ASSIOA ASSOCIAZIONE ITALIANA DI ORGANIZZAZIONE AZIENDALE

WOA 2025
PESCARA
29-30 MAGGIO

WOA XXVI - WORKSHOP DEI DOCENTI E RICERCATORI DI ORGANIZZAZIONE AZIENDALE

Università degli Studi d'Annunzio Chieti-Pescara

Viale Pindaro, 42, Pescara

NAVIGATING ORGANIZATIONAL CHANGE IN TIMES OF UNCERTAINTY

WOA 2025 Conference Program

May 29th									
Time \ Rooms	ROOM 31	ROOM 33	M01	M02	M03	M04	M05	M06	ROOM A (LAB)
09:00-13:00									DOCTORAL CONSORTIUM
12:30-13:30	REGISTRATION AND WELCOME LUNCH								
13:45-15:00	INTRODUCTION & KEYNOTES								
15:00-16:30		ASSIOA BOARD MEETING	OM01	OM02	PE01	PE02	PE03	PE04	RI01
16:30-16.45									COFFEE BREAK
16.45-18:00			PR01	PR02	PE05	PE06	PE07	PE08	RI02
18:00-19:00	ASSIOA ASSEMBLY								
20:30- 00:00	WOA SOCIAL DINNER								

May 30th									
	ROOM 31	ROOM 33	M01	M02	M03	M04	M05	M06	ROOM A (LAB)
09:00-10:30			OM03	PR03	PE09	PE10	PE11	PE12	RI03
10:30-11:00									COFFEE BREAK
11:00-13:00		PE21	OM04	PR04	PR05	PE13	PE14	PE15	RI04
13:00-14:00									LUNCH
14:00-15:30			OM05	PE16	PE17	PE18	PE19	PE20	RI05
15:30-16:00	FINAL SESSION								

OM=ORGANIZATIONAL MODELS
PR=PROCESSES
PE=PEOPLE
RI=RESEARCH IDEAS

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*You can find **all the papers and posters** presented during the conference at the following link. The name of each PDF file includes the paper ID number, which you can recognize in the detailed program at the end of the title of each contribution.*

https://tinyurl.com/woa2025papers

DETAILED DOCTORAL CONSORTIUM PROGRAM

May 28

20:00 - Informal Dinner - Location: Margherita al Mare (c/o Saturno Beach Club) Viale della Riviera, 16 – 65123 Pescara (PE)

May 29 – Location: ROOM A (LAB), Polo Micara, University of G. d'Annunzio, Pescara (PE)

9:00-9:30 – WELCOME AND INTRODUCTION

- Prof.ssa Federica Ceci, Doctoral Consortium Chair
- Prof. Fausto Di Vincenzo, Doctoral Consortium Chair
- Prof. Luigi Moschera, Presidente ASSIOA – Associazione Italiana di Organizzazione Aziendale
- Prof.ssa Maral Muratbekova-Touron, Editor-in-Chief of the European Management Journal

9:30-11:00 – ROUNDTABLE DISCUSSION AND PRESENTATION

ROUNDTABLE 1

Chairs: Federica Ceci and Domenico Salvatore

- **From Performance Management Systems to Purposeful Information Use in Public Administration** (#6) - *Ludovica Del Barone*
- **Promoting Innovation in the Public Administration: Digital Competencies and Soft Skills as Key to Success** (#9) – *Antonia Puccio*
- **Digital Technologies and Regulatory Compliance in Supply Chains: Toward a Technology Enhanced Auditing Paradigm** (#119) – *Alessandra Di Giacomo*
- **A Review and Framework for Organisational Learning in Public Sector** (#126) – *Priya Upadhyay and Armando Della Porta*

ROUNDTABLE 2

Chairs: Silvia Profili and Marcello Russo

- **Empowering daily flourishing: Prosocial job crafting in cooperative banking** (#13) - *Viviana Colombi Evangelista*
- **The impact of pay policies on employee attraction and retention in European manufacturing firms** (#128) - *Zana Ramovic*
- **Toward a Theory of Organizational Nomadism: A Perspective-Based Conceptualization** (#61) - *Francesca Chiara Serri*
- **Examining the relationship between employee voice and the different dimensions of individual well-being** (#90) - *Francesco Fumagalli*

ROUNDTABLE 3

Chairs: Alessio Braccini and Gouya Harirchi

- **Understanding the Formation and Evolution of Family Boundary Organizations in Entrepreneurial Families** (#68) - *Isotta Vazzoler*
- **Participatory Assessment of the Private Sector for Sustainable Development: Insights from the CarbonSink Project** (#97) - *Flavia Marucci and Lucia Marchegiani*
- **The Circulation of Knowledge: How Returning Inventors Foster Start-Up Ecosystems** (#98) - *Francesca Diodoro*
- **AI as an External Enabler for Women Entrepreneurship: a Systematic Literature Review** (#37) - *Alexia Ciroi, Daniel Pittino and Francesca Visintin*

ROUNDTABLE 4

Chairs: Fausto Di Vincenzo and Simona Leonelli

- **An Investigation into Italian Healthcare professionals' perceptions of Organizational Resilience: from Pandemic-induced Challenges to the ongoing Workforce Crisis** (#158) - *Paola Della Zassa and Alessandra Tognazzo*
- **Exploring the interplay between Artificial Intelligence and professionals' expertise: Qualitative evidence from healthcare** (#80) - *Marco Caggianelli, Daniele Mascia and Elena Bruni*
- **Networks and Innovation in semiformal organizations** (#83) - C*amilla Mola and Daniele Mascia*
- **The role of organizational support in coping with work-related stress in healthcare settings** (#101) - *Filomena Riemma*

