

ALLEGATO A

UNIVERSITÀ DEGLI STUDI DI MILANO

Procedura di valutazione per la chiamata a professore di I fascia da ricoprire ai sensi dell'art. 24, comma 6, della Legge n. 240/2010 per il settore concorsuale 13/B3 - ORGANIZZAZIONE AZIENDALE, (settore scientifico-disciplinare SECS-P/10 - ORGANIZZAZIONE AZIENDALE) presso il Dipartimento di Scienze Sociali e Politiche, Codice concorso 4320

Marco Guerci CURRICULUM VITAE

INFORMAZIONI PERSONALI (NON INSERIRE INDIRIZZO PRIVATO E TELEFONO FISSO O CELLULARE)

COGNOME	GUERCI
NOME	MARCO
DATA DI NASCITA	28/11/1976

CURRENT AND PREVIOUS POSITIONS

CURRENT POSITION(S)

- 2015 – **Associate Professor** in Organization Studies and Human Resource Management; Department of Social and Political Sciences (www.sps.unimi.it), Università degli Studi di Milano, Italy
- 2015 – **Member of the core Faculty of the PHD program** in Economic Sociology and Labor Studies within Network for the Advancement of Social and Political Studies (NASP: www.nasp.eu) founded by the Department of Social and Political Sciences of Università degli Studi di Milano
- 2010 - **Lecturer and coordinator of Post-Lauream training offer** on Human Resource Management; **Scientific Director** of the Executive Master on Human Resource Management; MIP Business School, (www.mip.polimi.it), Politecnico di Milano, Milan, Italy
- 2019 - **Lecturer** on Human Resource Management; ESCP Business School, (www.escpeurope.eu)

PREVIOUS POSITIONS

- 2016 – 19 **Lecturer** in Organization Studies; Institute of Management and Organization (<https://search.usi.ch/it/unita-organizzative/54/Institute-of-Management>), Università della Svizzera Italiana, Switzerland
- 2011–15 **Adjunct Professor** in Organization Studies and Human Resource Management; Department of Social and Political Sciences, Università degli Studi di Milano, Italy
- 2008–11 **Research Fellow** in Organization Studies and Human Resource Management; Department of Management, Economics and Industrial Engineering, Politecnico di Milano

TEACHING ACTIVITIES

TEACHING ACTIVITIES IN GRADUATE AND POST-GRADUATE EDUCATION

- 2011– *Organizzazione e gestione delle risorse umane*, 6 ECTS, in Italian, Bachelor Comunicazione e Società; *Human Resource Management*, 9 ECTS, in English, Master of Science Corporate Communication; *Complex Organizations*, 3 ECTS, in English, Economic Sociology and Labor Studies PHD - Università degli Studi di Milano, Italy
- 2019 – 20 *Human Resource Management*, 6 ECTS, in English, ESCP Europe

2011 – 19 *Organizzazione e risorse umane*, 6 ECTS, in Italian, Bachelor - Institute of Management and Organization, Università della Svizzera Italiana, Switzerland

In the last 5 years (2015-2020), I have supervised **more than 50 thesis** at the Bachelor and Master levels. I have also supervised **4 PHD candidates** (Luca Carollo, Simone Pulcher, Toloue Miandar, Vojkan Nedkovski – all are still operating in academia) and I am now supervising **2 PHD candidates** (Emanuela Shaba, Benedetta Colaiaacovo).

TEACHING ACTIVITIES IN EXECUTIVE EDUCATION

2011– *HRM basics*, in English, (three/four editions per year, digital learning, in all MBA programs delivered by MIP Politecnico di Milano – School of Management)

2011– Scientific Director of the Executive Master on Human Resource Management Business Leader delivered by MIP Politecnico di Milano – School of Management

SERVICE ACTIVITIES

2019 **Member of an Evaluation Commission** at Università di Pisa for the selection of a junior researcher (RTD-A) in the field “Organizzazione Aziendale”.

2015-19 **Erasmus coordinator** for the Unimi Department of Social and Political Sciences, with duties related to relations with international academic partners, management of the learning agreements, management of the selection processes.

