

ACADEMIC CV - MICHELA VIGNOLI

Name and surname:

Nationality

e-mail:

ORCID

Scopus ID

ISI ID

ResearcherID

ResearchGate

Google Scholar

CF

Metrics overview

Current position

Associate Professor in Work and Organizational Psychology since 20 December 2021

Department of Psychology and Cognitive Science, University of Trento

Corso Bettini 31, 36068 Rovereto (TN)

Coordinator of the WE.BE.WO Lab (well-being at work Lab)
<https://sites.google.com/unitn.it/webewolab/home> since 5 november 2020.

Research interests

During my academic career I mainly worked on the following topics:

- Quality of working life and well-being: job demands and job resources associated to work-related stress and workers' well-being, workplace phobic anxiety, absenteeism, presenteeism, work-related stress assessment, work engagement; job burnout; bullying at work, remote e-working
- Aging at work: key features related to age in the workplace such as age discrimination, age stereotypes, expected retirement age, retirement financial planning, aging experience, motivation to continue working, work ability of older workers.
- Training/interventions effectiveness: effectiveness of safety training; development of instruments to assess non-technical skills, development of safety training packages and training evaluation

National Scientific Qualification

National Scientific Qualification for the Full Professor level (academic recruitment field 11/E3 (Social psychology and work and organizational psychology) – academic discipline M-PSI/06 (Work and organizational psychology) obtained on 12 December 2023. Valid until 12 December 2035.

Past research job positions

- 2018 - 2021 Position: Senior Assistant Professor in Work and Organizational Psychology at the Department of Psychology and Cognitive Science, University of Trento
Period: 20 December 2018 – 19 December 2021 (full-time)
- 2017 – 2018 Position: Post-Doc Research Fellow at INVALSI (National Institute for the Educational Evaluation of Instruction and Training)
Period: 5 January 2017 – 5 January 2019 (full-time)
Research project: “Work and organizational processes concerning the implementation of the performance appraisal system of the Italian school principals in a psychosocial perspective”
Activities: In charge of the scientific part of the monitoring project, my main activities are: analysis of the scientific literature with the aim to understand all the relevant variables and theory linked to working conditions, well-being, job performance and the performance appraisal, the developing of a mixed methods research project with questionnaires (longitudinal survey dedicated to all the Italian school principals and their evaluators) and interviews, analysis of qualitative and quantitative data, mixed methods analysis, writing of research reports, writing of scientific papers
- 2018 Position: Research Contract at University of Bologna - Department of Education Studies
Period: 1 May 2018 – 31 August 2020 (200 hours)
Research project: “ESTEEM – European Safety Training and Evaluation for European Mobility”
Activities: analysis of the literature concerning the relationship between safety training effectiveness, health and injuries; development of training activities; development of evaluation tools; quantitative and qualitative data analysis; writing of scientific papers; development of project reports; participation in national and international conferences; participation to the project meetings.
- 2017 - 2018 Position: Research Contract at University of Bologna – Department of Education Studies
Period: 1 May 2017 – 31 January 2018
Research project: Work-related stress assessment (80 hours)
Activities: In charge of the project, the main activities concerned the relationship with the organization involved (food sector; nearly 20,000 employees); management of all the project activities, analysis of the scientific literature concerning the psychosocial risk factors; adaptation of scientific instruments and scales both qualitative and quantitative concerning the StART method (based on a mixed methods approach); conduction of focus groups, analysis of quantitative and qualitative data; creation of scientific research reports at the end of the project; writing of scientific papers.
- 2017 Position: Research Contract at University of Bologna – Department of Education Studies
Period: 1 January 2017 – 31 -March 2017 (300 hours)
Research project: Almadiploma (funded with MIUR Italian Ministry of Education, University and Research).
Activities: definition of the contents and activity on counselling and vocational behaviours, analysis of the scientific literature on the career phases, and definitions of the useful concepts to investigate in order to evaluate the effectiveness of a vocational project at the end of its implementation, creation of questionnaires, data analysis of cross-sectional and longitudinal data, writing of scientific papers.
- 2015 - 2016 Position: Post-Doc Research Fellow at University of Bologna – Department of Education Studies
Period: 16 April 2015 – 15 September 2016 (full-time)
Research project: “The effectiveness of safety interventions in the workplace”
Activities: Participation in two main research projects: the first one concerning the evaluation of a training program on safety in three plants of an international chemical company. The second one concerned the “Monitoring and supporting schools of the Emilia Romagna region in the process of self-evaluation through the RAV report. Analysis of macro data and study cases” in collaboration with the School Regional Office of Emilia-Romagna. My main

activities were the analysis of the scientific literature, definition of tools to collect data, collection of data with online and paper and pencil questionnaire, data analysis (both with qualitative and quantitative data, writing of scientific reports, writing of scientific papers.

- 2013 - 2015 Position: Research Fellow at University of Bologna – Department of Psychology
Period: 1 April 2013 – 31 March 2015 (full-time)
Research project: “Application of a mixed methods approach to the assessment of psychosocial risk factors”
Activities: Participation in research projects concerning the assessment of psychosocial risk factors in organizations belonging to different sectors (e.g. multi-service, food retail). Participation to a research project on the effectiveness of the training program of pre-service teachers “The education of pre-service teachers. An investigation on the pre-service teachers training program in Bologna”.
The main activities concerned: the analysis of the scientific literature, creation of data collection instruments, data collection with on-line and paper and pencil questionnaires, conduction of interviews and focus groups, observations of work activities, data analysis (quantitative and qualitative), writing of scientific report, writing of scientific paper, attendance to international congresses.
- 2011 - 2013 Position: Research Fellow at University of Bologna – Department of Education Studies
Period: 28 January 2011 – January 2013 (full-time)
Research project: “Assessment of psychosocial risk factors and development of job resources”
Activities: Participation in research projects concerning the assessment of psychosocial risk factors and its relationship to workers’ well-being in organizations belonging to different sectors (e.g. banking groups, food retail). The main activities concerned the analysis of the scientific literature, creation of data collection instruments, data collection with on-line and paper and pencil questionnaires, conduction of interviews and focus groups, observations of work activities, data analysis (quantitative and qualitative), writing of scientific reports, writing of scientific papers.

Education

- 2015 PhD in Psychological Sciences, University of Bologna
Period: XXVII cycle, 2012 – 2014 (Defense: 10th April 2015)
Thesis title: Enhancing Workers’ Well-Being. Scientific and social relevance of managing stress in the workplace.
Supervisor: Prof. Marco Depolo
Evaluation: “The studies presented in the thesis are very original. The methodologies seem very appropriate. The results are interesting and analyzed critically. During the defense, the candidate showed a wide knowledge of the themes presented. The PhD thesis committee regards the PhD thesis as excellent”
- 2010 Master’s Degree in Work Organizational and Personnel Psychology, University of Bologna
Period: September 2008 – July 2010
Thesis title: The employment relationship of the knowledge workers. A case study
Supervisor: Prof. Guido Sarchielli
- 2008 Bachelor’s Degree Behaviours and Social Relationships Science, University of Bologna
Period: September 2005 – July 2008
Thesis title: The school contribution to the vocational process
Supervisor: Prof. Maria Luisa Pombeni

Fellowships

- 2018 Visiting Scholar at the Research Institute of Personnel Psychology, Organizational Development and Quality of Working Life of the Universidad de Valencia, Valencia, Spain.
Inviting Professor: José Maria Peiró.
Period: 15 June – 31 December 2018.
Outcomes: This ongoing visiting period is aimed to write a systematic literature review on the

effectiveness of safety training and a paper based on the data collected among migrant workers in the construction sector.

- 2018 Visiting Scholar at the Department of Medicine and Surgery, Psychology, Preventive Medicine and Public Health, Immunology and Medical Microbiology, Nursing and Stomatology at the Universidad Rey Juan Carlos, Madrid, Spain.
Inviting Professor: Carlos María Alcover de la Hera
Period: 23 February – 23 March 2018
Outcomes: This visiting period led to the development of the following paper: Vignoli, M., Zaniboni, S., Chiesa, R., Alcover, C. M., & Topa, G. Maintaining and engaging older workers at work: The trigger role of personal and social resources. This paper has been published in the International Journal of Human Resource Management
- 2015 Visiting PhD student at the Norwich Business School, University of East Anglia, Norwich, UK.
Inviting Professor: Karina Nielsen
Period: 17 January– 7 February 2015
Outcomes: This visiting period led to the publication of the following paper: Vignoli, M., Nielsen, K., Guglielmi, D., Tabanelli, M. C., & Violante, F. S. (2017). The importance of context in screening in occupational health interventions in organizations: A mixed methods study. *Frontiers in Psychology*, 8 <https://doi.org/10.3389/fpsyg.2017.01347>. Furthermore, this collaboration led to the development of an ERASMUS+ project “ESTEEM – European Safety Training and Evaluation for European Mobility”, which has been funded in 2017 for 442.090 euros.
- 2013 Visiting PhD student at the Department of Work Environment, University of Massachusetts, Lowell (USA).
Inviting Professor: Laura Punnett.
Period: 3 September – 4 December 2013
Outcomes: The period has been funded with a Marco Polo Grant of 4.050 euros. The topic of the funded project was the “Evaluation of safety interventions with new methodological approaches”. This visiting period led to the publication of the following paper: Vignoli, M., Punnett, L., & Depolo, M. (2014). How to measure safety training effectiveness? towards a more reliable model to overcome evaluation issues in safety training. *Chemical Engineering Transactions*, 36, 67-72. <https://doi.org/10.3303/CET1436012>. Furthermore, another paper has recently been published: **Vignoli, M., Depolo, M., Cifuentes, M., & Punnett L.** (2018) Disagreements on leadership styles between supervisors and employees are related to employees’ well-being and work team outcomes. *International Journal of Workplace Health Management*, 5(1), 274-293. <https://doi.org/10.1108/IJWHM-11-2016-0084>