ROUNDTABLE 5

Chairs: Andrea Lanza, Sara Lombardi, and Niloofar Kazemargi

- **Empowering users in the age of genai: the role of explainability in ai decision self-efficacy** (#105) - *Marco Smacchia*
- **AI-based sensors for classifying and predicting workplace stress: a meta-analysis and research agenda** (#70) - *Rachele Contiero, Alessandra Lazazzara, Vera Lomazzi and Silvia Gilardi*
- **Artificial Intelligence in Human Resource Management: A Bibliometric Analysis** (#71) - *Riccardo Cerretani*
- **Integrating Blockchain Technology into Performance Management Systems for Agri-Food Companies in Italy: A Path to Sustainable Growth** (#149) - *Muhammad Mansoor*

ROUNDTABLE 6

Chairs: Edoardo Della Torre and Maria Laura Frigotto

- **Investigating digital leadership in the adoption of emerging technologies** (#106) - *Rebecca Trivelli and Stefano Za*
- **Organizational Performance and Perceived Innovation: A pilot test** (#132) - *Vito Del Vecchio, Mariangela Lazoi and Giorgia Specchia*
- **The transformative power of Entrepreneurship: How to exploit this power in Entrepreneurship Education and Training** (#136) - *Giulia Scanu*

11:00-11:30 – COFFEE BREAK

11:30-13:00 – PLENARY SESSION: MEET THE EDITOR. THE EDITORIAL PROCESS UNVEILED

Chair: Maral Muratbekova-Touron

- **What role for entrepreneurial ownership? A systematic theorization of the knowledge base** (#51) - *Luka Filipovic*
- **Antecedents and Consequences of Job Preservation Motivation and Work Engagement Profiles** (#36) - *Giulia Foti*
- **Collective Action in the Wild: Coordinating for Grand Challenges in Inter-Organizational Contexts** (#10) - *Loris Santarelli*

DETAILED CONFERENCE PROGRAM BY SESSION

May 29, 13:45-15:00 – INTRODUCTION & KEYNOTES – Location: Room 31

- **Welcome address**
  - Rettore Liborio Stuppia dell'Università d'Annunzio Chieti-Pescara
  - Direttore Generale Paolo Esposito dell'Università d'Annunzio Chieti-Pescara
  - Direttori dei dipartimenti (DEC – Dipartimento di Economia, DEA – Dipartimento di Economia Aziendale, DISEGS – Dipartimento di Studi Socio-Economici, Gestionali e Statistici)
  - Prof.ssa Gilda Antonelli, Conference Chair
  - Prof. Stefano Za, Conference Co-chair
  - Prof. Luigi Moschera, Presidente ASSIOA – Associazione Italiana di Organizzazione Aziendale
- **Keynote Speaker**
  - Prof.ssa Anna Grandori, "La scienza dell'organizzazione tra istituzionalismo e progettazione"

May 29, 15:00–16:30 – Track METHODOLOGY/ORGANIZ. MODELS - Session OM01 - Location: Room M01

Chair: Francesca Ricciardi

- **Identity traits and resistance to change in organisations: a psychometric framework** (#43) - *Filomena Pagnozzi, Simone Di Plinio and Gilda Antonelli*
  Discussant: *Francesco Venier*
- **Addressing Organizational Barriers in AI Implementation: Evidence from Italian Companies** (#110) - *Grazia Garlatti Costa and Francesco Venier*
  Discussant: *Matteo Opizzi*
- **Retracing new horizons of Entrepreneurship's emancipatory power: A systematic literature review.** (#133) - *Giulia Scanu, Matteo Opizzi and Michela Loi*
  Discussant: *Filomena Pagnozzi*

May 29, 15:00–16:30 – Track ORGANIZATIONAL MODELS - Session OM02 - Location: Room M02

Chair: Francesco Virili

- **Emotional Exhaustion among Europeans Healthcare Workers with Long COVID and the Mediating Role of Effort-reward Imbalance** (#79) - *Rick Kye Gan, Mahsa Abedini, Guillermo Fernández-tardón, Marina Ruxandra Oţelea, Eleonóra Fabiánová, Cristina Mandanach, Jana Oravec Bérešová, Paolo Boffetta, Pedro Arcos González, Marta Maria Rodriguez Suarez and Adonina Tardón*
  Discussant: *Alberto Varone*
- **INTER-ORGANIZATIONAL NETWORKS IN TIMES OF CRISIS: A RESILIENCE PERSPECTIVE** (#62) - *Tiziano Volpentesta, Fausto Di Vincenzo and Daniele Mascia*
  Discussant: *Mahsa Abedini*
- **From Speculation to Implementation: A Systematic Review of Return-to-Office Research and Its Impact for Organizations** (#81) - *Alberto Varone and Francesco Bolici*
  Discussant: *Tiziano Volpentesta*

May 29, 15:00–16:30 – Track PEOPLE - Session PE01 - Location: Room M03
Chair: Aurelio Ravarini

