

Silvia Bagdadli

Associate Professor



Knowledge Group: Leadership, Human Resources and Digital Technologies

Research Domains: Human Resource Management

Teaching Domains: Strategic HR, HR Management Practices, Leadership

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Biography

Silvia Bagdadli is an Associate Professor of Business Organization and HRM at the Department of Management and Technology at Bocconi University where she is the Director of the Specialized Master of Science in Organization and Human Resources Management (MasterOP), directed from 2003 to 2008 too. At SDA Bocconi School of Management, she is Professor of the Knowledge Group Organization, Leadership and Human Resources and she directed the Executive Master in Strategic Human Resource Management from 2008 to 2014, an international program for HR Executives from leading multinationals. She has conducted research, education and coaching projects with companies operating in many different industries. She is an Executive Professional Coach Certified by ICF (PCC), for Italian and international enterprises.

Her research focuses on the areas of Strategic Human Resource Management, Talent and Leadership development and Career Management, with a comparative and international approach and an interest at the intersection of the individual and the organizational 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, the Human Resource Management Journal, the International Journal of Human Resource Management, the Journal of Organizational Behavior, the Journal of Business and Psychology, 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). 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 Bocconi University.

Contribution to Chapters, Books or Research Monographs

Careers in Italy in Rocket Times: Does Gender Matter?

BAGDADLI, S., M. GIANECCHINI, "Careers in Italy in Rocket Times: Does Gender Matter?" in Diversity and Inclusion in Italy., Simone Pulcher, Stefano Basaglia, Simona Cuomo, Zenia Simonella (Eds.), Springer Cham, pp. 421-438, 2025

Italy: Human Resource Management in Italian Family-Owned SMEs: Sustaining the Competitive Advantage through B Corp Transformation

BAGDADLI, S., M. GIANECCHINI, "Italy: Human Resource Management in Italian Family-Owned SMEs: Sustaining the Competitive Advantage through B Corp Transformation" in The Global Human Resource Management Casebook., Liza Castro Christiansen, Michal Biron, Pawan Budhwar, Brian Harney (Eds.), Routledge, pp. 169-176, 2023

Leonardo da Vinci's spirit: a career story of an Italian creative entrepreneur

BAGDADLI, S., M. GIANECCHINI, "Leonardo da Vinci's spirit: a career story of an Italian creative entrepreneur" in Understanding Careers Around the Globe., Jon Briscoe, Michael Dickmann, Douglas Hall, Wolfgang Mayrhofer, Emma Parry (Eds.), Edward Elgar Publishing, pp. 25-35, 2023

From global work experiences to global careers

BAGDADLI, S., M. GIANECCHINI, "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

HRM/organizational career management systems and practices

BAGDADLI, S., M. GIANECCHINI, "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

Motivazione

BAGDADLI, S., "Motivazione" in Organizzazione Aziendale., S.Salvemini (Ed.), Egea, chap. 6, pp. 161-178, 2017

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HR Directors' Understanding of 'Talent': A Cross-Cultural Study

DRIES, N., R. D. COTTON, S. BAGDADLI, M. ZIEBELL DE OLIVEIRA, "HR Directors' Understanding of 'Talent': A Cross-Cultural Study" in Global Talent Management. Challenges, strategies and opportunities., Al Ariss Akram (Ed.), Springer Cham, pp. 15-28, 2014

Tra progettazione e flessibilità: Carriera e Sviluppo

BAGDADLI, S., "Tra progettazione e flessibilità: Carriera e Sviluppo" in HR Management., B. Manzoni, M. Raffaglio (Eds.), Egea, pp. 59-78, 2014

Italy - Luxottica: changing Italian labor relations and HR practices to drive sustainable performance

BAGDADLI, S., A. CAMUFFO, "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

Designing career systems: are we ready for it?

BAGDADLI, S., "Designing career systems: are we ready for it?" in Handbook of Career Studies., H. Gunz, M. Peiperl (Eds.), SAGE Publications, pp. 497-501, 2007

La carriera degli accademici italiani tra universalismo e particolarismo

BAGDADLI, S., L. SOLARI, "La carriera degli accademici italiani tra universalismo e particolarismo" in Organizzare a misura d'uomo., D. Bodega (Ed.), McGraw-Hill, pp. 235-250, 2005

Articles in Scholarly Journals

The disabling effects of enabling social policies on organisations' human capital development practices for women

REICHEL, A., M. LAZAROVA, E. APOSPORI, F. AFIOUNI, M. ANDRESEN, J. BOSAK, E. PARRY, S. BAGDADLI, J. P. BRISCOE, M. GIANECCHINI, P. SUZANNE, M. TANIGUCHI, "The disabling effects of enabling social policies on organisations' human capital development practices for women", Human Resource Management Journal, 2023, vol. 33, no. 1, pp. 129-147

Il group coaching: quando il metodo favorisce la creatività

BAGDADLI, S., L. CAPORARELLO, S. CUOMO, M. MAGNI, B. MANZONI, C. ONDOLI, M. RAFFAGLIO, "Il group coaching: quando il metodo favorisce la creatività", Harvard Business Review Italia, March 2022

Human capital development practices and career success: The moderating role of country development and income inequality

