ASSIOA ASSOCIAZIONE ITALIANA DI ORGANIZZAZIONE AZIENDALE

WOA 2026 ROMA MAY, 28-29

XXVII Workshop dei Docenti e dei Ricercatori di Organizzazione Aziendale

Rome Tor Vergata | Faculty of Economics, University of Rome "Tor Vergata", Via Columbia, 2, 00133 Roma

From Doing Resilience to Being Resilient: Organizing Beyond Recovery and Toward Renewal

WOA 2026 CONFERENCE PROGRAMME

Supported by Giappichelli

Doctoral Consortium

	May 27 | Sala del Consiglio - Building B, Faculty of Economics, University of Rome "Tor Vergata"
14:30-15:00	**Welcome to the DC and the presentations by PhD candidates** The first part includes a brief programme overview and short introductions by each PhD student to get to know each other
15:30-16:30	**The Speaking Lab – Part 1**
17:00-18:30	**The Speaking Lab – Part 2** The first part of the Doctoral Consortium will consist of a two-part workshop on public speaking. The workshop will include practical activities to be conducted in groups.
20:00	**Informal Dinner @ Taverna Latina**, Via Tommaso da Celano 14, 00179 Roma An informal dinner will be held on the evening before the event for all Doctoral Consortium participants, including students and mentors. All WOA participants are also welcome. The dinner is self-funded.

	May 28 | Building B, Faculty of Economics, University of Rome "Tor Vergata"
9:00-11:00	**Session 1: Roundtable Discussion and Presentation** room C, room D, room E, room F, room G Doctoral candidates will begin with a one-minute pitch of their research projects, followed by detailed presentations in small roundtable groups. Each group will be facilitated by a senior scholar, allowing feedback from both the scholar and peers.
11:30-13:00	**Crafting papers for publication: novelty and convention in academic writing.** Presentation by Prof. Gerardo Patriotta Sala del Consiglio

WOA Conference

	May 28 | Building A, Faculty of Economics, University of Rome "Tor Vergata"								
	AULA MAGNA	**ROOM P5**	**ROOM P9**	**ROOM P11**	**ROOM S5**	**ROOM S7**	**ROOM S9**	**ROOM S11**	**ROOM S3**
13:00-14:00	WOA welcome lunch								
14:00-14:30	Institutional welcome and introduction, Aula Magna								
14:30-15:30	Keynote speech: Prof. Jan Dul, Aula Magna								
15:30-16:20		session P5-1	session P9-1	session P11-1	session S5-1	session S7-1	session S9-1	session S11-1	POSTER S3-1
16:20-16:50	Coffee break								
16:50-18:05	session AM-2	session P5-2	session P9-2	session P11-2	session S5-2	session S7-2	session S9-2	session S11-2	POSTER S3-2
20:30	Dinner @ Serre Barberini, Via Delle Quattro Fontane 13, 00184 Roma								

	May 29 | Building A, Faculty of Economics, University of Rome "Tor Vergata"								
	AULA MAGNA	**ROOM P5**	**ROOM P9**	**ROOM P11**	**ROOM S5**	**ROOM S7**	**ROOM S9**	**ROOM S11**	**ROOM S3**
09:00-10:15	session AM-3	session P5-3	session P9-3	session P11-3	session S5-3	session S7-3	session S9-3	session S11-3	POSTER S3-3
10:15-11:15	ASSIOA Assembly, Aula Magna								
11:15-11:45	Coffee break								
11:45-13:25		session P5-4	session P9-4	session P11-4	session S5-4	session S7-4	session S9-4	session S11-4	POSTER S3-4
13:25-14:30	Lunch								
14:30-16:10		session P5-5	session P9-5	session P11-5	session S5-5	session S7-5	session S9-5	session S11-5	POSTER S3-5
16:10-17:00	Wrap up, best paper prizes and farewell session, Aula Magna								

You can find all the papers and posters presented during the conference at the following link. The name of each PDF file includes the paper ID number, which you can recognize in the detailed programme at the end of the title of each contribution.

https://tinyurl.com/woa2026Roma

Each paper is allocated 25 minutes in total, including the author's presentation, the discussant's comments, and the following discussion with the audience. Discussants are indicated in the programme under each paper. Session chairs are kindly invited to bring their own laptop, as the rooms are not equipped with desktop computers. All rooms have a VGA connection. The organizers will provide VGA–HDMI adapters, but chairs are asked to bring a laptop with an HDMI output.

The P rooms are located on the first floor, the S rooms are located on the second floor, and the Aula Magna is located on the ground floor.

Detailed Doctoral Consortium Programme

May 27

Sala del Consiglio – Building B, Faculty of Economics, University of Rome "Tor Vergata"

14:30–15:00 | Welcome to the Doctoral Consortium and presentations by PhD candidates
The first part includes a brief programme overview and short introductions by each PhD student to get to know each other.

15:30–16:30 | The Speaking Lab – Part 1 - Dott.ssa Simona Manna

17:00–18:30 | The Speaking Lab – Part 2 - Dott.ssa Simona Manna
The first part of the Doctoral Consortium will consist of a two-part workshop on public speaking. The workshop will include practical activities to be conducted in groups.

20:00 | Informal Dinner
Dinner @ Taverna Latina, Via Tommaso da Celano 14, 00179 Roma

An informal dinner will be held on the evening before the event for all Doctoral Consortium participants, including students and mentors. All WOA participants are also welcome. The dinner is self-funded.

May 28

Building B, Faculty of Economics, University of Rome "Tor Vergata"

9:00–11:00 | Session 1: Roundtable Discussion and Presentation
Rooms C, D, E, F, and G. Doctoral candidates will begin with a one-minute pitch of their research projects, followed by detailed presentations in small roundtable groups. Each group will be facilitated by a senior scholar, allowing feedback from both the scholar and peers.

