

December 2022

CURRICULUM VITAE

RITA BISSOLA

ACADEMIC POSITION

Associate professor of Organization Theory, Faculty of Economics, Università Cattolica del Sacro Cuore, Milan, Italy

National Qualification for Full Professors (Abilitazione Scientifica Nazionale per professori di prima fascia) (May 2021 – Present)

FURTHER ACADEMIC ROLES

Coordinator and faculty member of the International HRM Master Program, Università Cattolica del Sacro Cuore, Milan

Member of the board of the PhD Program “Organizations, Work and Institutions”, Faculty of Law, Università Università Cattolica del Sacro Cuore, Milan

Member of the Scientific Committee and faculty member of the Master Program in Human Resource Development: The Labor Psychology perspective, Università Cattolica del Sacro Cuore, Milan

Professor of Organization Theory, PhD Program in Management and Innovation, Università Cattolica del Sacro Cuore, Milan

Professor of Organizational Behavior, Human Resource Management, and Organization Design, Faculty of Economics, Università Cattolica del Sacro Cuore, Milan

PAST ACADEMIC ROLES

Member of the Commission for Internships, Faculty of Economics, Università Cattolica del Sacro Cuore, Milan, February-October 2020

Associate professor of Organization Theory, Faculty of Linguistic Sciences and Foreign Literature, Università Cattolica del Sacro Cuore, Milan, Italy, January 2015 – December 2018

Assistant professor of Organization theory, Università Cattolica del Sacro Cuore, Milan, 2007-2014

Member of the Commission for the Admission to the Master Degree in International Management, Faculty of Languages and Foreign Literature, Università Cattolica del Sacro Cuore, Milan, 2010 - 2018

Professor of Human Resource Management, and Organization Design, Faculty of Languages and Foreign Literature, Università Cattolica del Sacro Cuore, Milan, 2007 - 2018

Lecturer of Organization Studies and Management Information Systems, Università Cattolica del Sacro Cuore, 2004-2007

Teaching assistant of Human Resource Management, Università degli Studi di Bologna, 2003-2006

Visiting scholar, Economics and Management Information Systems Department. Karlsruhe University (TH), Germany, (supervisor: Prof. Christof Weinhardt), June 2001-April 2002

Junior researcher, CETIF, Università Cattolica del Sacro Cuore, Milan, Italy, 1999-2001

EDUCATION

Ph.D. in Management Information Systems, LUISS Guido Carli University, Rome, Italy, a.a. 2004-2005

Postgraduate Master's Diploma in E-finance, Università Cattolica del Sacro Cuore, Milan, Italy, a.a. 2000-2001

Master Degree in Business Administration, Università Cattolica del Sacro Cuore, Milan, Italy, a.a. 1999-2000 (Final grade: 110/110)

PUBLICATIONS

Articles

Bissola, R. and Imperatori, B. 2022. HR specialists in the spotlight: aggregating popular culture representations to highlight the underlying occupational image. *Employee Relations*, 44(7): 129-148.

Aliberti, D., Bissola, R., Imperatori, B., and Mochi, F. 2022. Growing brand ambassadors: The role of affective commitment, person-organization fit and networking behaviors in the context of Alumni networks. *Impresa Progetto*, (1): 1-18.

Bissola, R., Colombo, B., and Imperatori, B. 2021. When blogging is a challenge: An organizational and psychological analysis of a failed empowerment project. *Ricerche Di Psicologia/Psychological Research Journal*, 34: 1-32.

Bissola, R., Cori, E., Mizzau, L., and Torre, T. 2021. Searching for meaning and purpose in human action. Work and working context. *Impresa Progetto*, (3): 1-9.

Dossena, C., Mochi, F., Bissola, R. and Imperatori, B. 2021, "Restaurants and social media: rethinking organizational capabilities and individual competencies", *Journal of Tourism Futures*, 7(1): 20-39.

Bissola R., Imperatori B., and Bodega D. 2019. Engaging active stakeholders in the social enterprise: Evidence of social values as a challenge to organizational identity. *Impresa Progetto*: (1): 1-23.

Mochi F., Bissola R., Imperatori B. 2019. Identity and behaviors in the era of social recruiting: The Millennials' perspective. *Impresa Progetto*, (1): 1-20.

