



## **Massimo Pilati**

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### **CURRENT POSITION**

Full Professor of Organisational Behaviour  
Marco Biagi Department of Economics, Modena & Reggio Emilia University

### **PREVIOUS POSITIONS**

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| 1998 -2001 | Associate Professor of Organization Theory and Design<br>Bocconi University, Milan     |
| 1993-1998  | Assistant Professor of Organization Theory and Design<br>Bocconi University, Milan     |
| 1992-1994  | Assistant Professor of Organization Theory<br>Mediterraneo University, Naples          |
| 1986 -1992 | Assistant Researcher of Organization Theory and Design<br>Bocconi University, Milan    |
| 1984-1985  | Assistant Researcher of Accounting and Management Control<br>Bocconi University, Milan |

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### **RESEARCH INTERESTS**

- Organizational Behaviour
- Human Resource Management
- Matrix Management and Project Organization

## **EDUCATION**

- 1985 CISCAD, Intensive Development of Teaching Skills, SDA Bocconi, Italy
- 1984 Business Administration Summer School, Pescia, Italy
- 1984 COPAS, Strategic Planning and Analysis, SDA Bocconi, Italy
- 1983 Specialized in Management Control Systems, Bocconi University
- 1982 Graduated in Business Administration at Bocconi University  
*Thesis: "Transfer pricing in Multibusiness Corporation" (110/110 cum laude)*

## **OTHER QUALIFICATIONS**

- 2012-2019 Faculty member of PHD Programme in Labour, Development & Innovation, Marco Biagi Foundation, Modena
- 2001-2012 Faculty member of PHD Programme in Business Administration, Bologna University, Mgt.
- 1995-2006 Director of "Personnel Management Seminars", SDA Bocconi
- 1998-2006 Faculty Member of Master in Business Administration, SDA Bocconi
- 1990-2006 Associate Researcher of CRORA, Research Centre on Organization, Bocconi University
- 1990-2001 Director of "Control and Compensation Executives Seminar", SDA Bocconi
- 1987-2001 Faculty Member of "Economics and Tourism" Post- Graduate Course, Bocconi University
- 1990-1997 Faculty Member of Master in International Economics and Management, SDA Bocconi
- 1990-1993 Product Manager of "Service Management Seminars", SDA Bocconi
- 1988-1993 Coordinator of "Organization and Personnel Executives Seminar", SDA Bocconi

## **INTERNATIONAL TEACHING ACTIVITIES**

- 2011 Visiting Scholar at IESEG School of Management, Lille, France
- 2009-2010 Visiting Scholar at Universidad de Saragoza and Universidad de Sevilla, Spain
- 2007-2008 Visiting faculty member at University of Limerick, Ireland
- 2007 Visiting Professor at Universidad de Sevilla, Spain and University of California Santa Barbara, Usa
- 2000 Lecturer at the Ph.D. Programme at the University of Florida, Usa
- 1990 Visiting Professor at University of Florida, Usa (9 months)
- Lecturer and Instructor of "Organization Theory and Design", fall term, Graduate School of Management (60 Sessions)
- Lecturer at the Ph.D. Programme of "Cost Transaction Economy and Agency Theory"
- 1990 Faculty Member of MIEM, Lecturer of "Organization Design and Human Resource Management", SDA Bocconi

## **WORKING EXPERIENCE**

- 1982 Assistant project leader of "Transfer prices in Multinational Companies Project"  
Montedison S.p.A.
- 1982-1984 Assistant Controller for Europe  
Techint Engineering International Company

## **PUBLICATIONS of last 10 years**

What drives alignment between offered and perceived well-being initiatives in organizations? A cross-case analysis of employer-employee shared strategic intentionality / Ungureanu, P.; Bertolotti, F.; Pilati, M.. - In: EUROPEAN MANAGEMENT JOURNAL. - ISSN 0263-2373. - (2019), pp. 1-48.

Organizational context, employer-employee shared intentionality, and well-being perceptions / Bertolotti, Fabiola; Ungureanu, Paula; Pilati, Massimo. - (2018). Academy of Management Annual Meeting Atlanta, Georgia nel August 4, 2017 - August 8, 2017.

Pay is not everything: Differential effects of monetary and non-monetary rewards on employees' attitudes and behaviours / Pilati, Massimo. - In: EVIDENCE-BASED HRM. - ISSN 2049-3983. - 5/3(2017), pp. 311-327.

Well-Being or Well-Appearing? A Multi-case Analysis of Employees' Perceptions of Organizational Well-being Initiatives / Ungureanu, Paula; Bertolotti, Fabiola; Pilati, Massimo. - (2017). 30th IBIMA Conference, Madrid, Spain nel 8-9 november 2017.

Introduction: Understanding the Causes, Consequences and Possible Responses to Global Migration Flows / Pilati, Massimo; Sheikh, Hina; Sperotti, Francesca; Tilly, Chris. (2015), pp. 3-16.

How Global Migration Changes the Workforce Diversity Equation / Pilati, Massimo; Hina, Sheikh; Francesca, Sperotti; Chris, Tilly. (2015), pp. 1-499.

Managing Organizational Behavior Individuals, Teams, Organization and Management / Tosi H., L; Pilati, Massimo. (2011), pp. 1-270.

The Interplay Between HR Practices and Perceived Behavioural Integrity in Determining Positive Employee Outcomes / Laura Innocenti; Alessandro M Peluso; Massimo Pilati. - In: JOURNAL OF CHANGE MANAGEMENT. - ISSN 1469-7017, Volume 12, Issue 4(2012), pp. 399-415.

Trust as moderator in the relationship between HRM practices and employee attitudes / Laura Innocenti; Massimo Pilati; Alessandro M. Peluso. - In: HUMAN RESOURCE MANAGEMENT JOURNAL. - ISSN 0954-5395., 21(2011), pp. 303-317.

Performance Appraisal Systems in the Middle East: Moving Beyond Western Logics / Giangreco Antonio; Carugati Andrea; Pilati Massimo; Sebastiano Antonio. - In: EUROPEAN JOURNAL OF MANAGEMENT. - ISSN 1555-4015. 7(2010), pp. 155-168.

Worker Participation, Organizational Climate and Change / M.Pilati;L.Innocenti. - STAMPA. - 70(2008), pp. 297-311., 6th International Conference Marco Biagi Foundation, M .Biagi Foundation, Modena , 15-19 marzo 2008.

Modena, May 2019

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