

Silvia Bagdadli

HRM & Organization

SILVIA.BAGDADLI@UNIBOCCONI.IT

Curriculum Vitae

Silvia Bagdadli is Associate Professor of the Department of Management and Technology at Bocconi University.

At SDA Bocconi, she directed the Executive Master in Strategic Human Resource Management (EMSHRM) from 2008 to 2014, an international program for HR Executives, which engaged international HR managers and professionals from the most important multinationals. She conducted research, training and coaching projects with companies operating in many different industries. She is an Executive Coach, certified ICF, for Italian and international enterprises.

Her research focuses on the areas of Career management, Talent and Leadership development and Human Resource Management. Her attention is at the intersection of the individual and the organizational perspective, with a comparative and international perspective.

She is the author of articles, book chapters and case studies on these subjects. Her works have been published in Human Resource Management, Human Resource Management Review, Human Resource Management Journal, International Journal of Human Resource Management, Journal of Organizational Behavior, Human Relations, Journal of Business and Psychology, Journal of World Business, Best Paper Proceedings of the Academy of Management (2000 and 2017) and *Economia & Management*, among others. She is referee for Italian and international magazines, including Human Resource Management, Human Relations, Journal of Organizational Behaviour and *Economia & Management*. She is the Italian HR Ambassador at the HR Division of the Academy of Management. She was member of the university research committee (2004/2005) and of the Management Department research committee (2007/2010) both at Bocconi University. She directed the Master in Organization and Personnel (2003-2008) at Bocconi University and she will be back in this role in January 2021. She was Visiting Scholar at the Michigan University Business School and at the Maryland University Business School.

Silvia Bagdadli had a Degree in Business Administration and a Ph.D. in Management both at Bocconi University.

Publications

Books

- Bagdadli, S., Gianecchini, M., "HRM practices and career management". In M. Lazarova, H. Gunz, and W. Mayrhofer (Eds.), *Careers Handbook*, Routledge, forthcoming 2017
- Bagdadli, S., "Motivazione al lavoro". In S. Salvemini, *Manuale di Organizzazione*, Egea, 2016
- Bagdadli, S. "HRM concerns of M&A", in A. Wilkinson and S. Johnstone (eds), *The Encyclopaedia of Human Resource Management*, Edward Elgar Publishing Ltd, Cheltenham, 2015
- Bagdadli, S. "HR Directors' Understanding of 'Talent': A Cross-Cultural Study" (with N. Dries, R. D. Cotton, M. Ziebell de Oliveira), in A. Al Ariss (ed.) *Global Talent Management: Challenges, strategies and opportunities*, Springer, 2014
- Bagdadli S., "Tra progettazione e flessibilità: Carriera e Sviluppo, in B. Manzoni e M. Raffaglio (a cura di), *HR Management*, Egea 2014
- "Luxottica: changing Italian labour relations and HR practices to drive sustainable performance" (with A. Camuffo), in *Global HRM Casebook*, J. Hayton, M. Biron, B. Kuvaas & L. Castro-Christiansen (eds), New York NY: Routledge, 2011
- *Designing career systems: are we ready for it?* In H. Gunz and M. Peiperl (Eds.), *Handbook of Career Studies*, Sage, 2007
- *Job Evaluation*, *International Encyclopaedia of Organization Studies*, Sage, 2007
- S. Bagdadli, L. Solari, *La carriera degli accademici italiani tra universalismo e particolarismo*, in D. Bodega (a cura di), *Organizzare a misura d'uomo*, Mc Graw Hill, Milano, 2005
- *Reti di musei in Italia e all'estero. -L'organizzazione a rete per i beni culturali*. Milano, Egea, 2001
- *Il museo come azienda. Management e organizzazione al servizio della cultura*, Etas Libri, 1997
- *Governance of Italian Museums in Airoidi G., Amatori F. e Invernizzi G. (eds.), Ownership and Governance: the Case of Italian Enterprises and Public Administration*, Egea, 1995
- Bagdadli S., Buttignon F., Montemerlo D. "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, 1994
- Bagdadli S., Valotti G., *La Soprintendenza per i beni artistici e storici di Milano - Pinacoteca di Brera, di Milano*, in Ruffini R, Valotti G. (eds.), *Assetti istituzionali e governo delle aziende pubbliche*, Milano, Egea, 1994

