, pp. 161-178, 2017

Motivazione al lavoro

BAGDADLI, S., "Motivazione al lavoro" in Fondamenti di organizzazione aziendale. Volume test per gli studenti dell'a. a. 2015-2016., S. Salvemini (Ed.), Egea, pp. 97-114, 2016

HR Directors' Understanding of 'Talent': A Cross-Cultural Study

DRIES, N., R. D. COTTON, S. BAGDADLI, M. ZIEBELL DE OLIVEIRA, "HR Directors' Understanding of 'Talent': A Cross-Cultural Study" in Global Talent Management. Challenges, strategies and opportunities., Al Ariss Akram (Ed.), Springer Cham, pp. 15-28, 2014

Tra progettazione e flessibilità: Carriera e Sviluppo

BAGDADLI, S., "Tra progettazione e flessibilità: Carriera e Sviluppo" in HR Management., B. Manzoni, M. Raffaglio (Eds.), Egea, pp. 59-78, 2014

Italy - Luxottica: changing Italian labor relations and HR practices to drive sustainable performance

BAGDADLI, S., A. CAMUFFO, "Italy - Luxottica: changing Italian labor relations and HR practices to drive sustainable performance" in Global Human Resource Management Casebook., J. Hayton, M. Biron, L. Castro Christiansen, B. Kuvaas (Eds.), Routledge, pp. 22-32, 2011

Designing career systems: are we ready for it?

BAGDADLI, S., "Designing career systems: are we ready for it?" in Handbook of Career Studies., H. Gunz, M. Peiperl (Eds.), SAGE Publications, pp. 497-501, 2007

La carriera degli accademici italiani tra universalismo e particolarismo

BAGDADLI, S., L. SOLARI, "La carriera degli accademici italiani tra universalismo e particolarismo" in Organizzare a misura d'uomo., D. Bodega (Ed.), McGraw-Hill, pp. 235-250, 2005

Cases in International Case Collections

Making Hybrid Teams Work in a Phygital World: The Case of the Bank of Italy (A, B)

BAGDADLI, S., L. CAPORARELLO, S. CUOMO, M. MAGNI, B. MANZONI, C. ONDOLI, M. RAFFAGLIO - "Making Hybrid Teams Work in a Phygital World: The Case of the Bank of Italy (A, B)" - 2022, The Case Centre, Great Britain

Vodafone Italy Part A

BAGDADLI, S., F. PRANDSTRALLER - "Vodafone Italy Part A" - 2019, The Case Centre, Great Britain

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Xelor: Career Management in Flat Organizations

BAGDADLI, S. - "Xelor: Career Management in Flat Organizations" - 2005, The Case Centre, Great Britain

Entry (in Dictionary or Encyclopedia)

Job Evaluation

BAGDADLI, S., "Job Evaluation" in International Encyclopaedia of Organization Studies., J. R. Bailey, S. R. Clegg (Eds.), SAGE Publications, 2007