2102-14 **Tutor** of the Unimi Program “Organizzazione e Risorse Umane”, with duties related to the relations with students on study plan definition, internships organizations, enrolment and transfers.

RESEARCH ACTIVITIES

AWARDS FOR SCHOLARSHIP

2020 The paper entitled “How are professionals recruited by external agents in misconduct projects? The infiltration of organized crime in a university” which co-authored with Radaelli, G., Cabras, F., and Dalla Chiesa was nominated **paper of the year 2019 by Human Relations** (ABS 4, Rivista Fascia A Anvur GEV 13).

2017 **Winner of the best paper Award** (among more than 130 submitted papers) of the 10th Biennial International Conference of the Dutch HRM Network on an international call about "Sustainable HRM". Award given by Dutch HRM Network (<https://www.hrm-network.nl>)

2012 **Winner of the Giorgio Rota best paper Award** (among more than 50 submitted papers) on an international call about "Contemporary Economics and the Ethical Imperative". Award given by Centro Luigi Einaudi (www.centroeinaudi.it)

EDITORIAL AND REVIEW WORK FOR SCHOLARLY JOURNALS

2019 - **Guest editor** of Human Resource Management Journal (ABS 4, Rivista Fascia A Anvur GEV 13) of the Special Issue “Relevant, rigorous and reflective knowledge creation in HRM through scholar-stakeholder collaborative research”

2019 - Associate editor of Studi Organizzativi, the most important Italian academic journal in the field of Organization Studies and HRM.

2017 – 19 **Associate Editor** of Human Resource Management (ABS 4, Rivista Fascia A ANvur GEV 13) for the Special Section "Scholar-Practitioner Collaborations and Engaged Scholarship in HRM"

2013 – **Reviewer** for 17 highly ranked journals, among which: Journal of Management Studies (ABS 4, Rivista Fascia A Anvur GEV 13), Human Resource Management (ABS 4, Rivista Fascia A Anvur GEV 13), Human Resource Management Journal (ABS 4, Rivista Fascia A Anvur GEV 13), Journal

of Business Ethics (ABS 4, Rivista Fascia A Anvur GEV 13), Journal of Business Research (ABS 4, Rivista Fascia A Anvur GEV 13), British Journal of Management (ABS 4, Rivista Fascia A Anvur GEV 13), Journal of Product Innovation Management (ABS 4, Rivista Fascia A Anvur GEV 13), Journal of Cleaner Production (ABS 4, Rivista Fascia A Anvur GEV 13), International Journal of Human Resource Management (ABS 4, Rivista Fascia A Anvur GEV 13), European Management Review (ABS 4, Rivista Fascia A Anvur GEV 13), Journal of Vocational Behavior (ABS 4, Rivista Fascia A Anvur GEV 13).

MEMBERSHIPS OF SCIENTIFIC SOCIETIES

- 2010 – **Member** of Academy of Management (HR Division), for which I organized: (i) the **Caucus “People and Sustainability”** included in the 2012 Academy of Management Annual Conference; (ii) the **Symposium “It’s Relevant! Action Research and HRM”** included in the 2016 Academy of Management Annual Meeting (iii) the **Symposium “Sustainable HRM: The Emerging Future of HRM for Corporate Sustainability”** included in the 2019 Academy of Management Annual Meeting; (iv) the PDW **“Developing Practically Relevant and Scientifically Sound HRM Knowledge: Exploring the role of Mode 2 Research”** included in the 2019 Academy of Management Annual Meeting; (v) the PDW **“The AMO Model: Broadening Our Sight To New Avenues For Research”** included in the 2019 Academy of Management Annual Meeting.
- 2017 - **Member** of Assioa; in 2020 I was a member of the **organizing committee** of the 2020 Annual Meeting in Milan.

