

# Massimo Magni

Associate Professor



**Knowledge Group:** Leadership, Human Resources and Digital Technologies

**Research Domains:** Leadership

**Teaching Domains:** Leadership, Managerial Ethics and Responsible Leadership, Smart Working and Remote Collaboration, Team Management

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## Articles in Scholarly Journals

### **Excessive Mobile Use and Family-Work Conflict: A Resource Drain Theory Approach to Examine Their Effects on Productivity and Well-Being**

MAGNI, M., M. K. AHUJA, C. TROMBINI, "Excessive Mobile Use and Family-Work Conflict: A Resource Drain Theory Approach to Examine Their Effects on Productivity and Well-Being", *Information Systems Research*, 2023, vol. 34, no. 1, pp. 253-274

### **What we are pushed to do versus what we want to do: Comparing the unique effects of citizenship pressure and actual citizenship behavior on fatigue and family behaviors**

NETCHAEVA, E., R. ILIES, M. MAGNI, J. YAO, "What we are pushed to do versus what we want to do: Comparing the unique effects of citizenship pressure and actual citizenship behavior on fatigue and family behaviors", *Journal of Vocational Behavior*, 2023, vol. 141, pp. 103845

### **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

### **Il contagio delle emozioni**

PAOLINO, E., P. GALLO, M. MAGNI, "Il contagio delle emozioni", *Harvard Business Review Italia*, 2020, vol. Aprile

### **Unleashing innovation with collaboration platforms**

MAGNI, M., L. MARUPING, "Unleashing innovation with collaboration platforms", *Mit Sloan Management Review*, 2019, pp. 23-27

### **Distant but Fair: Intra-Team Justice Climate and Performance in Dispersed Teams**

MAGNI, M., M. K. AHUJA, L. M. MARUPING, "Distant but Fair: Intra-Team Justice Climate and Performance in Dispersed Teams", *Journal of Management Information Systems*, 2018, vol. 35, no. 4, pp. 1031-1059

## **Under pressure! Team innovative climate and individual attitudes in shaping individual improvisation**

MAGNI, M., P. PALMI, S. SALVEMINI, "Under pressure! Team innovative climate and individual attitudes in shaping individual improvisation", European Management Journal, 2018, vol. 36, no. 4, pp. 474-484

### **il sottile confine tra extra mile e stress**

GALLO, P., M. MAGNI, "il sottile confine tra extra mile e stress", Harvard Business Review Italia, 2017, vol. 6, pp. 74-78

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

CAPPETTA, R., M. MAGNI, "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

### **Motivating employees to explore collaboration technology in team contexts**

MAGNI, M., L. MARUPING, "Motivating employees to explore collaboration technology in team contexts", MIS Quarterly, 2015, vol. 39, no. 1, pp. 1-16

### **Everybody Needs Somebody: The Influence of Team Network Structure on Information Technology Use**

MAGNI, M., C. ANGST, R. AGARWAL, "Everybody Needs Somebody: The Influence of Team Network Structure on Information Technology Use", Journal of Management Information Systems, 2013, vol. 29, no. 3, pp. 9-42

### **Managing the Unexpected Across Space: Improvisation, Dispersion, and Performance in NPD Teams**

MAGNI, M., L. M. MARUPING, M. HOEGL, L. PROSERPIO, "Managing the Unexpected Across Space: Improvisation, Dispersion, and Performance in NPD Teams", Journal of Product Innovation Management, 2013, vol. 30, no. 5, pp. 1009-1026

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## **Research Monographs**

### **Team Management: Creare e gestire team flessibili e resilienti - III Ed.**

CAPORARELLO, L., M. MAGNI - "Team Management: Creare e gestire team flessibili e resilienti - III Ed." - 2022, Egea, Milano, Italy

### **Team Management: Creating and managing flexible and resilient teams**

CAPORARELLO, L., M. MAGNI - "Team Management: Creating and managing flexible and resilient teams" - 2022, Bocconi University Press - BUP, Milano, Italy