Awards

- 2019 Prize awarded by INAIL and the European Agency for Safety and Health at Work for the project “Non-technical skill (NTS) for safety: research intervention in chemical companies” in which she collaborated under the scientific coordination by Prof. Marco Giovanni Mariani <https://magazine.unibo.it/archivio/2019/10/31/progetto-unibo-premiato-da-inail-e-dall2019european-agency-for-safety-and-health-at-work>
- 2018 Award: “Young Researcher Best WOP Paper - 2018”. Awarded by: Italian Association of Psychology (AIP) – Department of Psychology for the Organizations
Criteria: Paper published in a journal indexed in Scopus or ISI; being first author; theoretical and methodological innovation and originality; clear practical and social implications.
Award: € 500
- 2016 Award: “Best PhD thesis”. Awarded by: Italian Association of Psychology (AIP) – Department of Psychology for the Organizations
Criteria: Originality of the thesis, methodological approach; Deepening of the theoretical research; Applicability of the results; coherence with the organizational psychology topics; potentiality of publication. Award: € 500

Institutional Roles

- 05/2023 – Member of the PhD Committee of the PhD Programme in “Industrial Innovation” University of Trento
so far
- 03/2022 – Member of the PhD Executive Committee of the PhD Programme in “Cognitive Science” University of Trento
so far
- 10/2019 – Member of the PhD Committee of the PhD Programme in “Cognitive Science” University of Trento
so far
- 10/2019 – Delegate for the internships of the Department of Psychology and Cognitive science, University of Trento
so far
- 10/2019 – Member of the Psychology and Cognitive Science Department Board (Giunta). The Board of the Department is composed by the Director, the Vice Director and three elected representatives of, respectively, full professors, associate professors, and researchers.
10/2021

Teaching activities

- 2023 – so Course: “Laboratory of design and evaluation of interventions for organizational well-being” (28 hours)
far University of Trento. Master’s Degree Course in “Psychology”
- 2019/2020 – Course: “Work and Organisational Psychology” (20 hours)
so far University of Trento. Bachelor’s Degree Course in “Environmental and workplace prevention and safety methods”
- 2019/2020 – Course: “Psychologist’s areas of interventions: the future profession” (14 hours)
2023 University of Trento. Master’s Degree Course in “Psychology”
- 2019/2020 – Course: “Training and Vocational Psychology” (42 hours)
so far University of Trento. Master’s Degree Course in “Psychology”
- 2019/2020 – Course: “Work Psychology” (30 hours)
so far University of Trento. Bachelor’s Degree Course in “Cognitive Science”
- 2019/2020 – Course: “Psychologist’s professions” (10 hours)
2023 Length: 28 hours
University of Trento. Bachelor’s Degree Course in “Cognitive Science”
- Academic Course: “Organizational Psychology” (25 hours)
year University of Trento. Master’s Degree Course in “Psychology”
2018/2019
- Academic Course: “Laboratory of Professional Specialization on Prevention and Educational Treatment of educational Treatment of social distress” (24 hours)
year University of Bologna. Master’s Degree Course in “Designing and managing of educational interventions in social distress”
2017/2018
- 2015 Seminar: “Quantitative instruments” (4 hours)
University of Parma. Higher Education Course in “Management of infectious risk related to health care”

Teaching tutor positions and activities

- 2016 - 2018 Position: Teaching Tutor at University of Bologna – Department of Political and Social Sciences
Period: 1 November 2016 – 31 October 2018

Activities: Counselling and guidance activities for the students of the degree course on “Politics, Administration and Organization” such as managing of qualitative and quantitative surveys, focus-groups, analysis of quantitative and qualitative data.

2012 – 2018 Position: Co-tutorship of students of the Erasmus Mundus Joint Master Degree in Work, Organizational, and Personnel Psychology of the University of Bologna.
Activities: supporting the students in the development of their research projects, data collection, data analysis and their final thesis in collaboration with the tutor of the other university where the student attended a period of the master degree.

Supervisory activities

2022 – so far Phd students. I am supervising 3 doctoral students

2018 – so far Master students. I supervised 58 [master students](#).

2018 – so far Students of the Department Excellence Program. I supervised 4 students of the excellence program of the Department of Psychology and Cognitive Science

Ongoing research activities with national and international work teams (selection of)

Jan 2022 – so far Project: Risk perception in the safety context
Partners: Aarhus University, University of Sheffield, IIPLE Bologna, Scuola Edile Reggio Emilia
Period: January 2021 – 31 December 2023
Role: Principal Investigator
Topic: Analyse the relationship between risk perception and safe behaviors in the construction sector taking into consideration both the cognitive and emotional aspects

Jan 2022 – so far Project: Mentoring as a vocational program in the transition between education and work
Partners: Alumni Unitrento
Period: January 2021 – 31 December 2023
Role: Team member
Topic: To analyse the effectiveness of mentoring programs on career success

Nov 2019 – so far Research project: “Later Life Work Index”
Partners: Organisational Psychologists from 15 University around world: Michela Vignoli (**P.I.** Italian Unit), Prof. Deller Jorgen (Leuphana University, Germany), Prof. Topa Gabriela (UNED, Spain), University of Tel Aviv (Israel), University of Porto (Portugal), Prof. Yang Jie (Jiangxi University of Finance and Economics, Nanchang, China).
Topic: The aim is to validate the Later Like Work Index all around the world
<https://www.leuphana.de/en/portals/after-life-workplace-index.html>

2021-2023 Project: FUPPSY. The future of the psychological profession
Partners: Members of more than 15 Italian universities
Period: January 2021 – 31 December 2023
Role: **Principal Investigator** (until May 2023) now member of the group
Topic: To analyse the psychological profession in Italy in terms of a) role played by the internship and the relationship between career competences and objective and subjective career success.

- 2021-2022 Project: Remote e-working and work-family balance
Partners: Fondazione Franco Demarchi, Provincia Autonoma di Trento
Period: 15 July 2021 – 31 December 2022
Role: **Principal Investigator**
Activities: Longitudinal research project on the impact of e-work on work-family balance and well-being.
- Apr 2020 – Research project: “Working in times of crisis” [https://www.uni-](https://www.uni-due.de/biwi/aopsy/en/forschung_corona)
so far [due.de/biwi/aopsy/en/forschung_corona](https://www.uni-due.de/biwi/aopsy/en/forschung_corona)
Team members: Michela Vignoli (**P.I.** Italian Unit) Prof. Friedrich Kröner and Andreas Müller (Duisburg-Essen, Germany), Gabriela Nazar (Universidad de Concepcion, Chile e Universidad de la Frontera, Chile)
Topic: international research project on the impact of COVID on work all around the world; implementation in the Italian context and data analysis
- Jan 2020 – Research project: “E-remote work”
so far Team members: Michela Vignoli (**P.I.** Italian Unit), Prof. Tramontano Carlo and Maria Charalampous (Coventry University, UK), Andrea Ceschi (University of Verona)
Topic: validation and analysis of antecedents and correlates of E-Work Well-being and the E-Work Life scale
- Sept 2020 – Research project: “Workaholism and daily fluctuations in blood pressure, emotional exhaustion and
so far sleep quality”
Team members: Balducci Cristian (University of Bologna), Avanzi Lorenzo, Michela Vignoli (**University of Trento**), Paola Spagnoli (University of Campania).
Topic: Collecting data through diary studies on workaholism, overcommitment its associations with blood pressure and sleep quality.
- June 2018 – Research project: “Psychological experience of aging and retirement in the Southern
2022 European Countries”
Team members: Michela Vignoli (**P.I.** Italian Unit) Prof. Gabriela Topa Cantisano (National University of Distance Education); Dr. Ulrike Fasbender (Justus-Liebig-Universität Giessen)
Topic: analysis of the literature, data collection and analysis
- May 2017 – Research project: “Metanalysis concerning work engagement and its determinants”
2021 Team members: Prof. Wilmar Schaufeli (KU Leuven); Prof. Gabriela Topa Cantisano (National University of Distance Education); Enrique Robledo (National University of Distance Education); Prof. Dina Guglielmi (University of Bologna), Dr. Greta Mazzetti (University of Bologna)
Activities: analysis of a part of the metanalysis study; writing of a part of the metanalysis paper.
- Nov 2016 – Research project: “Italian validation of a Teacher Professional Development measure and its
2018 relationship with workplace age discrimination”
Team members: Prof. Beatrice van der Heijden (Radboud University); Prof. Arnoud Evers (Wolters Institute Open University of the Netherlands); Prof. Dina Guglielmi (University of Bologna); Dr. Greta Mazzetti (University of Bologna)
Activities: development of the questionnaire, data collection and data analysis
- Jun 2015 – Research project: “Non-technical skills and behavioral safety”
2021 Team members: Prof. Marco Giovanni Mariani; Prof. Rita Chiesa; Prof. Dina Guglielmi; Prof. Francesco Saverio Violante (University of Bologna)
Activities: development of the questionnaire and data analysis; writing of scientific papers
- Mar 2010 – Research project: “Work-related stress assessment and well-being in organizations”
2018 Team members: Organisational Psychology and Occupational Medicine Professors of the University of Bologna (e.g. Francesco Saverio Violante, Dina Guglielmi, Marco Depolo)
Activities: managing of research projects; analysis of the literature, development of

questionnaires and focus groups; data analysis; writing of scientific papers.