COMPETITIVE ACADEMIC INTERNATIONAL CONFERENCE PRESENTATIONS

- 2009 – **More than 50 paper presentations** in the following academic international competitive conferences: Egos Colloquium, Academy of Management Annual Conference, European Academy of Management Conference, EIASM Strategic HRM Workshop, Biennial International Conference of the Dutch HRM Network, Biennial International Workshop HRM, European Workshop in Industrial Relations, Society for Business Ethics Annual Conference, Critical Management Studies Conference, Society for the Advancement of Socio-Economics SASE Conference

INTERNATIONAL RESEARCH COLLABORATIONS

- 2007- Several collaborations with international scholars for the development of academic papers (see my co-authors list), such as: Ina Aust (Université Catholique de Louvain), Adelién Decramer and Thomas Van Waeyenberg (Ghent University), Sven Hauff (Hamburg University), Douglas Renwick (Sheffield Hallam University), Tom Redman (Durham University), Rami Shani (California Polytechnic), Giovanni Radaelli (Warwick Business School), Davide Luzzini (Zaragoza Logistic Center), Annachiara Longoni (ESADE), Jan Dul and Henk Van Rhee (Rotterdam School of Management), Gianluca Carnabuci (ESMT Berlin), Diego Stea (Copenhagen Business School).

MODE 2 RESEARCH PROJECTS IN COLLABORATIONS WITH PRACTITIONERS

- 2007- **Project Manager of several Mode 2 research projects** developed in collaboration with relevant Italian and European practice representatives, such as: Confindustria (the most representative Italian Employer Association), GIDP (Italian Association of HR Managers), AIDP (Italian Association of HR Managers), EAPM (European Association of HR Managers), EASP (European Association of Sustainability Professionals), AILOG (Italian Association of Supply Chain Managers), ENEL, Innowatio, IdeaFimit, Mantero Seta (multinational Italian companies respectively), Parks (employer association of LGBT-friendly companies). Those research projects lead to **more than 20 academic international publications**.

ENGAGED SCHOLARSHIP EXPERIENCE (i.e. period spent in one single organization with a formal organizational responsibility on collaborative research projects)

- 2013-15 **Scientific Director of the Global Research Unit** of GI Group (www.gigroup.eu) global private

employment agency. I had the responsibility of the management of 5 senior researchers (all with PHD). This research experience has led to **5 academic international publications**.

PUBLICATIONS: PAPERS IN INTERNATIONAL ACADEMIC JOURNALS (WITH REFEREES)