Session 1 – Room C: GenAI, algorithmic control, and the reshaping of work practices

- **85**, Human-in-the-loop in the AI era and its implications in terms of tacit knowledge and governance of human-AI work, *Angela Lizzi*
- **166**, The ethics of algorithmic management and control, *Sabrina Coppola*
- **135/167**, From augmentation to substitution: cognitive offloading in GenAI-mediated work, *Jacopo Valentini*
- **169**, Generative AI in informal performance management: the effects of AI use frequency on employee outcomes, *Zana Ramovic*

Session 2 – Room D: AI governance, processes, and organisational spaces

- **95**, Entrepreneurship in the age of AI: how AI reshapes entrepreneurs and the venture creation processes, *Alexia Ciroi*

- **109**, Developing an AI system for clinical prioritization in the Italian NHS: epistemic, normative, and governance conditions for legitimate implementation, *Chiara Tombolini*
- **132**, Automating regulatory compliance through multiagent architectures, *Alessandra Di Giacomo*
- **160**, Intelligenza artificiale e riconfigurazione dello spazio organizzativo nel settore bancario, *Roberta Scalise*

Session 3 – Room E: People, competencies, and change

- **106**, Worker-led management from hybrid to desk-sharing contexts, *Giuseppe Garrubba and Maria Laura Frigotto*
- **155**, Sostenibilità, resilienza ed employer branding nella Pubblica Amministrazione nell'era dell'IA: l'esperienza della Regione Marche, *Benedetta De Angelis*
- **9**, When job satisfaction becomes a signal: outward extrinsic motivation and exit intentions, *Margherita Gorrieri, Sara Lombardi, Martina Mori, Deborah Gervasi, Federica Ruggieri and Federico Martellozzo*
- **158**, Nuove competenze per gestire il cambiamento nella Pubblica Amministrazione: un caso studio, *Alessandro Tinello*

Session 4 – Room F: Attracting, developing, and valuing people

- **34**, Organizational purpose and organizational attractiveness, *Diego Landini*
- **161**, Alta formazione, Intelligenza artificiale e soft skills: verso un modello europeo di sviluppo delle competenze organizzative, *Anna Maria Correale*
- **163**, Organizationally aligned job crafting, *Eleonora Di Napoli*
- **168**, Direct voice and employees' health, happiness, and relationships, *Francesco Fumagalli*

Session 5 – Room G: Organisations, contexts, and managerial paradigms in transformation

- **159**, Inter-organizational networks and internationalization: bringing gender into network-based internationalization, *Gaia Pennino*
- **162**, L'evoluzione delle competenze manageriali dei direttori museali nell'era dell'Intelligenza Artificiale, *Giorgia Alcaro*
- **165**, Navigating intercultural contexts: a bibliometric systematic review of cross-cultural dynamics in organizational settings, *Fabrizio Collalti*
- **170**, The vocabulary of paradigm shifts: ecological dysfunction and the evolution of management model from sustainability to regeneration, *Yuka Yanaga*

11:30–13:00 | Crafting papers for publication: novelty and convention in academic writing
Sala del Consiglio. Presentation by Prof. Gerardo Patriotta.

Detailed WOA Programme

Session format and technical information:

Each paper is allocated 25 minutes in total, including the author's presentation, the discussant's comments, and the following discussion with the audience. Discussants are indicated in the programme under each paper.

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May 28 - Building A | Faculty of Economics, University of Rome "Tor Vergata"

13:00–14:00 | WOA Welcome Lunch

Participants are warmly invited to join the WOA welcome lunch, which will offer an informal opportunity to meet colleagues, reconnect with the ASSIOA community, and open the workshop in a convivial atmosphere before the official start of the programme.

14:00–14:30 | Institutional Welcome and Introduction, Aula Magna

The workshop will officially open with institutional greetings and an introduction to WOA 2026. The opening session will include contributions from:

- **Prof. Lucia Leonelli**, Dean of the Faculty of Economics
- **Prof. Martina Conticelli**, Director of the Department of Management and Law
- **Prof. Alessandro Mechelli**, Prorettore delegato al Bilancio e al Controllo di gestione
- **Prof. Gennaro Iasevoli,** President AIDEA – Accademia Italiana di Economia Aziendale
- **Prof. Luigi Moschera**, President of ASSIOA – Italian Association of Organization Studies
- **Prof. Massimiliano Pellegrini**, Chair of WOA 2026
- **Prof. Luca Pareschi**, Co-Chair of WOA 2026
- **Prof. Alessandro Hinna**, Doctoral Consortium Chair
- **Prof. Luca Gnan**, Doctoral Consortium Co-Chair
- **Roberta Oppedisano**, Organizing Committee

The session will introduce the main themes of the workshop and provide practical information for participants before the start of the parallel sessions.

14:30–15:30 | Keynote Speech: Prof. Jan Dul, Aula Magna

The opening keynote speech will be delivered by **Prof. Jan Dul**. The keynote will provide an opportunity to engage with current debates and emerging perspectives in organization studies, setting the tone for the following paper sessions, poster sessions, and collective discussions of the workshop.

15:30–16:20 | Parallel session I & poster sessions I

P5-1 — AI as a strategic enabler: entrepreneurship, ESG and resilience

Chair: Gilda Antonelli

- 94, *Alexia Ciroi, Daniel Pittino and Francesca Visintin*, "AI in Entrepreneurship: A Systematic Literature Review through the lens of the External Enablers Framework"
  Discussant: Paolino Fierro, Giuseppe Perna and Luisa Varriale
- 144, *Paolino Fierro, Giuseppe Perna and Luisa Varriale*, "Resilient Organizations in the Digital Age: The Role of Artificial Intelligence and ESG Criteria"
  Discussant: Alexia Ciroi, Daniel Pittino and Francesca Visintin

P9-1 - Cognition, technology investment and GenAI-mediated work

Chair: Francesco Bolici

- 171, *Massimiliano Pellegrini, Francesco Pugliese, Fabrizio Collalti, Nicola Rubino and Mariya Kargina*, "Cognitive Determinants of Digital Technology Investment Decisions in SMEs"
  Discussant: Jacopo Valentini, Haiat Perozzo and Aurelio Ravarini
- 137, *Jacopo Valentini, Haiat Perozzo and Aurelio Ravarini*, "From Augmentation to Substitution: Cognitive Offloading in GenAI-Mediated Work"
  Discussant: Massimiliano Pellegrini, Francesco Pugliese, Fabrizio Collalti, Nicola Rubino and Mariya Kargina

P11-1 - Spaces, engagement and social change

Chair: Maria Laura Frigotto

- 1, *Sriteja Reddy Wudaru, Madhavi Dande and Lakshmi Balachandran Nair*, "A space to bleed: Social change makers tackling taboos through spaces"
  Discussant: Benedetta Lui and Chiara Paolino
- 54, *Benedetta Lui and Chiara Paolino*, "Beyond the Concert Hall: Spatial Deconstruction as a Mechanism for Cultural Engagement"
  Discussant: Sriteja Reddy Wudaru, Madhavi Dande and Lakshmi Balachandran Nair

S5-1 - Measuring and studying organizational processes

Chair: Lucia Marchegiani

- 68, *Riccardo Coda, Arianna Ciabattoni and Francesca Ricciardi*, "Forecasting inter-item correlations in psychometric scales through LLMs: New challenges for the Organizational research process"
  Discussant: Marco Sacchetti, Giuseppe Ceci, Michela Iannotta and Mauro Gatti

- 89, *Marco Sacchetti, Giuseppe Ceci, Michela Iannotta and Mauro Gatti*, "On the Difficulty of Measuring Organizational Resilience: A Preliminary Study in the Football Industry"
  Discussant: Riccardo Coda, Arianna Ciabattoni and Francesca Ricciardi