Imperatori B., Bissola R., Butera F., and Bodega D. 2019. Work and HRM in the 4.0 era: Insights and research directions. *Studi Organizzativi*, XXI, 2: 9-26.

Biffi A., Bissola R., and Imperatori B. 2017. Chasing innovation: a pilot case study of a rhizomatic design thinking education program. *Education+ Training*, 59(9): 957-977.

Bissola R., Imperatori B., and A. Biffi. 2017. A rhizomatic learning process to create collective knowledge in entrepreneurship education: Open innovation and collaboration beyond boundaries. *Management Learning*, 48(2): 206-226.

Bissola R. 2017. Alle fonti della creatività. *Economia & Management*, (4): 20-23.

Bissola R. and Imperatori B. 2014. The Unexpected Side of Relational E-Hrm: Developing Trust in the Hr Department. *Employee Relations*, 36(4): 376-397.

Bissola R., Imperatori B., and Trinca Colonel R. 2014. "Enhancing the Creative Performance of New Product Teams: An Organizational Configurational Approach. *Journal of Product Innovation Management*, 31(2): 375-391.

Bissola R. and Imperatori B. 2013. Facing e-HRM: the consequences on employee attitude towards the organisation and the HR department in Italian SMEs. *European Journal of International Management*, 7(4): 450-468.

Bissola R. and Imperatori B. 2011. Organizing individual and collective creativity: flying in the face of creativity clichés. *Creativity and Innovation Management*, 20(2): 77-89.

Bissola R. 2003. The role of banks in e-commerce initiatives: a theoretical interpretation. *Banking and Information-Technology*, 4(2): 38-47.

Chapters in international books

Bissola R (2020). Industry 4.0 and e-HRM. In: (a cura di): Bondarouk T., Fisher S., *Encyclopedia of Electronic HRM*. Berlino: De Gruyter: 40-46.

Bissola R (2020). Design Thinking and Implications for Organizational Design . In: (a cura di): Bondarouk T., Fisher S., *Encyclopedia of Electronic HRM*. Berlino: De Gruyter: 99-105.

Bissola R, Imperatori B. (2020). HRM in the Industry 4.0 Era. Are Workers Still in the Center?. In: (a cura di): Bissola R, Imperatori B., HRM 4.0 for Human-Centered Organizations. *Advanced Series in Management*, vol. 23, Bingley (UK): Emerald Publishing: XIII-XXII.

Isari D., Bissola R, Imperatori B. (2020). HR Devolution in the Digital Era: What Should We Expect?. In: (a cura di): Bissola R, Imperatori B., HRM 4.0 for human-centered organizations. *Advanced Series in Management*, vol. 23, Bingley (UK): Emerald Publishing: 41-61.

Bissola R. and Imperatori B. 2018. HR 4.0: The Digital Transformation of the HR Department. In F. Cantoni and G. Mangia (Eds.) *Human Resource Management and Digitalization*. Routledge Giappicchelli Editore, Abingdom (UK): 51-69.

Mochi F., Bissola R., and Imperatori, B. 2017. Professional and Non-professional Social Networks as a Recruitment Tool: The Impact on Job Seekers' Attraction and Intention to Apply. In T. Bondarouk, H. Ruel, and E. Parry (Eds.): *Electronic HRM in the Smart Era*. Emerald Group Publishing Limited: 109-135.

Bissola R. and Imperatori B. 2016. From Governance to Action: Measuring the Engagement of Active Stakeholders in the Social Enterprise. *Governance and Performance in Public and Non-Profit Organizations*. Emerald Group Publishing Limited: 159-179.

Bissola R. and Imperatori B. 2013. Recruiting Gen Yers Through Social Media: Insights from the Italian Labor Market. *Advanced Series in Management*, Emerald, vol. 12: 59-81.

Bissola R. and Imperatori, B. 2012. Sustaining the Stakeholder Engagement in the Social Enterprise: The Human Resource Architecture. In J. Kickul & S. Bacq (Eds.): *Patterns in Social Entrepreneurship Research*. Northampton: Edward Elgar: 137-160.