### **La forza della squadra**

CAPORARELLO, L., M. MAGNI - "La forza della squadra" - 2018, Egea, Milano, Italy

### **Team management: Come gestire e migliorare il lavoro di squadra -II Ed.**

CAPORARELLO, L., M. MAGNI - "Team management: Come gestire e migliorare il lavoro di squadra -II Ed." - 2015, Egea, Milano, Italy

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## Contribution to Chapters, Books or Research Monographs

### **(Ir)Responsible Uses of Digital Technologies in Business Education. Interruptions or Engagement?**

CAPORARELLO, L., M. MAGNI, I. TRABSKAIA, "(Ir)Responsible Uses of Digital Technologies in Business Education. Interruptions or Engagement?" in Technologies for Organizations and Society., Michele Cipriano, Alessandra Lazazzara, Leonardo Caporarello (Eds.), Springer Cham, pp. 405-419, 2025

### **Managing improvisation in dispersed settings**

MAGNI, M., L. MARUPING, "Managing improvisation in dispersed settings" in The Routledge Companion to Improvisation in Organizations., Miguel Pina e Cunha, Dusya Vera, António Cunha Meneses Abrantes, Anne Miner (Eds.), Routledge, pp. 286-298, 2023

### **Different Strategies for Different Channels: Influencing Behaviors in Product Return Policies for Consumer Goods**

PENNAROLA, F., L. CAPORARELLO, M. MAGNI, "Different Strategies for Different Channels: Influencing Behaviors in Product Return Policies for Consumer Goods" in Organizing for Digital Innovation., Alessandra Lazazzara, Raoul C.D. Nacamulli, Cecilia Rossignoli, Stefano Za (Eds.), Springer International Publishing, pp. 247-259, 2019

### **One Game Does not Fit All. Gamification and Learning: Overview and Future Directions**

CAPORARELLO, L., M. MAGNI, F. PENNAROLA, "One Game Does not Fit All. Gamification and Learning: Overview and Future Directions" in Organizing for Digital Innovation., Alessandra Lazazzara, Raoul C.D. Nacamulli, Cecilia Rossignoli, Stefano Za (Eds.), Springer International Publishing, pp. 179-188, 2019

### **Organizing for the Digital World: An Overview of Current IT Solutions to Support Individuals, Communities and Societies**

CABITZA, F., M. MAGNI, C. BATINI, "Organizing for the Digital World: An Overview of Current IT Solutions to Support Individuals, Communities and Societies" in Organizing for the Digital World., Federico Cabitza, Carlo Batini, Massimo Magni (Eds.), Springer International Publishing, pp. 1-6, 2019

### **Let's Learn Together: Team Integration Climate, Individual States and Learning Using Computer-Based Simulations**

CAPORARELLO, L., M. MAGNI, F. PENNAROLA, "Let's Learn Together: Team Integration Climate, Individual States and Learning Using Computer-Based Simulations" in Digital Technology and Organizational Change., Cecilia Rossignoli, Francesco Virili, Stefano Za (Eds.), Springer International Publishing, pp. 187-195, 2018

### **Gruppo: costruzione e dinamiche**

MAGNI, M., "Gruppo: costruzione e dinamiche" in Organizzazione Aziendale., S. Salvemini (Ed.), Egea, chap. 8, pp. 211-244, 2017

### **All That Glitters Is Not Gold: Alleged Innovations In Human Computer Interaction**

CAPORARELLO, L., M. MAGNI, F. PENNAROLA, "All That Glitters Is Not Gold: Alleged Innovations In Human Computer Interaction" in IS, Management, Organization and Control: Smart Practices and Effects., Daniela

Baglieri, Concetta Metallo, Cecilia Rossignoli, Mario Pezzillo Iacono (Eds.), Springer, pp. 179-190, 2014

