

Curriculum vitae

PERSONAL INFORMATION

Family name, First name: **GUERCI, MARCO**

Nationality: **ITALIAN**

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
- 2016 – **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
- 2010 - **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

PREVIOUS POSITIONS

- 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

- 2011– *Organizzazione e gestione delle risorse umane*, 6 ECTS, in Italian, Bachelor; *Organizzazione aziendale*, 3 ECTS, in Italian, Bachelor; *Human Resource Management*, 9 ECTS, in English, Master; *Doing Research in Human Resource Management*, 3 ECTS, in English, PHD - Department of Social and Political Sciences, Università degli Studi di Milano, Italy
- 2011– *Organizzazione e risorse umane*, 6 ECTS, in Italian, Bachelor - Institute of Management and Organization, Università della Svizzera Italiana, Switzerland
- 2011– *HRM basics*, in English, PostGraduate (three/four editions per year); Scientific Director of the Executive Master on Human Resource Management; MIP Business School, Politecnico di Milano, Milan, Italy

AWARDS FOR SCHOLARSHIP

- 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

- 2017 – 19 **Associate Editor** of Human Resource Management (Print ISSN: 0090-4848, Online ISSN: 1099-050X; 4 in ABS Ranking, Impact Factor: 1,8) 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, Human Resource Management, Human Resource Management Journal, Journal of Business Ethics, Journal of Business Research, British Journal of Management, Journal of Product Innovation Management, Journal of Cleaner Production, International Journal of Human Resource

Management, European Management Review, Journal of Vocational Behavior

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

COMPETITIVE ACADEMIC INTERNATIONAL CONFERENCE PRESENTATIONS

2009 – **More than 40 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).

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 LBGT-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)

- Pinzone, M., Guerci, M., Lettieri, E. & Husing, D. (2019). Effects of green training on pro-environmental behaviors and job satisfaction: evidence from the Italian Healthcare sector, *Journal of Cleaner Production*.

- Hauff, V., Guerci, M., Dul, J., & van Rhee, H. (2019). Exploring necessary conditions in HRM research: Fundamental issues and methodological implications, *Human Resource Management Journal* (ABS 4).
- Guerci, M., Radaelli, G., & Shani, A. B. (2018). Conducting Mode 2 research in HRM: A phase-based framework, *Human Resource Management* (ABS 4).
- Radaelli, G., Guerci, M., Cabras, F., & Dalla Chiesa, N. (2018). How are professionals recruited by external agents in misconduct projects? The infiltration of organized crime in a university, *Human Relations* (ABS 4).
- Guerci, M., Decramer, A., Van Wayenberg, T., Aust, I. (2018). 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).
- Carollo, L., Guerci, M. (2018). 'Activists-in-a-suit': paradoxes and metaphors in sustainability managers' identity work, *Journal of Business Ethics* (ABS 3), 148(2), 249-268.
- Carollo, L., Guerci, M. (2018). Between continuity and change: CSR managers' occupational rhetorics, *Journal of Organizational Change Management* (ABS 2), 30(4), 632-646.
- Colombo, S., Guerci, M., Miandar, T. (2018, in press). 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).
- Guerci, 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), 71, 66-73.
- Nedkovski V., Guerci, 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), 71, 19-26.
- Longoni, A., Luzzini, D. Guerci M., (2016), Deploying environmental management across functions: The relationship between green human resource management and green supply chain management, *Journal of Business Ethics* (ABS 3).
- Cirella, S., Canterino, F., Guerci, 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), 25, 211–222.
- Guerci 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), 27, 211-238.
- Guerci, 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), 27, 129-150.
- Guerci, 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), 27, 262-289.
- Pinzone, M., Guerci M., Lettieri, E. Redman, T. (2015), Progressing in the change journey towards sustainability in healthcare: the role of 'Green' HRM, *Journal of Cleaner Production*, 122, 201-211.
- Guerci, 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.
- Guerci, 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), 126(2), 325-342.
- Guerci 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), 25(13), 1787-1814.
- Riccò, R. Guerci, M. (2014), Diversity challenge: An integrated process to bridge the 'implementation gap', *Business Horizons* (ABS 2), 57(2), 235-245.

- Radaelli G., Guerci 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), 25(2), 335-351.
- Canterino, F., Cirella, S., Guerci, 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), 17, 54-83.
- Guerci M., Shani A.B. (2013), Moving toward stakeholder-based HRM: a perspective of Italian HR managers, *International Journal of Human Resource Management* (ABS 3), 24 (6), 1130-1150.
- Cirella S., Guerci M., Shani, A.B. (2012), A process model of collaborative management research, *System practice and action research*, 25, 281-300.
- Guerci M., Solari L. (2012), Talent Management practices in Italy – Implications for Human Resource Development, *Human Resource Development International* (ABS 2), 15 (1), 25-41.
- Guerci M., Vinante M. (2011), Training Evaluation: an analysis of the stakeholders' evaluation needs, *European Journal of Industrial Training* (ABS 2), 3 (35), 385-410.
- Guerci M., Bartezzaghi E., Solari L. (2010), Training Evaluation in Italian Corporate Universities: a stakeholder based analysis, *International Journal of Training and Development* (ABS 2), 14 (4), 291-308.

PAPERS IN NATIONAL ACADEMIC JOURNALS (WITH REFEREES)

- Shaba, E., Guerci, 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*, published-ahead-of-print.
- 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 sostenibilita' 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.

VOLUMES AND VOLUME CHAPTERS

- 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?.
- Pulcher, G., Guerci, M., Iacchi, 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., 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., 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.
- Guerci M., Lovison, M., ***HR Outsourcing aspetti concettuali e teorici***, in Ferrari R., Frigelli U., Tronconi C., HR Outsourcing, Milano, Guerini, 2012.
- Guerci 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.
- M. Guerci, ***La gestione delle risorse umane per la sostenibilità dell'impresa***, Milano, F. Angeli, 2011.
- E. Bartezzaghi, M. Guerci, M. Vinante, ***La valutazione stakeholder based della formazione continua – modelli, processi, strumenti***, F. Angeli, 2010.
- M. Guerci, ***Pratiche di Gestione delle Risorse Umane***, in E. Bartezzaghi, L'organizzazione dell'impresa, ETAS 2010, pp. 459-494.
- E. Bartezzaghi, M. Guerci, ***Principi di Gestione delle Risorse Umane***, in E. Bartezzaghi, L'organizzazione dell'impresa, ETAS 2010, pp. 495-522.
- M. Guerci, M. Vinante, ***La formazione continua nelle strategie di lifelong learning***, in Fondazione Istud, "Fare formazione a Milano", F. Angeli, Milano, 2009, pp. 23-54.