Bissola R. and Imperatori B. 2010. Generation Y at Work: The Role of e-HRM in Building Positive Work Attitudes. In S. Strohmaier & A. Diechersen (Eds.), *Proceedings of the 3rd European Academic Workshop on Electronic Human Resource Management*. CEUR Workshop Proceedings, vol. 570: 378-399.

Imperatori B. and Bissola R. 2009. Generation Y and Team Creativity: The Strategic Role of e-HRM Architecture. In T. Bondarouk & H. Ruel (Eds.): *Human Resource Information Systems*. Portugal: INSTICC Press: 59-69.

Imperatori B. and Bissola R. 2009. ICT, Creativity and Innovation: How to Design Effective Project Teams. *Collana AIS-Sprouts*, ISSN 1535-6078.

Bissola R. and Carignani A. 2007. The role of trust in approaching e-government services: a comprehensive theoretical framework. In S. Krishnamurthy & P. Isaias (Eds.). *E-commerce*. IADIS Press, Lisbon: 43-50.

Chapters in national books

Paolino C., Bissola R., and Imperatori B. 2018. Practices Combination and Collections' Configurations: A Complementarity-Based Approach To Corporate Collections. In Canonica P., Consiglio S., Mangia G., Martinez M., Mercurio R., Moschera L. (Eds.). *Organizing in the Shadow of Power*. Volume Assioa. Studi MOA 3/11- Collana di Management e di Organizzazione Aziendale. Editrice Minerva Bancaria, Roma. 607-630.

Biffi A., Bissola R., and Imperatori B. 2014. Collaborare per la creatività. Università, aziende e open innovation. In A. Antonietti and S. Molteni (Eds.): *Educare alla creatività: modelli, metodi, strumenti e contesti*. Collana Strumenti di psicologia dell'educazione e della formazione. Erickson Edizioni, Trento: 297-322.

Bissola R. and Imperatori B. 2010. Organizzare la creatività nella Project Based Enterprise: Agire a più livelli. In A. Biffi (Ed.): *Project Based Enterprise*. Egea, Milano: 57-101.

Bissola R. and Imperatori B. 2009. Organizing collective creativity. From people to groups: a multilevel analysis. In M. C. Di Guardo, R. Pinna, D. Zaru (Eds.): *Per lo sviluppo, la competitività e l'innovazione del sistema economico*. Franco Angeli, Milano: 109-127.

Bissola R. 2006. Le organizzazioni ad alta densità di innovazione: riflessioni sul possibile ruolo della fiducia. In F. Rajola (Ed.): *Manuale dell'innovazione*. Edizioni Il Sole 24Ore, Milano: 167-182.

Bissola R., Frigerio C., and Rajola F. 2006. Social influence e percezione del rischio: comportamenti competitivi e cooperativi. In R. Mercurio (Ed.): *Organizzazione, regolazione e competitività*. McGraw-Hill, Milano: 37-53.

Bissola R. 2005. La misurazione della fiducia nei team virtuali. In D. Bodega (Ed.): *Organizzare a misura d'uomo*. McGraw-Hill, Milano: 1-14.

Bissola R. 2001. Banche e commercio elettronico. In A. Carignani, M. Sorrentino (Eds.): *On-line banking*. McGraw Hill, Milano: 237-263.

Conference Proceedings (selected)

Bissola, R. and Imperatori, B. 2020. Engaging Workers Broadening Work Meaningfulness: Social Purpose, Job Satisfaction, and Performance. *Academy of Management Proceedings*, vol. 2020, no. 1: 17862.

Mochi, F, Bissola, R, Imperatori, B 2019. A Blessing in Disguise. Comparing the Effects of Leadership Styles on Individual Creativity. EURAM 2019 Proceedings. Bruxelles: 1-40.

Bissola, R. and Imperatori, B. 2016. Worker engagement: Relying on the organizational values and social meaningfulness of work. *Academy of Management Proceedings*, vol. 2016, no. 1: 12973.

Biffi, A., Bissola, R., Imperatori, B. 2015. A Rhizomatic Process in Education: Open Innovation and Cooperation Beyond Boundaries. *Academy of Management Proceedings*, vol. 2015, no. 1: 12789.