- Guerri, M., Canterino, F., Carollo, L., Dorigatti, L., & Mori, A. (2019). 'Grand challenge' or 'not an issue'? The discourses on income inequality of compensation managers and consultants. *The International Journal of Human Resource Management* (ABS 3, Rivista Fascia A Anvur GEV 13), 1-29.
- Guerri, M., Hauff, S., & Gilardi, S. (2019). High performance work practices and their associations with health, happiness and relational well-being: are there any tradeoffs?. *The International Journal of Human Resource Management* (ABS 3, Rivista Fascia A Anvur GEV 13), 1-31.
- Carollo, L., Guerri, M., & Parisi, N. (2019). 'There's a Price to Pay in Order Not to Have a Price': Whistleblowing and the Employment Relationship. *Work, Employment and Society* (ABS 4, Rivista Fascia A Anvur GEV 13), 0950017019887338.
- Pulcher, S., Guerri, M., & Köllen, T. (2019). Unions as institutional entrepreneurs. *Journal of Organizational Change Management* (ABS 2, Rivista Scientifica Anvur GEV 13).
- Pinzone, M., Guerri, M., Lettieri, E., & Huisingh, D. (2019). Effects of 'green' training on pro-environmental behaviors and job satisfaction: evidence from the Italian healthcare sector. *Journal of cleaner production* (Rivista Fascia A Anvur GEV 13), 226, 221-232.
- Hauff, S., Guerri, M., Dul, J., & van Rhee, H. (2019). Exploring necessary conditions in HRM research: Fundamental issues and methodological implications. *Human Resource Management Journal* (ABS 4, Rivista Fascia A Anvur GEV 13).
- Guerri, M., Radaelli, G., & Shani, A. B. (2019). Conducting Mode 2 research in HRM: A phase-based framework. *Human Resource Management* (ABS 4, Rivista Fascia A Anvur GEV 13), 58(1), 5-20.
- Radaelli, G., Guerri, M., Cabras, F., & Dalla Chiesa, N. (2019). How are professionals recruited by external agents in misconduct projects? The infiltration of organized crime in a university. *Human Relations* (ABS 4, Rivista Fascia A Anvur GEV 13), 72(9), 1407-1435.
- Guerri, M., Decramer, A., Van Waeyenberg, T., & Aust, I. (2019). Moving beyond the link between HRM and economic performance: A study on the individual reactions of HR managers and professionals to sustainable HRM. *Journal of Business Ethics* (ABS 3, Rivista Fascia A Anvur GEV 13), 160(3), 783-800.
- Carollo, L., & Guerri, M. (2018). 'Activists in a suit': Paradoxes and metaphors in sustainability managers' identity work. *Journal of Business Ethics* (ABS 3, Rivista Fascia A Anvur GEV 13), 148(2), 249-268.
- Carollo, L., & Guerri, M. (2018). Between continuity and change: CSR managers' occupational rhetorics. *Journal of Organizational Change Management* (ABS 2, Rivista Scientifica Anvur GEV 13), 30(4), 632-646.
- Longoni, A., Luzzini, D. & Guerri M., (2018). Deploying environmental management across functions: The relationship between green human resource management and green supply chain management. *Journal of Business Ethics* (ABS 3, Rivista Fascia A Anvur GEV 13), 151(4), 1081-1095.
- Colombo, S., Guerri, M., & Miandar, T. (2019). What Do Unions and Employers Negotiate Under the Umbrella of Corporate Social Responsibility? Comparative Evidence from the Italian Metal and Chemical Industries. *Journal of Business Ethics* (ABS 3, Rivista Fascia A Anvur GEV 13), 155(2), 445-462.
- Guerri, M., Radaelli, G., De Battisti, & F., Siletti, E. (2017). Empirical insights on the nature of synergies among HRM policies – An analysis of the ethics-oriented HRM system. *Journal of Business Research* (ABS 3, Rivista Fascia A Anvur GEV 13), 71, 66-73.
- Nedkovski V., Guerri, M., De Battisti, & F., Siletti, E. (2017). Organizational ethical climates and employees' trust in colleagues, the supervisor, and the organization. *Journal of Business Research* (ABS 3, Rivista Fascia A Anvur GEV 13), 71, 19-26.