### **Improving information exchange effectiveness through data compression techniques**

CAPORARELLO, L., M. MAGNI, F. PENNAROLA, "Improving information exchange effectiveness through data compression techniques" in IS, Management, Organization and Control: Smart Practices and Effects., Daniela Baglieri, Concetta Metallo, Cecilia Rossignoli, Mario Pezzillo Iacono (Eds.), Springer, pp. 229-243, 2014

### **La negoziazione in azienda**

CAPORARELLO, L., M. MAGNI, "La negoziazione in azienda" in Operare in situazioni complesse – la negoziazione nei contesti critici., Ciro Guida, Massimo Picozzi (Eds.), Egea, pp. 223-234, 2014

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## **Proceedings/Presentations**

### **When Family Hits Work: The Effects of Technology-Based Family Intrusions at Work**

MAGNI, M., R. ILIES, "When Family Hits Work: The Effects of Technology-Based Family Intrusions at Work" in The 85th Annual Meeting of Academy of Management, July 25-29, 2025, Copenhagen, Denmark

### **(Ir)Responsible Uses of Digital Technologies in Business Education. Interruptions or Engagement?**

CAPORARELLO, L., M. MAGNI, I. TRABSKAIA, "(Ir)Responsible Uses of Digital Technologies in Business Education. Interruptions or Engagement?" in ITAIS2024: XXI Conference of the Italian Chapter of AIS - Growing in a Digital and Sustainable Society – October 10-12, 2024, Piacenza, Italy

### **Impact of ICT Permeability on Work and Family Outcomes**

SUNDRUP, R., M. AHUJA, M. MAGNI, "Impact of ICT Permeability on Work and Family Outcomes" in SIGMIS-CPR '23: 2023 Computers and People Research Conference -June 1-3, 2023, California State Polytechnic University Pomona, CA, United States of America

### **The Unique Effects of Citizenship Pressure and Citizenship Behavior on Fatigue and Family Behaviors**

NETCHAEVA, E., R. ILIES, M. MAGNI, J. YAO, "The Unique Effects of Citizenship Pressure and Citizenship Behavior on Fatigue and Family Behaviors" in 83rd Annual Meeting of the Academy of Management, 4-8 August, 2023, Boston, United States of America

### **It's Been a Hard Day's Night! The Effects of After-Hours Mobile Use on Next Day Outcomes**

MAGNI, M., E. NETCHAEVA, J. YAO, R. ILIES, "It's Been a Hard Day's Night! The Effects of After-Hours Mobile Use on Next Day Outcomes" in 82nd Annual Meeting of the Academy of Management - August 5-9, 2022, Seattle, WA, United States of America

### **Mitigation of Work-Family Frustration in Dual-Earner Couples during COVID-19**

SUNDRUP, R. Z., M. K. AHUJA, M. MAGNI, "Mitigation of Work-Family Frustration in Dual-Earner Couples during COVID-19" in 81st Annual Meeting of the Academy of Management (AOM 2021), 30 July-3 August, 2021, (online), United States of America

## **Let's learn together: team integration climate, individual states and learning using computer-based simulations**

CAPORARELLO, L., M. MAGNI, F. PENNAROLA, "Let's learn together: team integration climate, individual states and learning using computer-based simulations" in 13th Conference of the Italian Chapter of AIS (Association for Information Systems) - October 7-8, 2016, Verona, Italy

## **Employee self-service technology and performance: the role of learning transfer and involvement**

CAPPETTA, R., M. MAGNI, "Employee self-service technology and performance: the role of learning transfer and involvement" in International Conference on Information Systems (ICIS) - December 13-15, 2015, Fort Worth, Texas, United States of America

## **Does Culture Make The Difference? Technology Acceptance And Diffusion In India**

CAPORARELLO, L., M. MAGNI, F. PENNAROLA, "Does Culture Make The Difference? Technology Acceptance And Diffusion In India" in Mediterranean Conference on Information Systems - September 3-5, 2014, Verona, Italy

