

# Gabriele Puzzo

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Address: Viale E.Duse, 38, 40057 Granarolo dell'Emilia (BO, IT)

Available to relocate



## ▼ Academic Career

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2014-2017

**University of Bologna • Bachelor degree in Psychology**

Graduation Grade: 110/110 with merit

**Thesis title:** *Self-Clarity & Self-Esteem influence on Adolescents' well-being.*

**Tutor:** *Prof. Crocetti Elisabetta (University of Bologna)*

2015-2016

Swiss European Mobility Program (ERASMUS) • Geneva (CH)

2017-2019

**University of Valencia • EMJ Master Degree in Work, Organizational and Personnel Psychology**

**Grade:** 10/10 with merit ("Premio Extraordinario de Master"). In the Italian system: 110/110

**Thesis Title:** *The mediating role of cohesion and psychological wellbeing between agreeableness and performance: a team level approach.* **Tutors:** *Prof. Tomas Ines (University of Valencia) & Prof. Depolo Marco (University of Bologna)*

01/03/2019-01/06/2019

**Junior Consultant • Internship • OMS – Organization & Management Solutions (Guelph, CA)**

*University-based Canadian consultancy firm.*

**Main tasks:**

- *Literature review on Employees' Wellbeing Empowerment Interviews;*
- *Organizational Culture Analysis;*
- *Interviews & Focus Groups organization & moderation, qualitative data collection & analysis, results presentation to managerial board & intervention proposal;*
- *Training moderation on Performance Evaluation system;*
- *Online Learning Pathways development;*
- *KPI's definition and presentation to employees.*

23/09/2019-23/09/2020

**HR & Training Intern • "Tirocinio professionalizzante di psicologia" • Profexa Consulting (Bologna, IT)**

*Italian consultancy firm focused on people & organization wellbeing development.*

**Main tasks:**

- *State of the Art literature review on Digitalization, Telework & Customer Experience;*
- *Attitudinal tests data analysis & report writing (selection & employees' empowerment);*
- *Training needs analysis & Training sessions design;*
- *Selection processes design, organization & implementation;*
- *HR Analytics (data collection, analysis & presentation);*
- *Organizational Culture Analysis;*
- *Mentoring HR Business Partners on high-quality HR Practices (Selection, Training, Organizational Analysis & Intervention);*
- *Customer Service Activity.*

**Main tasks:**

- Research activity: data gathering (surveys, interviews and Focus Groups), statistical analysis, presentations to scientific conferences;
- Preparation and writing of project Deliverables;
- Coordination of more than 10 partner organizations: management by objectives, workflow design, scheduling meetings, assistance with general issues;
- Virtual teams Leader;
- Teaching material sourcing and courses development and Web-based teaching modules delivery
- Support to Master students' thesis supervisions

### ▼ Presentations at international conferences

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- 1) Jinkang, A., Cappi, V., Musarò, P., **Puzzo, G.** (2021). The role of Gambian Journalists in shaping narratives about Europe in The Gambia: agenda, dissemination channels and communication strategies. *IMISCOE Spring Conference, Online Event*, 23<sup>rd</sup> March 2021.
- 2) Jinkang, A., Cappi, V., Musarò, P., **Puzzo, G.** (2021). Information Campaigns: the role of journalists in disseminating narratives about Europe in The Gambia. *IMISCOE Annual Conference, Online Event*, 7<sup>th</sup>-8<sup>th</sup>-9<sup>th</sup> July 2021.
- 3) **Puzzo, G.**, Sbaa, M.Y., Jinkang, A., Pietrantonio, L. (2021). Met expectations and perceptions of role identity in Gambian Journalists. *IMISCOE Annual Conference, Online Event*, 7<sup>th</sup>-8<sup>th</sup>-9<sup>th</sup> July 2021.
- 4) **Puzzo, G.**, Sbaa, M.Y., Pietrantonio, L., & Zappalà, S. (2022). Implications of COVID-19 Pandemic on organizational effectiveness and job satisfaction of frontline practitioners working with migrant people". *20<sup>th</sup> EAWOP Congress, Glasgow (UK)*, 11<sup>th</sup>-14<sup>th</sup> January 2022. Forthcoming, accepted paper.
- 5) Sbaa, M.Y., **Puzzo, G.**, Zappalà, S., & Pietrantonio, L. (2022). Job satisfaction of migration frontline practitioners in COVID times: a comparative study in three countries. *20<sup>th</sup> EAWOP Congress, Glasgow (UK)*, 11<sup>th</sup>-14<sup>th</sup> January 2022. Forthcoming, accepted paper.
- 6) **Puzzo, G.**, Sbaa, M.Y., Zappalà, S., & Pietrantonio, L. (2022). Met job expectations and perceived professional role identity in Gambian Journalists. *20<sup>th</sup> EAWOP Congress, Glasgow (UK)*, 11<sup>th</sup>-14<sup>th</sup> January 2022. Forthcoming, accepted paper.