Funded projects

- 2023-2028 **Project:** COST European Cooperation in Science & Technology: “COCAG – Critical perspectives on career and career guidance”
Period: 23 October 2024 – 22 October 2028
Role: Member
Topic: This research project aims at exploring the following research questions. (1) How can the challenges and changes that are happening to careers in the contemporary world be understood? (2) How can policymakers respond to contemporary challenges to individual’s careers? (3) How can career guidance practice adopt a more critical stance to address the changing world more effectively?
<https://www.cost.eu/actions/CA23112/#tabs+Name:Working%20Groups%20and%20Membership>
<https://cocag.co.uk>
- 2024-2028 **Project:** Volkswagen Foundation “Overcoming Societal Tensions in Europe: Can Age-Diverse Friendships be the Solution?”
Period: 01 June 2024 – 31 May 2028
Funding: 207,600 euros
Role: **Principal Investigator**
Topic: This research project aims to draw a bright picture of Europe’s future by pointing to age-diverse friendships as a promising solution to the societal tensions related to age.
- 2023-2027 **Project:** COST European Cooperation in Science & Technology: “LeverAge - A European Network to Leverage the Multi-Age Workforce”
Period: 18 October 2023 – 17 October 2027
Role: **Vice Leader Work Group 2** on Successful Aging at work; Management Committee Member
Topic: This research project aims at improving the state of the art in five main keytopics: 1) Work and organizational practices for an age-diverse workforce; 2) Successful aging at work; 3) Integration of age-diverse workers and knowledge transfer; 4) Aging and technology at work; 5) Career development in later life and retirement
<https://www.cost.eu/actions/CA22120/#tabs+Name:Management%20Committee>
- 2022-2024 **Project:** Youth between transitions, challenges, and opportunities
Funding: 250,000 euros
Period: 1 November 2020 – 30 October 2022
Role: Research group member
Topic: Analysis of the psychosocial transitions involving school, training and work through a research-intervention-implementation scheme: an analysis of the initiatives of the individual territories to then systemise them in a synergic manner, with an integrated logic and in a cross-border perspective.
- 2020-2023 **Project:** BRIC Projects (INAIL): “New challenges to the management of psychosocial risks at work in times of rapid economic and technological changes in Italy and Europe. A comparative multilevel approach”
Overall funding: 501,601 euros
Period: 1 November 2020 – 30 March 2023
Role: Research group member
Topic: To study the impact of selected aspects of technological, economic and social change on the psychosocial work environment, and to investigate which OSH policies (on company and

national level) can be effective to counterbalance emerging risks. To do so we apply a comparative multilevel approach.

- 2020 Project: Analysis of training effectiveness perception
Funding: 5,000 euros (by Trentino School of Management)
Period: 15 June 2021 – 31 December 2020
Role: Scientific Chief
Topic: Consultancy on the scientific aspects of the project, review of documents (reports, presentations), consultancy on data analysis and interpretation of the results obtained
- 2020 - Project: Starting Grant for Young Researchers 2019 (University of Trento): “Exploring the impact
2021 of Industry 4.0 in the workplace. Understanding opportunities and issues for workers and organisations”
Funding: 12,000 euros
Period: 1 January 2020 – 30 October 2021
Role: **Principal Investigator**
Topic: To deepen the knowledge about the impact of the changes provided by the the Fourth revolution through three main lines of investigation: 1) understanding how work design is changing; 2) understanding the effects of work design changes for workers and organisations in terms of health, well-being, cognition, learning and behaviours; 3) understanding how organizational interventions can be effectively implemented to introduce new technology (such as AI systems, automation etc.).
- 2020 Project: Analysis of training effectiveness perception
Funding: 7,320 euros (by Trentino School of Management)
Period: 1 April 2021 – 31 December 2021
Role: Scientific Chief
Topic: Consultancy on the scientific aspects of the project, review of documents (reports, presentations), consultancy on data analysis and interpretation of the results obtained
- 2017- Project: Erasmus+ project: “ESTEEM - European Safety Training and Evaluation supporting
2020 European Mobility”
Funding: 442,090 euros
Period: 1 September 2017 – 31 August 2020
Role: Research group member
Topic: Implementation and development of reliable instruments useful for safety training of migrant workers in the construction sector.
- 2013- Project: Feasibility studies FARB (University of Bologna): “Toward a reduction of injuries at
2015 work. Multidisciplinary approach of safe behaviours with a mixed methods approach”
Funding: 20,000 euros
Period: 1 July 2013 - 30 June 2015
Role: untenured member
Topic: Development of mixed methods approach able to analyse the quantitative indicators in terms of safety linked to the productive process (engineering measures), the health and physiological measures (medical measures) and perception, attitudinal and behavioural measures (psychological measures).

Participation in research and professional groups and networks

Jul 22 – so Member of the European Academy of Occupational Health Psychology
far

- Mar 2021 Invited as a key stakeholder (researcher) by the European Commission – Directorate General for Employment, social affairs and inclusion to a study to identify and assess possible options for updating Council Directive 89/654/EEC concerning the minimum safety and health requirements for the workplace and Council Directive 90/270/EEC on the minimum safety and health requirements for work with display screen equipment.
- Mar 2021 – so far Member of the group work of SIPLO (Italian Society of Work and Organisational Psychology) “Agile Work and Digitalisation”, which has the aim to develop study/research with stakeholders (public and private) in order to identify strategies, changes in processes, roles, skills and behaviours connected to agile work and digitalisation.
- Dec 2020 – so far Member of AIP (Italian Association of Psychology) work group of the project FUPPSY “The Future of the Psychology Profession”. Aims of this work team are: 1) To analyse the current situation and the future reformulation of the master's degree courses in Psychology present in the Italian territory; 2) To develop a longitudinal monitoring in order to analyze the effects of the changes introduced by the law; 3) To provide policy makers and interested stakeholders real data on a large sample of Italian universities
- Nov 2019 – so far Member of AIP (Italian Association of Psychology) “Methods and Models for a Strategic Vocational Counseling” (MeMoS). Aim of this work team is to foster the dialogue between theory, research and practice, promoting collaboration between "experts" and technical-administrative staff, through support for continuous training, modeling and systematization interventions, evaluation of practices, with a view to consolidation and continuous development.
- Dec 2017– so far Member of the Sloan Research Network on Aging & Work located at Boston College, Massachusetts, USA. Research network mission: “ To promote quality and choice of paid and unpaid work across the lifespan, with a particular focus on older adults.”
- Apr 2017 – so far Member of AIP (Italian Association of Psychology) QoL@Work (Quality of Life at Work). Aim of the work team is to analyze the factors concerning quality of working life in the academic sector.
<https://aipass.org/qolwork-quality-life-work#Promotori>
- Mar 2017 – so far Member of the Age in the workplace Network. This is a restricted group with limited access.
- Sep 2016 – Jan 2021 Proposing member ECARE – Early CAREer REsearchers’ network
ECARE is a work group, which was constituted as an inter-sectional team of AIP (Italian Association of Psychology) thanks to the support of the Executive and the AIP Board.
The aim of the group is to promote training activities (e.g. methodological training courses, meetings with magazine editors, ...) and networking and dissemination of information (e.g. qualification procedures, mobility grants, research projects) and opportunities among AIP members (PhD students, grant holders, grant holders and RTD researchers enrolled in AIP).
<https://www.aipass.org/node/11605>
- Nov 2013 – Dec 2018 Member of the Crespi center (Educational Research Center on the Teacher Professionalism), born in the Department of Education Studies of the University of Bologna. The aim of this center is to link and promote research activities on the teacher professionalism from kindergarten to high school.
<https://centri.unibo.it/crespi/it/staff>
- May 2013 – so far Member of the European Association of Work and Organizational Psychology

Additional training

- Jul 2021 Summer School on “Meta-analysis for Psychological Research” promoted by AIP (Italian Association of Psychology)
Dates and location: 12 - 14 July 2021; Location: online
Lecturer: Prof. Massimiliano Pastore
Arguments: Meta-analysis