- **EMPOWERING USERS IN THE AGE OF GENAI: THE ROLE OF EXPLAINABILITY IN AI DECISION SELF-EFFICACY** (#104) - *Marco Smacchia*
  Discussant: *Mauro Romanelli*
- **Exploring trends in Artificial Intelligence and Employees' Well-being** (#49) - *Filippo Ferrarini and Simona Leonelli*
  Discussant: *Marco Smacchia*
- **Managing Artificial Intelligence and technostress in search of good organizations for people** (#141) - *Mauro Romanelli, Raffaele Silvestre and Maria Ferrara*
  Discussant: *Filippo Ferrarini*

May 29, 15:00–16:30 – Track PEOPLE - Session PE02 - Location: Room M04
Chair: Stefano di Lauro

- **A 'dark side' of Public Service Motivation: Power misuse, Job Dissatisfaction, and resignation intentions in public administration** (#1) - *Nicola Capolupo, Rocco Palumbo and Davide Giacomini*
  Discussant: *Fabian Homberg*
- **Making the Public Sector Attractive Again! An Exploratory Study of Employer Branding Strategies in the Italian Public Sector** (#108) - *Roberta Romano, Simona Mormile, Caterina Galdiero, Gabriella Piscopo and Paola Adinolfi*
  Discussant: *Nicola Capolupo*
- **CONTEXT VS CHARACTER? UNDERSTANDING ANTECEDENTS OF RESILIENCE IN PUBLIC SECTOR EMPLOYEES** (#65) - *Federico Ceschel, Valentina Bianchini and Fabian Homberg*
  Discussant: *Simona Mormile*

May 29, 15:00–16:30 – Track PEOPLE - Session PE03 - Location: Room M05
Chair: Giuseppe Delmestri

- **Social sustainability and well-being satisfaction: a mixed method approach** (#115) - *Francesca Mochi, Alessandra Lazazzara, Franca Maino, Asia Guerreschi, Alessandro Margherita and Davide Antonioli*
  Discussant: *Manuela Paolini*
- **Soft Skills, Hard Truths: the role of Sustainability-related Skills for Engineering-Project Managers** (#4) - *Franca Cantoni, Primiano Di Nauta, Antonio Mastrogiorgio and Marco Arcuri*
  Discussant: *Alessandra Lazazzara*
- **Promoting Prosocial Behaviours towards People with Disability in Public Organizations** (#161) - *Manuela Paolini and Domenico Raucci*
  Discussant: *Franca Cantoni*

May 29, 15:00–16:30 – Track PEOPLE - Session PE04 - Location: Room M06
Chair: Anna Comacchio

- **Workbenches in Business Schools: Craft for Management Learning** (#96) - *Manfredi De Bernard and Fabrizio Panozzo*
  Discussant: *Marzia Ventura*

- **Reconceptualizing GenAI Adoption in Higher Education: A Multidimensional Framework** (#145) - *Marwa Chaieb, Roberta Cuel and Rym Bouzaabia*
  Discussant: *Manfredi De Bernard*
- **Gamified Learning in the Workplace: A Corporate Training Case Study** (#89) - *Marzia Ventura, Walter Vesperi, Concetta Cristofaro, Rocco Reina, Melina Anna Maria and Luigi Severini*
  Discussant: *Roberta Cuel*

May 29, 15:00–16:30 – Track PEOPLE - Session RI01 (Poster Session) - Location: Room A (Lab)
Chair: Aizhan Tursunbayeva

- **Building a greener organization from the bottom: insights into employee green training and cognitive green crafting** (#111) - *Alice Carnovali, Rita Bissola, Domenico Bodega and Barbara Imperatori*
- **Empowering daily flourishing: Prosocial job crafting in Cooperative Banking** (#14) - *Viviana Colombi Evangelista*
- **Artificial Intelligence as a Remedy for Burnout: Innovative Strategies to Enhance Well-Being in Healthcare** (#21) - *Floriana Pollio*
- **Desk Sharing in Public Administration: Acceptance and Appropriation of Workplace Innovation** (#28) - *Giuseppe Garrubba*
- **The effect of socioeconomic factors on telehealth use in U.S. oncology care: A longitudinal analysis** (#118) - *Giulia Falasca, Sofia Di Pippo and Ramie Cendoma*
- **Burnout Buffering: The Power of Prosocial Motivation and Leader Emotional Intelligence.** (#5) - *Ludovica Del Barone*
- **From Attraction to Retention: Digitally Enabled Employer Branding in the Italian Retail Sector** (#99) - *Ilaria Mastrangelo, Aizhan Tursunbayeva, Jacopo Gori and Irene Gargano*

May 29, 16:45–18:00 – Track PROCESSES - Session PR01- Location: Room M01
Chair: Americo Cicchetti

- **Organizational Change and Digital Health: the Role of Innovation Ecosystems** (#162) - *Alberto Zanutto, Diego Ponte and Lorenzo Gios*
  Discussant: *Ylenia Curzi*
- **Exploring Organizational Resilience and Learning After Crisis: A Study of an Italian Healthcare Organization** (#157) - *Alessandra Tognazzo, Marcello Russo, Paolo Gubitta, Paola Della Zassa and Matilde Guilhon*
  Discussant: *Diego Ponte*
- **When work heals and hurts: emotional wellbeing of extreme workers in emergency departments.** (#47) - *Ylenia Curzi, Francesca Nepoti, Tommaso Fabbri, Barbara Pistoresi and Erica Poma*
  Discussant: *Alessandra Tognazzo*

May 29, 16:45–18:00 – Track PROCESSES - Session PR02 - Location: Room M02
Chair: Alessia Sammarra