- Cirella, S., Canterino, F., Guerçi, M., & Shani, A. B. (R). (2016). Organizational Learning Mechanisms and Creative Climate: Insights from an Italian Fashion Design Company. *Creativity and Innovation Management* (ABS 2, Rivista Scientifica Anvur GEV 13), 25, 211–222.
- Guerçi M., & Carollo, L. (2016). A paradox view on green human resource management: insights from the Italian context. *International Journal of Human Resource Management* (ABS 3, Rivista Fascia A Anvur GEV 13), 27, 211-238.
- Guerçi, M., Montanari, F., Scapolan, A., & Epifanio, A. (2016). Green and non-green recruitment practices for attracting job applicants: exploring independent and interactive effects. *International Journal of Human Resource Management* (ABS 3, Rivista Fascia A Anvur GEV 13), 27, 129-150.
- Guerçi, M., Longoni, A., & Luzzini, D. (2016). Translating stakeholder pressures into environmental performance—the mediating role of green HRM practices. *International Journal of Human Resource Management* (ABS 3, Rivista Fascia A Anvur GEV 13), 27, 262-289.
- Pinzone, M., Guerçi M., Lettieri, E. & Redman, T. (2015). Progressing in the change journey towards sustainability in healthcare: the role of ‘Green’ HRM. *Journal of Cleaner Production* (Rivista Fascia A Anvur GEV 13), 122, 201-211.
- Guerçi, M., & Shani, A. B. R. (2014), Stakeholder involvement in Human Resource Management practices: Evidence from Italy. *Management Revue. Socio-economic Studies*, 25(2), 80-102.
- Guerçi, M., Radaelli, G., Siletti, E., Shani, A.B., & Cirella, S. (2014). The Impact of Human Resource Management Practices and Corporate Sustainability on Organizational Ethical Climates: An Employee Perspective. *Journal of Business Ethics* (ABS 3, Rivista Fascia A Anvur GEV 13), 126(2), 325-342.
- Guerçi M., & Pedrini, M. (2014), The consensus between Italian HR and sustainability managers on HR management for sustainability-driven change – towards a ‘strong’ HR management system. *International Journal of Human Resource Management* (ABS 3, Rivista Fascia A Anvur GEV 13), 25(13), 1787-1814.
- Riccò, R. Guerçi, M. (2014). Diversity challenge: An integrated process to bridge the ‘implementation gap’. *Business Horizons* (ABS 2, Rivista Fascia A Anvur GEV 13), 57(2), 235-245.
- Radaelli G., Guerçi M., Cirella S., Shani A.B. (2014). Intervention Research as Management Research in Practice: Learning from a Case in the Fashion Design Industry. *British Journal of Management* (ABS 4, Rivista Fascia A Anvur GEV 13), 25(2), 335-351.
- Canterino, F., Cirella, S., Guerçi, M., Shani, A.B., & Brunelli, M. (2013). Leading transformation in a family-owned business: insights from an Italian company. *International Journal of Entrepreneurship and Innovation Management* (ABS 2, Rivista Scientifica Anvur GEV 13), 17, 54-83.
- Guerçi M., & Shani A.B. (2013). Moving toward stakeholder-based HRM: a perspective of Italian HR managers. *International Journal of Human Resource Management* (ABS 3, Rivista Fascia A Anvur GEV 13), 24 (6), 1130-1150.
- Cirella S., Guerçi M., & Shani, A.B. (2012). A process model of collaborative management research. *System practice and action research*, 25, 281-300.
- Guerçi M., & Solari L. (2012). Talent Management practices in Italy – Implications for Human Resource Development. *Human Resource Development International* (ABS 2, Rivista Scientifica Anvur GEV 13), 15 (1), 25-41.
- Guerçi M., & Vinante M. (2011). Training Evaluation: an analysis of the stakeholders’ evaluation needs. *European Journal of Industrial Training* (ABS 2, Rivista Scientifica Anvur GEV 13), 3 (35), 385-410.
- Guerçi M., Bartezzaghi E., & Solari L. (2010). Training Evaluation in Italian Corporate Universities: a stakeholder based analysis. *International Journal of Training and Development* (ABS 2, Rivista Scientifica Anvur GEV 13), 14 (4), 291-308.

PUBLICATIONS: PAPERS IN NATIONAL ACADEMIC JOURNALS (WITH REFEREES)

- Shaba, E., Guerçi, M., Gilardi S., Bartezzaghi, E. (2019). Industry 4.0 technologies and organizational design – Evidence from 15 Italian cases. *Studi Organizzativi*, published-ahead-of-print.

- Cavasin, S., Guerci, M., Crippa, V., (2016). La gestione delle risorse umane in contesti di cambiamento – una proposta metodologica. *Sviluppo e Organizzazione*.
- Bertolini, S., Carollo, L., Guerci, M., Pedrini, M. (2015). I CSR manager si raccontano: Vissuti personali, retoriche ed aspirazioni a confronto. *Notizie di Politeia*, 31(117), 48-64.
- Boldizzoni D., Guerci M., Quaratino L. (2011), Human Resource Management: evoluzione o involuzione?, *Economia & Management*, 2, 85-102.
- Boldizzoni D., Guerci M., Quaratino L. (2010), La gestione delle risorse umane in italia: bilancio di un decennio, *Quaderni di Management*, n. 48, 74-88.
- Guerci M., Solari L., Santinello E. (2010), La Direzione delle Risorse Umane e la sostenibilit  aziendale: verso uno stakeholder based hrm?, *Studi Organizzativi*, 1, 2010, 35-69.
- Bartezzaghi E., Guerci M., Vinante M. (2009), La valutazione stakeholder based della formazione: un’analisi dei fabbisogni valutativi degli stakeholder, *Studi Organizzativi*, 2, 13-39.
- Bartezzaghi E., Guerci M. (2008), La valutazione della formazione: un’analisi di sei Corporate Universities italiane, *Sviluppo & Organizzazione*, 228, 72-84.
- Bartezzaghi E., Guerci M., Paoletti F. (2008), L’outsourcing dei processi di gestione del personale, *Sviluppo & Organizzazione*, 226, 30-43.
- Bartezzaghi E., Guerci M., Vinante M. (2007), Costruire disegni di valutazione sulla base dei fabbisogni degli stakeholder: presupposti teorici e condizioni di applicazione ai sistemi formativi aziendali, *Rassegna Italiana di Valutazione*, 38, 49-76.
- Guerci M., Serio L. (2007), La gestione delle risorse umane per competenze, *Sviluppo & Organizzazione*, 220, 35-54.