- Jul 2019 Summer School on “Multilevel analysis of diary Data” promoted by AIP (Italian Association of Psychology)
Dates and location: 1 - 5 July 2019; Location: Alba di Canazei, Italy
Lecturers: Prof. Vicente González-Romá; Prof. Guido Alessandri
Arguments: Diary data analysis
- May 2019 Workshop “Multilevel SEM” promoted by EAWOP (European Association of Work and Organizational Psychology)
Dates and location: 29th May 2019; Turin, Italy
Lecturer: Prof. Zhen Zhang
Arguments: Structural equation modeling (SEM).
- Jul 2018 Summer School on “Longitudinal Data Analysis” promoted by AIP (Italian Association of Psychology)
Dates and location: 2 - 5 July 2018; Location: Alba di Canazei, Italy
Lecturers: Prof. Vicente González-Romá; Prof. Guido Alessandri
Arguments: Growth models and Longitudinal Structural Equation Models
- Jun 2018 Early Career Summer School promoted by EAWOP (European Association of Work and Organizational Psychology)
Dates and location: 2– 5 June 2018; Hersonissos, Greece
Lecturers: Prof. Gilad Chen; Prof. Frederik Anseel; Prof. Jose M. Cortina; Prof. Despoina Xanthopoulou; Prof. Guido Hertel; Prof. Edwin A.J. van Hooft; Prof. Ioannis Nikolaou; Prof. Maria Vakola.
Arguments: Theory building, multilevel analysis; publishing.
- Sep 2017 International Methodological School “Multi-level models focusing on work psychology” promoted by AIP (Italian Association of Psychology)
Dates and location: 11 – 14 September 2017; Caserta, Italy
Lecturers: Prof. Zuffianò Antonio; Prof. Alessandri Guido
Arguments: Multilevel models and cross-level interactions using SPSS and MPlus
- Jan 2017 Methodological course for psychologists “Introduction to multilevel model in the organizational research” promoted by AIP (Italian Association of Psychology)
Dates and location: 19 - 20 January 2017; Rovereto; Italy
Lecturers: Prof. Zuffianò Antonio, Prof. Alessandri Guido
Arguments: OLS Regression models and multilevel models, cross-level interactions, indexes.
- May 2015 Workshop “An introduction to multilevel modeling” promoted by EAWOP (European Association of Work and Organizational Psychology)
Dates and location: 20th May 2017; Oslo, Norway
Lecturer: Prof. González-Romá Vicente
Arguments: Introduction and logic of multilevel analysis.
- Apr 2015 Course “Implementing and Evaluating Organizational Interventions” promoted by NIVA (Nordic Institute for Advanced Training in Occupational Health).
Dates and location: 27th April 2015 – 29th April 2015; Copenhagen, Denmark
Lecturer: Prof. Karina Nielsen
Arguments: Introduction to the evaluation process and outcomes of the process and implementation, actual models concerning the process evaluation, use of the mixed methods approach, how research could lead to process evaluation, integration of the knowledge process in the future intervention project.
- Aug 2014 Summer School “Mixed Methods” promoted by the Leibniz Institute for the Social Sciences
Dates and location: 10th August 2014 – 15th August 2014; Cologne, Germany
Lecturers: Prof. Margrit Schreier; Prof. Evgenia Samoilova
Arguments: analysis of the research demands, research designs, sampling, data analysis, interpretation and discussion of the mixed methods studies.

- Sep 2012 Workshop “Structural Equation Modeling and Latent Variable Models” promoted by the Department of Statistics of the University of Bologna
Dates and location: 12nd September 2012 – 14th September 2012; Bologna, Italy
Lecturers: Prof. Kenneth Bollen e Prof. Gregory Hancock
Arguments: Structural Equation Modelling, latent variables, latent growth curve models, generalized linear models with latent variables.
- Apr/May 2012 Course on “Metanalysis”, organized by statistics.com
Dates and location: 6th April 2012 – 4th May 2012; Online course
Lecturer: Prof. Hannah R. Rothstein
Arguments: Design of a meta-analysis, data analysis with Comprehensive Meta-analysis (CMA) software and results interpretation. Used software: Excel, CMA.
- July 2011 Summer School “Observation and sequential analysis of social interaction”, promoted by AIP (Italian Association of Psychology)
Dates and location: 4th July 2011 – 9th July 2011; Bertinoro, Italy
Lecturers: Prof. Roger Bakeman; Prof. Augusto Gnisci
Arguments: Observation and sequential analysis of interactions, analysis of bivariate and multivariate models through many statistical softwares (SPSS, Obs Win, SDIS, GSEQ and ILOG)

Publications (papers in peer-reviewed journals)

1. Finsel, J. S., Axelrad, H., Choi, S. J., Derous, E., Gu, X., Guandalini, P., Ha, J., Kim, E. S., Marzec, I., Mykletun, R. J., Oliveira, E., Pajic, S., Schellaert, M., Van der Heijden, B. I. J. M., **Vignoli, M.**, Wöhrmann, A. M., & Deller, J. (in press) Development and Validation of the Short Form of the Later Life Workplace Index (LLWI-SF): A Study Across Ten Countries, *Work, Aging and Retirement*, <https://doi.org/10.1093/workar/waaf006>
2. Costantini, A., **Vignoli, M.**, & Avanzi, L. (2025). Remote working and heavy work investment across employee fulfillment crafting profiles. *Personnel Review*, 54(7), 1705-1728. <https://doi.org/10.1108/PR-12-2023-1048>
3. Priolo, G., **Vignoli, M.**, & Nielsen, K. (2025). Risk perception and safety behaviors in high-risk workers: a systematic literature review, *Safety Science*. 186, 106811. <https://doi.org/10.1016/j.ssci.2025.106811>
4. Chenevert, M., Balducci, C., & **Vignoli, M.** (2024). Lookism, a Leak in the Career Pipeline? Career Perspective Consequences of Lookism Climate and Workplace Incivility. *Behavioral Sciences*, 14, 883. <https://doi.org/10.3390/bs14100883>
5. Costantini, A., **Vignoli, M.**, Avanzi, L. (2024). Strike a match on my burnout perceptions: Evidence on the validity of measuring burnout through a visual scale in Italy. *BPA - Applied Psychology Bulletin*, 301, 66-82. <https://doi.org/10.26387/bpa.2024.00013>
6. Tommasi, F., Ceschi, A., Sartori, R., Trifiletti, E., **Vignoli, M.**, & Dickert, S. (2024). Discriminations in remote work contexts: The pivotal role of diversity and equality management. *International Journal of Workplace Health Management*. <https://doi.org/10.1108/IJWHM-02-2024-0022>
7. Marcus, J., Scheibe, S., Kooij, D., Truxillo, D., Zaniboni, S., Abuladze, L., Al Mursi, N., Bamberger, P., Balytska, M., Perek-Bialas, J., Boehm, S., Burmeister, A., Cabib, I., Coen, M., Deller, J., Derous, E., Diaz, N. B., Drury, L., Eppler-Hattab, R., Fasbender, U., & ...Znidarsic, J. (2024). LeverAge: A European network to leverage the multi-age workforce. *Work, Aging and Retirement*, 10(4), 309-316. <https://doi.org/10.1093/workar/waac009>
8. **Vignoli, M.**, Costantini, A., Ceschi, A., & Perinelli, E. (2024). It's an e-work life! An explorative study on the relationships between e-work characteristics and well-being. *International Journal of Psychology*. 59(5), 624-631. <https://doi.org/10.1002/ijop.13127>
9. Marzocchi, I., Nielsen, K., Di Tecco, C., **Vignoli, M.**, Ghelli, M., Ronchetti, M., & Iavicoli, S. (2024). Job demands and resources and their association with employee well-being in the European healthcare sector: a systematic review and meta- analysis of prospective research. *Work & Stress*. <https://doi.org/10.1080/02678373.2024.2308812>
10. Nielsen, K., Marzocchi, I., Di Tecco, C., **Vignoli, M.**, Ghelli, M., Ronchetti, M., & Iavicoli, S. (2024). Validation of the Intervention Preparedness Tool: A short measure to assess important pre-conditions for

successful implementation of organizational interventions. *Work & Stress*.

<https://doi.org/10.1080/02678373.2023.2241417>

11. Balducci, C., Conway, P., & **Vignoli, M.** (2024). A weekly diary, within-individual investigation on the relationship between exposure to bullying behaviors, workplace phobia and post-traumatic stress symptomatology. *Journal of Occupational Health Psychology*, 29(2), 72-89.
<https://doi.org/10.1037/ocp0000371>
12. Manuti, A., Bruno, A., Ingusci, E., Lopresti, A., & **Vignoli, M.** (2023). Gruppo Tematico MeMoS. Metodologie e modelli per un orientamento strategico e sostenibile “oggi”. *Counseling*, 16(3), 4-19.
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13. Perinelli, E., **Vignoli, M.**, Kröner, F., Müller, A., Genrich, M., & Fraccaroli, F. (2023). Workers’ emotional exhaustion and mental well-being over the COVID-19 pandemic: A Dynamic Structural Equation Modeling (DSEM) approach. *Frontiers in Psychology*, 14, Article 1222845. <https://doi.org/10.3389/fpsyg.2023.1222845>
14. **Vignoli, M.**, Perinelli, E., Demerouti, E., & Truxillo, D. (2023). An Analysis of the multidimensional structure of job crafting for older workers with a managerial role. *Work, Aging & Retirement*, 9(1), 136-150. <https://doi.org/10.1093/workar/waab031>
15. Mazzetti, G., Robledo, E., **Vignoli, M.**, Guglielmi, D., Schaufeli, W., & Topa Cantisano, G. (2023). Work engagement: a meta-analysis using the Job Demands-Resources (JD-R model). *Psychological Reports*, 126(3), 1069-1107. <https://doi.org/10.1177/00332941211051988>
16. Nielsen, K, Ng, K., **Vignoli, M.**, Lorente, L., & Peirò, J. M. (2023). A mixed methods study of the training transfer and outcomes of safety training for low-skilled workers in construction. *Work & Stress*, 37(2), 127-147.
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17. Nielsen, K, Ng, K., Guglielmi, D., Lorente, L., Patras L., & **Vignoli, M.** (2023). The importance of training transfer of non-technical skills safety training of migrant workers in construction. *International Journal of Occupational Safety and Ergonomics*, 29(1), 444-452. <https://doi.org/10.1080/10803548.2022.2052624>
18. Chenevert, M., **Vignoli, M.**, Conway, P.M., & Balducci, C. (2022). Workplace bullying and post-traumatic stress disorder symptomatology: the influence of role conflict and the moderating effects of neuroticism and managerial competences. *International Journal of Environmental Research and Public Health*, 19(17), 10646. <https://doi.org/10.3390/ijerph191710646>
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20. Mariani, M. G., Petruzzello, G., **Vignoli, M.**, & Guglielmi, D. (2022). Development and initial validation of the safety training engagement scale (STE-S). *European Journal of Investigation in Health, Psychology and Education*, 12(8), 975-988. <https://doi.org/10.3390/ejihpe12080070>
21. Decarli, G., Surian, L., **Vignoli, M.**, & Franchin, L. (2022). What teachers tell us about the impact of the Covid-19 pandemic on public education in Italy. *Journal of Education for Teaching*, 11(2), 1103-1114.
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<https://doi.org/10.5093/jwop2021a16>
24. **Vignoli, M.**, Mazzetti, G., Converso, D., & Guglielmi, D. (2021) How workers’ emotional dissonance explains the association between costumers’ relations, burnout and health in an Italian supermarket chain. *Medicina del lavoro*, 112(3), 200-208. <https://doi.org/10.23749/mdl.v112i1.9907>

