

Chiara Ghislieri

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I AM ASSOCIATE PROFESSOR IN WORK AND ORGANIZATIONAL PSYCHOLOGY AND MY RESEARCH FOCUSES ON FOUR MAIN AREAS: 1) WORK-FAMILY BALANCE; 2) WELL-BEING RELATED TO WORK AND JOB INSECURITY; 3) LEADERSHIP, FOLLOWERSHIP, ENTREPRENEURSHIP; 4) VOCATIONAL GUIDANCE AND ADULT EDUCATION (ORGANIZATIONAL BEHAVIOR). THE STUDY OF GENDER DIFFERENCES IS A CROSS-CUTTING APPROACH TO THE RESEARCH AXES.

Academic and professional qualifications

2012 2018	National Qualification as a Full Professor
2010	Associate Professor, Department of Psychology, University of Turin
2005	Researcher, Department of Psychology, University of Turin
2005	Fellowship, Department of Psychology, University of Turin
2004	PhD in Applied Psychology, Department of Psychology, University of Turin
2000	National Psychologist Qualification
1998	Degree in Psychology, University of Turin

Academic teaching activities

2005-2019 Psychology of guidance and training; Life cycle psychology; Training design; Psychology of work and organizations; Research in organizations (Department of Psychology, University of Turin - all levels of higher education).

Supervision of several dissertations in the field of work and organization psychology; supervision of PhD students, also in co-supervision and international co-supervision

Main institutional roles

Member of the Doctoral School in Human Sciences, Ph.D. in Psychological, Anthropological and Pedagogical Sciences (2015 to today)

President of the Single Guarantee Committee (well-being, work-family balance, gender equality practices, etc.) of the University of Turin (2017-present)

From 2015 to today: Member of the Guidance, Tutoring and Placement Commission, University of Turin

From 2013 to today: Erasmus + Referent, Department of Psychology, University of Turin

From 2013 to 2015: Member of the Scientific Commission of the Department of Psychology, University of Turin

From 2008 to today: Referent for outgoing students (Socrates-Erasmus programs), Department of Psychology, University of Turin

Main research projects

From 2017: Scientific coordinator of the MovaB project (OPHS Methodology - Common Organ Health and Safety - for the evaluation of the organizational well-being in the FCA and IVECO factories), financed by IVECO and FCA: the project aims to build a methodology identifying the dynamics of work in the production company (agreement with the Department of Psychology, University of Turin).

From 2015: Member of the Italian Horizon 2020 Except project team (<http://www.except-project.eu/home/>): the project aims to deepen understanding of the dynamics of insecurity youth employment in nine European countries.

2017-2019: Scientific coordinator of the activities of Work Psychology and Organization in the project Humans (leader: Comau, Call Technology Platform "Intelligent Factory").

2017-2019: Member of the team of the University of Turin in the project Jump - Juggling on maternity and profession (leader: Ufficio Pio Compagnia di San Paolo, Erasmus +).

2017-2018: Scientific and pedagogical lead of the IRIDI project, aimed at developing and strengthening academic teaching (University of Turin; <https://www.unito.it/didattica/e-learning/progetto-iridi>).

2014-2018: Scientific supervisor of evaluation in different ActionAid projects in Piedmont region (Italy).

2016-2018: Scientific coordinator (with Prof. Paola Ricchiardi) of the Passport.U project - Developing skills in higher education (University of Turin, financed by Compagnia di San Paolo).

2016-2018: Scientific coordinator of the JobUnito project - Evaluation of university services for work research (University of Turin, financed by Fondazione CRT).

2013-2015: Scientific supervisor of the Start-up research project, funded by Human + (<http://www.fondazionehumanplus.it/pagine/48-capitale-umano-e-start-up>): the project aims to build a methodology to assess entrepreneurial potential and to project guidance and training.

2009-2013: Scientific Coordinator of Guidance Practices of the University of Turin (financed by Province of Turin).

2011-2013: Scientific coordinator of research activities in the Dedalus INTERREG project (narrative orientation) and other guidance projects.

Reviewer: Personnel Review, Career Development International, *Frontiers in Psychology*, *Studies of Transition States and Societies*, *Testing, Psychometrics, Methodology in Applied Psychology*, *Giornale Italiano di Psicologia*, *Psicologia Sociale* (Scientific Committee).

Program Committee of the IX Eawop Congress (member) from 01-01-2017 to today.