S7-1 - Leadership, tensions and collective resilience

Chair: Guglielmo Faldetta

- 58, *Ginevra Gravili, Francesca Loia and Marcello Martinez*, "The Courage to Disagree. Tension as the Hidden Infrastructure of Collective Resilience"
  Discussant: Federico Lega, Federica Morandi and Giada Castellini
- 30, *Federico Lega, Federica Morandi and Giada Castellini*, "Everyone a leader: why Health Systems governance needs diffused leadership. Achievements and challenges to make it happen"
  Discussant: Ginevra Gravili, Francesca Loia and Marcello Martinez

S9-1 - Women, flexible work and entrepreneurial identity

Chair: Teresina Torre

- 67, *Elettra Bandi, Eliana Minelli and Francesca Mochi*, "Breaking Free from Hourly Rent: Empowering Working Women Through Remote Work Insights from a Bibliometric- Systematic Literature Review"
  Discussant: Sara Bonesso, Laura Cortellazzo, Giulia Milani and Fabrizio Gerli
- 88, *Sara Bonesso, Laura Cortellazzo, Giulia Milani and Fabrizio Gerli*, "Constructing entrepreneurial identity beyond vocation in women entrepreneurs"
  Discussant: Elettra Bandi, Eliana Minelli and Francesca Mochi

S11-1 - Gen AI and bias

Chair: Francesca Di Virgilio

- 2, *Cinzia Calluso, Valentina Iacopino and Anna Piazza*, "Competence at a Cost? Gendered Trade-offs in the Use of Generative AI in Academia"
  Discussant: Caterina Muzzi and Alessia Avanzini
- 119, *Caterina Muzzi and Alessia Avanzini*, "AI adoption in recruitment and selection: A socio-technical analysis of bias perception, trust, and DE&I implications"
  Discussant: Cinzia Calluso, Valentina Iacopino and Anna Piazza

S3-1 — Poster session 1 — Digital platforms, data ecosystems and knowledge for innovation

Chair: Aizhan Tursunbayeva

- 116, *Stefania Escobar, Niloofar Kazemargi and Federica Ceci*, "Governing Data Ecosystems for Tourism Management: the case of the Italian Digital Tourism Ecosystem"
- 124, *Manrico Sanfilippo and Federico Ceschel*, "Co-Creation or Confirmation Bias? Independent Testing in the Adoption of an Internal Governance Platform"
- 99, *Antonio Limongiello*, "Knowledge Implementation and Development in the Aerospace Sector for Market Innovation"
- 22, *Caterina Maria Francesca Gregori and Luca Orlando*, "Artificial Intelligence and Public Administration: Organizational Resilience between Regulatory Constraints and Silent Transformation"

16:20–16:50 | Coffee break

Participants are invited to join the Coffee break, which will offer time to continue discussions from the first parallel sessions, meet colleagues, and visit the poster area before the afternoon sessions resume.

16:50–18:05 | Parallel session II & poster sessions II

P5-2 — Digital technologies for care, health and emergency response

Chair: Francesca Visintin

- 64, *Marco Caggianelli, Elena Bruni and Daniele Mascia*, "Artificial Intelligence in Healthcare Setting. An Integrative Review for AI Lifecycle Stages"
  Discussant: Marzia Ventura, Rocco Reina, Concetta Cristofaro, Anna Maria Melina and Walter Vesperi
- 98, *Alessandra Pernice and Francesca De Domenico*, "Do digital technologies translate into better care? A multiple-case study of clinical and administrative technologies and GPs performance"
  Discussant: Marco Caggianelli, Elena Bruni and Daniele Mascia
- 91, *Marzia Ventura, Rocco Reina, Concetta Cristofaro, Anna Maria Melina and Walter Vesperi*, "Ready to Respond? Metaverse Training for disaster management"
  Discussant: Alessandra Pernice and Francesca De Domenico

P9-2 - Informal networks and social mechanisms of regulation

Chair: Massimiliano Pellegrini

- 80, *Luca Giorgio and Daniele Mascia*, ""Off the Expected Path": How Provider Networks Shape Cancer Care Trajectories and Outcomes"
  Discussant: Vincenza Esposito, Luigia Cuozzo, Claudia Galasso, Paolo Canonico and Vincenzo Di Napoli
- 86, *Maria Laura Frigotto, Marco Tonellato, Marco Zamarian and Enrico Zaninotto*, "Social Networks as Regulating Mechanisms in Precarious Labor Markets: Evidence from Foreign Seasonal Workers in Italian Agriculture"
  Discussant: Luca Giorgio and Daniele Mascia
- 134, *Vincenza Esposito, Luigia Cuozzo, Claudia Galasso, Paolo Canonico and Vincenzo Di Napoli*, "L'implementazione delle «reti informali» nei servizi erogati dalla Ragioneria Territoriale dello Stato di Napoli"
  Discussant: Maria Laura Frigotto, Marco Tonellato, Marco Zamarian and Enrico Zaninotto

P11-2 - Sustainability, transitions and ecological organizing

Chair: Davide Bizjak

- 25, *Elide Giuttari, Sara Lombardi and Federico Martellozzo*, "Agile beyond growth: Rethinking organizational agility for sustainability through the Patagonia case"
  Discussant: Alessia Zoppelletto, Aurora Zigiotto and Lapo Mola
- 51, *Alessia Zoppelletto, Aurora Zigiotto and Lapo Mola*, "Sensemaking the Twin Transition: Toward a Segmentation of SMEs' Strategic Responses"
  Discussant: Elide Giuttari, Sara Lombardi and Federico Martellozzo

S5-2 - Uncertainty, decision-making and rationality in the age of AI

Chair: Mario Pezzillo

- 8, *Alberto Feduzi, Philip Faulkner and Jochen Runde*, "Unknowns, Black Swans and the analysis of threats in defence organisations"
  Discussant: Chiara Bellini, Deanira Laze and Lucia Marchegiani
- 152, *Daria Sarti and Teresina Torre*, "How do Human Resources Managers decide in the era of AI? Exploring the Italian context."
  Discussant: Alberto Feduzi, Philip Faulkner and Jochen Runde
- 153, *Chiara Bellini, Deanira Laze and Lucia Marchegiani*, "Building Resilient Organizations: Procedural Rationality in AI-Supported Decision-Making"
  Discussant: Daria Sarti and Teresina Torre