25. Shepherd, R., Lorente, L., **Vignoli, M.**, Nielsen, K., & Peirò, J. M. (2021). Challenges influencing the safety of migrant workers in the construction industry: A qualitative study in Italy, Spain, and the UK. *Safety Science*, 142, 105388. <https://doi.org/10.1016/j.ssci.2021.105388>
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32. Mazzetti, G., Valente, E., Guglielmi, D. & **Vignoli, M.** (2020). Safety doesn't happen by accident: A longitudinal investigation on the antecedents of safety behavior *International Journal of Environmental Research and Public Health*, 17(12), 4332 <https://doi.org/10.3390/ijerph17124332>
33. Depolo, M., & **Vignoli, M.** (2019). Accompanying organizational innovation by research: The case for performance evaluation of Italian school principals. *Psychologica*, 62(1), 223-234. https://doi.org/10.14195/1647-8606_62-1_11
34. Mazzetti, G., **Vignoli, M.**, Guglielmi, D., & Schaufeli, W. (2019). Work addiction and presenteeism. The buffering role of managerial support. *International Journal of Psychology*, 54(2), 174-179. <https://doi.org/10.1002/ijop.12449>
35. Chiesa, R., Zaniboni, S., Guglielmi, D., & **Vignoli, M.** (2019). Organizational and work-related outcomes of negative stereotypes toward older workers: A matter of social exchange. *Frontiers in Psychology*, 2784. <https://doi.org/10.3389/fpsyg.2019.00649>
36. Mariani, M. G., **Vignoli, M.**, Chiesa, R., Violante, F. S. & Guglielmi, D. (2019). Improving safety by non-technical skills in chemical plants: validity of a questionnaire for the self-assessment of workers. *International Journal of Environmental Research and Public Health*, 16(6), 992. <https://doi.org/10.3390/ijerph16060992>
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39. **Vignoli, M.**, Mazzetti, G., Guglielmi, D., & Topa G. (2018). You can't break a stick in a bundle: The moderating role of team identification in the process linking job demands, workplace bullying and negative health outcomes. *Psicologia Sociale*, 3, 223-250. <https://doi.org/10.1482/91430>
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development of self-efficacy among pre-service teachers. *Journal of Psychological and Educational Research*, 26(2), 132-153.

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44. **Vignoli, M.**, Muschalla, B., & Mariani, M. G. (2017). Workplace Phobic Anxiety as a Mental Health Phenomenon in the Job Demands-Resources Model. *Journal of Biomedicine and Biotechnology*, 3285092. <https://doi.org/10.1155/2017/3285092>. (Special issue: "Addressing Risks: Mental Health, Work-Related Stress, and Occupational Disease Management to Enhance Well-Being").
45. Guglielmi, D., **Vignoli, M.**, Camellini, L., Florini, M. C., Brunetti, M., & Depolo, M. (2017) When helpers need help: a case study on 2012 earthquake in Italy. *Work: A Journal of Prevention Assessment, and Rehabilitation*, 58(2), 185-191. <https://doi.org/10.3233/WOR-172616>
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Publications (Books)

1. De Pisapia, N., & **Vignoli, M.** (2021). *Smart working mind*. ISBN: 978-88-15-29183-7

Publications (Book chapters)

2. Vignoli, M. (2025). Dipendenza da lavoro. In O. Corazza, & Esposito, G. (Eds.), *Psicologia e psicopatologia delle nuove dipendenze. Sostanze d'abuso e comportamenti disfunzionali nell'era digitale*. Zanichelli (pp. 65-72). ISBN: 9788808699398
3. Nielsen, K., Di Tecco, C, Yarker, J., & **Vignoli, M.** (2024). An integrated approach to managing wellbeing in the workplace. In P. Brough, & G. Kinman (Eds.), *Wellbeing at work in a turbulent era*. Edward Elgar (pp. 240-255) ISBN: 978-1-03530-053-2
4. Balduzzi, L., Guglielmi, D., & **Vignoli, M.** (2017) Autoefficacia nell'insegnamento e esperienza di tirocinio. In "La formazione iniziale degli insegnanti. Un'indagine sul TFA a Bologna" a cura di Luigi Guerra e Dina Guglielmi, Franco Angeli Editore, Collana "La scuola se", Milano, pp. 25-42. ISBN: 9788891743626
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6. Mazzetti, G., Chiesa, R., **Vignoli, M.**, & Depolo, M. (2016). The bad performance of neurotic employees: A matter of job satisfaction and workaholism. In A. Di Fabio (Ed.), *Neuroticism: Characteristics, Impact on job performance and health outcomes*, Hauppauge: Nova Science Publishers, pp.31-47. ISBN: 9781634853231. Scopus ID: 2-s2.0-85024847763
7. Guglielmi, D., Simbula, S., Panari, C., Fraccaroli, F., & **Vignoli, M.** (2014). La motivazione degli insegnanti nella scuola che cambia. In L. Balduzzi, Mantovani, D., Tagliaventi, M.T., Tuorto, D., & Vannini, I. *La professionalità dell'insegnante. Valorizzare il passato, progettare il futuro*. ISBN 978-88-548-7395-7

Publications (Published conference proceedings)

1. **Vignoli, M.**, Trenta, M., & Guglielmi, D. (2017). Workplace context as a moderator of training transfer. In INTED 2017: 11th International Technology, Education and Development Conference, Valencia, INTED proceedings. ISBN:978-84-617-8491-2. ISI ID (WOS): 000413668604016
2. **Vignoli, M.**, Guglielmi, D., Mariani, M. G., Saracino, A., Antonioni, G., & Spadoni, G. (2015). A fuzzy approach to evaluate effectiveness of safety training. In ICERI 2015: 8th International Conference of Education, Research and Innovation, Valencia, IATED-INT Assoc Technology Education & Development, Lauri Volpi 6, Valencia, Burjassot 46100, Spain, 2015, pp. 1697 - 1705 (ICERI Proceedings). ISI ID (WOS): 000377304001086
3. Balduzzi, L., Guglielmi, D., Vannini, I., & **Vignoli, M.** (2015). Pre-Service Teachers' Self-Efficacy and Perceptions About Teaching. In ICERI 2015: 8th International Conference of Education, Research and Innovation, Valencia, IATED-INT Assoc Technology Education & Development, Lauri Volpi 6, Valencia, Burjassot 46100, Spain, 2015, pp. 1697 - 1705 (ICERI Proceedings). ISI ID (WOS): 000377304001106

Conferences

May 2025 22nd Congress of the European Association of Work and Organizational Psychology
Dates and location: 21-24 May 2025; Prague, Czech Republic
Presentation: **Vignoli, M.**, & Atroszko. ADHD in the Workplace: Preliminary Insights from an Italian Workforce Study
Chair of the symposium: The Missing Piece: Why We Need to Study Neurodivergence at work

Presentation: Chenevert, M., & **Vignoli, M.** The progression of covert workplace mistreatment: Examining mistreatment escalation and overlap

Presentation: Chenevert, M., Drury, L., **Vignoli, M.**, & Fasbender U. Shifting mindsets: Enhancing Social Responsibility Through Age-Diverse Workplace Friendships

Presentation: Turrini, M., Avanzi, L., Costantini, A., Perinelli, E., & **Vignoli, M.** The longitudinal effect of mentoring functions and feedback quality on perceived employability

Presentation: Molino, M., Sacchi, A., Vaccargiu, F., Ghislieri, C., & **Vignoli, M.** Parenthood intention: A qualitative study about the role of job conditions and career ambition

Presentation: Guandalini, P., **Vignoli, M.**, Pajic, S., & Van der Heijden, B. Ageing as a teacher: Effects of organizational practices on career sustainability in Italian schools

Presentation: Wöhrmann, A., Deller, J., Axelrad, H., Gu, X., Oliveira, E., van der Heijden, B., & **Vignoli, M.** The Later Life Workplace Index Short Form (LLWI-SF) for Germany and the U.S.

