
ASSOCIATE PROFESSOR

Human Resource Management

SILVIA.BAGDADLI@UNIBOCCONI.IT

Biography

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

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 leading multinationals. She has conducted research, education and coaching projects with companies operating in many different industries. She is an Executive Coach, ICF certified, for Italian and international enterprises.

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

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, the Human Resource Management Journal, the International Journal of Human Resource Management, the Journal of Organizational Behavior, Human Relations, the Journal of Business and Psychology, the Journal of World Business, Best Paper Proceedings of the Academy of Management (2000 and 2017) and Economia&Management, among others. She is a referee for Italian and international journals, including Human Resource Management, Human Relations, the Journal of Organizational Behaviour and Economia & Management. She is the Italian HR Ambassador at the HR Division of the Academy of Management. She was a member of the university research committee (2004/2005) and of the Management Department research committee (2007/2010) both at Università Bocconi. She directed the Master in Organization and Personnel (2003–2008) at Università Bocconi and she will be back in this role in January 2021. She was a Visiting Scholar at the Michigan University Business School and at the Maryland University Business School.

Silvia Bagdadli has a degree in Business Administration and a Ph.D. in Management both from Università Bocconi.

Teaching domains

Strategic HR

HR Management Practices

Leadership

ARTICLES IN SCHOLARLY JOURNALS

BRISCOE J. P., KAŠE R., DRIES N., DYSVIK A., UNITE J. A., ADELEYE I., ANDRESEN M., APOSPORI E., BABALOLA O., BAGDADLI S., ÇAKMAK-OTLUOĞLU K. &, CASADO T., CERDIN J., CHA J., CHUDZIKOWSKI K., DELLO RUSSO S., EGGENHOFER-REHART P., FEI Z., GIANECCHINI M., GUBLER M., HALL D. T., IMOSE R., ISMAIL I. R., KHAPOVA S., KIM N., LEHMANN P., LYSOVA E., MADERO S., MANDEL D., MAYRHOFER W., MILIKIC B. B., MISHRA S., NAITO C., NIKODIJEVIC A. D., REICHEL A., SAHER N., SAXENA R., SCHLEICHER N., SCHRAMM F., SHEN Y., SMALE A., SUPANGCO V., SUZANNE P., TANIGUCHI M., VERBRUGGEN M., ZIKIC J.

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

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.

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

KAŠE R., DRIES N., BRISCOE J. P., COTTON R. D., APOSPORI E., BAGDADLI S., ÇAKMAK-OTLUOĞLU K. &, CHUDZIKOWSKI K., DYSSVIK A., GIANECCHINI M., SAXENA R., SHEN Y., VERBRUGGEN M., ADELEYE I., BABALOLA O., CASADO T., CERDIN J., KIM N., MISHRA S. K., UNITE J., FEI Z.

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

Human Resource Management Journal, 2020, vol.30, no. 3, pp.422-440

ANDRESEN M., APOSPORI E., GUNZ H., SUZANNE P. A., LYSOVA E. I., TANIGUCHI M., ADELEYE I., BABALOLA O., BAGDADLI S., BAKUWA R., BOGICEVIC MILIKIC B., BOSAK J., BRISCOE J. P., CHA J., CHUDZIKOWSKI K., COTTON R., DELLO RUSSO S., DICKMANN M., DRIES N., DYSSVIK A., EGGENHOFER-REHART P., FEI Z., FERENCIKOVA S., GIANECCHINI M., GUBLER M., HACKETT D., HALL D. T., JEPSEN D., ÇAKMAK-OTLUOĞLU K. &, KAŠE R., KHAPOVA S., KIM N., LAZAROVA M., LEHMANN P., MADERO S., MANDEL D., MAYRHOFER W., MISHRA S. K., NAITO C., NIKODIJEVIC A. D., PARRY E., REICHEL A., ROZO POSADA P. L., SAHER N., SAXENA R., SCHLEICHER N., SHEN Y., SCHRAMM F., SMALE A., UNITE J., VERBRUGGEN M., ZIKIC J.