S7-2 - Responsible leadership and competencies in the age of AI

Chair: Edoardo Della Torre

- 14, *Beatrice Re, Cinzia Calluso, Grazia Garlatti Costa, Serena Barello and Alessandro Zardini*, "Paving the way toward neuroinclusive firms: a managerial perspective on neuroinclusion in the Italian context"
  Discussant: Davide Giacomini and Lisa Grandi
- 101, *Gaia Pennino and Rocco Agrifoglio*, "Responsible Leadership in the Age of Artificial Intelligence: an Exploratory Study on the Competencies of AI Leaders"
  Discussant: Beatrice Re, Cinzia Calluso, Grazia Garlatti Costa, Serena Barello and Alessandro Zardini
- 115, *Davide Giacomini and Lisa Grandi*, "AI Adoption in the Public sector: understanding employees' perspectives and the role of AI training"
  Discussant: Gaia Pennino and Rocco Agrifoglio

S9-2 - AI, HRM and wellbeing in people management processes

Chair: Stefano Za

- 55, *Davide de Gennaro, Ludovica Del Barone, Filomena Buonocore and Rosario Marrapodi*, "Human resource management as a driver for organizational resilience in the era of artificial intelligence"
  Discussant: Daniela Aliberti, Rita Bissola and Barbara Imperatori
- 74, *Simona Mormile, Roberta Romano, Gabriella Piscopo and Paola Adinolfi*, "Artificial Intelligence in HRM: A Study on Organizational Well-Being within the Italian Healthcare Sector"
  Discussant: Davide de Gennaro, Ludovica Del Barone, Filomena Buonocore and Rosario Marrapodi
- 77, *Daniela Aliberti, Rita Bissola and Barbara Imperatori*, "Intelligent technology in HR: where are we now? An overview of the underway transformations in HR departments in Italy"
  Discussant: Simona Mormile, Roberta Romano, Gabriella Piscopo and Paola Adinolfi

S11-2 - GenAI, cognitive offloading and transformations of work

Chair: Rocco Reina

- 105, *Giovanni Gatti and Joel José Rivera Jimenez*, "Generative AI: Balancing Cognitive Offloading with Deskilling and Professional Identity Concerns"
  Discussant: Ilenia Bua, Maria Rucsandra Stan, Alessandra Lazazzara and Eliana Alessandra Minelli
- 118, *Haiat Perozzo and Aurelio Ravarini*, "Job Crafting the Shift from Doing Resilience to Being Resilient in GenAI-Enabled Work"

Discussant: Giovanni Gatti and Joel José Rivera Jimenez

- 61, *Ilenia Bua, Maria Rucsandra Stan, Alessandra Lazazzara and Eliana Alessandra Minelli*, "Leading with AI Reconfiguring Leadership in Augmented Decision-Making Contexts"
  Discussant: Haiat Perozzo and Aurelio Ravarini

AM-2 - Social norms, DEI and workplace adaptability

Chair: Luca Pareschi

- 114, *Sara Bonesso, Rameesha Abbas, Federica Bressan and Laura Cortellazzo*, "Measuring DEI climate: a review of diversity, equity, and inclusion measurement tools and its impact on employee well-being, attitudinal and behavioural outcomes"
  Discussant: Isabella Bonacci, Maria Menshikova, Danila Scarozza and Monica Graziadei
- 38, *Giulia Falasca, Sofia Di Pippo, Roberta Laurita, Irene Gabutti and Federica Morandi*, "Mapping workforce adaptability: A Transversal Competency Dictionary for enhancing resilience in the Italian healthcare system"
  Discussant: Sara Bonesso, Rameesha Abbas, Federica Bressan and Laura Cortellazzo
- 142, *Isabella Bonacci, Maria Menshikova, Danila Scarozza and Monica Graziadei*, "Transforming Organizations and HRM Practices through Gender Equality Certification: Motivations and Impacts in Italian Context"
  Discussant: Giulia Falasca, Sofia Di Pippo, Roberta Laurita, Irene Gabutti and Federica Morandi

S3-2 — Poster session 2 — Vulnerability, wellbeing and data in changing work contexts

Chair: Silvio Ripetta

- 76, *Mahsa Abedini, Silvia Dello Russo, Silvia Profili, Laura Innocenti, Alessia Sammarra and Manuela Paolini*, "Sustainable Careers Among Chronically Ill Workers: A Diary Study"
- 117, *Tiziano Volpentesta and Niloofar Kazemargi*, "How the Meaning of 'Data' Changed in Social Science: A Word Embedding Analysis from 2010–2024"
- 20, *Luca Orlando*, "Protecting Vulnerable Users and Holding Providers Accountable: Private Law as a Resilience Infrastructure in AI-Based Assistive Ecosystems"

20:30 | Dinner @ Serre Barberini

The conference dinner will take place at Serre Barberini, Via delle Quattro Fontane 13, 00184 Roma. Participants are invited to join for an informal evening of conversation and networking in a relaxed setting.

May 29 - Building A | Faculty of Economics, University of Rome “Tor Vergata”

9:00–10:15 | Parallel session III & poster sessions III

P5-3 — Human–AI interaction, work and organizational learning

Chair: Luca Pareschi

- 56, *Martina Neri, Maria Laura Frigotto and Federico Niccolini*, “The Academic Profession at a Crossroads- Human–AI Conjoined Agency”
  Discussant: Francesca Visintin, Daniel Pittino, Michela Bearzi and Alexia Ciroi
- 129, *Zana Ramovic, Alessandra Lazazzara, Rachele Contiero, Stefano Za and Edoardo Della Torre*, “The Effect of AI-Augmented Feedback on Employee Outcomes and Managerial Learning”
  Discussant: Martina Neri, Maria Laura Frigotto and Federico Niccolini
- 113, *Francesca Visintin, Daniel Pittino, Michela Bearzi and Alexia Ciroi*, “Generative AI, moral friction and digital resilience”
  Discussant: Zana Ramovic, Alessandra Lazazzara, Rachele Contiero, Stefano Za and Edoardo Della Torre

P9-3 - Resilience, crises and power in inter-organizational structures

Chair: Daniela Pianezzi

- 81, *Tiziano Volpentesta, Fausto Di Vincenzo and Daniele Mascia*, “NETWORK RESILIENCE ACROSS CRISES: HOW CRISIS ATTRIBUTES SHAPE INTERORGANIZATIONAL DYNAMICS IN HEALTHCARE”
  Discussant: Alessio Maria Braccini and Marco Smacchia
- 150, *Stefano Armenia, Francesca Castaldo and Tommaso De Angelis*, “Architetture dell'Incertezza: La Resilienza Organizzativa tra Strutture Adattive e Sistemi di Simulazione Dinamica”
  Discussant: Tiziano Volpentesta, Fausto Di Vincenzo and Daniele Mascia
- 151, *Alessio Maria Braccini and Marco Smacchia*, “Exploring Power Dynamics on Digital Product Passport Adoption: An fsQCA Analysis of Sustainability Pathways in Circular Value Chains”
  Discussant: Stefano Armenia, Francesca Castaldo and Tommaso De Angelis