Selected publications

Articles

- Emanuel, F., Molino, M., Lo Presti, A., Spagnoli, P., Ghislieri, C. (2018). A Crossover Study From a Gender Perspective: The Relationship Between Job Insecurity, Job Satisfaction, and Partners' Family Life Satisfaction. *Frontiers in Psychology*, <https://doi.org/10.3389/fpsyg.2018.01481>
- Molino, M., Dolce, V., Cortese, C.G., Ghislieri, C. (2018). Personality and social support as determinants of entrepreneurial intention. Gender differences in Italy. *PLoS ONE* 13(6): e0199924. <https://doi.org/10.1371/journal.pone.0199924>
- Zito M., Emanuel F., Molino M., Cortese C. G., Ghislieri C. & Colombo L. (2018). Turnover intentions in a call center: the role of emotional dissonance, job resources, and job satisfaction. *PLoS ONE*, 13, p. 1-16.
- Setti I., Zito M., Colombo L., Cortese C.G., Ghislieri C., Argentero P. (2018). Well-being and affective commitment among ambulance volunteers: a mediational model of job burnout. *Journal of Social Service Research*, 1-13.
- Ghislieri C., Gatti P., Molino M., Cortese C.G. (2017). Work–family conflict and enrichment in nurses: between job demands, perceived organisational support and work–family backlash. *Journal of Nursing Management*, 25, 65-75.
- Ghislieri C., Emanuel F., Molino M., Cortese C.G., Colombo L. (2017). New Technologies Smart, or Harm Work-Family Boundaries Management? Gender Differences in Conflict and Enrichment Using the JD-R Theory. *Frontiers in Psychology*, 8, 1-13.

- Gatti, P., Ghislieri, Chiara, Cortese, Claudio G. (2017). Relationships between followers' behaviors and job satisfaction in a sample of nurses. *PLoS ONE*, 12, 1-16.
- Molino, M., Dolce, V., Cortese, C.G., Ghislieri, C. (2017). An Italian adaptation of the entrepreneurial passion scale. *Bollettino di Psicologia Applicata*, 65, 36-43.
- Lo Presti, A., Spagnoli, P, Ghislieri, C., Pluviano, S. (2017). The Italian Revised Work-Family Culture Scale: A Multi-Sample Study. *Testing, Psychometrics, Methodology in Applied Psychology*, 24, 65-821.
- Emanuel, F., Molino, M., Ghislieri, C., Ghini, R., Tortone, A. (2016). Dalla valutazione dello stress lavoro-correlato alla promozione del benessere organizzativo: il caso di un'azienda farmaceutica italiana, *La Medicina del Lavoro*, 107(5), 364-377.
- Molino, M., Emanuel, F., Zito, M., Ghislieri, C. (corresponding), Colombo, L., Cortese, C.G. (2016) Inbound call centers and emotional dissonance in the job-demands-resources model, *Frontiers in Psychology*, 7(1133).
- Giunchi, M., Emanuel, F., Chambel, M.J., Ghislieri, C. (2016). Job insecurity, workload and job exhaustion in temporary agency workers (TAWs): gender differences, *Career Development International*, 21(1), 1-17.
- Molino, M., Bakker, A.B., Ghislieri, C. (2016). The role of workaholism in the job demands-resources model. *Anxiety, Stress, & Coping*, 29(4), 400-414
- Ghislieri, C., Molino, M., Gatti, P. (2015). Intenzioni di turnover in un campione di infermieri italiani: il ruolo di conflitto e arricchimento lavoro-famiglia. *La Medicina del Lavoro*, 106 (3), 206-215.
- Molino, M., Ghislieri, C, Cortese, C.G., Bakker, A.B. (2015). Do recovery experiences moderate the relationship between job demands and work-family conflict? *Career Development International*, 20(7), 686-702.
- Ghislieri, C., Gatti, P., Cortese, C.G. (2015) A brief scale for investigating followership in nursing, *BPA Applied Psychology Bulletin*, 272, 25-32.
- Giunchi, M., Chambel, M.J., Ghislieri, C. (2015) Contract moderation effects on temporary agency workers' affective organizational commitment and perceptions of support, *Personnel Review*, 44 (1), 22-38.
- Ghislieri, C., Colombo, L., Molino, M., Zito, M., Curzi, Y., Fabbri, T. (2014). Job satisfaction in an italian university: Differences between academic and technical-administrative staff [La soddisfazione lavorativa in un ateneo italiano: Differenze tra docenti-ricercatori e tecnici-amministrativi], *Giornale Italiano di Medicina del Lavoro ed Ergonomia*, 36 (3), 160-167.
- Emanuel, F., Colombo, L., Ghislieri, C. (2014). Emotional well-being and discomfort at work in call center [Benessere e malessere emotivo al lavoro nel contesto del call center], *Giornale Italiano di Medicina del Lavoro ed Ergonomia*, 36 (2), 95-101.
- Cortese, C.G., Gatti, P., Ghislieri, C. (2014). Job demands, meaningful work, and turnover intention among nurses [Richieste lavorative, significatività percepita del

lavoro e intenzione di turnover degli infermieri], *La Medicina del Lavoro*, 105(1), 37-47.