Imperatori, B. and Bissola, R. 2012. Trust in the HR Dept. The Role of e-HRM in Supporting Informal Coordination Through Formalization. *Academy of Management Proceedings*, vol. 2012, no. 1: 15700.

Other publications

Bissola R. and Imperatori B. 2013. Enhancing the relationship between Generation Y and the HR department through e-HR. In AAVV.: *HR technology - Theoretical and practical insight from leading European and international academics*. HRZone, UK.

Bissola R., Carignani A., Gemmo V., and Negri L. 2008. Settore moda, processi creativi e tecnologie dell'informazione e della comunicazione: riflessioni e spunti di ricerca. In AAVV (Eds.): *M2, Milano e moda. Ricerche e analisi sulle trasformazioni culturali e d'impresa della moda a Milano*, Position Book dell'Osservatorio per le politiche pubbliche sulla Moda a Milano, Fondazione Università IULM: 157-207

Bissola R. 2003. I sistemi informativi e le principali problematiche IT nel Private Banking. *Credito Popolare*, vol. X, n. 1.

Bissola R. 2002. La valutazione dei siti Web: dall'usabilità al concetto di Web Experience. Il contesto di studio di una nuova metodologia per la valutazione di siti di e-commerce. *Credito Popolare*, vol. IX, n. 3.

Bissola R. 2002. Nuove tecnologie e mercati finanziari: il ruolo delle informazioni nell'evoluzione dei modelli di business dei servizi di trading online. Il caso Websim. *Credito Popolare*, vol. IX, n. 1.

Bissola R. and Carignani A. 2001 Multicanalità e nuove tecnologie: l'evoluzione delle professionalità nel settore bancario. *Credito Popolare*, vol. VIII, n. 3.

Bissola R. and Carignani A. 2001. Competere offrendo molteplicità di canali: il caso Deutsche Bank 24. *Credito Popolare*, vol. VIII, n. 1.

NATIONAL AND INTERNATIONAL CONFERENCES (double blind): OTHER SCIENTIFIC ACTIVITIES (SELECTED)

2022 Track # 02 ItAIS chair together with T. Bondarouk, A. Georgiadou, and T. Torre. *Digital transformation and the future of work: Processes, competences, and HRM challenges*, XIX Conference of the Italian Chapter of AIS (itAIS). Acting in the digital society: moving towards a sustainable future, University "Magna Grecia" of Catanzaro, Italy, October 14-15, 2022

2021 Track # 02 ItAIS chair together with T. Bondarouk, S. Strohmeier, and T. Torre. *The role of e-HRM and digital innovation in Human Resources Management*, XVIII Conference of the Italian Chapter of AIS

(itAIS). Organizing in a digitized world: Diversity, Equality and Inclusion, University of Trento, Italy, October 15-16, 2021

2021 Member of the Conference Advisory Board of the 8th International e-HRM Conference: “Managing Human Resources in digitalized organizations and ecosystems” to be held June 1-3 in Aarhus (Denmark)

2020 Track # 02 ItAIS chair together with A. Lazazzara, S. Strohmeier, and T. Torre. *The role of e-HRM and digital innovation in Human Resources Management*, XVII Conference of the Italian Chapter of AIS (itAIS). Organizing in a digitized world: Diversity, Equality and Inclusion, University “G. D’Annunzio” Pescara-Chieti, Italy, October 16-17, 2020

2020 Sub-theme # 15 EGOS Convenor together with P. Mannucci e C. Shalley. *Can Creativity Save the World? How Creativity Can Help Build a Sustainable Future*, 36nd EGOS Colloquium. Organizing of a Sustainable Future: Responsibility, Renewal, and Resistance. Hamburg, Germany, July 2-4, 2020

2018 7th International e-HRM Conference HRM 4.0 for Human-centered Organizations, Conference Chair together with B. Imperatori, Università Cattolica del Sacro Cuore, November 29-30, 2018

2018 Sub-theme # 35 EGOS Convenor together with R. Bissola and C. Shalley. *Creativity: Moving Through and Beyond the Unexpected*, 34nd EGOS Colloquium. Surprise in and around Organizations: Journeys to the Unexpected. Tallinn, Estonia, July 5-7, 2018

