

Rossella Cappetta

ASSOCIATE PROFESSOR

Organization Design

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Biography

Rossella Cappetta is an Associate Professor at the Department of Management and Technology at Università Bocconi.

At SDA Bocconi, since January 2021 she has been Associate Dean for Open Programs and she was the Director for the Masters Division (2012–2016) and Director of the Organization and Human Resources Management Department (2006–2012).

Her research activities focus on three main topics: training and education, organization design, company transformation. She is the author of numerous books and articles on her topics of interest. Her works have been published in leading scientific journals. She was the Senior Editor of Organization Studies and a member of the editorial board of *Economia & Management*. She is a reviewer for several scientific journals. She has received several Teaching and Research Awards from Università Bocconi. She was a Visiting Scholar at Wharton School (University of Pennsylvania).

She acts as an organization advisor for several companies. Rossella earned a degree and a Ph.D. in Business Administration from Università Bocconi.

Teaching domains

Organizational Design

Agile Organization

Change Management

Managerial Ethics and Responsible Leadership

Smart Working and Remote Collaboration

ARTICLES IN SCHOLARLY JOURNALS

CAPPETTA R., DEL CONTE M.

Formarsi tutti, formarsi sempre. Un sistema di formazione di massa per la qualità e la produttività dei lavori

Rivista di Politica Economica, 2023, no. 1, pp.89–114

CAPPETTA R., DEL CONTE M.

Le grandi dimissioni come nuova leva della retorica anti-lavoro

Mondoperaio, 2022, vol.5, pp.16-19

CAPPETTA R., DEL CONTE M.

Oltre la chiacchiera

Mondoperaio, 2020, vol.12, pp.33-36

CAPPETTA R., DEL CONTE M.

Per la formazione servono buone politiche

Economia & Management, 2019, no. 3, pp.65-70

PAOLINO C., CAPPETTA R.

Is it always worth waiting? The effect of autonomy-supportive teaching on short-term and long-term learning outcomes

British Journal of Management, 2015, vol.26, no. 1, pp.93-108

CAPPETTA R., MAGNI M.

Locus of control and individual learning: the moderating role of interactional justice

International Journal of Training and Development, 2015, vol.19, no. 2, pp.110-124

SLAVICH B., CAPPETTA R., SALVEMINI S.

Creativity and reproduction of cultural products: The experience of Italian haute cuisine chefs

International Journal of Arts Management, 2014, vol.16, no. 2, pp.29-41

SLAVICH B., CAPPETTA R., GIANGRECO A.

Exploring the link between human resource practices and turnover in multi-brand companies: The role of brand units' images

European Management Journal, 2014, vol.32, pp.177-189

CAPPETTA R., CILLO P.

Managing integrators where integration matters: insights from symbolic industries

The International Journal of Human Resource Management, 2008, vol.19, no. 12, pp.2235-2251

CAPPETTA R., CILLO P., PONTI A.

Convergent designs in fine fashion: An evolutionary model for stylistic innovation

Research Policy, 2006, vol.35, no. 9, pp.1273-1290

CAPPETTA R., PERRONE V., PONTI A.

Competizione Economica E Competizione Simbolica: Capacità Organizzative Per Il Fashion System

Economia & Management, 2003, no. 2, pp.73-88

CAPPETTA R., CILLO P., PONTI A.

L'innovazione nel prêt-à-porter: un'analisi longitudinale di Vogue Italia (1984-1999)

Economia & Management, 2001, no. 3, pp.85-94

RESEARCH MONOGRAPHS

CAPPETTA R.

Apprendimento non-stop. Integrare politiche pubbliche e aziendali sulla formazione per conciliare benessere e produttività

Egea, Milano, Italy, 2018

CONTRIBUTION TO CHAPTERS, BOOKS OR RESEARCH MONOGRAPHS

CAPPETTA R., DEL CONTE M.

Verso un welfare della formazione e delle competenze in *L'uguaglianza è una cosa seria: Come riformare pensioni e welfare*

M. Faioli, T. Nannicini (Eds), Il Mulino, chap. 13, 2023

CAPPETTA R.

Organizzazioni multi-responsabili e multi-monitorate per trasformazioni serie in *Business NeXT. Non è solo questione di tecnologie*

A. Beltratti, A. Bezzecchi (Ed), Egea, chap. 5, pp.105-134, 2018

SLAVICH B., CAPPETTA R., SALVEMINI S.

The paradoxes of creativity in haute cuisine industry. How to organize creativity to last beyond first generation in *Generazioni e ri-generazioni nei processi organizzativi: Conference proceedings*

Albertini S., Bergami, M., D'Atri, A., De Marco, M., De Vita, P., Ferrara, M., Rossignoli, C., Salvemini S. (Eds), Enzo Albano Editore, 2011

CAPPETTA R., GIOIA D.

Fine fashion: using symbolic artifacts, sensemaking, and sensegiving to construct identity and image in *Artifacts and organizations: beyond mere symbolism*

Rafaeli Anat, Pratt Michael G. (Eds), Lawrence Erlbaum Associates Publisher, pp.199-219, 2006

CAPPETTA R., SALVEMINI S., CARLONE A.

La creatività è un fattore individuale o collettivo? Le condizioni di contesto per elevare il livello sociale di immaginazione in *Organizzazione, regolazione e competitività*

Mercurio Riccardo (Eds), McGraw-Hill, pp.53-85, 2006

CAPPETTA R., SZULANSKI G.

Stickiness: conceptualizing, measuring, and predicting difficulties in the transfer of knowledge within organizations in *The Blackwell handbook of organizational learning and knowledge management*

Easterby-Smith Mark, Lyles Marjorie (Eds), Blackwell Publishing, pp.513-534, 2003

CASES IN INTERNATIONAL CASE COLLECTIONS

CAPPETTA R., PISTILLI L.

Organizational Revolution: The Radical Transformation of Roche Italy

2020, The Case Centre, Great Britain

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Banca Mediolanum: Knowledge Management and Electronic Support

2005, The Case Centre, Great Britain

OTHER

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Jobs should be beautiful

2024, Via Sarfatti 25, Milano, Italy

CAPPETTA R., DEL CONTE M.

Tutela del lavoro e emergenza da COVID-19. Lo smart working ai tempi del coronavirus

RESEARCH NOTES OR SHORT ARTICLES IN JOURNALS

CAPPETTA R., DEL CONTE M.

Liberare lo smartworking dal dibattito ideologico: le tante cose che sappiamo (ma di cui non discutiamo) per l'efficacia del lavoro senza vincoli di luogo e di tempo

2020, Menabò di Etica ed Economia, Italy
