
CURRENT POSITION

from Oct 2023 **PhD student in Economic Sociology, Organization and Labor**
University of Milan, NASP – Network for the Advancement of Social and Political Studies. Four-year program.
Research project: “Exploring employee voice and silence in modern organizations: Unresolved issues and new insights”

EDUCATION

Oct 2022 **MSc in Management, Finance and International Business**
University of Bergamo, final grade: 110/110 *cum laude*
Final dissertation title: “Linking employee voice and job demands-resources: A moderated mediation model”
Supervisor: dott. Luca Carollo, co-Supervisors: prof. Edoardo Della Torre (University of Milan), prof. Michal Biron (University of Haifa)

Jul 2020 **BA in Business Administration**
University of Bergamo, final grade: 110/110 *cum laude*
My bachelor final dissertation concerned the influences of employee voice and human capital on productivity.
Supervisor: prof. Edoardo Della Torre

Jul 2017 **High School Diploma in Administration, Finance and Marketing**
ITCTS Vittorio Emanuele II (Bergamo), final grade: 100/100 *cum laude*

WORK EXPERIENCE

Apr - Sep 2023 **Collaboration contract**
University of Bergamo, Department of Management
Research project: “Employee voice and silence in SMEs”
Activity: preliminary literature review and data analysis
Scientific referent: dott. Luca Carollo

Oct - Dec 2021 **Collaboration contract**
University of Bergamo, Department of Management
Research project: “Control or support? The effect of HR systems on intellectual capital and organizational performance”
Activity: preliminary literature review
Scientific referent: prof. Edoardo Della Torre

PUBLICATIONS

Della Torre, E., Fumagalli, F. (2022). Il silenzio è d'oro? Forme e conseguenze dell'employee silence nelle organizzazioni. **Prospettive in Organizzazione**, 20, 1-8. ISSN 2465-1753

Gritti, A., Fumagalli, F., Lazazzara, A., Carollo, L., Della Torre, E. (2021). Employee voice, capitale umano e performance organizzativa: uno studio sulle imprese italiane. **Studi Organizzativi**, 2/2021, 121-144. DOI: 10.3280/SO2021-002005

WORKSHOP

Paper presented at the XXII Workshop of Organization Studies (**WOA**), University of Genova, 10-11 September 2021. Title: *Employee voice, capitale umano e performance organizzativa: uno studio sulle imprese italiane* (with A. Gritti, A. Lazazzara, E. Della Torre, L. Carollo)

OTHER EXPERIENCES

May 2022	Course attendance "Advanced report writing" University of Bergamo, Department of Management Program: Data communication and soft skills (Fly Higher)
Dec 2021 - Jan 2022	Course attendance "Survey methods" University of Bergamo, Department of Management Program: Data communication and soft skills (Fly Higher)

LANGUAGE AND COMPUTER SKILLS

Native language	Italian
Language skills	- English: C1 (IELTS, May 2023, overall band score: 7.5) - German: A2
Computer skills	- Use of Microsoft Office: Word, Excel, Power Point - Use of SAS Studio, SPSS, AMOS, Qualtrics

<i>I hereby authorize the use of my personal data in accordance with Italian (D. lgs. 196/2003) and EU (GDPR 2016/679) law.</i>

Milan, 20 October 2023

Francesco Fumagalli