2016 Member of the Conference Advisory Board of the 6th International e-HRM Conference: “From Digital to Smart Human Resource Mangement”, October 26-27, Enschede (The Netherlands)

2016 Sub-theme # 39 EGOS Convenor together with B. Imperatori and J. Perry-Smith. *The Power of Creativity*, 32nd EGOS Colloquium. Organizing in the Shadow of Power. Naples, Italy, July 7–9, 2016

2013 Sub-Theme # 36 EGOS Convenor together with B. Imperatori and J. Perry-Smith. *Creativity in Doubtful Times: Exploring Challenges and Threats to Creativity*, 30th EGOS Colloquium. Reimagining, Rethinking, Reshaping: Organizational Scholarship in Unsettled Times. Rotterdam, The Netherlands, July, 3-5 2013

2012 track # 18 (“Human Resource Management and Performance: A Matter of People, Processes and Strategy”) **WOA Track Chair** together with T. Bondarouk and M. Gianecchini. *Desperately seeking performance in organizations*, 13th Italian Conference of Organization Studies (WOA), Verona, Italy, May, 28-29, 2012.

2011 Sub-Theme # 47 EGOS Convenor together with B. Imperatori, T. Kallio, and Alexander Sthyre. *From Designing Organizational Creativity to Creativity for Organizational*, 28th EGOS Colloquium. Design! Helsinki, Finland, July, 5-7, 2011

2010 track # 4 (Creativity and the Environment: Intersections between Space, Place, and Creative Outcomes) **WOA Track Chair** together with D. Barry, B. Imperatori, T. Kallio. *Incertezza, Creatività e Razionalità Organizzative*, 11th Italian Conference of Organization Studies (WOA), Bologna, Italy, June, 17-18, 2010

2009 track # 10 (Enhancing Development, Competitiveness and Innovation: the Role of Creativity) **WOA Track Chair** together with B. Imperatori and R. Virtuani. *Per lo sviluppo, la competitività e l’innovazione del sistema economico: il contributo degli studi di Organizzazione Aziendale*. 10th Italian Conference of Organization Studies (WOA), Cagliari, Italy, April, 29-30, 2009

2008 track # 4 (Ripensare la relazione tra persone e organizzazione: la tecnologia può fare la differenza?) **WOA Track Chair** together with B. Imperatori. *L'organizzazione fa la differenza?* 9th Italian Conference of Organization Studies (WOA), Venice, Italy, February, 7-8, 2008

INTERNATIONAL CONFERENCE PAPERS (SELECTED)

Aliberti A., Bissola R., and Imperatori B., 2022. *What is the actual role of business in fighting inequality? The institutional work of professionals to confront racism in the branches of US professional service firms.* **38th EGOS Colloquium**, Organizing: The Beauty of Imperfection. Vienna, July 7-9, 2022

Bissola R., Imperatori B., Madjar N., and Mochi F. 2022. *Evaluating creative ideas: Personal mistakes and organizational imperfections.* **38th EGOS Colloquium**, Organizing: The Beauty of Imperfection. Vienna, July 7-9, 2022

Bissola R., Imperatori B., and Mochi F. 2022. *Job seekers' awareness of social network recruitment strategies: Which one is the most effective?* **8th International e-HRM Conference**, Managing Human Resources in Digitalized Organizations and Ecosystems, Aarhus University, Aarhus, Denmark, June 1-3

Aliberti D., Bissola R., and Imperatori B. 2022. *A critical look at institutionalized I&D practices to confront ethnic discrimination: The case of the Italian branches of US PSFs.* **5th Global Conference on International Human Resource Management**, Looking back over a decade of IHRM: Who knew the world could change so much? St. John's University, New York NY, USA, May 19-21

Bissola R. and Imperatori B. 2020. Engaging Workers Broadening Work Meaningfulness: Social Purpose, Job Satisfaction, and Performance. **The 80th Annual Meeting of the Academy of Management**, Vancouver (Canada), August 7-11

