

Arnaldo Camuffo

LEADERSHIP, HUMAN RESOURCES AND DIGITAL TECHNOLOGIES

FULL PROFESSOR

Human Resource Management

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Biography

Arnaldo Camuffo is Full Professor of Management at Università Bocconi and at SDA Bocconi School of Management where he is Co-Director of the ION Management Science Lab.

He teaches Strategic Decision Making, Entrepreneurship, Innovation and Lean Management in graduate and executive programs. He also held visiting positions at the Industrial Performance Center at M.I.T. - School of Management of the University of Michigan and at Universidad Deusto, San Sebastian.

His research activity focuses on strategic decision making, innovation, modularity, lean production, lean startup, strategic human capital and human resource management, executive compensation. His articles were published in journals like Management Science, Academy of Management Journal, Strategic Management Journal and Organization Science.

He received a degree and a PhD in Business Administration from Università Ca' Foscari in Venezia, and an MBA from MIT Sloan School of Management.

Teaching domains

Performance Management

Strategic HR

Organizational Design

Latest publications

AGARWAL R., BACCO F., CAMUFFO A., COALI A., GAMBARDELLA A., MSANGI H., SONKA S., TEMU A., WAIZED B., WORMALD A.

Does a theory-of-value add value? Evidence from a randomized control trial with Tanzanian entrepreneurs
Organization Science, 2025, vol.36, no. 2, pp.601-625

CAMUFFO A., GAMBARDELLA A., PIGNATARO A.

Theory-Driven Strategic Management Decisions
Strategy Science, 2024, vol.9, no. 4, pp.382-396

CAMUFFO A., GAMBARDELLA A., MESSINESE D., NOVELLI E., PAOLUCCI E., SPINA C.
A scientific approach to entrepreneurial decision-making: Large-scale replication and extension
Strategic Management Journal, 2024, vol.45, no. 6, pp.1209-1237

CAMUFFO A., POLETTA A.
Enterprise-wide lean management systems: a test of the abnormal profitability hypothesis
International Journal of Operations & Production Management, 2024, vol.44, no. 2, pp.483-514

CAMUFFO A., GAMBARDELLA A., PIGNATARO A.
Framing strategic decisions in the digital world
Strategic Management Review, 2023, vol.4, no. 2, pp.127-160

DE STEFANO F., BIDWELL M., CAMUFFO A.
Do managers capture the value they create? drivers of managers' value capture in a large retail chain
Strategic Management Journal, 2022, vol.43, no. 10, pp.1983-2011

Grants & Honors

Excellence in Research Award - Università Commerciale Luigi Bocconi , 2023

Finalist - SMS Research Methods Conference Paper Prize – A. Camuffo, A. Gambardella, C. Spina - Strategic Management Society , 2019

AoM Annual Meeting – OMT Division. Finalist: Best Symposium Award - F. De Stefano, M. Bidwell, A. Camuffo, C. Chadwick, The Value of Managers: The Role of Managerial Human Capital in Value Creation and Value Capture - Academy of Management , 2017

Distinguished track paper: Quality Management and Lean Operations track (with F. Gerli), Decision Science Institute Annual Meeting, San Francisco, USA , 2012

Chris Voss Best Honourable Mention Paper Award (with A. Furlan, P. Romano, A. Vinelli) at the EUROMA 11th International Conference, INSEAD, Fontainebleau, France , 2004

Best Paper Award (with F. Gerli) at the British Academy of Management Annual Conference, Middlesex University, London, UK , 2002