- **Contextualising Talent Management: A Multi-Case Study of SMEs in Northern Italy's Institutional Ecosystem** (#2) - *Caterina Muzzi, Franca Cantoni and Maddalena Sorrentino*
  Discussant: *Davide De Gennaro*
- **A PRELIMINARY INVESTIGATION OF DIGITAL LEADERS' ROLES IN THE ADOPTION OF EMERGING TECHNOLOGIES: A QUALITATIVE CASE STUDY** (#103) - *Rebecca Trivelli and Stefano Za*
  Discussant: *Caterina Muzzi*
- **Rewiring Public HRM: How AI is Changing the Game** (#3) - *Davide De Gennaro, Ludovica Del Barone and Filomena Buonocore*
  Discussant: *Rebecca Trivelli*

May 29, 16:45–18:00 – Track PEOPLE - Session PE05 - Location: Room M03
Chair: Teresina Torre

- **Artificial intelligence and 'humanness': exploring recruiters' attitudes toward AI in hiring** (#33) - *Domenico Di Prisco, Marion Fortin and Silvia Dello Russo*
  Discussant: *Francesca Nannetti*
- **The HR Function as a Keystone of Organizational Transformation: the role of AI Integration** (#159) - *Haiat Perozzo and Aurelio Ravarini*
  Discussant: *Domenico Di Prisco*
- **Can AI-driven resume screening reflect human competence complexity? A Corpus-Assisted Discourse Analysis of Curricula Vitae** (#48) - *Francesca Nannetti and Anna Chiara Scapolan*
  Discussant: *Haiat Perozzo*

May 29, 16:45–18:00 – Track PEOPLE - Session PE06 - Location: Room M04
Chair: Rocco Reina

- **Meso-level organisational factors improving resilience and well-being among healthcare workers: evidence from a scoping review** (#140) - *Natalia Oprea, Giorgio Giacomelli, Marco Sartirana, Elisabetta Trinchero and Irene Georgescu*
  Discussant: *Angelo Rosa*
- **Temporal storytelling in response to organizational stigma: negative and positive sensemaking of change in Sicilian public employment services** (#113) - *Sofia Casà, Sanne Frandsen and Raimondo Ingrassia*
  Discussant: *Marco Sartirana*
- **Empowering Innovation: How Employee Culture and Skills Drive Technological Integration in Public Healthcare Organizations** (#91) - *Angelo Rosa, Marcello Martinez and Enrico Cori*
  Discussant: *Sofia Casà*

May 29, 16:45–18:00 – Track PEOPLE - Session PE07 - Location: Room M05
Chair: Francesca Di Virgilio

- **The decision between voice or exit in service cooperatives** (#56) - *Martina Mori and Vincenzo Cavaliere*
  Discussant: *Francesco Fumagalli*

- **Is voice always good for workers? The role of social class of origin** (#72) - *Francesco Fumagalli, Edoardo Della Torre, Marco Guerci and Sven Hauff*
  Discussant: *Martina Mori*

May 29, 16:45–18:00 – Track PEOPLE - Session PE08 - Location: Room M06
Chair: Domenico Salvatore

- **The role of organizational support in coping with work-related stress in healthcare settings** (#17) - *Filomena Riemma*
  Discussant: *Roberta Laurita*
- **Exploring micro-foundation within professional network: evidence from healthcare CEOs** (#109) - *Roberta Laurita, Alessandra Pernice, Sofia Di Pippo and Federica Morandi*
  Discussant: *Luca Giorgio*
- **Transforming Relationships: How Organizational Change Reshapes Networks in Healthcare** (#30) - *Luca Giorgio and Mario Masiello*
  Discussant: *Filomena Riemma*

May 29, 16:45–18:00 – Track METHODOLOGY - Session RI02 (Poster Session) - Location: Room A (Lab)
Chair: Alessandro Zardini

- **Collective Leadership as "One, No One, and One Hundred Thousand": A Pirandellian Perspective on Co-citation Analysis** (#125) - *Manuel Castriotta*
- **Toward a Theory of Organizational Nomadism: A Perspective-Based Conceptualization** (#58) - *Francesca Chiara Serri*
- **Problematizing Ethics in AI Startup Ecosystems** (#148) - *Marco Di Giovanni, Filomena Pagnozzi and Gilda Antonelli*
- **From Lived Experience to Co-Construction: A Pragmatist Exploration of Relational Quality in Entrepreneurial Coaching** (#40) - *Giammarco Marras and Michela Loi*
- **Rethinking Work with AI: Job Crafting, Well-Being, and Performance** (#107) - *Rosario Marrapodi*

May 29, 20:30 – SOCIAL DINNER - Location: Alcyone Beach Club, Viale della Riviera, 24, 65123 Pescara PE
https://alcyonebeachclub.it/

May 30, 09:00–10:30 – Track ORGANIZATIONAL MODELS - Session OM03 - Location: Room M01
Chair: Giavanni Masino

- **PHENOMENOLOGY OF TEAM TRUST BEHAVIOURS IN DIGITAL INNOVATION AND COMPANY CULTURE EVOLUTION** (#121) - *Stefano Luca Patania*
  Discussant: *Niloofar Kazemargi*
- **Rules and roles in smart city governance: exploring the architecture of Data Value Chain** (#24) - *Filippo Marchesani and Federica Ceci*
  Discussant: *Stefano Luca PATANIA*
- **Governing data across organizations: lessons from public and private data collaborations** (#151) - *Niloofar Kazemargi and Federica Ceci*
  Discussant: *Filippo Marchesani*