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

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.

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

BAGDADLI S., GIANECCHINI M.

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

BAGDADLI S., GIANECCHINI M.

Fare carriera in Italia: vecchi percorsi, nuove tensioni

Economia & Management, 2019, no. 3, pp.47-52

SMALE A., BAGDADLI S., COTTON R., DELLO RUSSO S., DICKMANN M., DYSSVIK A., GIANECCHINI M., KAŠE R., LAZAROVA M., REICHEL A., ROZO P., VERBRUGGEN M.

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

KAŠE R., BAGDADLI S., DRIES N., BRISCOE J. P., COTTON R. D., APOSPORI E., ÇAKMAK-OTLUOĞLU K. &, CHUDZIKOWSKI K., DYSSVIK A., GIANECCHINI M., SAXENA R., SHEN Y., VERBRUGGEN M., ADELEYE I., BABALOLA O., CASADO T., CERDIN J., KIM N., MISHRA S. K., UNITE J., FEI Z.

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

Human Resource Management Journal, 2018

BAGDADLI S., DE STEFANO F., CAMUFFO A.

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

Human Resource Management, 2018, vol.57, no. 2, pp.549-566

BAGDADLI S., ROBERSON Q., PAOLETTI F.

The mediating role of procedural justice in responses to promotion decisions

Journal of Business and Psychology, 2006, vol.21, no. 1, pp.485-504

BAGDADLI S., SOLARI L., USAI A., GRANDORI A.

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

CONTRIBUTION TO CHAPTERS, BOOKS OR RESEARCH MONOGRAPHS

BAGDADLI S., GIANECCHINI M.

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

BAGDADLI S., GIANECCHINI M.

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

BAGDADLI S.

Motivazione in *Organizzazione Aziendale*

S.Salvemini(Ed), Egea, pp.161-178, 2017

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

DRIES N., COTTON R., BAGDADLI S., ZIEBELL DE OLIVEIRA M.

HR Directors' Understanding of 'Talent': A Cross-Cultural Study in *Global Talent Management. Challenges, strategies and opportunities*

Al Ariss Akram (Eds), Springer, pp.15-28, 2014

BAGDADLI S.

Tra progettazione e flessibilità: Carriera e Sviluppo in *HR Management*

B. Manzoni, M. Raffaglio(Ed), Egea, pp.59-78, 2014

BAGDADLI S., CAMUFFO A.

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

BAGDADLI S.

Designing career systems: are we ready for it? in *Handbook of Career Studies*

H. Gunz, M. Peiperl(Ed), SAGE Publications, pp.497-501, 2007

BAGDADLI S., SOLARI L.

La carriera degli accademici italiani tra universalismo e particolarismo in *Organizzare a misura d'uomo*

D.Bodega (Eds), McGraw-Hill, pp.235-250, 2005

CASES IN INTERNATIONAL CASE COLLECTIONS

BAGDADLI S., PRANDSTRALLER F.

Vodafone Italy Part A

2019, The Case Centre, Great Britain

BAGDADLI S., PRANDSTRALLER F.

Vodafone Italy Part B

2019, The Case Centre, Great Britain

BAGDADLI S.

Xelor: Career Management in Flat Organizations

ENTRY (IN DICTIONARY OR ENCYCLOPEDIA)

BAGDADLI S.

Job Evaluation in *International Encyclopaedia of Organization Studies*

J. R. Bailey, S. R. Clegg(Ed), SAGE Publications, 2007

RESEARCH NOTES OR SHORT ARTICLES IN JOURNALS

BAGDADLI S., CAPORARELLO L., CUOMO S., MAGNI M., MANZONI B., ONDOLI C., RAFFAGLIO M.

Il group coaching: quando il metodo favorisce la creatività

2022, Harvard Business Review Italia, Italy