P11-3 - Change and digital transformation in healthcare

Chair: Maria Laura Toraldo

- 45, *Edoardo Croce, Gianfranco Rebora and Jitse Schuurmans*, “When managers disagree: Artificial Intelligence and the fragmentation of institutional logics in hospitals”
  Discussant: Chiara Tombolini, Diego Ponte, Marco Zamarian and Alberto Zanutto
- 90, *Federica Morandi, Americo Cicchetti, Rocco Reina and Marzia Ventura*, “Middle Managers as Change Agents in Healthcare: Exploring Role Awareness and Microfoundations of Change Agency”
  Discussant: Edoardo Croce, Gianfranco Rebora and Jitse Schuurmans
- 108, *Chiara Tombolini, Diego Ponte, Marco Zamarian and Alberto Zanutto*, “A capability-based framework for assessing telemedicine scalability”
  Discussant: Federica Morandi, Americo Cicchetti, Rocco Reina and Marzia Ventura

S5-3 - Generations, attractiveness and educational/professional trajectories

Chair: Francesco Bolici

- 13, *Viviana Colombi Evangelista, Davide de Gennaro, Ludovica Del Barone and Filomena Buonocore*, "Generational Influences and Organizational Responses: A Meta-Synthesis on Generation Z"
  Discussant: Nicola Capolupo, Emilia Romeo, Giovanna Afeltra and Paola Adinolfi
- 33, *Anna Chiara Scapolan, Diego Landini, Fabrizio Montanari and Antonella Epifanio*, "Attracting Generation Z through Sustainable Human Resource Management: An Exploratory Study of Italian University Students"
  Discussant: Viviana Colombi Evangelista, Davide de Gennaro, Ludovica Del Barone and Filomena Buonocore
- 42, *Nicola Capolupo, Emilia Romeo, Giovanna Afeltra and Paola Adinolfi*, "Stranger Academia: il sottosopra della valutazione nell'università contemporanea. Uno studio pilota"
  Discussant: Anna Chiara Scapolan, Diego Landini, Fabrizio Montanari and Antonella Epifanio

S7-3 - Relationships, recognition and workplace adaptability

Chair: Enrico Cori

- 164, *Fabrizio Collalti, Massimiliano Pellegrini and Francesco Pugliese*, "Navigating Intercultural Contexts: A Bibliometric Systematic Review of Cross-Cultural Dynamics in Organizational Settings"
  Discussant: Vojkan Nedkovski, Alessandra Pernice, Silvia Dello Russo, Mirko Antino and Daniele Mascia
- 71, *Valentina Iacopino, Anna Piazza and Cinzia Calluso*, "Respectful Leadership in a Gendered World: Cultural and Societal Barriers for Women Leaders"
  Discussant: Fabrizio Collalti, Massimiliano Pellegrini and Francesco Pugliese
- 78, *Vojkan Nedkovski, Alessandra Pernice, Silvia Dello Russo, Mirko Antino and Daniele Mascia*, "Thriving at work as a socially embedded phenomenon: A social network perspective"
  Discussant: Valentina Iacopino, Anna Piazza and Cinzia Calluso

S9-3 - Welfare, wellbeing and organizational responsibility

Chair: Chiara Morelli

- 52, *Roberta Oppedisano, Luca Gnan, Maria Ferrara and Aqsa Ameer*, "Beyond Performance and Compliance: Mapping Organisational Responsibility in Research on Violence Against Women at Work"
  Discussant: Stefania Mele, Caterina Galdiero and Barbara Carboni
- 82, *Valentina Sommovigo, Francesca Sanguineti and Pietro Previtali*, "Welfare Breadth and Organizational Absenteeism: When Budget and Digital Platforms Strengthen HR Signals"
  Discussant: Roberta Oppedisano, Luca Gnan, Maria Ferrara and Aqsa Ameer
- 112, *Stefania Mele, Caterina Galdiero and Barbara Carboni*, "Exploring Organizational Well-Being as Sustainability Human Resources Practices."
  Discussant: Valentina Sommovigo, Francesca Sanguineti and Pietro Previtali

S11-3 - Agile work, performance appraisal and smart working

Chair: Lucia Marchegiani

- 46, *Massimo Angelo Zanetti, Lorenzo Fattori and Arianna Usseglio Prinsi*, "Agile Work and Techno-Overload: Implications for Organizational Resilience"

Discussant: Maria Zifaro and Giulia Flamini

- 69, *Sara Sassetti, Martina Mori and Mariacristina Bonti*, "The Transformation of Performance Appraisal in Hybrid Organizations"

  Discussant: Massimo Angelo Zanetti, Lorenzo Fattori and Arianna Usseglio Prinsi

- 145, *Maria Zifaro and Giulia Flamini*, "From Forced Telework to Smart Working: Explaining Smart Working Satisfaction in Public Administration"

  Discussant: Sara Sassetti, Martina Mori and Mariacristina Bonti

AM-3 - Reorganizing healthcare: professional networks, roles and brokerage

Chair: Gilda Antonelli

- 28, *Mario Masiello and Luca Giorgio*, "How Physicians' Advice Networks Reconfigure During Hospital Organizational Change"

  Discussant: Camilla Mola and Daniele Mascia

- 36, *Federica Morandi, Sofia Di Pippo, Sabrina Altavilla and Hanna Tariku Asfaw*, "Designing Strategic Professional Roles to Support Workforce Resilience in the Italian National Health Service"

  Discussant: Mario Masiello and Luca Giorgio

- 63, *Camilla Mola and Daniele Mascia*, "Inter-professional Brokerage and The Emergence of Innovation Catalysts in Healthcare Organizations"

  Discussant: Federica Morandi, Sofia Di Pippo, Sabrina Altavilla and Hanna Tariku Asfaw

S3-3 — Poster session 3 — Voice, inclusion and resilience across work and public value contexts

Chair: Aizhan Tursunbayeva

- 12, *Filomena Riemma and Floriana Pollio*, "From Coping to Collective Resilience: An AI-Supported Job Crafting Intervention for Nurses"
- 133, *Francesco Fumagalli*, "From a measurement concern to a functional understanding of employee voice"
- 4, *Luca Carollo, Antonella Verduci, Viviana Meschitti, Carmela Barbera and Stefano Tomelleri*, "Resilience Practices for Public Value Creation: The University as an Organizational Trailblazer"
- 16, *Laura Cortellazzo, Sara Bonesso, Federica Bressan and Rameesha Abbas*, "Understanding the Impact of DEI Practices: Insights into Wellbeing, Attitudes, and Behavior"
- 21, *Giuseppe Cozzolino and Luca Orlando*, "Artificial Intelligence, Organizational Purpose, and Resilient Organizing: From Technological Neutrality to Ethical Renewal"

10:15–11:15 | ASSIOA Assembly, Aula Magna

The ASSIOA Assembly will take place in the Aula Magna. Members are invited to attend and take part in the institutional discussion on the association's activities, initiatives, and future developments.