BAGDADLI, S., M. GIANECCHINI, M. ANDRESEN, R. COTTON, R. KAŠE, M. LAZAROVA, A. SMALE, J. BOSAK, J. P. BRISCOE, K. CHUDZIKOWSKI, S. DELLO RUSSO, A. REICHEL, "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

Here, there, & everywhere: Development and validation of a cross-culturally representative measure of subjective career success

BRISCOE, J. P., R. KAŠE, N. DRIES, A. DYSVIK, J. A. UNITE, I. ADELEYE, M. ANDRESEN, E. APOSPORI, O. BABALOLA, S. BAGDADLI, K. Ö. ÇAKMAK-OTLUOĞLU, T. CASADO, J.-L. CERDIN, J.-S. CHA, K. CHUDZIKOWSKI, S. DELLO RUSSO, P. EGGENHOFER-REHART, Z. FEI, M. GIANECCHINI, M. GUBLER, D. T. HALL, R. IMOSE, I. R. ISMAIL, S. KHAPOVA, N. KIM, P. LEHMANN, E. LYSOVA, S. MADERO, D. MANDEL, W.

MAYRHOFER, B. B. MILIKIC, S. MISHRA, C. NAITO, A. D. NIKODIJEVIC, A. REICHEL, N. SAHER, R. SAXENA, N. SCHLEICHER, F. SCHRAMM, Y. SHEN, A. SMALE, V. SUPANGCO, P. SUZANNE, M. TANIGUCHI, M. VERBRUGGEN, J. ZIKIC, "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

Still feeling employable with growing age? Exploring the moderating effects of developmental HR practices and country-level unemployment rates in the age – employability relationship

DELLO RUSSO, S., E. PARRY, J. BOSAK, M. ANDRESEN, E. APOSPORI, S. BAGDADLI, K. CHUDZIKOWSKI, M. DICKMANN, S. FERENCIKOVA, M. GIANECCHINI, D. T. HALL, R. KAŠE, M. LAZAROVA, A. REICHEL, "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

Careers in context: An international study of career goals as mesostructure between societies' career-related human potential and proactive career behaviour

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

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

KAŠE, R., N. DRIES, J. P. BRISCOE, R. D. COTTON, E. APOSPORI, S. BAGDADLI, K. Ö. ÇAKMAK-OTLUOGLU, K. CHUDZIKOWSKI, A. DYSVIK, M. GIANECCHINI, R. SAXENA, Y. SHEN, M. VERBRUGGEN, I. ADELEYE, O. BABALOLA, T. CASADO, J.-L. CERDIN, N. KIM, S. K. MISHRA, J. UNITE, Z. FEI, "Career success schemas and their contextual embeddedness: A comparative configurational perspective", *Human Resource Management Journal*, 2020, vol. 30, no. 3, pp. 422-440

Organizational career management practices and objective career success: A systematic review and framework

BAGDADLI, S., M. GIANECCHINI, "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

Proactive career behaviors and subjective career success: The moderating role of national culture

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

Fare carriera in Italia: vecchi percorsi, nuove tensioni

BAGDADLI, S., M. GIANECCHINI, "Fare carriera in Italia: vecchi percorsi, nuove tensioni", Economia & Management, 2019, no. 3, pp. 47-52

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

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

The mediating role of procedural justice in responses to promotion decisions

BAGDADLI, S., Q. ROBERSON, F. PAOLETTI, "The mediating role of procedural justice in responses to promotion decisions", Journal of Business and Psychology, 2006, vol. 21, no. 1, pp. 485-504

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

BAGDADLI, S., L. SOLARI, A. USAI, A. GRANDORI, "The emergence of career boundaries in unbounded industries: career odysseys in the Italian New Economy", The International Journal of Human Resource Management, 2003, vol. 14, no. 5, pp. 788-808

Other

A new organization of work after Covid-19: the Bank of Italy case - Una nuova organizzazione del lavoro dopo il Covid-19: il caso Banca d'Italia

BAGDADLI, S., L. CAPORARELLO, S. CUOMO, M. MAGNI, B. MANZONI, C. ONDOLI, M. RAFFAGLIO, "A new organization of work after Covid-19: the Bank of Italy case - Una nuova organizzazione del lavoro dopo il Covid-19: il caso Banca d'Italia", SDA Bocconi Insight, 26 June 2023

Cases in International Case Collections

Making Hybrid Teams Work in a Phygital World: The Case of the Bank of Italy (A, B)

BAGDADLI, S., L. CAPORARELLO, S. CUOMO, M. MAGNI, B. MANZONI, C. ONDOLI, M. RAFFAGLIO - "Making Hybrid Teams Work in a Phygital World: The Case of the Bank of Italy (A, B)" - 2022, The Case Centre, Great Britain

Vodafone Italy Part A

BAGDADLI, S., F. PRANDSTRALLER - "Vodafone Italy Part A" - 2019, The Case Centre, Great Britain

Vodafone Italy Part B

BAGDADLI, S., F. PRANDSTRALLER - "Vodafone Italy Part B" - 2019, The Case Centre, Great Britain

Xelor: Career Management in Flat Organizations

BAGDADLI, S. - "Xelor: Career Management in Flat Organizations" - 2005, The Case Centre, Great Britain

Entry (in Dictionary or Encyclopedia)

Job Evaluation

BAGDADLI, S., "Job Evaluation" in International Encyclopaedia of Organization Studies., J. R. Bailey, S. R. Clegg (Eds.), SAGE Publications, 2007