May 30, 09:00–10:30 – Track PROCESSES - Session PR03 - Location: Room M02
Chair: Alessio Maria Braccini

- **Pivoting uncertainty with AI: Decision-Making and Knowledge Management for Start-ups in Innovation Ecosystems** (#100) - *Chiara Bellini and Lucia Marchegiani*
  Discussant: *ELEONORA VEGLIANTI*
- **Investigating Change Processes and Practices in the Integration of Artificial Intelligence: A Narrative Inquiry Approach** (#134) - *Cecilia Maltempo, Francesca Loia, Stefania Mele, Marcello Martinez and Mario Pezzillo Iacono*
  Discussant: *Chiara Bellini*
- **EXPLORING NEW IMPLICATION IN KNOWLEDGE MANAGEMENT WITHING FAMILY BUSINESS THROUGH ARTIFICIAL INTELLIGENCE** (#154) - *Walter Vesperi, Marzia Ventura, Concetta Lucia Cristofaro, Eleonora Veglianti and Anna Maria Melina*
  Discussant: *Cecilia Maltempo*

May 30, 09:00–10:30 – Track PEOPLE - Session PE09 - Location: Room M03
Chair: Barbara Quacquarelli

- **Does remote work create a virtual brain drain?** (#25) - *Francesca Visintin, Giancarlo Lauto, Gouya Harirchi and Alexia Ciroi*
  Discussant: *Roberta Oppedisano*
- **Beyond the Office: Workers' Preferences for Time and Location Flexibility in Hybrid Work** (#135) - *Enrico Carlet and Martina Gianecchini*
  Discussant: *Alexia Ciroi*
- **Hybrid Work and Immersive Platforms: A Structural Equation Model on Equity, Inclusion, and Career Development in the Digital Workplace** (#27) - *Roberta Oppedisano, Luca Gnan, Maria Ferrara and Aqsa Ameer*
  Discussant: *Enrico Carlet*

May 30, 09:00–10:30 – Track PEOPLE - Session PE10 - Location: Room M04

Chair: Alessandra Lazazzara

- **Managerial practices for responsible digitalisation: maintaining the meaning of work in industry 4.0 transformation** (#32) - *Zahira Jaser, Diego Campagnolo, Martina Gianecchini and Amany Elbanna*
  Discussant: *Maria Menshikova*
- **Fairness, Bias, and Employee Trust in AI used in HRM. A Scoping Review** (#92) - *Giorgia Moretti and Teresina Torre*
  Discussant: *Diego Campagnolo*
- **Building a positive organization: cultural transformation and the role of Chief Happiness Officer** (#129) - *Maria Menshikova, Isabella Bonacci and Danila Scarozza*
  Discussant: *Giorgia Moretti*

May 30, 09:00–10:30 – Track PEOPLE - Session PE11 - Location: Room M05

Chair: Barbara Imperatori

- **Developing collective leadership: the role of complexity** (#122) - *Andrea Montefusco and Laura Cortellazzo*
  Discussant: *Sara Bonesso*
- **Leadership Effectiveness in Hybrid Work Settings: Are Male and Female Leaders Perceived Differently?** (#31) - *Chiara Trombini, Massimo Magni and Manju Ahuja*
  Discussant: *Andrea Montefusco*
- **Orchestrating the network of social relationships in hybrid workplaces: An empirical study of leaders' brokering behaviours** (#50) - *Bonesso Sara, Cortellazzo Laura and Bressan Federica*
  Discussant: *Chiara Trombini*

May 30, 09:00–10:30 – Track PEOPLE - Session PE12 - Location: Room M06

Chair: Rocco Agrifoglio

- **Enhancing decision-making processes through managerial training and behavioural competencies: an Anticipatory Governance perspective** (#75) - *Lucio Todisco, Andrea Tomo, Gianluigi Mangia, Paolo Canonico and Federica Langella*
  Discussant: *Simona Leonelli*
- **Beyond the Emergency: Medium-Term Organizational Effects of Pandemic Responses in Italian Hospitality** (#16) - *Sara Lombardi, Miguel Pina E Cunha and Luca Giustiniano*
  Discussant: *Lucio Todisco*
- **From local to global: how design thinking mindset and entrepreneurial personality propel startups' success and internationalization** (#144) - *Ludovica Leone and Simona Leonelli*
  Discussant: *Luca Giustiniano*

May 30, 09:00–10:30 – Track PEOPLE - Session RI03 (Poster Session) - Location: Room A (Lab)
Chair: Aizhan Tursunbayeva

- **Unpacking the transformative power of entrepreneurship: evidence from a systematic literature review** (#55) - *Matteo Opizzi, Michela Loi, Olivier Toutain and Alessia Pinna*
- **The influence of cognitive biases on intention to use AI and the moderating role of informational sources: an experimental study** (#39) - *Federica Giorda, Valentina Iacopino and Federico Rajola*
- **Job Crafting Intervention: evaluating the effectiveness of an online training program** (#42) - *Eleonora Di Napoli, Filomena Buonocore, Davide De Gennaro and Domenico Salvatore*
- **The Development of an Emotion Processing Culture: How Leaders Support Employees after Work-Related Trauma** (#44) - *Nicole Alonso and Anthony Silard*
- **Beyond individual competences towards Collective Intelligence: a systematic literature review** (#12) - *Ilenia Bua, Eliana Minelli and Andrea Pontiggia*