### ▼ Presentations at national conferences and events

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- 1) **Puzzo, G.**, & Pietrantonio, L. (2020). Artificial intelligence and professional transformation: Research Questions in Work Psychology. *Bologna World Usability Day 2020, Online Event*, 13<sup>th</sup> November 2020.
- 2) **Puzzo, G.** (2021). AI implementation in social & work contexts as a mean to improve human competencies. *SOIEL International – AI & Business Application, Online Event*, 25<sup>th</sup> May 2021.
- 3) **Puzzo, G.** Sbaa, M.Y., Pietrantonio, L., & Zappalà, S. (2021). Implications of COVID-19 Pandemic on organizational effectiveness and job satisfaction of frontline practitioners working with migrant people. *XVII Congresso Nazionale AIP – Sezione per le Organizzazioni, Verona (IT)*, 23rd-24th-25th September 2021.
- 4) Sbaa, M.Y., **Puzzo, G.**, Pietrantonio, L., & Zappalà, S. (2021). Job satisfaction of migration frontline practitioners in COVID times: a comparative study in three countries. *XVII Congresso Nazionale AIP – Sezione per le Organizzazioni, Verona (IT)*, 23rd-24th-25th September 2021.

## ▼ Attendance to international events

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22<sup>nd</sup>-24<sup>th</sup> September 2020: **Attendance to European Research & Innovation Days** • Online Event  
*Workshops & Conferences attendance*

4<sup>th</sup>-6<sup>th</sup> April 2019: **Attendance to SIOP Conference** • National Harbour (US)  
*Workshops & Conferences attendance*

## ▼ Publications on peer-reviewed journals

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1) **Puzzo, G.**, Fraboni, F., Pietrantonio, L. (2020). Artificial intelligence and professional transformation: Research Questions in Work Psychology. *Italian Ergonomic Journal*, 21, 43-63.

## ▼ Other publications

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1) **Puzzo, G.**, Cappi, V., Jinkang, A., Sbaa, M.Y. (2021). D5.1 - Multidimensional Approach Framework. *PERCEPTIONS H2020 Deliverable*, Ref. 833870.

2) Jinkang, A., Cappi, V., Sbaa, M.Y., **Puzzo, G.** (2021). D5.6 - Experts, Training and Solutions Matrix 1. *PERCEPTIONS H2020 Deliverable*, Ref. 833870.

## ▼ Languages

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Italian: mother tongue

English: C1 (CPE Exam)

French: B2 (DELF Exam)

Spanish: B2 (DELE Exam)

## ▼ Software competences

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Proficient in the use of the following software systems:

- SPSS 22 – Advanced
- FACTOR (Exploratory Factor Analysis Software) – Advanced
- NVivo12 (Qualitative data analysis Software) – Advanced
- Tableau Desktop & Tableau Prep Builder – Advanced
- Microsoft Office Suite – Advanced
- MPlus - Basic

## ▼ Accomplishments & Awards

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2020: **Research Study Grant** • Job competencies of First-line practitioners and Border Guards in Europe (UNIBO)

2019: **Premio Extraordinario de Master** • Study Grant for excellent graduation (9.35/10) (University of Valencia)

2019: **Best Design Prize** • Winter School professional competition on Organizational Climate Intervention Design

2018: **VLC Grant** • Study Grant for excellent grades in the WOP Master Selection Process (University of Valencia)