Bissola R., Imperatori B., Madjar N., Mochi F. 2020. *Do we see eye to eye? The influence of personal characteristics and cognitive processes in selecting creative ideas.* **36th EGOS Colloquium**, Organizing for a Sustainable Future: Responsibility, Renewal & Resistance. Hamburg (Germany), July 2-4

Bissola R. and Imperatori B. 2019. Designing inclusive organizations. Social meaningful work, job engagement and individual performance. **35th EGOS Colloquium**, Enlightening the Future: The Challenge for Organizations. Edinburgh (UK), July 4-6

Bissola R., Imperatori B., and Mochi F. 2018. *Looking for a job in the social media era: The Millennials' perspective.* **7th International e-HRM Conference**. HRM 4.0 for Human-centered Organizations, Università Cattolica del Sacro Cuore, Milan, Italy, November 29-30

Isari D., Bissola R., Imperatori B. 2018. *HR Devolution in the Digital Era: What Should We Expect?* **7th International e-HRM Conference**, HRM 4.0 for Human-centered Organizations, Università Cattolica del Sacro Cuore, Milan, November 29-30

Bissola R., Imperatori B., Madjar N., and Mochi F. 2018. *A trouble shared is a trouble halved. Team creativity even with negative mood and without supportive leadership styles.* **34th EGOS Colloquium**, Surprise in and around Organizations: Journey through the Unexpected. Tallinn (Estonia), July 5-7

Bissola R. and Imperatori B. 2017. *(Invited). Individuals creativity, leadership, team composition, & creative performance.* **3rd Creativity Collaboratorium**. UConn – University of Connecticut, Storrs (CT), September 28-30

Bissola R. and Imperatori B. 2017. HR Professional Image in the Global Age: Do Global and Local Cultures Get along Very Well Together? **The 3rd Global Conference of International Human Resource Management**, New York (US), May 18-20

Bissola, R., Imperatori, B., and Mochi, F. 2016. Professional and Non-Professional Social Networks as a Recruitment Tool: The Impact on Job Seekers' Attraction and Intention to Apply. **6th International e-HRM Conference**. From Digital to Smart Human Resource Management, University of Twente, Enschede (The Netherlands), October 27-28

Bissola R. and Imperatori B. 2016. Worker Engagement: Relying on the Organizational Values and Social Meaningfulness of Work. **The 76th Annual Meeting of the Academy of Management**, Anaheim (US), August 5-9

Mochi F., Bissola R. and Imperatori B. 2016. Leadership styles and individual creativity: Every cloud has a silver lining. **32st EGOS Colloquium**. Organizing in the Shadow of Power. Naples (Italy), July 7-9.

Bissola R. and Imperatori B. 2015. Engaging Active Stakeholders Through Social Values: Evidence From The Social Enterprise Domain. **12th Annual Social Entrepreneurship Conference**. Stern School of Business. New York University. New York (US), November 4-6

Biffi, A., Bissola R., and Imperatori B. 2015. A Rhizomatic Process in Education: Open Innovation and Cooperation Beyond Boundaries. **The 75th Annual Meeting of the Academy of Management**, Vancouver (Canada), August 7-11

Bissola R. and Imperatori B. 2015. HR careers attractiveness in Southern Europe: The intersection between popular culture and individual decision making. **31st EGOS Colloquium**. Organizations and the Examined Life: Reason, Reflexivity and Responsibility. Athens (Greece), July 2-4

Biffi, A., Bissola R., Imperatori B. 2014 Fostering Creativity To Revitalize The Regional Economy. An Open Innovation Approach For Entrepreneurial Education. **30th EGOS Colloquium**. Reimagining, Rethinking, Reshaping: Organizational Scholarship in Unsettled Times. Rotterdam (The Netherlands), July 3-5

Bissola R. and Imperatori B. 2014. Social Value, People Engagement, And Individual Performance In The Social Enterprise: An Empirical Study. **The 11th Annual Social Entrepreneurship Conference**. Northeastern D'Amore-Mckim School of Business and New York University Stern School of Business. Boston (US), November 5-7

Bissola R. and Imperatori B. 2013. The unexpected side of relational e-HRM: Developing trust in the HR department. **13th EURAM Conference**. Democratising Management. Galatasaray University. Istanbul (Turkey), June 26-29