May 30, 11:00–13:00 – Track ORGANIZATIONAL MODELS - Session OM04 - Location: Room M01
Chair: Rita Bissola

- **Longitudinal Changes in Emotional Exhaustion and Its Associated Socio-occupational Factors Among European Healthcare Workers During and After the COVID-19 Pandemic** (#85) - *Rick Kye Gan, Mahsa Abedini, Guillermo Fernández-tardón, Marina Ruxandra Oțelea, Violeta Claudia Calota, Paolo Boffetta, Pedro Arcos González, Adonina Tardón and Marta Maria Rodriguez Suarez*
  Discussant: *Barbara Quacquarelli*
- **Fostering Employee Well-Being Through Leadership: An Empirical Exploration of Styles and Behavioral Competencies** (#18) - *Zoe Irene Albisetti and Fabrizio Gerli*
  Discussant: *Mahsa Abedini*
- **Transformational leadership is not enough for effective strategic organizational change: Results from exploratory research in Italy** (#130) - *Stefano Armenia, Francesca Castaldo, Marco Arcuri and Primiano Di Nauta*
  Discussant: *Zoe Irene Albisetti*
- **COMMUNITY CINEMAS AND PLACE LEADERSHIP FOR CULTURAL SUSTAINABILITY: THE CASE OF KRITERION CINEMA** (#150) - *Adriano Solidoro, Francesco Paoletti, Barbara Quacquarelli and Gianluigi Viscusi*
  Discussant: *Stefano Armenia*

May 30, 11:00–13:00 – Track PROCESSES - Session PR04 - Location: Room M02
Chair: Raimondo Ingrassia

- **Rethinking smart responsible cities for innovation** (#142) - *Mauro Romanelli and Maria Ferrara*
  Discussant: *Alessio Maria Braccini*
- **Sustainability motives and mechanisms: a stewardship perspective in family businesses** (#82) - *Giovanna Afeltra, Elias Hadjielias and Emanuele Gabriel Margherita*
  Discussant: *Mauro Romanelli*
- **Institutional pressures and the EU taxonomy:Toward sustainable transition within the Emilia-Romagna industrial ecosystem** (#76) - *Francesco Virili, Michele Cipriano, Franca Cantoni and Diego Boerchi*
  Discussant: *Emanuele Gabriel Margherita*

- **Exploring Organisational Dynamics in Industrial Symbiosis: a Neo-institutional Exploration in the Rare Earth Domain** (#84) - *Alessio Maria Braccini*
  Discussant: *Michele Cipriano*

May 30, 11:00–13:00 – Track PROCESSES - Session PR05 - Location: Room M03
Chair: Francesca Visintin

- **Managing the Data Value Chain Off-Site: Exploring Challenges along the Path** (#19) - *Loris Santarelli and Federica Ceci*
  Discussant: *Luka Filipovic*
- **Connecting the dots: a bibliometric analysis on SMEs in the era of Data Ecosystems** (#22) - *Simona Leonelli and Filippo Ferrarini*
  Discussant: *Loris Santarelli*
- **The Isomorphic Clock: Physical and Cognitive Dimensions in the Timing of Italian SME Initial Public Offerings** (#59) - *Martina Gaia Faletti, Chiara Frigerio and Federico Rajola*
  Discussant: *Simona Leonelli*
- **Effects of psychic distance on contractual structures. The case of an internationalized SME** (#46) - *Luka Filipovic and Giancarlo Lauto*
  Discussant: *Martina Gaia Faletti*

May 30, 11:00–13:00 – Track PEOPLE - Session PE13 - Location: Room M04
Chair: Martina Giannecchini

- **Human Resource Management and Eating Disorders: A Bibliometric Review and Future Research Agenda** (#124) - *Giuseppe Ceci, Mauro Gatti and Michela Iannotta*
  Discussant: *Lorenzo Mizzau*
- **The role of HR practices in integrating the common good in organizations** (#112) - *Silvia Barghini, Sara Sassetti and Mariacristina Bonti*
  Discussant: *Giuseppe Ceci*
- **Promoting healthy eating initiatives in organizations: an exploratory study** (#67) - *Beatrice Re and Pietro Previtali*
  Discussant: *Silvia Barghini*
- **Workers' job satisfaction: which role for supervisor? Evidence from a case study.** (#45) - *Lorenzo Mizzau, Alberto Monti and Teresina Torre*
  Discussant: *Beatrice Re*

May 30, 11:00–13:00 – Track PEOPLE - Session PE14 - Location: Room M05
Chair: Luigi Maria Sicca

- **Does individual emotional intelligence foster employment in innovative firms? A Person-Organization fit perspective.** (#34) - *Alexia Ciroi, Gouya Harirchi and Daniel Pittino*
  Discussant: *Giulia Milani*
- **Development Experiences Encourage Job Crafting: The Role Played by Self-Competence and Leader-Member Exchange** (#69) - *Elena Mazzardo, Domenico Berdicchia and Giovanni Masino*
  Discussant: *Alexia Ciroi*

- **The Philoctetes' wound: Healing workplace ostracism and loneliness through mutual recognition** (#54) - *Deborah Gervasi*
  Discussant: *Elena Mazzardo*
- **How Future Work Selves highlight Meaningful Prospective Work and buffers Purpose in Life** (#52) - *Giulia Milani, Laura Cortellazzo and Sara Bonesso*
  Discussant: *Deborah Gervasi*