Articles

- De Stefano F., Bagdadli S., Camuffo, A., *The HR role in corporate social responsibility and sustainability: A boundary shifting literature review*, *Human Resource Management*, forthcoming 2017
- S. Bagdadli, J. Hayton, O. Perfidio, *Reconsidering the role of HR in M&As: What can be learnt from practice*, *Human Resource Management*, 53, 6, 2014
- S. Bagdadli, Q. Roberson, F. Paoletti, *The mediating role of procedural justice in responses to promotion decisions*, *Journal of Business and Psychology*, 21, 1, 2006
- S. Bagdadli, C. Paolino, *The Institutional Change of Italian Public Museums between Legitimacy and Efficiency: Do Museum Directors Have a Role?*, *International Journal of Art Management*, Vol. 8, no.3, May 2006
- S. Bagdadli, L. Arrigoni, *Strategic Positioning of the Venice Biennial: Analysing the Market for Periodic Contemporary Art Exhibitions*, *International Journal of Art Management*, 7, 3, 2005
- S. Bagdadli, L. Solari, A. Usai e A. Grandori, *The emergence of career boundaries in unbounded industries: career odysseys in the Italian new economy*, *International Journal of Human Resource Management*, 14, 5, 2003
- S. Bagdadli, M. Rognoni, *Le pratiche di gestione dei talenti*, *Sviluppo & Organizzazione*, n.203, maggio-giugno, 2004
- S. Bagdadli, *Museum and theatre networks in Italy: determinants and typology*, *International Journal of Art Management*, 6, 1, 2003
- S. Bagdadli, *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, 2001
- S. Bagdadli, *Teatri italiani in rete*. In S. Salvemini e G. Soda, *Artwork & Network. Reti organizzative per lo sviluppo dell'industria culturale*, Milano, Egea, 2001
- S. Bagdadli, *Cambiamento organizzativo e carriera: il caso Xelor*, *Economia & Management*, Etas Libri, n.4, 2001
- "The importance of organizational justice in career decisions" (con F. Paoletti), in S.J. Havlovic (Ed.), *Academy of Management Best Paper Proceedings*, Prentice Hall Best Paper Award of the Career Division of the Academy of Management Conference, Toronto, (ON), 2000
- S. Bagdadli, *La progettazione della carriera: un modello integrato*" Tesi di dottorato depositata presso la Biblioteca Nazionale Centrale di Roma il 07/1/99 e presso la Biblioteca Nazionale Centrale di Firenze il 27/1/99
- S. Bagdadli, *Lavoro temporaneo: uno sguardo all'estero e Lavoro temporaneo: condizioni di efficacia e ruolo delle agenzie*, *Sviluppo & Organizzazione*", n. 164, novembre/dicembre 1997
- S. Bagdadli, *Cooperazione o Isolamento? Verso una nuova Organizzazione dei Musei Italiani*, *Economia & Management*, Etas Libri - Periodici, n. 7, Gennaio 1995
- S. Bagdadli, *La motivazione dei volontari: il contributo della ricerca*, *Sviluppo & Organizzazione*, n.144, luglio/agosto, E.S.T.E. 1994
- S. Bagdadli, *Qualità Totale e Teoria Organizzativa*, *Economia & Management*, Etas Libri - Periodici -, n. 4, ottobre 1992

Related Articles

THEORY TO PRACTICE

Planning your career pays

AUTHORS

S. BAGDADLI

REQUIRED TIME

6 MIN

Organizational des...

Human Resource Man...

[VIEW ALL](#)