- Gatti, P., Cortese, C.G., Tartari, M., Ghislieri, C. (2014). Followers' active engagement: Between personal and organizational dimensions, *BPA Bollettino di psicologia applicata*, 62(270), 1-11.
- Gatti, P., Tartari, M., Cortese, C.G., Ghislieri, C. (2014). A contribution to the Italian validation of the Kelley's followership questionnaire, *TPM. Testing, psychometrics, methodology in applied psychology*, 21(1), 67-87.
- Colombo, L., Cortese, C.G., Ghislieri, C. (2013). Professional nurses's work-family conflict: between organizational demands and resources. *Bollettino di Psicologia Applicata*, 266, 3-12
- Molino, M., Ghislieri, C., Cortese, C.G. (2013). When work enriches family-life: the mediational role of professional development opportunities. *Journal of Workplace Learning*, 25/2, 98-113
- Ricotta, S., Ghislieri, C., Colombo, L., Piccardo, C. (2013). Il conflitto lavoro-famiglia e il sense of entitlement: una ricerca in un'azienda svedese [Work-family conflict and sense of entitlement: a research in a swedish firm]. *Psicologia della salute*, 71-88.
- Ghislieri, C., Gatti, P. (2012) Generativity and balance in leadership. *Leadership* (Sage), 8/3, 257-275.
- Ghislieri, C., Ricotta, S., Colombo, L. (2012). Il conflitto lavoro-famiglia nel contesto del call center [Work-family conflict in call center]. *La Medicina del Lavoro*, 103/4, 276-287.
- Molino, M., Ghislieri, C., Colombo, L. (2012). Working excessively: theoretical and methodological considerations. *Giornale Italiano di Medicina del Lavoro ed Ergonomia*, 34/1, 5-10.
- Ghislieri, C., Martini, M., Gatti, P., Colombo, L. (2011). The "bright side" of the work- family interface: A brief work-family enrichment scale in a sample of health professionals. *TPM - Testing, Psychometrics, Methodology in Applied Psychology*, 18/4, 211-230.
- Cortese, C.G., Colombo, L., & Ghislieri, C. (2010). Determinants of nurses' job satisfaction: the role of work-family conflict, job demand, emotional charge and social support. *Journal of Nursing Management*, 18, 35-43.
- Ghislieri, C., Gatti, P., & Quaglino, G.P. (2009). Factors affecting willingness to mentor. *International Journal for Educational and Vocational Guidance*, 9, 205-219.
- Grimaldi, A., Ghislieri, C., e Montalbano, G. (2009). Faire face aux problèmes de travail : un questionnaire italien. *Orientation scolaire et professionnelle*, 38/1, 97-111.
- Cortese, C.G., Ghislieri, C., e Colombo, L. (2008). Le determinanti della soddisfazione lavorativa del personale infermieristico: il ruolo del conflitto lavoro-famiglia. *La Medicina del Lavoro*, 5, 371-386.

- Colombo, L., e Ghislieri, C. (2008). The work-to-family conflict: between theories and measures, *TPM - Testing, Psychometrics, Methodology in Applied Psychology*, 15/1, 35-55.

Book or chapter in book

- Ghislieri, C. (2015). Coaching. In G.P. Quaglino (ed.). *Formazione. I metodi*. Milano: Raffaello Cortina Editore.
- Ghislieri, C., Colombo, L. (2015; eds.). *Psicologia della conciliazione tra lavoro e famiglia*. Milano: Raffaello Cortina Editore.
- Emanuel, F., Colombo, L., Gatti, P., Ghislieri, C., Ricotta, S. (2011). Ressources personnelles et organisationnelles et bien-être dans les centres d'appel : une recherche italienne auprès d'un échantillon national. In P. Desrumaux, A-M Vonthron & S Pohl. (Eds) (2011) *Qualité de vie, risques et santé au travail*. Paris : L'harmattan.
- Colombo, L., Ghislieri, C. (2010). The role of work-family spillover in psychological well-being and psychological discomfort at work. In G. Tanucci, M. Cortini, E. Morin. (eds.) *Boundaryless careers and occupational wellbeing. An interdisciplinary approach*, London: Palgrave MacMillan.
- Ricotta S., Cortese, C. G., & Ghislieri, C. (2010). Perceived efficacy of welfare initiatives in an Italian multinational corporation. In G. Tanucci, M. Cortini, E. Morin (eds.) *Boundaryless Careers and Occupational Wellbeing. An interdisciplinary Approach*, cap. 17. London: Palgrave MacMillan.