11:15–11:45 | Coffee break

Participants are invited to join the Coffee break before the next parallel sessions. This will be an opportunity to continue conversations, meet colleagues, and move between rooms before the programme resumes.

11:45–13:25 | Parallel session IV & poster sessions IV

P5-4 - Digitalization and new organizational practices

Chair: Alessio Braccini

- 5, *Silvio Ripetta and Luigi Maria Sicca*, "Inscriptions and resilient organising in esports: a sociomaterial study of Valorant"
  Discussant: Emanuele Gabriel Margherita and Danila Scarozza
- 6, *Martina Neri, Maria Laura Frigotto and Federico Niccolini*, "Organizing for cyber-driven digitalization: a tale from the maritime field"
  Discussant: Silvio Ripetta and Luigi Maria Sicca
- 40, *Emilia Romeo, Angelo Rosa, Giuliano Marolla and Francesco Manfredi*, "Vivere con gli algoritmi: resilienza organizzativa in condizioni di incertezza tecnologica"
  Discussant: Martina Neri, Maria Laura Frigotto and Federico Niccolini
- 79, *Emanuele Gabriel Margherita and Danila Scarozza*, "Organizing Industry 4.0 Practices for Organizational Performance"
  Discussant: Emilia Romeo, Angelo Rosa, Giuliano Marolla and Francesco Manfredi

P9-4 - Designing organizational structures in digital and hybrid contexts

Chair: Maria Laura Frigotto

- 31, *Daniel Pittino, Francesca Ricciardi and Lia Tirabeni*, "Out of Sight, Out of Mind? Reframing the Organizational Chart from a Hidden Visual Technology to an Anticipatory Artifact"
  Discussant: Aizhan Tursunbayeva, Stefano Di Lauro, Gilda Antonelli and Luigi Moschera
- 57, *Leila Ahmadpour and Daniele Mascia*, "When Team Boundaries Shift: Fluid Teams' Performance in Technology-Enabled Surgical Contexts"
  Discussant: Daniel Pittino, Francesca Ricciardi and Lia Tirabeni
- 66, *Aizhan Tursunbayeva, Stefano Di Lauro, Gilda Antonelli and Luigi Moschera*, "Digital Transformation in Italian SMEs: The Central Role of Organizational Design"
  Discussant: Leila Ahmadpour and Daniele Mascia

P11-4 - Organizational resilience as process and capability

Chair: Massimiliano Pellegrini

- 3, *Sara Lombardi, Luca Giustiniano and Miguel Pina e Cunha*, "From stars to dust: An unwanted destiny of resilience"
  Discussant: Enrico Carlet, Simona Leonelli, Martina Gianecchini and Diego Campagnolo

- 35, *Marco Arcuri, Federico Fioravanti, Franca Cantoni and Primiano Di Nauta*, “Shared Leadership and the Autopoiesis of Leaders, Projects and Ecosystems: A Processual View on Resilience in Projects”
  Discussant: Sara Lombardi, Luca Giustiniano and Miguel Pina e Cunha
- 130, *Enrico Carlet, Simona Leonelli, Martina Gianecchini and Diego Campagnolo*, “The effectiveness of resilience capabilities: Evidence from SMEs”
  Discussant: Marco Arcuri, Federico Fioravanti, Franca Cantoni and Primiano Di Nauta

S5-4 - AI, work, routines and knowledge

Chair: Edoardo Della Torre

- 70, *Silvia Barghini, Mariacristina Bonti and Sara Sassetti*, “WORK, TIME, AND RESILIENCE WHEN AI RESHAPES ORGANIZATIONS”
  Discussant: Federico Ceschel, Lucia Marchegiani, Angelo Baccelloni, Diletta Topazio and Maria Lorenza Gerardi
- 84, *Angela Lizzi, Federica Ceci and Niloofar Kazemargi*, “From Human-to-Human to Human-to-Machine: a systematic review on AI-enabled tacit knowledge transfer”
  Discussant: Silvia Barghini, Mariacristina Bonti and Sara Sassetti
- 127, *Chiara Tombolini, Roberta Cuel and Diego Ponte*, “How Artificial Intelligence Is Reshaping Organizational Routines in Healthcare Handoffs”
  Discussant: Angela Lizzi, Federica Ceci and Niloofar Kazemargi
- 141, *Federico Ceschel, Lucia Marchegiani, Angelo Baccelloni, Diletta Topazio and Maria Lorenza Gerardi*, “Resilient Delegation in the Age of AI: When Augmentation Helps (and When It Hinders) Capability Formation”
  Discussant: Chiara Tombolini, Roberta Cuel and Diego Ponte

S7-4 - Resilience, vulnerability and organizational values

Chair: Sara Bonesso

- 19, *Yasir Faheem, Simone Oppido, Maria Cristina Manocchio and Francesca Di Virgilio*, “Toxic Resilience in Organizations: When Resilience Becomes a Mechanism of Normalization of Burnout and Over-Adaptation”
  Discussant: Stefano Luca Patania
- 39, *Luca Orlando, Giuseppe Esposito and Claudio Valerio*, “Being resilient in technologically mediated organisations: Vulnerability, Dissonance, and Hybrid Subjectivity”
  Discussant: Yasir Faheem, Simone Oppido, Maria Cristina Manocchio and Francesca Di Virgilio
- 17, *Lorenzo Fattori and Edoardo Crocco*, “Cybersecurity: A Pathway to Resilient Organizing for Small and Medium-Sized Enterprises”
  Discussant: Luca Orlando, Giuseppe Esposito and Claudio Valerio
- 136, *Stefano Luca Patania*, “BEING RESILIENT THROUGH AXIOLOGICAL ALIGNMENT IN ORGANIZATIONS. FROM INDIVIDUAL TO CORPORATE VALUES”
  Discussant: Lorenzo Fattori and Edoardo Crocco

S9-4 - Job crafting, flourishing, engagement and craft careers

Chair: Rocco Reina

- 156, *Luca Pareschi and Francesca Leonardi*, "Craft matters: a typology of craft careers as creative work"
  Discussant: Alberto Monti, Lorenzo Mizzau and Teresina Torre
- 65, *Viviana Colombi Evangelista, Davide de Gennaro and Filomena Buonocore*, "When crafting benefits others: From flourishing to perceived impact"
  Discussant: Luca Pareschi and Francesca Leonardi
- 75, *Roberta Laurita, Federica Morandi and Fausto Di Vincenzo*, "Drivers of Strengths-Based Job Crafting During Digital Transformation"
  Discussant: Viviana Colombi Evangelista, Davide de Gennaro and Filomena Buonocore
- 154, *Alberto Monti, Lorenzo Mizzau and Teresina Torre*, "Trust in the Supervisor and Worker's Engagement: Exploring the Role of Supervisor-supportive Behaviors and Self-Efficacy"
  Discussant: Roberta Laurita, Federica Morandi and Fausto Di Vincenzo