Biffi A., Bissola R., and Imperatori B. 2013. Revitalizing and Challenging SMEs. An Open Innovation Approach for Entrepreneurial Education. **The 73th Academy of Management Annual Meeting**. Capitalism in Question. Orlando (US), August 9-13

Bissola R. and Imperatori B. 2013. Managing Stakeholders in the Social Enterprise. Development and Validation of a Scale for the Stakeholder Engagement. **The 73th Academy of Management Annual Meeting**. Capitalism in Question. Orlando (US), August 9-13

Bissola R. and Imperatori B. 2013. People management in the social enterprise: Measuring job and social engagement. **10th Stern-Annual Conference on Social Entrepreneurship**. Stern School of Business, New York University. New York (US), November 7-9

Bissola R. and Imperatori B. 2012. Trust in the HR Department. The Role of E-HRM in Supporting Informal Coordination through Formalization. In: The Informal Economy. **The 71st Academy of Management Annual Meeting**. Boston (US), August 3-7

Bissola R. and Imperatori B. 2012. Managing stakeholders in the social enterprise: Development and validation of a scale for the stakeholder engagement. **9th Stern- Annual Conference on Social Entrepreneurship**, Stern School of Business, New York University. New York (US). November 7-9.

Bissola R. and Imperatori B. 2012. Reloading Trust in the HR Department. The Role of e-HRM in Supporting the Employee-Organization-Relationship **28th EGOS Colloquium**. Design! Helsinki (Finland), July 5-7

Bissola R. and Imperatori B. 2011. Organizing the social enterprise: How to attract, manage and sustain stakeholder engagement. **8th Stern- Annual Conference on Social Entrepreneurship**. Stern School of Business, New York University. New York (US), November 3-5

Bissola R. and Imperatori B. 2011. Out Of Sight But Not Out Of Mind: The Role Of E-Hrm In The Hr Department And Employee Relationship. **27th EGOS Colloquium**. Reassembling organizations. Gothenburg (Sweden), July 6-9

Bissola R. and Imperatori B. 2010. Fostering creativity and innovation in the social enterprise: A combinative approach. **7th Annual Satter Conference on Social Entrepreneurship**, Stern School of Business, New York University. New York (US), November 3-5

Bissola R., Imperatori B., and Trinca Colonel R. 2010. Developing a new creative organizational configuration approach. **26th EGOS Colloquium**. Waves of globalization: Repetition and difference in organizing over time and space. Lisbon (Portugal), July 1-3

Bissola R. and Imperatori B. 2009. Flying in the face of creativity clichés: Some empirical evidences. **25th EGOS Colloquium**. Passion for Creativity and innovation. Energizing the study of organizations and organizing. Barcelona (Spain), July 2-4

Bissola R. and Imperatori B. 2008. "Better be alone than ...". Individual and collective dimension of creativity. A multilevel model. **24th EGOS Colloquium**. Upsetting Organizations. Amsterdam (The Netherlands), July 10-12

FOUNDED RESEARCH PROJECTS

Licenziamento ingiustificato e tutela del lavoratore: indennità economica vs reintegrazione. La valutazione di impatto delle recenti riforme legislative in Italia progetto di ricerca di rilevante interesse nazionale. National research project funded by the Italian Ministry of Research (PRIN 2017) (2019 – ongoing). Participation as member of the Università Cattolica research unit (project leading unit).

Research of particular interest for Università Cattolica del Sacro Cuore (D 3.2 research funds 2018). "Tecnica e valori dell'umano (Tecval). Un progetto transdisciplinare". Participation as member of the research sub-unit: "Nuovi modelli di organizzazione del lavoro, nuove competenze e trasformazione digitale"

Research program for the regional development of innovation [in Italian: Programma di sviluppo dell'innovazione nel territorio (PROSIT)]. 2011 "Human Capital" Grant - Fondazione Cariplo. National research project (April 2012 – November 2014). Participation as external academic member of the Insubria University research unit

Innovation in International Human Resource Management and Innovation. International research project funded by the University of Twente (March 2012 – September 2013). Participation as member of the Università Cattolica research unit

