

Lorenza Micacchi

Adjunct Lecturer



Knowledge Group: Government, Health and Not for Profit

Research Domains: Public Management

Teaching Domains: Public Utilities Management and Regulation,
Organizational Design, HR Management Practices, Strategic HR, Team
Management

lorenza.micacchi@unibocconi.it

Articles in Scholarly Journals

Job Switching Motives and Employer Attractiveness: A Comparative Analysis of Sector Switchers and Non-Sector Switchers

RITZ, A., K. S. WEISSMÜLLER, L. MICACCHI, S. P. GOMEZJURADO, "Job Switching Motives and Employer Attractiveness: A Comparative Analysis of Sector Switchers and Non-Sector Switchers", Public Administration Review, 2025

Performance appraisal justice and employees' work engagement in the public sector: Making the most of performance appraisal design

MICACCHI, L., F. VIDÈ, G. GIACOMELLI, M. BARBIERI, "Performance appraisal justice and employees' work engagement in the public sector: Making the most of performance appraisal design", Public Administration, 2024, vol. 102, no. 3, pp. 815-840

Performance shall not live by results alone: organizational subcultures and perceived performance in public administration

GIACOMELLI, G., M. MICACCHI, L. MICACCHI, "Performance shall not live by results alone: organizational subcultures and perceived performance in public administration", Public Money & Management, 2024, vol. 44, no. 6, pp. 500-514

Leadership pubblica e competency management: dalla teoria alla pratica

SAPORITO, R., L. LENZI, L. MICACCHI, M. BARBIERI, M. MICACCHI, "Leadership pubblica e competency management: dalla teoria alla pratica", Azienda Pubblica, 2023, vol. 36, no. 2, pp. 183-223

Public Utilities as hybrid organizations: at the interplay between competing logics and corporate governance mechanisms

MICACCHI, L., L. LENZI, "Public Utilities as hybrid organizations: at the interplay between competing logics and corporate governance mechanisms", Management delle Utilities e delle Infrastrutture, 2023, no. 1, pp.

Semplificare per crescere e vincere la corsa contro il tempo - Simplifying to Grow and Win the Race Against Time

MICACCHI, L., L. LENZI, G. VALOTTI, "Semplificare per crescere e vincere la corsa contro il tempo - Simplifying to Grow and Win the Race Against Time", *Economia & Management*, 2023, no. 2, pp. 57-62

The Performance of Performance Appraisal Systems: A Theoretical Framework for Public Organizations

BARBIERI, M., L. MICACCHI, F. VIDÈ, G. VALOTTI, "The Performance of Performance Appraisal Systems: A Theoretical Framework for Public Organizations", *Review of Public Personnel Administration*, 2023, vol. 43, no. 1, pp. 104-129

The Renaissance of Performance Appraisal: Engaging Public Employees Through Perceived Developmental Purpose and Justice

VIDÈ, F., L. MICACCHI, M. BARBIERI, G. VALOTTI, "The Renaissance of Performance Appraisal: Engaging Public Employees Through Perceived Developmental Purpose and Justice", *Review of Public Personnel Administration*, 2023, vol. 43, no. 4, pp. 623-651

Distocia di spalla. La simulazione come strumento di prevenzione del rischio

TRINCHERO, E., L. MICACCHI, I. DI CLAUDIO, "Distocia di spalla. La simulazione come strumento di prevenzione del rischio", *Mecosan*, 2021, no. 118, pp. 137-152

Gestire il personale in Sanità: una mappatura delle caratteristiche della Funzione Risorse Umane nel contesto italiano

BARBIERI, M., L. MICACCHI, R. MONTANELLI, F. VIDÈ, "Gestire il personale in Sanità: una mappatura delle caratteristiche della Funzione Risorse Umane nel contesto italiano", *Mecosan*, 2020, no. 114, pp. 33-65

Il lavoro agile: un'occasione da non perdere

VALOTTI, G., M. BARBIERI, G. GIACOMELLI, L. MICACCHI, F. VIDÈ, "Il lavoro agile: un'occasione da non perdere", *Rivista Italiana di Public Management*, 2020, vol. 3, no. 2, pp. 299-319

Il nodo della corporate governance nelle public utilities

MICACCHI, L., G. VALOTTI, "Il nodo della corporate governance nelle public utilities", *Economia & Management*, 2020, no. 2, pp. 66-73

Research Monographs

La valutazione della performance individuale. Dalla teoria alla pratica

BARBIERI, M., M. DE GIORGI, R. GIANNELLA, L. MICACCHI, F. VIDÈ - "La valutazione della performance individuale. Dalla teoria alla pratica" - 2021, Egea, Milano, Italy

Contribution to Chapters, Books or Research Monographs

Flexibilisation of work and the future of public sector employment

RITZ, A., G. RIPOLL, L. MICACCHI, "Flexibilisation of work and the future of public sector employment" in Futures for the Public Sector., Geert Bouckaert, Annie Hondeghem, Trui Steen, Steven Van de Walle (Eds.), Leuven University Press, pp. 273-288, 2025

Personnel Management in Italy: Current State and Future Directions

VALOTTI, G., F. VIDÈ, L. MICACCHI, "Personnel Management in Italy: Current State and Future Directions" in Public Administration in Italy: The Science and the Profession., Edoardo Ongaro, Carla Barbati, Fabrizio Di Mascio, Francesco Longo, Alessandro Natalini (Eds.), Palgrave Macmillan, pp. 413-433, 2025

Nuovi modelli organizzativi per una PA agile e reattiva

MICACCHI, L., G. VALOTTI, "Nuovi modelli organizzativi per una PA agile e reattiva" in Reactive PA. Lezioni dalla Pandemia per il Cambiamento della Pubblica Amministrazione., G. Valotti (Ed.), Egea, chap. 6, pp. 151-171, 2022

