

Ylenia Curzi

Curriculum vitae

*Up-to-date in **June 2026***

Ylenia Curzi is Associate Professor of Organization and Human Resource Management at the Marco Biagi Department of Economics of the University of Modena and Reggio Emilia (UNIMORE).

He has obtained the National Scientific Qualification for the position of Full Professor in Organization Studies, pursuant to Ministerial Decree No. DD 1796/2023 (ASN 2023–2025). Validity: from November 6, 2024, to November 6, 2036.

Member of the Academic Council and (since 1 November 2023) coordinator of the PhD program in Labour, Development and Innovation, part of the Doctoral School E4E (Engineering for Economics – Economics for Engineering) at UNIMORE. Within the aforementioned PhD programme, she has also served as coordinator and teaches the course in Organisation Theory. She is also co-lead of the research area on Health and Safety, Environment, Disability, Work and Care.

Member of the Department Board and Research Committee of the Department of Economics Marco Biagi

Member of the Scientific Committee at the Marco Biagi Foundation.

After graduating in economics and business studies at the Faculty of Economics-University of Urbino, she obtained the PhD in Business Science, XIX cycle, at the University of Udine in 2007. In 2008, she joined UNIMORE as a research fellow at the Marco Biagi Department of Economics, also serving as teaching assistant in the courses on Organization (within bachelor programs) and Human Resource Management (within master degree courses). Visiting scholar at Cardiff Business School (CARBS) University of Cardiff (Cardiff, Wales - UK) (20/01/2009 – 1/07/2009). Visiting Professor at Institut Supérieur de Gestion (May/June 2023).

Formerly a member of the European Academy of Management, European Group of Organization Studies and the Association of Italian Organization Studies Scholars.

Her main research interests include the following themes both in private and public organizations:

- Performance management/performance appraisal and innovative work behavior
- Digitalization of work processes and organizations and its implication on the organizational regulation
- Organization, digitalization and well-being at work
- Artificial intelligence and hybrid problem solving and processes
- Systems/practices of human resource management (HRM) and wellbeing at work
- HRM systems/practices and firm's innovation
- Organizational assessment and information systems (particularly in social service public organizations)
- Inclusive organizations and human resource management practices

On these topics, she is author of publications (books, book chapters and papers in academic journals) at a national and international level (see Research outputs at <https://unimore.unifind.cineca.it/get/person/061687>).

She is/was also a member of research projects such as:

- - Scientific responsibility for the three-year project ‘The ageing of the working population: The governance and organisation of labour relations as a condition for promoting the well-being and skills development of workers of all ages”, PhD course in Labour, Development and Innovation, University of Modena and Reggio Emilia, submitted in response to the public call of the Emilia Romagna Region for the presentation of research training projects within PhD courses of 41 cycle - TERRITORY: TECHNOLOGICAL, CULTURAL, ECONOMIC AND SOCIAL TRANSITION TOWARDS SUSTAINABILITY PR ESF+2021/2027. PRIORITY 2. EDUCATION AND TRAINING - SPECIFIC OBJECTIVE E) APPROVED BY DGR No. 2111/2023 and awarded 1 three-year scholarship as per Regional Council Resolution No. 225 of 12/02/2024.
- -Scientific coordinator (PI) of the interdisciplinary research project What makes hospitals work? Organizational conditions and interventions for improving employees' work ability, winner of the call for funding interdisciplinary research projects - FAR (Fondo di Ateneo per la Ricerca ANNO 2023), University of Modena and Reggio Emilia. Marco Biagi Department of Economics in collaboration with the Department of Biomedical, Metabolic and Neuroscience Sciences, the participation of the University Hospital of Modena and the support of the Department of Integrated Mental Health and Pathological Addictions Local Health Unit of Reggio Emilia (from 02/11/2023, duration 18 months).
- Scientific responsibility for the study and research activities on the relationship between organisation and well-being at work, according to the agreement between the Universities of Modena and Reggio Emilia - Marco Biagi Department of Economics and the University Hospital of Modena (2023-2028).
- Scientific responsibility for the research unit of the Marco Biagi Foundation - UNIMORE in the intervention research on "Improving the quality of work and the quality of services provided by the Trentino-Alto Adige/South Tyrol Region", carried out in collaboration with the Trentino-Alto Adige/South Tyrol Region and the University of Trento, Interdisciplinary Laboratory WE.BE.WO. LAB - Well-being at work (June 2022-July 2024).
- Principal investigator of the project "The ageing of the workforce: performance management as a condition for the inclusion of workers of all ages", Piano di sviluppo FAR Dipartimentale 2022 – Linea A: progetti di ricerca con finanziamento di Azioni di Ricerca Comuni su linea di sviluppo dipartimentale, Dipartimento di Economia Marco Biagi (2022-2024).
- Member of the research group in the project on La partecipazione dei lavoratori come metodo di governo dell'innovazione tecnologica nell'impresa: studio dei modelli regolativi e delle prassi applicative, Piano di sviluppo dipartimentale - FAR Dipartimentale 2021 – Linea A.
- Member of the research group in the project on Il Lavoro Agile in UNIMORE. Un approfondimento sul lavoro da remoto durante la pandemia da Covid- 19 e prospettive future, “Digital transformation, “impresa 4.0” e creazione di valore nell’era Covid-19: una prospettiva multidisciplinare di ricerca - FAR Dipartimentale 2020” – Linea B.
- Principal investigator of the project on Digitalizzazione, condizioni di lavoro e gestione della performance lavorativa: quali implicazioni per il benessere dei lavoratori?, “La trasformazione digitale: effetti sull’analisi economica e di impresa - FAR Dipartimentale 2019”- Linea B.

- Member of the research group in the project on “Going up the high road. Rethinking the role of social dialogue to link welfare and competitiveness” (2013-2014). Carried out by the Marco Biagi Foundation (UNIMORE) and the Marco Biagi Department of Economics in collaboration with other Italian and European Institutions. Co-financed by the European Commission - Employment, Social Affairs and Inclusion DG, Budget Heading 04.03.03.01 “Industrial relations and social dialogue” – Subprogramme II: Improving Expertise in the Field of Industrial Relations.
- Member of the research group in the action research project on Organizational wellbeing at the University of Modena and Reggio Emilia (2009-2011)

She is also co-lead of the Observatory on Performance Management, established at the Marco Biagi Foundation in order to monitor the major trends in the systems/practices of performance management in Italian companies in light of the digital transformation of work and organizations.

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