Sep 2024 XX Congress Italian Association of Psychology (AIP) – Department of Psychology for the Organisations

Dates and location: 4 – 6 September 2024; Bergamo, Italy

Presentation: Turrini, M., Avanzi, L., Costantini, A., Perinelli, E., & **Vignoli, M.** L'impatto del mentoring sull'occupabilità percepita: uno studio longitudinale presso l'Università di Trento

Presentation: Chenevert, M., & **Vignoli, M.** Oltre il soffitto di cristallo: come il lookism climate e l'inciviltà nel luogo di lavoro influenzano la carriera delle donne

Presentation: Guandalini, P., **Vignoli, M.**, Pajic, S., & Van der Heijden, B. Le scuole fanno la differenza? Effetti delle pratiche organizzative sulla sostenibilità di carriera negli insegnanti italiani over 50.

Presentation: Avanzi, L., Perinelli E., Menghini, L., **Vignoli, M.**, & Junker, N. Dal workaholism all'overcommitment: Il ruolo di moderatore della soddisfazione lavorativa.

Symposium Chair: Lavoro, carriera e vita privata: sfide attuali e future in un contesto in continua trasformazione.

Discussant: La qualità della vita lavorativa in accademia: studiare e promuovere il cambiamento

Discussant: Verso un futuro sostenibile: buone pratiche ed esperienze di formazione per il successo accademico e lo sviluppo di carriera negli studenti universitari

June 2024 2nd Conference of the Association of European Qualitative Researchers in Psychology

Dates and location: 26 – 28 June 2024; Milan, Italy

Poster: Giorgis, C., Menghini, L., Perinelli, E., Pisanu, F., & **Vignoli, M.** The World of Youth Between Transitions, Challenges and Opportunities

June 2024 XXIII National Congress SIO

Dates and location: 21 – 22 June 2024; Cagliari, Italy

Presentation: Fraccaroli, F., Menghini, L., Perinelli, E., Pisanu, F., **Vignoli, M.**, giorgis, C. Progetto «Transizioni»: il mondo giovanile tra transizioni sfide e opportunità

Nov 2023 The Gerontological Society of America (GSA) 2023 Annual Scientific Meeting

Dates and location: 8 – 12 November 2023; Tampa, USA

Poster: Deller, J., Finsel, J., Wöhrmann, Oliveira, E., Axelrad, H., **Vignoli, M.**, Xiuzhu, G., & Van der Heijden, B. Development and Validation of a U.S. and German Short Version of the Later Life Workplace Index (LLWI-S)

Sep 2023 XIX Congress Italian Association of Psychology (AIP) – Department of Psychology for the Organisations

Dates and location: 6 – 8 September 2023; Cagliari, Italy

Presentation: Costantini, A., **Vignoli, M.**, Serbati, A., & Avanzi L. Not your face but (y)our heart's desire. A qualitative-quantitative analysis of the dynamics involved in the success of mentoring courses for university students

Presentation: Chenevert, M., **Vignoli, M.**, Perinelli, E., & Fraccaroli F. Gender differences in workplace bullying outcomes

Symposium Chair: Models and practices to support the ongoing and outgoing career paths of university students.

Discussant: Use and abuse of technology at work: the relationship between technostress, life/work interface and well-being

- May 2023 21st Congress of the European Association of Work and Organizational Psychology
Dates and location: 24-27 May 2023; Katowice, Poland
Presentation: **Vignoli, M.**, Priolo, G., & Nielsen, K. Risk perception in high-risk sectors: are we addressing it properly? A systematic literature review informing the development of safety training
Presentation: Avanzi, L., Perinelli, E., **Vignoli, M.**, Junker, N. M., & Balducci, C. The relationship between workaholism, overcommitment, and burnout: The moderating role of job satisfaction
Presentation: Balducci, C., & **Vignoli, M.** A weekly diary, within individual investigation on the relationship between exposure to bullying behavior and post- traumatic stress symptomatology
Presentation: Costantini, A., Avanzi, L., & **Vignoli, M.** Off to a Good Start? How Job Crafting Moderates the Influence of Morning Personal Resources on Evening Psycho- Physiological States
- Apr 2023 38th Annual Conference of Society for Industrial and Organisational Psychology
Dates and Location: Boston, 19-22 April 2023; Boston, USA
Poster: Perinelli, E., **Vignoli, M.**, Kröner, F., Müller, A., Genrich, M., & Fraccaroli, F. Emotional exhaustion and mental well-being during COVID-19: A DSEM approach.
- Sep 2022 30th Congress of the Italian Association of Psychology (AIP)
Dates and location: 27 – 30 September 2022; Padova, Italy
Symposium Chair: Is remote working good or bad for work-family/life interface? Evidence from the pandemic
Presentation: **Vignoli, M.**, Perinelli, E., Civilleri, A., Alvarez M. R., Claus, L., & Malfer, L. Remote e-working and its relationship with the work and family domains. Investigating gender differences.
Presentation: Priolo, G., **Vignoli, M.**, & Nielsen, K. Risk perception and safety behaviors in high-risk workers: a systematic literature review
Presentation: **Vignoli, M.**, Bruno, A., & Sciotto, G. The role of internship for the future of professional careers in psychology: An explorative study on the academic practices featuring Italian Degree Programmes
Discussant: Interventions in the field of work and organizational psychology: How can we evaluate their effectiveness?
- July 2022 15th European Academy of Occupational Health Psychology Conference “Supporting knowledge comparison to promote good practice in occupational health psychology”
Dates and location: 6 – 8 July 2022; Bordeaux
Presentation: **Vignoli, M.**, Di Tecco, C., Nielsen, K., Marzocchi, I., & Iavicoli, S. Development and results of the meta-process organisational intervention evaluation interview for organizations
Presentation: Charalampous, M., Ceschi, A., & **Vignoli, M.** How can technostress impact how remote e-workers feel and behave. An exploratory longitudinal study.
Presentation: **Vignoli, M.**, & Perinelli, E. It's an e-work life! A longitudinal exploratory study on remote e-work well-being.
Presentation: Ceschi, A., Protti, V., Tommasi, F., **Vignoli, M.**, & Sartori, R. How remote-working management and diversity climate can affect perceived discrimination at work: A longitudinal study
Presentation: Nielsen, K., Marzocchi, I., Di Tecco, C., **Vignoli, M.**, & Ghelli, M. Validation of the Intervention Preparedness Tool: A short measure to assess important pre-conditions for successful implementation of organizational interventions
Presentation: Marzocchi, I., Nielsen, K., Di Tecco, C., **Vignoli, M.**, Ghelli, M., & Ronchetti, M. Job demands and resources and their association with employee well-being in the healthcare sector: a systematic review and meta-analysis of prospective studies
- Oct 2021 EAWOP Small Group Meeting “Workplace bullying research 2.0: leverage for interventions”
Dates and location: 27 – 29 October 2021; online
Presentation: Balducci C., **Vignoli, M.**, & Guglielmi, D. Exploring the role of supervisor stress preventive management competencies in the relationships between working conditions, employee