## **Ri-Energizzare le Organizzazioni: il ruolo dell'HR leader**

ABRAMO, F., B. BUSACCA, M. DI BATTISTA, R. LIBENZI, M. MAGNI, E. PANZERA, M. RAFFAGLIO, R. ROMANO, "Ri-Energizzare le Organizzazioni: il ruolo dell'HR leader" in Convegno: "Ri-energizzare le organizzazioni: il ruolo dell'HR leader" - 27 Febbraio, 2014, Milano, Italy

## **Task Characteristics, Team Processes and Individual Use of Collaboration Technology: Test of a Cross-Level Mediation Model**

MARUPING, L., M. MAGNI, "Task Characteristics, Team Processes and Individual Use of Collaboration Technology: Test of a Cross-Level Mediation Model" in 47th Hawaii International Conference on System Sciences (HICSS) - 6-9 January, 2014, Waikoloa, HI, United States of America

## **All That Glitters Is Not Gold: Alleged Innovations In Human Computer Interaction**

CAPORARELLO, L., M. MAGNI, F. PENNAROLA, "All That Glitters Is Not Gold: Alleged Innovations In Human Computer Interaction" in 10th Conference of the Italian Chapter of AIS (Association for Information Systems) - 14 December, 2013, Milano, Italy

## **Improving information exchange effectiveness through data compression techniques**

CAPORARELLO, L., M. MAGNI, F. PENNAROLA, "Improving information exchange effectiveness through data compression techniques" in 10th Conference of the Italian Chapter of AIS (Association for Information Systems) - 14 December, 2013, Milano, Italy

## **Alleviating the Perils of Dispersion: A Study of Procedural Justice Climate and Team Innovation**

MAGNI, M., M. AHUJA, L. MARUPING, "Alleviating the Perils of Dispersion: A Study of Procedural Justice Climate and Team Innovation" in 72nd Annual Meeting of the Academy of Management - The Informal Economy - 3-7 August, 2012, Boston, United States of America

## **Innovating with technology in team contexts: a trait activation theory perspective**

MAGNI, M., L. MARUPING, L. CAPORARELLO, S. BASAGLIA, "Innovating with technology in team contexts: a trait activation theory perspective" in ICIS - International Conference on Information Systems, 2011,

Shanghai, China (PRC)

**Too much fun: how cognitive absorption and team learning behavior affect individual learning**

MAGNI, M., R. CAPPETTA, L. PROSERPIO, "Too much fun: how cognitive absorption and team learning behavior affect individual learning" in Academy of Management Meeting - August 12-16, 2011, San Antonio, Texas, United States of America

**Behavioral integration and team creativity: the role of team absorptive capacity and technology usage**

CAPORARELLO, L., M. MAGNI, S. BASAGLIA, P. SETHIA, "Behavioral integration and team creativity: the role of team absorptive capacity and technology usage" in WOA - Workshop Organizzazione Aziendale -16-18 giugno, 2010, Bologna, Italy

**The effect of team climate and individual attributes on individual intention to explore a technology**

MAGNI, M., L. CAPORARELLO, S. BASAGLIA, L. MARUPING, "The effect of team climate and individual attributes on individual intention to explore a technology" in WOA - Workshop Organizzazione Aziendale - 16-18 giugno, 2010, Bologna, Italy

**The mediating role of IT knowledge integration capability in the relationship between team performance and team climate**

MAGNI, M., L. CAPORARELLO, S. BASAGLIA, "The mediating role of IT knowledge integration capability in the relationship between team performance and team climate" in 17th European Conference on Information System - June 8-10,, 2009, Verona, Italy

**Improvisation and performance in software development teams: the role of geographic dispersion**

MAGNI, M., L. MARUPING, "Improvisation and performance in software development teams: the role of geographic dispersion" in ICIS - International Conference on Information Systems - December 14-17,, 2008, Paris, France