S11-4 - Stress, dissatisfaction, isolation and loneliness at work

Chair: Davide Bizjak

- 10, *Margherita Gorrieri*, "Job dissatisfaction, professional isolation and withdrawal judgments in contemporary work"
  Discussant: Brunella Iengo, Daniela Allocca and Luca Marino
- 15, *Sonia Pastori, Loredana Mihalca, Giovanna Afeltra and Eliana Alessandra Minelli*, "Not All Challenge and Hindrance Stressors Are Alike: A Fine-Grained Test of the CHSF"
  Discussant: Margherita Gorrieri
- 37, *Deborah Gervasi, Elena Mazzardo, Domenico Berdicchia, Guglielmo Faldetta and Giovanni Masino*, "When ostracism becomes loneliness in workplaces: Reciprocity and social recognition in a longitudinal perspective"
  Discussant: Sonia Pastori, Loredana Mihalca, Giovanna Afeltra and Eliana Alessandra Minelli
- 44, *Brunella Iengo, Daniela Allocca and Luca Marino*, "Making home in "Land of Fires": organizing ecological care."
  Discussant: Deborah Gervasi, Elena Mazzardo, Domenico Berdicchia, Guglielmo Faldetta and Giovanni Masino

S3-4 — Poster session 4 — Institutional transformation, digital maturity and organizational fields

Chair: Caterina Muzzi

- 72, *Martina Gaia Faletti, Simone Gabbriellini and Chiara Frigerio*, "Financial Readiness and Co-location as Predictors of the Going-Public Decision"
- 139, *Deanira Laze and Flavia Marucci*, "Ready, Set, Digital: Exploring the Interaction Between Public Support Mechanisms and Organizational Capabilities to promote Digital Maturity for more resilient SMEs"
- 149, *Daria Sarti, Francesca Sanguineti, Enrico Cori and Luigi Moschera*, "Scholarly associations and the internal organization of academic fields: Evidence from Italian Organization Studies"
- 120, *Chiara Paolino, Greta Elisabetta Brizio, Rita Bissola and Domenico Bodega*, "Researching and Teaching Inclusively and About Inclusion: The Olympic and Paralympic Winter Games as Space for Reflexive Diary Practices Among Academic"

- 140, *Mauro Romanelli and Maria Ferrara*, “Smart collaborative working for innovation within public organizations”

13:25–14:30 | Lunch

Participants are invited to join the lunch break, which will provide an opportunity to continue conversations from the morning sessions, meet colleagues, and relax before the afternoon programme begins.

14:30–16:10 | Parallel session V & poster sessions V

P5-5 — AI governance, compliance and transformations of digital work
Chair: Francesca Di Virgilio

- 18, *Marcello Russo, Filomena Riemma and Viviana Colombi Evangelista*, “Designing hybrid work through participation: The MSF Italy case”
  Discussant: Nunzio Casalino and Gianluigi Spagnuolo
- 47, *Alessandra Di Giacomo and Paolo Spagnoletti*, “Agentic AI for Compliance Automation: Delegating Cybersecurity Auditing to Autonomous Agents”
  Discussant: Marcello Russo, Filomena Riemma and Viviana Colombi Evangelista
- 110, *Alberto Varone and Francesco Bolici*, “How Organizational Scholarship Engages with Agentic AI: a Computational Literature Review”
  Discussant: Alessandra Di Giacomo and Paolo Spagnoletti
- 147, *Nunzio Casalino and Gianluigi Spagnuolo*, “Dal procedimento amministrativo digitalizzato al provvedimento amministrativo dinamico: il caso dei SUAP “intelligenti””
  Discussant: Alberto Varone and Francesco Bolici

P9-5 - Ecosystems, relational infrastructures and data governance
Chair: Guglielmo Faldetta

- 27, *Giovanna Muraglia, Adriana Scuotto, Mariavittoria Cicellin and Stefano Consiglio*, “Resilience as an organising: collaborative governance and digital infrastructure in fragile cultural contexts”
  Discussant: Gouya Harirchi and Giancarlo Lauto
- 59, *Michele Cipriano, Olimpia Fontana, Paolo Sckokai and Francesco Virili*, “Relational infrastructure and structural differentiation in a broker-coordinated agri-food ecosystem”
  Discussant: Giovanna Muraglia, Adriana Scuotto, Mariavittoria Cicellin and Stefano Consiglio
- 138, *Martina Gianecchini, Michela Bearzi, Anna Cabigiosu, Diego Campagnolo, Enrico Carlet, Daniele Mascia, Daniel Pittino and Tiziano Volpentesta*, “Resilient by Design? Configurations of Structure and Coordination in Inter-Organizational Networks”
  Discussant: Michele Cipriano, Olimpia Fontana, Paolo Sckokai and Francesco Virili
- 62, *Gouya Harirchi and Giancarlo Lauto*, “Too young, too old, or too desperate? Age norms and structural disadvantage in platform work”

Discussant: Martina Gianecchini, Michela Bearzi, Anna Cabigiosu, Diego Campagnolo, Enrico Carlet, Daniele Mascia, Daniel Pittino and Tiziano Volpentesta

P11-5 - Participatory, reflexive and worker-led practices

Chair: Enrico Cori

- 32, *Giovanna Afeltra, Andrea Montefusco and Marco Zamarian*, "Transforming safety culture through action research"
  Discussant: Flavia Marucci and Michela Marchiori
- 87, *Sara Bonesso and Giulia Milani*, "From Leader-Centric Visioning to Participative Organizational Visioning: Toward a Processual Perspective"
  Discussant: Giovanna Afeltra, Andrea Montefusco and Marco Zamarian
- 107, *Giuseppe Garrubba and Maria Laura Frigotto*, "Worker-led management from hybrid to desk-sharing contexts"
  Discussant: Sara Bonesso and Giulia Milani
- 131, *Flavia Marucci and Michela Marchiori*, "Beyond Accountability: Exploring Participatory Impact Assessment as a Reflexive organizational Practice in the Cultural Heritage Sector"
  Discussant: Giuseppe Garrubba and Maria Laura Frigotto