- Sep 2021 XVIII Congress Italian Association of Psychology (AIP) – Department of Psychology for the Organisations
Dates and location: 23 – 25 September 2021; Verona, Italy
Symposium Chair: Remote e-work. Sfide e opportunità
Presentation: **Vignoli, M.**, Perinelli, E., & Ceschi, A. E-work life ed esiti sul benessere dei lavoratori. Uno studio preliminare longitudinale
- Nov 2020 Italian Association of Psychology (AIP) – Department of Psychology for the Organisations
Dates and location: 19 – 20 November 2020; online conference
Presentation: Ceschi, A., Protti, V., **Vignoli, M.**, Costantini, A., & Sartori, R. Tra cyberbullismo e micro-aggressioni digitali: Come la gestione del remote-working può incidere sulla discriminazione percepita sul lavoro
Presentation: **Vignoli, M.**, Guglielmi, D., Mazzetti, G., & Converso, D. Come le relazioni con i clienti sono legate al burnout e alla salute dei lavoratori. Uno studio in una catena di supermercati
Presentation: Balducci, C., **Vignoli, M.**, Dalla Rosa, & Consiglio, C. Job strain e scarso supporto sociale come fattori di rischio per la violenza da parte di pazienti e loro famigliari tra i lavoratori del settore socio-sanitario
Discussant: “Le sfide al benessere lavorativo nell’emergenza Covid-19: dall’analisi dei fattori protettivi allo sviluppo di interventi”
- Sept 2020 14th European Academy of Occupational Health Psychology Conference
Dates and location: 2 - 4 September 2020, Cyprus, online conference
Presentation: **Vignoli, M.**, Nielsen, K., Guglielmi, D., Mariani, M. G., Patras, L., & Peirò, M. J. What is known on safety training of construction migrant workers and the main challenges for future research
Presentation: Shepherd, R., Lorente, L., **Vignoli, M.**, & Peirò, M. J. The challenges of training migrant workers in the construction industry: A qualitative study
Presentation: Peirò, M. J., Nielsen, K., Shepherd, R., **Vignoli, M.**, & Latorre, F. Development of effective safety training programs for migrant workers in the construction sector
Presentation: Nielsen, K., Shepherd, R., & **Vignoli, M.** A theory-based model for evaluating safety training of migrant workers in construction
- Nov 2019 5th Age in the Workplace Small Group Meeting
Dates and location: 7 - 9 November 2019, Sankt Gallen, Switzerland
Poster: **Vignoli, M.**, Depolo, M., & Truxillo, D. How older workers craft their jobs? A time lag study of public managers
- Sep 2019 XVII Congress Italian Association of Psychology (AIP) – Department of Psychology for the Organisations
Dates and location: 26 – 28 September 2019; Lecce, Italy
Presentation: **Vignoli, M.**, Balducci, C., Guglielmi, D. & Fraccaroli, F. Il ruolo dei fattori contestuali nello sviluppo del workplace bullying. Uno studio settimanale.
Poster: **Vignoli, M.**, Guglielmi, D., Mariani, M. G., Depolo, M., Peirò, J. M., & Nielsen, K. Il ruolo della formazione sulla sicurezza per i lavoratori migranti nel settore edile. Il progetto europeo ESTEEM (European Safety Training and Evaluation supporting European Mobility).
- May-Jun 2019 19th Congress of the European Association of Work and Organizational Psychology
Dates and location: 29 May 2019 – 1 June 2019; Turin, Italy
Presentation: Shepherd, R., Peirò, J. M., Nielsen, K., **Vignoli, M.**, & Latorre F. Enhancing Safety Training for Migrant Workers in the Construction Industry: A Systematic Review.
Presentation: **Vignoli, M.**, Guglielmi, D., Mariani, M. G., & Depolo, M. The Safety Training Package: a new training to ensure safety outcomes for migrant workers in the construction sector
Presentation: Nielsen, K., Shepherd, R., & **Vignoli, M.** The effectiveness of Safety Training for Migrant Construction Workers: A Training Transfer Evaluation Framework
Presentation: Fasbender U., Topa, G. & **Vignoli, M.** Aging experience and late career work

(dis)engagement

Presentation: **Vignoli, M** & Depolo, M. When proactive personality matters? A three-wave investigation of proactive personality as a trigger of the transfer of training process

Sep 2018 XVI Congress Italian Association of Psychology (AIP) – Department of Psychology for the Organisations

Dates and location: 27 – 29 September 2018; Rome, Italy

Presentation: Mariani, M. G., **Vignoli, M.**, Chiesa, R., Violante, F. S., & Guglielmi, D. Non-Technical Skills (NTS) per la sicurezza nell'industria chimica. Qualità psicometriche del NTS-Q per il self-assessment.

Presentation: Zaniboni, S., Chiesa, R., **Vignoli, M.**, & Depolo, M. Gli stereotipi verso i lavoratori d'età avanzata e gli effetti di disinvestimento.

Presentation: **Vignoli, M.** & Depolo, M. Quando la proattività conta? Uno studio longitudinale sulla proattività come iniziatore del processo di transfer of training.

Sep 2018 8th International Conference on Chemical & Process Engineering

Dates and location: 12 – 14 September 2018; Milan, Italy

Presentation: **Vignoli, M.** The role of safety training and safety leadership in determining safety organisational citizenship behaviours.

Chair of the sessions “NaTech” and “forensic engineering and accident investigation”

Aug-Sep 2018 2nd Congress on Healthier societies fostering healthy organizations: A cross-cultural perspective

Dates and location: 29 August – 1 September 2018; Florence, Italy

Presentation: Robledo, E., **Vignoli, M.**, & Topa, G. Work engagement and JD-R Model: a comprehensive meta-analysis.

Presentation: **Vignoli, M.**, Mazzetti, G., Guglielmi, D., Evers, A., & Van der Heijden, B. Teachers' professional development and its relationship with a positive work environment.

Apr 2018 XXI National Congress – Italian Association of Evaluation

Dates and location: 5 – 8 April 2018, L'Aquila, Italy

Presentation: Ajello, A., Bozzeda, G., Depolo, M., Mazzoli, P., & **Vignoli, M.** Il progetto PRODIS per la valutazione dei Dirigenti Scolastici.

Dec 2017 Workshop on Current Issues in Occupational Health Psychology (3rd edition)

Date and location: 5 December 2017, Rovereto, Italy

Poster: Mazzetti, G., **Vignoli, M.**, & Topa, G. Should I give it up? The relationship between job insecurity and absenteeism when workplace bullying occurs.

Nov 2017 4th Age in the Workplace Small Group Meeting

Dates and location: 9 - 11 November 2017, Lüneburg, Germany

Poster: **Vignoli, M.**, Guglielmi, D., Depolo, M., Chiesa, R., & Wang, M. Individual and group triggers of work engagement and team performance in older workers

Poster: Zaniboni, S., Truxillo, D., **Vignoli, M.**, & Fraccaroli, F. Job characteristics, age, and work/retirement related outcomes: Future challenges

Oct 2017 EAWOP Small Group Meeting on Fostering healthy organizations: A cross-cultural perspective

Dates and location: 19 – 20 October 2017; Florence, Italy

Presentation: **Vignoli, M.**, Mazzetti, G., Depolo, M., Guglielmi, D. How individual and team risk factors are related to employees' health. A multilevel study in an Italian large distribution chain

Sep 2017 XV Congress Italian Association of Psychology (AIP) – Department of Psychology for the Organisations

Dates and location: 14 – 15 September 2017; Caserta, Italy

Poster: Chiesa, R., Mariani, M. G., **Vignoli, M.**, Curcuruto, M., & Guglielmi D. La valutazione delle Non-Technical skills (NTS) per la sicurezza sul lavoro. Sviluppo di nuovo strumento

May 2017 13th International Conference on Chemical & Process Engineering

Dates and location: 28 – 31 May 2017; Milan, Italy

Poster: Mariani, M. G., **Vignoli, M.**, Dibello, V., Chiesa, R., & Guglielmi, D. The Importance of considering emotions in the development of effective safety training courses in the food industry.

- May 2017 Healthier societies fostering healthy organizations: A cross-cultural perspective
Dates and location: 26 – 27 May 2017; Florence, Italy
Poster: Mazzetti, G., **Vignoli, M.**, Petruzzello, G., & Depolo, M. The harder you are, the healthier you get. The subsequent role of job and personal resources in explaining workers' health and well-being.
- May 2017 18th Congress of the European Association of Work and Organizational Psychology
Dates and location: 17 – 20 May 2017; Dublin, Ireland
Presentation: **Vignoli, M.**, Mariani, M. G., Guglielmi, D., & Violante F. S. Organisational and individual factors influencing intention to transfer of safety training on non-technical skills (NTS).
Presentation: **Vignoli, M.**, Guglielmi, D., Zaniboni, S., Chiesa, R., Alcover, C. M., & Topa, G. Working longer and stay engaged: The effects of workability and stereotypes
- Mar 2017 11th International Technology, Education and Development Conference
Dates and location: 6 – 8 March 2017; Valencia, Spain
Presentation: **Vignoli, M.**, Trenta, M., & Guglielmi, D. Workplace context as a moderator of training transfer
- Oct 2016 X National Congress National Nurses Association specialised in the Infective Risk (ANIPIO)
Dates and location: 6 – 8 October 2016, Riva del Garda, Italy
Presentation: Mongardi, M., **Vignoli, M.**, Guglielmi, D., Buttazzi, M., Caporali, A., Menoni, A., Merla, G., & Pugnoli, D. Team work e percezione del rischio infettivo: modelli organizzativi dell'assistenza a confronto
- Sep 2016 7th International Conference on Safety & Environment in Process & Power Industry
Dates and location: 25 – 28 September 2016; Ischia, Italy
Presentation: Ricci, A., Guglielmi, D., Mariani, M. G., **Vignoli, M.**, & Violante, G. The Improvement of safety Rules by a Participatory Method. A case study in a Chemical Company
- Sep 2016 XIV Congress Italian Association of Psychology (AIP) – Department of Psychology for the Organisations
Dates and location: 16-17 September 2016; Pavia, Italy
Presentation: **Vignoli, M.**, Mariani, M. G., & Ricci, A. Antecedenti personali e organizzativi dell'intention to transfer. Il ruolo mediatore della motivazione all'apprendimento
- Nov 2015 8th Annual International Conference of Education, Research and Innovation
Dates and location: 16 – 18 November 2015; Sevilla, Spain
Presentation: **Vignoli, M.**, Guglielmi, D., Mariani, M. G., Saracino, A., Antonioni, G., & Spadoni, G. A fuzzy approach to evaluate effectiveness of safety training
Presentation: Balduzzi, L., Guglielmi, D., Vannini, I., & **Vignoli, M.** Pre-service teachers' self-efficacy and perceptions about teaching
- Sep 2015 XIII Congress Italian Association of Psychology (AIP) – Department of Psychology for the Organisations
Dates and location: 17 – 19 September 2015; Palermo, Italy
Presentation: Guglielmi, D., & **Vignoli, M.** TFA: quali competenze per l'insegnamento?
Presentation: **Vignoli, M.**, & Depolo, M. Efficacia della formazione sulla sicurezza. Il ruolo attivo della percezione di coinvolgimento
- July 2015 The 14th European Congress of Psychology
Dates and location: 7 – 10 July 2015; Milan, Italy
Presentation: **Vignoli, M.**, Guglielmi, D., Balducci, C., & Depolo, M. Workplace bullying as a risk factor for musculoskeletal disorders. Exploring the mediating role of emotional exhaustion
Chair of the session "Stress and negative emotions at work II"
- May 2015 17th Congress of the European Association of Work and Organizational Psychology
Dates and location: 20 – 23 May 2015; Oslo, Norway
Presentation: **Vignoli, M.**, Muschalla, B., & Guglielmi, D. Workplace Phobia. Preliminary findings in the organizational context.
Presentation: Bruni I., **Vignoli, M.**, & Depolo, M. Working longer, working better: Older workers and preferences for HR practices
Poster: **Vignoli, M.**, Guglielmi, D., & Depolo, M. Managing psychosocial risk factors in