**Team level antecedents of individual usage of a new technology**

BASAGLIA, S., L. CAPORARELLO, M. MAGNI, F. PENNAROLA, "Team level antecedents of individual usage of a new technology" in 16th European Conference on Information Systems, ECIS -June 9-11, 2008, Galway, Ireland

**A multilevel investigation of normative and informational influences on extensiveness of individual technology use**

AGARWAL, R., M. MAGNI, C. ANGST, "A multilevel investigation of normative and informational influences on extensiveness of individual technology use" in International Conference on Information Systems (ICIS) 2007 - 9-12 December, 2007, Montreal, Canada

**Adoption of a new communication technology**

BASAGLIA, S., L. CAPORARELLO, M. MAGNI, F. PENNAROLA, "Adoption of a new communication technology" in WOA - Workshop Organizzazione Aziendale - 8-9 febbraio, 2007, Reggio Emilia, Italy

**Adoption of a new communication technology: environmental and organizational drivers**

BASAGLIA, S., L. CAPORARELLO, M. MAGNI, F. PENNAROLA, "Adoption of a new communication technology: environmental and organizational drivers" in 15th European Conference on Information Systems, ECIS - June 7-9, 2007, St. Gallen, Switzerland

#### **How CIOs can improve their mindfulness in the process of IT adoption**

BASAGLIA, S., L. CAPORARELLO, M. MAGNI, F. PENNAROLA, "How CIOs can improve their mindfulness in the process of IT adoption" in The Americas Conference on Information Systems (AMCIS) - August 9-12, 2007, Keystone, Colorado, United States of America

#### **Individual adoption of convergent mobile technologies in Italy**

BASAGLIA, S., L. CAPORARELLO, M. MAGNI, F. PENNAROLA, "Individual adoption of convergent mobile technologies in Italy" in itAIS Conference, October 3 - 4, 2007, Isola di San Servolo, VE, Italy

#### **Team level antecedents of individual improvisation in ISD projects**

MAGNI, M., B. PROVERA, "Team level antecedents of individual improvisation in ISD projects" in Academy of Management Meeting - August 3-8, 2007, Philadelphia, United States of America

#### **Examining potential determinants of user intention to explore a technology across time**

MAGNI, M., S. TAYLOR, "Examining potential determinants of user intention to explore a technology across time" in Academy of Management Meeting - August 11-16, 2006, Atlanta, United States of America

#### **Improvisation in IT development and implementation projects: a multi level perspective**

MAGNI, M., L. PROSERPIO, B. PROVERA, "Improvisation in IT development and implementation projects: a multi level perspective" in Academy of Management Meeting - August 11-16, 2006, Atlanta, United States of America

#### **Stand by me: the quality of intra-organizational relationships as antecedent of IT adoption**

MAGNI, M., F. PENNAROLA, "Stand by me: the quality of intra-organizational relationships as antecedent of IT adoption" in Academy of Management Meeting - 5-10 August, 2005, Honolulu, United States of America

#### **User's beliefs toward technology: a social capital perspective**

MAGNI, M., L. PROSERPIO, "User's beliefs toward technology: a social capital perspective" in Academy of Management Meeting - August 5-10, 2005, Honolulu, United States of America

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## **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

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## 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

### **The Business Relationship Manager in UBIS: An Integration Role?**

MANZONI, B., L. CAPORARELLO, M. MAGNI, E. PAOLINO - "The Business Relationship Manager in UBIS: An Integration Role?" - 2015, The Case Centre, Great Britain

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## Entry (in Dictionary or Encyclopedia)

### **Management improvisation**

PINA CUNHA, M., M. MAGNI, "Management improvisation" in G. Ritzer, The Blackwell Encyclopedia of Sociology., John Wiley & Sons, 2014