OK-EG, Organizing Knowledge in eGovernment. National research project funded by the Italian Ministry of Research (COFIN 2003) (January 2004 – December 2005). Participation as external academic member of the IULM University research unit

Organization design and management information systems for virtual organizations operating in digital markets. National research project funded by the Italian Ministry of Research (COFIN 2001) (January 2001 – December 2002). Participation as member of the Università Cattolica research unit

Organisational consequences of e-mail introduction, adoption and diffusion (COMMORG). International research project. Information Society Technology (IST) Programme of the European Commission, contract IST-2000-26075. (January 2001 – December 2003). Participation as member of the Università Cattolica research unit

GRANTS, AWARDS AND INVITATIONS

Invited speaker “Non è un Paese per vecchi? Age management e organizzazioni”, Workshop of the Department of Public and Private Economic Law and the Diversity Management Committee, Università Cattolica del Sacro Cuore (Milan Campus - October 12, 2017). Presentation title: “L’età nelle organizzazioni. Lo stile manageriale”

Grant of the Connecticut Center for Entrepreneurship and Innovation, University of Connecticut. *Flying in the face of collective creativity clichés: Organizing creativity from ‘innate single genius’ to ‘designed collective process*. May 2017

Award for high quality publications year 2017, Università Cattolica del Sacro Cuore. “Enhancing the Creative Performance of New Product Teams: An Organizational Configurational Approach”, *The Journal of Product Innovation Management*, 2014; 31 (2): 375-391 (together with B. Imperatori and R. Trinca Colonel)

Invited speaker Interdisciplinary Workshop *CR - Creatività eattivitàe - RC* (Università Cattolica del Sacro Cuore, Milan, May 12, 2011). Presentation title: "Creatività e organizzazioni lavorative"

Invited speaker Colloquia Psychologica: "Toward the European Year of Creativity and Innovation" (Università Cattolica del Sacro Cuore, Milan, November 14, 2008). Presentation title: "From individual to collective creativity: An organizational perspective and research evidence"

REVIEW ACTIVITIES

Reviewer for international conferences, among which the most important are:

- Academy of Management Annual Meeting (starting from 2010);
- EGOS Colloquium (starting from 2008);
- International Symposium on Management, Engineering and Informatics (MEI) (starting from 2006);
- ECIS (European Conference on Information Systems) (2001-2005).

Reviewer for national conferences, among which WOA (Workshop dei docenti e ricercatori di Organizzazione Aziendale) (starting from 2005).

Reviewer for the following national journals:

- Economia e Management
- Sviluppo e Organizzazione
- Studi organizzativi

Reviewer for international journals:

- Human Resource Management

- Journal of Product Innovation Management
- Employee Relations
- Personnel Management
- Creativity and Innovation Management
- International Journal of Training and Development
- International Journal of Human Resource Management

SERVICE ACTIVITIES

2019-Present, Master degree in Innovation and Technology Management, Faculty of Economics, Università Cattolica del Sacro Cuore (Milan), Faculty member of the Joint Commission Instructors-Students [In Italian: Commissione Paritetica Docenti-Studenti]

2019, PhD in Management and Innovation, Università Cattolica del Sacro Cuore (Milan), Chair of the Admission Evaluation Committee

PhD in Managerial and Actuarial Sciences [in Italian: Dottorato di Ricerca in Scienze Manageriali e Attuariali (SMAT - 2/2019)] Università degli Studi di Udine: PhD Theses Defense. Member of the Evaluation Committee (March 4-5, 2019)

2018, PhD in Management and Innovation, Università Cattolica del Sacro Cuore (Milan), Member of the Admission Evaluation Committee

Discussant of the First Year paper by V. Mehraein “Creativity and innovation under destructive leadership and workplace mistreatment: A systematic review and call for future research” (Supervisor Prof. Daniel Pittino. Co-supervisor Prof. Francesca Visintin). PhD Day DIES, PhD in Managerial and Actuarial Sciences, Università degli Studi di Udine (September 16, 2019)

Member of the Evaluation Committee for Projects “Futuro in Ricerca” 2013, Italian Ministry of Research, (March 2013)

Evaluation of the Research Quality [in Italian: Valutazione Qualità della Ricerca (VQR)] 2004-2010: Evaluator

Firma