organisations. The elemental contribution of mixed methods research

- Nov 2014 Primer Congreso Internacional de la Red Internacional de Aprendizaje Permanente Trallnet
Dates and location: 5 -7 November 2014; Cali, Colombia
Presentation: **Vignoli, M.**, & Guglielmi. Safety training for Italian Workers
- Sep 2014 XII Congress Italian Association of Psychology (AIP) – Department of Psychology for the Organisations
Dates and location: 19 – 20 September 2014; Cesena, Italy
Presentation: **Vignoli, M.**, Guglielmi, D., & Depolo, M. Applicazione del metodo StART. I vantaggi di un approccio integrato
- Jul 2014 28th International Congress of Applied Psychology. From crisis to sustainable well-being
Dates and location: 8 – 13 July 2014; Paris, France
Presentation: Guglielmi, D., Chiesa, R., Depolo, M., & **Vignoli, M.** The effect of type contract (temporary versus permanent) on the younger workers' job insecurity: the role of employability and personal resources
- Apr 2014 6th International Conference on Safety & Environment in Process & Power Industry
Dates and location: 13 – 14 April 2014; Bologna, Italy
Presentation: **Vignoli, M.**, Punnett, L., & Depolo, M. How to measure safety training effectiveness? Towards a more reliable model to overcome evaluation issues in safety training
- Oct 2013 2° National Congress of the Italian Society of Organisational and Work Psychology - Psicologi al lavoro: oltre la crisi, esperienze e proposte per lo sviluppo delle persone nelle organizzazioni
Dates and location: 4 – 5 October 2013; Bologna, Italy
Presentation: Florini, M.C., Brunetti, M., Camellini, D., Guglielmi, D., Pietrantoni, L., Sanna, F., & **Vignoli, M.** Dall'evacuazione di tre ospedali e due distretti sanitari territoriali al rientro nei luoghi di lavoro, colpiti dal sisma, dei professionisti sanitari: l'esperienza dell'Azienda USL di Modena
- Sep 2013 XI Congress Italian Association of Psychology (AIP) – Department of Psychology for the Organisations
Dates and location: 25 – 28 September 2013; Padua, Italy
Presentation: **Vignoli, M.**, Mazzetti, G., Bruni, I. & Depolo, M. Capitale Psicologico: quale ruolo nel processo motivazionale?
- Jun 2013 La professionalità dell'insegnante: valorizzare il passato, progettare il futuro
Dates and location: 20 – 21 June 2013; Bologna, Italy
Presentation: Guglielmi, D., Simbula S., Panari, C., Fraccaroli, F., & **Vignoli, M.** La motivazione degli insegnanti nella scuola che cambia
- May 2013 16th congress of the European Association of Work and Organizational Psychology
Dates and location: 22 – 25 May, 2013; Münster, Germany
Presentation: **Vignoli, M.**, Mazzetti, G., Bruni, I., Depolo, M., Violante F.S. The relationship between stress and objective sickness absence: the role of psychosocial work environment
- May 2012 X Congresso nazionale Società Italiana di Psicologia della Salute (SIPSA)
Dates and location: 10 – 12 May 2012; Orvieto, Italy
Presentation: Florini, M.C., Guglielmi, D., Pietrantoni, L., Brunetti, M., **Vignoli, M.**, Sanna, F., & Camellini, L. Dopo il terremoto il ritorno alla normalità
- Sep 2012 XI Congress Italian Association of Psychology (AIP) – Department of Psychology for the Organisations
Dates and location: 20 – 23 September 2012; Chieti, Italy
Presentation: Depolo, M., Bruni, I., & **Vignoli, M.** Sostenere le motivazioni nel corso della carriera. Le determinanti dell'engagement tra lavoratori della grande distribuzione.
Poster: Argentero, P., Depolo, M., Setti, I., Vignoli, M. Valutazione dello stress lavorativo in ambito bancario.

Affiliations

- Full member EAWOP (European Association of Work and Organizational Psychology)
- Full member AIP (Associazione Italiana di Psicologia)
- Licensed Psychologist, Emilia Romagna Region

Editorial boards and reviewer activities

- Associate Editor of “Safety Science” since April 2023 (IF=4.10)
- Member of the Editorial board (Consulting Editor) of the Journal of Occupational and Organizational Psychology: <https://bpspsychub.onlinelibrary.wiley.com/hub/journal/20448325/homepage/editorialboard.html> (IF = 5.119;) since March 2023
- Guest editor Call for papers in “Safety Science” journal: “Staying safe in the workplace: A special issue on enhancing safety for migrant workers” (open between 1 September 2019 - 31 June 2020)
- Review Editor for Frontiers in Psychology – Organizational Psychology since March 2019
- Member of the Editorial Board of “Psychology Research and Applications” since April 2018 <http://www.isaacpub.org/EditorialBoard.aspx?ids=15>
- Ad hoc Reviewer for: Journal of Occupational and Organisational Psychology, European Journal of Work and Organisational Psychology, Work, Aging and Retirement, Journal of Personnel Psychology, Psychology, Health & Medicine; Journal of Psychosomatic Research; Archives of Environmental and Occupational Health; Psychology Research and Behavior Management, Frontiers in Psychology (Organizational Psychology); Journal of Workplace Learning; International Journal of Workplace Health Management; International Journal of Selection and Assessment; Safety Science; International Journal of Leadership in Education; International Journal of Environmental Research and Public Health; Personality and Individual Differences; Behaviour and Information Technology; European Journal of Social Psychology; Behavioral Sciences; Industrial Health; Current Psychology, Baltic Journal of Management, Personality and Social Psychology Bulletin; Psicologia Sociale, TPM – Testing, Psychometrics, Methodology in Applied Psychology; BPA - Applied Psychology Bulletin, Electronic Journal of Applied Statistical Analysis; Medicina del lavoro

Dissemination activities

- 13 February: Mentoring study in the Unitn web magazine <https://webmagazine.unitn.it/orientamento/119492/un-viaggio-di-coppia-alla-scoperta-di-s>
- 27 July 2023: Interview for the Unitn web magazine on breaks and well-being <https://webmagazine.unitn.it/ricerca/117500/out-of-office>
- 13 January 2023. Event “Mind and well-being” (https://www.youtube.com/watch?v=Zehw8-y8oQ0&list=PLsBUh_gUwMHZOXwzGsojfkJwS5wJ9H5H0&index=3)
- June 2022. Video on technostress and well-being for Fondazione Bruno Kessler: https://www.linkedin.com/posts/fbkresearch_cosè-il-tecnostress-activity-6947106797988024320---D0/?trk=public_profile_like_view&originalSubdomain=it
- 2 July 2021. Invited to “Marshall” (directed by Fondazione Studi Consulenti del Lavoro) <https://fb.watch/v/19SdOi6EE/>; https://www.instagram.com/tv/CQ1ZGTxDgCR/?utm_source=ig_web_copy_link
- 28 April 2021. Invited as Chair the Alumni event “Remote, flexible, agile and smart working” https://youtu.be/YCd_9AyKE1s
- 20 April 2021. Sole 24 Ore Online streaming on "Smart Working. Guida alla ripartenza" <https://stream24.ilsole24ore.com/video/italia/smart-working-20-guida-ripartenza/AE4p5NC>
- 13 March 2021. Corriere della Sera Bologna. “Opportunità e stress. Ora lo smart working va in analisi.” (newspaper article)

- 11 March 2021. Invited to the seminar “Healthy lifestyle #1 – Mental training” Topic: “Changes at work and impact on psychological well-being” <https://www.youtube.com/watch?v=TlkkxzWdIW8&t=2842s>
- 26 November 2020. Invited to RTTR Television. Topic: Remote e-working <https://fb.watch/1-K3ZB6-Ng/>
- 21 January 2020. Invited to the TV program “Buongiorno Regione”. Topic: stress in the workplace. https://www.rainews.it/tgr/trento/video/2020/01/tnt-Lavoro-stress-ricerca-psicologia-2eedb69e-9a46-429c-9084-656e827c67c7.html?wt_mc=2.www.wzp.tgrtaatn_ContentItem-2eedb69e-9a46-429c-9084-656e827c67c7.&wt

Other skills

- Languages: Italian (native speaker); English (Proficient)
- Statistical software: SPSS, AMOS, MPLUS; NVIVO
- Other tech skills: Microsoft Office (Word, Excel, PowerPoint), Qualtrics

Rovereto, 8 ottobre 2025