Abusi e maltrattamenti verso minori

GIACOMELLI, G., L. MICACCHI, "Abusi e maltrattamenti verso minori" in La tutela dei minori a Milano. Una prospettiva di sistema., M. Barbieri, G. Giacomelli (Eds.), Egea, chap. 5, pp. 125-162, 2021

I minori e la rete web

BARBIERI, M., L. MICACCHI, "I minori e la rete web" in La tutela dei minori a Milano. Una prospettiva di sistema., Barbieri M., Giacomelli G. (Eds.), Egea, chap. 6, pp. 163-191, 2021

Prerequisiti organizzativo gestionali per la sicurezza del paziente: il ruolo della leadership

TRINCHERO, E., S. ROTA, R. SAPORITO, L. MICACCHI, "Prerequisiti organizzativo gestionali per la sicurezza del paziente: il ruolo della leadership" in Conoscere per gestire il rischio in sanità., A. Firenze (Ed.), SEU Società Editrice Universo, 2021

Reviews in Journal

Managing Organizations to Sustain Passion for Public ServiceBy James L.Perry, Cambridge, UK; New York, NY: Cambridge University Press, 2021. 325 pp.

RITZ, A., L. MICACCHI, "Managing Organizations to Sustain Passion for Public ServiceBy James L.Perry, Cambridge, UK; New York, NY: Cambridge University Press, 2021. 325 pp.", Public Administration Review, vol. 85, chap. 2, pp. 594-597, 2025

Proceedings/Presentations

Crafting a compelling Employer Branding Value Proposition (EBVP) in the public sector: A matter of stereotyped views

MICACCHI, L., M. MICACCHI, G. GIACOMELLI, A. RITZ, M. BARBIERI, "Crafting a compelling Employer Branding Value Proposition (EBVP) in the public sector: A matter of stereotyped views" in IRSPM 2024: Hybrid futures for public governance and management, April 15-18, 2024, Tampere, Finland

Employer Attractiveness, PSM, and public service ethos: do not expect an easy answer

MICACCHI, L., M. BARBIERI, G. GIACOMELLI, M. MICACCHI, F. VIDÈ, "Employer Attractiveness, PSM, and public service ethos: do not expect an easy answer" in IRSPM Conference 2023 - April 3-5, 2023, Budapest, Hungary

Ethical leaders as crisis sense-maker: exploring the impact on emotional exhaustion and extra-role performance among street level bureaucrats

MICACCHI, L., R. SAPORITO, E. TRINCHERO, E. PEROBELLI, F. LONGO, "Ethical leaders as crisis sense-maker: exploring the impact on emotional exhaustion and extra-role performance among street level bureaucrats" in IRSPM Conference 2023 - April 3-5, 2023, Budapest, Hungary

Human resources and the human factor. Experimental evidence of biases and noise in public HR management

VIDÈ, F., G. GIACOMELLI, M. BARBIERI, N. BELLÉ, L. MICACCHI, G. VALOTTI, "Human resources and the human factor. Experimental evidence of biases and noise in public HR management" in IRSPM Conference 2023 - April 3-5, 2023, Budapest, Hungary

How to retain Millennials in public organizations? A comprehensive study on job, organizational, and personal resources

VIDÈ, F., L. MICACCHI, G. GIACOMELLI, M. BARBIERI, V. MELE, M. MICACCHI, "How to retain Millennials in public organizations? A comprehensive study on job, organizational, and personal resources" in IRSPM Conference 'Facing the future: Evolving social-political-administrative relations and the future of administrative systems', 19-22 April, 2022, (online)

Leadership behavior for all seasons? Evidences from public, hybrid and private organizations

BARBIERI, M., L. MICACCHI, G. VALOTTI, F. VIDÈ, "Leadership behavior for all seasons? Evidences from public, hybrid and private organizations" in International Research Society for Public Management (IRSPM) e-Conference "Public Management, Governance and Policy in Extraordinary Times: Challenges and Opportunities" - 20-21 April, 2021, (online)

Motivation and engagement in the public sector: making the best out of performance appraisal

BARBIERI, M., L. MICACCHI, G. VALOTTI, F. VIDÈ, "Motivation and engagement in the public sector: making the best out of performance appraisal" in International Research Society for Public Management (IRSPM) e-Conference "Public Management, Governance and Policy in Extraordinary Times: Challenges and Opportunities" - 20-21 April, 2021, (online)

Quale formazione manageriale per il futuro della Pubblica Amministrazione?

MICACCHI, L., F. VIDÈ, "Quale formazione manageriale per il futuro della Pubblica Amministrazione?" in Conferenza SNA - IISA Ripensare la Pubblica Amministrazione - 25-29 Gennaio, 2021, Roma (online), Italy

Evidence-based public leadership model: which set of competencies for leadership effectiveness?

MICACCHI, L., R. SAPORITO, "Evidence-based public leadership model: which set of competencies for leadership effectiveness?" in EGPA Annual Conference, 5-7 September, 2018, Lausanne, Switzerland

Other

Superare le politiche della sfiducia: tre piste di lavoro per un nuovo contratto sociale tra PA e cittadini - Report di Ricerca SNA

FOSTI, G., F. LONGO, L. MICACCHI, E. NOTARNICOLA, E. PEROBELLI, S. ROTA, R. SAPORITO, E.

TRINCHERO, "Superare le politiche della sfiducia: tre piste di lavoro per un nuovo contratto sociale tra PA e cittadini - Report di Ricerca SNA", SDA Bocconi, 2021