May 30, 11:00–13:00 – Track PEOPLE - Session PE15 - Location: Room M06
Chair: Paolo Gubitta

- **A Systematic Review of the Literature on the Recruitment and Hiring Processes for Autistic Candidates** (#94) - *Ludovica Airaghi, Alessandra Lazazzara, Chris Ashwin and Sanjay Kumarendran*
  Discussant: *Daniela Aliberti*
- **It takes a Village to revitalise a village: a case study on theatre, inclusion, and social transformation** (#93) - *Andrea Prencipe*
  Discussant: *Ludovica Airaghi*
- **Chronically Ill Employees and the Challenge of Sustainable Work** (#160) - *Manuela Paolini, Alessia Sammarra, Silvia Profili, Laura Innocenti and Silvia Dello Russo*
  Discussant: *Andrea Prencipe*
- **Bright and dark sides of hybrid work models in the public sector: a social symbolic perspective from the Italian context** (#66) - *Daniela Aliberti and Lucio Todisco*
  Discussant: *Manuela Paolini*

May 30, 11:00–13:00 – Track PEOPLE - Session RI04 (Poster Session) - Location: Room A (Lab)
Chair: Alessandro Zardini

- **Reimagining Advice-Seeking Networks: The Impact of Generative AI on Professional Collaboration** (#74) - *Giovanni Gatti, Valentina Iacopino and Federico Rajola*
- **Culture organizzative e modelli di innovazione a confronto: grandi imprese e startup nel settore automotive** (#155) - *Massimiliano De Cristofaro*
- **"Resilience and resistance." Quest for the survival or prosperity of small and medium-sized Sicilian wine enterprises** (#116) - *Rodolfo Damiano, Benedetta Valeria Cannizzaro, Marcantonio Ruisi and Raimondo Ingrassia*
- **Vigour Project: an organizational model for innovation and integrated healthcare** (#156) - *Lorenzo Mercurio, Alessandra Ricciardelli, Umut Elmas, Maddalena Illario, Vincenzo De Luca, Regina Roller-winsberger and Lutz Kubitschke*
- **GOVERNANCE OF MARINE PROTECTED AREAS: THE ROLE OF LOCAL COMMUNITY INVOLVEMENT FOR BIODIVERSITY CONSERVATION AND HUMAN WELL-BEING** (#63) - *Silvia Del Principe*
- **Common Good Human Resource Management and Firm's Social Sustainable Performance: Mediating Role of Employee Psychological Empowerment** (#60) - *Abdullah Al Mamun, Caterina Galdiero, Marcello Martinez and Luigi Moschera*
- **When social interaction matters: innovating in a hybrid work setting** (#139) - *Elisabetta Marafioti, Mattia Martini and Miriam Tomasuolo*
- **Innovation and Value Generation in Tradition-Based Sectors: Insights from the Italian Wine Industry** (#23) - *Andrea Lanza and Giuseppina Simone*

- **Designing hybrid work through employee participation: the case of MSF italy.** (#29) - *Viviana Colombi Evangelista, Filomena Riemma and Marcello Russo*

May 30, 11:00–13:00 – Track PEOPLE - Session PE21 - Location: Room 33

Chair: Maria Laura Frigotto

- **The entrepreneurial doctoral student: human capital, motivation, and the necessity of university support** (#26) - *Matteo Opizzi, Giammarco Marras and Michela Loi*
  Discussant: *Francesca Leonardi*
- **Exploring entrepreneurial orientation, intention and competencies in the academic context: a cross-cultural comparison between italian and american university students** (#147) - *Chiara Ronchetti, Caterina Farao and Laura Riolli*
  Discussant: *Matteo Opizzi*
- **PodCraft: A Podcast-based learning tool for craft entrepreneurs' lifelong learning** (#38) - *Francesca Leonardi and Luca Pareschi*
  Discussant: *Chiara Ronchetti*

May 30, 14:00–15:30 – Track ORGANIZATIONAL MODELS - Session OM05 - Location: Room M01

Chair: Luca Gnan

- **It's just about justice! How perceived unfairness shapes contestation dynamics within the commons** (#138) - *Francesca Ricciardi, Alberto Bertello and Canio Forliano*
  Discussant: *Francesca Sanguineti*
- **With a little help from my boss and my peers: Job satisfaction under tech pressure** (#95) - *Francesca Sanguineti, Rocco Palumbo, Damiano Petrolo, Federica Testa and Pietro Previtali*
  Discussant: *Arianna Ciabattoni*
- **The "Gattopardo Effect" in Institutional Fields: Insights from the Italian Judicial Organization** (#127) - *Arianna Ciabattoni and Francesca Ricciardi*
  Discussant: *Alberto Bertello*

May 30, 14:00–15:30 – Track PEOPLE - Session PE16 - Location: Room M02

Chair: Edoardo Della Torre

- **Performance Appraisal in the Age of Hybrid and Remote Organizations** (#53) - *Sara Sassetti, Mariacristina Bonti and Marta Giannaccari*
  Discussant: *Francesca Di Pietro*
- **From Content to Context: The Evolution of Smart Working for Generation Z** (#146) - *Giulia Flamini and Chiara Morelli*
  Discussant: *Sara Sassetti*
- **The roel of language in organizational strategic decision-making** (#7) - *Rucsandra Stan, Francesca Di Pietro and Francesca Capo*
  Discussant: *Giulia Flamini*