S5-5 - Tradition, memory and socio-cultural transformations

Chair: Laura Innocenti

- 7, *Andrea Lanza and Giuseppina Simone*, "When is tradition both a resource and a constraint? The differentiated effect of novelty adoption"
  Discussant: Giuseppe Cozzolino, Amalia Ranieri, Lorenzo Fattori and Luca Orlando
- 41, *Serena Federica Scorzoni, Daniela Pianezzi and Luigi Maria Sicca*, "Memories struggles in alternative organizing: sustaining action in 'Ccà nisciun' è fessa"
  Discussant: Andrea Lanza and Giuseppina Simone
- 43, *Filomena Pagnozzi, Andrea Di Sante Fiore, Gilda Antonelli and Alessandro Sarra*, "Early Educational Pathways, Lasting Consequences: How Institutional Trajectories Shape Graduate Outcomes"
  Discussant: Serena Federica Scorzoni, Daniela Pianezzi and Luigi Maria Sicca
- 48, *Giuseppe Cozzolino, Amalia Ranieri, Lorenzo Fattori and Luca Orlando*, "Enchantment, disenchantment, and re-enchantment: Social Agriculture as a form of resilience in rural areas"
  Discussant: Filomena Pagnozzi, Andrea Di Sante Fiore, Gilda Antonelli and Alessandro Sarra

S7-5 - Craft, relational competencies and the sustainability of creative work

Chair: Teresina Torre

- 29, *Manfredi de Bernard, Francesca Leonardi and Luca Pareschi*, "Craft and getting ready for the apocalypse: the case of preppers"
  Discussant: Fabrizio Maimone, Giovanni Ferri and Plinio Limata
- 92, *Lakshmi Balachandran Nair, Elena Bruni and Sara Lombardi*, "Beyond technical capabilities: Relational expertise in managing creative-routine duality"
  Discussant: Manfredi de Bernard, Francesca Leonardi and Luca Pareschi
- 104, *Arianna Marcolin, Banu Saatci and Maria Laura Toraldo*, "From Preserving to Spreading Local Repair Skills: Regenerative Resilience in an Italian Craft SME"

Discussant: Lakshmi Balachandran Nair, Elena Bruni and Sara Lombardi

- 128, *Fabrizio Maimone, Giovanni Ferri and Plinio Limata*, "Employee sustainability for a more resilient world: A conceptual model and research agenda."
  Discussant: Arianna Marcolin, Banu Saatci and Maria Laura Toraldo

S9-5 - Leadership, competencies and resilience in the public and healthcare sectors

Chair: Francesca Visintin

- 103, *Alessandra Ricciardelli, Lorenzo Mercurio and Isabella Bonacci*, "The impact of digital transformation on the role of public healthcare professionals"
  Discussant: Lucio Todisco, Andrea Tomo, Paolo Canonico and Gianluigi Mangia,
- 126, *Marco Sartirana, Elisabetta Trinchero, Giorgio Giacomelli and Carl Savage*, "Here, everyone is just a number": understanding how professional values affects health workforce resilience"
  Discussant: Alessandra Ricciardelli, Lorenzo Mercurio and Isabella Bonacci
- 122, *Lucio Todisco, Andrea Tomo, Paolo Canonico and Gianluigi Mangia*, "The "unspoken" aspects of technology in the public sector: new competences for rethinking workplaces"
  Discussant: Marco Sartirana, Elisabetta Trinchero, Giorgio Giacomelli and Carl Savage

S11-5 - Performance information, HRM formalization and institutional transformations

Chair: Alessandro Hinna

- 11, *Ludovica Del Barone, Alessandro Hinna, Rocco Palumbo, Filomena Buonocore and Concetta Metallo*, "What makes performance information meaningful in Italian public administration"
  Discussant: Federica Giorda, Valentina Iacopino, Simone Gabbriellini and Federico Rajola
- 83, *Barbara Maggi, Damiano Petrolo and Chiara Morelli*, "The Role of Millennial Managers in Shaping HRM Formalisation within Family Firms"
  Discussant: Ludovica Del Barone, Alessandro Hinna, Rocco Palumbo, Filomena Buonocore and Concetta Metallo
- 96, *Simona Leonelli, Filippo Ferrarini and Fabrizia Fontana*, "Workplace happiness: do cultural differences play a role?"
  Discussant: Barbara Maggi, Damiano Petrolo and Chiara Morelli
- 73, *Federica Giorda, Valentina Iacopino, Simone Gabbriellini and Federico Rajola*, "The impact of cognitive biases on use intention AI and the moderating effect of information sources: an experimental study"
  Discussant: Simona Leonelli, Filippo Ferrarini and Fabrizia Fontana

S3-5 — Poster session 5 — AI governance, ethics, decision-making, work and wellbeing

Chair: Marco Tonellato

- 102, *Riccardo Michele Colangelo and Eleonora Petrazzuoli*, "Governing Artificial Intelligence in Organizations: Structures, Resilience, and Corporate Crisis"
- 97, *Sabrina Coppola*, "Algorithms Control and Work Rhythms: An Underexplored Interplay"
- 143, *Giulia Terzi, Alessia Talarico, Valerio Giampaola, Martina Mori, Sabrina Bonomi and Concetta Lucia Cristofaro*, "Co-creation of telemedicine spaces in the gaps between healthcare and territorial continuity: an exploratory study"

- 93, *Giulia Foti, Silvia Profili, Valentina Sommovigo and Stevan E. Hobfoll*, “Understanding Work-Related Stress in Employees with Chronic Illness: A Resource-Based Systematic Scoping Review”

16:10–17:00 | Wrap-up, Best Paper Prizes and Farewell Session, Aula Magna

The workshop will close with a final plenary session in the **Aula Magna**, including the wrap-up of WOA 2026, the announcement of the best paper prizes, and farewell remarks.

The session will include contributions from:

- **Prof. Nathan Levialdi Ghiron**, Rector of the University of Rome “Tor Vergata”
- **Prof. Luigi Moschera**, President of ASSIOA – Italian Association of Organization Studies
- **Prof. Massimiliano Pellegrini**, Chair of WOA 2026
- **Prof. Luca Pareschi**, Co-Chair of WOA 2026
- **Prof. Alessandro Hinna**, Doctoral Consortium Chair
- **Prof. Luca Gnan**, Doctoral Consortium Co-Chair
- **Roberta Oppedisano**, Organizing Committee

Prizes:

- **WOA 2026 Best Paper Award**
- **puntOorg - ASSIOA Award WOA 2026**

WOA 2026 will conclude with the final plenary session, including the wrap-up of the workshop and the announcement of the best paper awards. This closing moment will offer an opportunity to acknowledge the contributions of participants, presenters, discussants, chairs, doctoral students, mentors, and members of the organizing community.

The workshop will close with farewell remarks and with an invitation to continue the conversation at **WOA 2027**.