PUBLICATIONS: VOLUMES

- Pulcher, G., Guerci, M., Iacci, P., *L’impresa inclusiva – Popolazione LGBT e lavoro*, Guerini, 2018, Milano.
- Shani, A.B., Guerci, M., Cirella, S., *Collaborative Management Research: Le nuove frontiere per il cambiamento possibile*, Cortina, 2014, Milano.
- Guerci M., *La gestione delle risorse umane per la sostenibilit  dell’impresa*, Milano, F. Angeli, 2011.
- Bartezzaghi, E., Guerci, M., & Vinante M., *La valutazione stakeholder based della formazione continua – modelli, processi, strumenti*, F. Angeli, 2010.

PUBLICATIONS: VOLUME CHAPTERS IN INTERNATIONAL BOOKS AND HANDBOOKS

- Carollo, L., Guerci, M. (2018). *Employee control, ethics and politics–GHRM in context. Contemporary Developments*, In Renwick, D. (Editor), *Green Human Resource Management Research: Towards Sustainability in Action?*. Cheltenham: Edward Elgar.
- Guerci M., Shani A.B., Solari L. (2014), *Sustainable Human Resource Management from a stakeholder perspective: Literature review and a research agenda*, In Ehnert I., Harry W., Zink K.J (Eds), *Handbook of Sustainability and Human Resource Management*.
- Guerci, M., Artoni, M., Del Popolo, M. (2013) *Human resource practices, ethical work climates and sustainability*, in Quaderni del Premio "Giorgio Rota", Centro Ricerca e Documentazione Luigi Einaudi, ISBN 9788890480447, 27-57.
- Shani A.B., Brunelli M. S., Cirella S., Guerci M., *Leading company turnaround within the luxury industry during a down turn economy*, in Warrik D.D., Muller J. (Eds), *Lessons in leading change*, New Zealand: Rossismith, 2012.

PUBLICATIONS: VOLUME CHAPTERS IN NATIONAL BOOKS AND HANDBOOKS

- Guerci M., Lovison, M., *HR Outsourcing aspetti concettuali e teorici*, in Ferrari R., Frigelli U., Tronconi C., *HR Outsourcing*, Milano, Guerini, 2012.

- Guerri M., *La gestione delle risorse umane nelle piccole e medie imprese: un'analisi critica*, in Boldizzoni D. e Serio L., *Il management delle risorse umane nelle PMI - Persone e organizzazioni nelle economie senza confini*, Laterza, 2011, 19-26.
- Guerri, M., *Pratiche di Gestione delle Risorse Umane*, in E. Bartezzaghi, *L'organizzazione dell'impresa*, ETAS 2010, pp. 459-494.
- Bartezzaghi, E., Guerri, M., *Principi di Gestione delle Risorse Umane*, in E. Bartezzaghi, *L'organizzazione dell'impresa*, ETAS 2010, pp. 495-522.
- Guerri, M., Vinante, M., *La formazione continua nelle strategie di lifelong learning*, in Fondazione Istud, *"Fare formazione a Milano"*, F. Angeli, Milano, 2009, pp. 23-54.

Data

16/4/2020

Luogo

Crema