May 30, 14:00–15:30 – Track PEOPLE - Session PE17 - Location: Room M03
Chair: Marcello Martinez

- **Who's really concerned about Diversity, Equity, and Inclusion? Insights from the divide between HR Professionals and corporate New Hires** (#87) - *Daniela Aliberti, Rita Bissola and Barbara Imperatori*
  Discussant: *Lucio Todisco*
- **Improving Telework Satisfaction in Public Organization with a Dual Perspective: Insights from an Italian Public University.** (#77) - *Costanza Baldrighi, Francesca Sanguineti and Pietro Previtali*
  Discussant: *Daniela Aliberti*
- **Dialogical approach in organizations: a new managerial perspective to foster organizational change in the public sector.** (#114) - *Lorenzo Mercurio and Lucio Todisco*
  Discussant: *Costanza Baldrighi*

May 30, 14:00–15:30 – Track PEOPLE - Session PE18 - Location: Room M04
Chair: Enrico Cori

- **Bypass HRM for disability management with sustainability: analyzing the past and preparing for the future** (#153) - *Giulia Flamini, Enrico Cori and Chiara Morelli*
  Discussant: *Greta Brizio*
- **Generational Diversity in Shaping the Impact of Performance Expectancy and Facilitating Conditions on Technology Perception** (#8) - *Maria Cristina Manocchio, Antonia Puccio, Yasir Faheem and Francesca Di Virgilio*
  Discussant: *Giulia Flamini*
- **The Journey of Inclusion: How Paralympic Organizer-Athletes Construct and Enact Involvement for Disabled Athletes** (#102) - *Greta Brizio, Rita Bissola, Domenico Bodega and Chiara Paolino*
  Discussant: *Francesca Di Virgilio*

May 30, 14:00–15:30 – Track PEOPLE - Session PE19 - Location: Room M05
Chair: Franca Cantoni

- **Talent management in organizations: rethinking the work setting scenario** (#11) - *Eleonora Veglianti, Alessia Zoppelletto, Alessandro Zardini and Lapo Mola*
  Discussant: *Rachele Contiero*
- **Industry 4.0 acceptance: A motivational perspective** (#64) - *Emanuele Gabriel Margherita and Danila Scarozza*
  Discussant: *Eleonora Veglianti*
- **EXPLORING THE ATTRACTIVENESS OF LOCAL LABOUR MARKETS FOR INTERNATIONAL TALENT: A MIXED-METHODS STUDY** (#73) - *Rachele Contiero, Zana Ramovic, Banu Saatçi, Alessandra Lazazzara, Maria Laura Toraldo and Edoardo Ezio Della Torre*
  Discussant: *Emanuele Gabriel Margherita*

May 30, 14:00–15:30 – Track PEOPLE - Session PE20 - Location: Room M06

Chair: Roberta Cuel

- **Equity Beyond Parenthood: Inclusive Approaches to Work-Life Balance, Career Progression, and Organizational Support** (#15) - *Viviana Colombi Evangelista, Filomena Buonocore and Davide De Gennaro*
  Discussant: *Cinzia Calluso*
- **Searching for gender equity in pay: A focus on innovation and sustainability** (#78) - *Daria Sarti, Gianfranco Ennas, Teresina Torre and Francesco Virili*
  Discussant: *Viviana Colombi Evangelista*
- **Gender, Culture, and Leadership: Shaping Respectful Practices and Employee Engagement** (#20) - *Cinzia Calluso, Valentina Iacopino and Anna Piazza*
  Discussant: *Daria Sarti*

May 30, 14:00–15:30 – Track PEOPLE - Session RI05 (Poster Session) - Location: Room A (Lab)

Chair: Aizhan Tursunbayeva

- **Directing autonomous state museums in Italy: the role of leadership in the implementation of a public sector reform** (#143) - *Francesca Fino*
- **Blockchain technology in HR management: reflections on its promises and perils** (#41) - *Antonio Mastrogiorgio, Primiano Di Nauta, Franca Cantoni and Marco Arcuri*
- **A reflection on workplace violence: Looking for the conditions for a non-violent organization** (#35) - *Guglielmo Faldetta*
- **The role of social media in job crafting: the lessons from non-institutional motherhood role** (#152) - *Niloofar Kazemargi*
- **Sustainability and disability management: A literature review on building responsible and inclusive organizations** (#120) - *Giuseppe Perna, Paolino Fierro and Luisa Varriale*
- **Why can't I be a 'pizzaiola'? An exploratory study of the gender differences in the Neapolitan Pizza business** (#86) - *Gaia Pennino, Rocco Agrifoglio, Concetta Metallo and Maria Ferrara*
- **Doctor-managers innovative work behaviour: does narcissistic personality matter?** (#123) - *Manuela Paolini, Simona Leonelli and Fausto Di Vincenzo*

May 30, 15:30–16:00 – CLOSING SESSION - Location: Room 31

- **Prof. Gilda Antonelli**, Conference Chair
- **Prof. Stefano Za**, Conference Co-chair
- **WOA 2025 Best Paper Award**
- **puntOorg - ASSIOA Award WOA 2025**

May 30th – CASUAL DINNER at Lido Apollo - Stabilimento balneare a Pescara, Lungomare G. Matteotti, 28, 65121, Pescara PE

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