

**CV**  
**CHIARA PANARI**  
Department of Economics and Management  
Via Kennedy, 6 43125 Parma  
ITALY  
Phone: IT +39 0521 034819  
E-mail: chiara.panari@unipr.it

### **1. Position at University**

2019-on: Associate Professor in Work and Organizational Psychology, at the Department of Economics and Management (University of Parma)

### **2. Education and career**

From 2010 to 2019: Researcher (M-PSI/06) at University of Parma

From 2008 to 2010: Research Grant in Work and Organizational Psychology at University of Bologna.

2008: Ph.D. in Social Psychology at University of Parma (Dissertation title: The mixed family. Cultural belonging and family relational dynamics).

2003: Master Degree in Psychology, curriculum Job and Organizations (110/110 cum laude), at the University of Parma.

### **3. Teaching experiences**

2022/23-on: Course on “Work and Organizational Psychology and Management – advanced course” (Bachelor’s Degree in Economics), at the Department of Economics of the University of Parma.

2022/23-on: Course on “Work and Organizational Psychology and Management – basic course” (Bachelor’s Degree in Economics), at the Department of Economics of the University of Parma.

2021/22-on: Course on “Work Groups and Organizational Psychology” (Bachelor’s Degree in Obstetrics), at the Department of Department of Medicine and Surgery of the University of Parma;

2010/11-on: Course on “Work and Organizational Psychology” (Bachelor’s Degree in Psychology), at the Department of Medicine and Surgery of the University of Parma;

2014/15-on: 2015-16: Course on “Work, Organizational and Human Resources Psychology” (Master’s Degree in Nursing and Midwifery sciences ), at the Department of Medicine and Surgery of the University of Parma

2015/16-2021/22: Course on “Work and Organizational Psychology and Management” (Bachelor’s Degree in Economics), at the Department of Economics of the University of Parma.

### **4. Institutional Activity**

2023: Coordinator of the “Gender Budgeting Commission” of the University of Parma

2020-on: Coordinator of the “Placement Commission”, Department of Economics and Management.

2019-2021: Coordinator of the “Gender Budgeting Commission” of the University of Parma

2010-on: Member and tutor of the Ph.D. College in Psychology at the Department of Humanities, Social and Cultural Enterprises, University of Parma.

2011-on Supervisor of master and bachelor thesis, University of Parma.

### **5. PHD Thesis supervised**

-Phd Alice Bonini (in progress). “Strategic human resources management in the Public Administration: the promotion of organizational efficiency through the analysis of organizational culture, roles and workflow”.

- PhD Michela Tonelli (2022): “Psychosocial aspects facilitating the job reintegration of the unemployed: the outcome of career guidance paths” (Industrial Doctorate in collaboration with IFOA).
- PhD Emanuela Alfieri (2014): “Human capital and healthcare organization: professional roles, skills and professional action”, in collaboration with prof. W. Levati
- PhD Giorgio Lorenzi (2019): “Psychosocial Aspects Of The Acceptance Of Innovation Technology And Effects On Performance And Well-Being: The Fleet Crews Smartphones In Actv” (Industrial Doctorate in collaboration with ACTV Comapny of Venice)

## **6. Research activities (funded projects)**

- Participation to the Project “The Transition to an era of cleaner energy: the role of energy policies and green innovation” funded by the University Competitive Call for Research 2021 - Action A.. Principal Investigator: Prof.ssa Donatella Baiardi (University of Parma).
- 2020-on: Principal Investigator of the project “Improvement of the efficiency of the University’s Administrative Structures through the perspective of the Strategic Human Resources Management” (University of Parma).
- 2018-on: Participant in CAPuS Project, a co-funded by ERASMUS+- Knowledge Alliances. The consortium is composed of 15 full partners and 2 associated partners from 6 countries.
- 2009-2008: Participant in the European Project of Integrated Action Italy-Spain, concerning personal and psychosocial consequences of early retirement. Principal Investigators: Prof. Marco Depolo, University of Bologna and Prof. Carlos Maria Alcover de la Hera, Universidad Rey Juan Carlos, Madrid.
- 2009-2008: Participant in PRIN 2008 - Psychosocial factors in safety and work-related stress: Multi-method development and validation of an assessment model. Principal Investigator: Prof. Marco Depolo, University of Bologna.
- 2004: Partecipant in Cofin – MIUR Project "Rules and transgressive behaviors in adolescence". Principals Investigators: Prof. F. Emiliani (University of Bologna) and Prof. L. Fruggeri (University of Parma).

## **4. Participation to Research projects**

- 2020-on: Participation to the interdepartmental Project of University of Parma entitled “Socio-psychological factors favouring well-being of operators and volunteers of public assistance associations.” realized in the headquarters of various Italian regions.
- 2020: Scientific Coordinator of the research project entitled “The impact of the COVID-19 emergency on health professionals: coping strategies, resilience and psychosocial risk factors and health outcomes”, realized in the Local Health Unit Company Of Piacenza.
- 2015: Scientific coordinator of the research project "Intensive care hospital organization: perception of organizational change and new roles", realized in the University Policlinic of Parma.
- 2013: Scientific coordinator of the research project "Role competencies mapping of the Nurse Coordinator”, realized in the Local Health Unit of Parma.
- 2012: Scientific coordinator of the research project "Role competencies mapping of the physicians who work in Care Homes for the Elderly: assessment and development of human resources", realized in the Local Health Unit of Parma.
- 2010: Scientific coordinator of one unit of the research project “Assessment of Psychosocial risk factors and human resources management”, realized in retail companies.
- 2009-2008: collaboration with the University of Bologna in the research projects: “The quality of working life and psychosocial risk factors assessment”, realized in the University Policlinic of Bologna”.

## **5. Main research interests**

Quality of working life

Work-related stress

Healthcare professionals and emergency medical services volunteers' well-being

Technology acceptance and technostress

Human resources assessment and management

Vocational and career guidance

## **6. Awards for research activity**

- 4/04/22 “Top cited articles published between 1 Jan 2020-31 Dec 2021 in Journal of Applied Social Psychology” for the paper: Caricati L., Panari, C. & Melleri, M. (2020). Group identification and self-efficacy associated with quality of life in emergency medical services volunteers: A cross-sectional investigation come “Top cited articles published between 1 Jan 2020-31 Dec 2021 in Journal of Applied Social Psychology.
- Best practical implications Award for the paper "Can an opportunity to learn at work reduce stress? A revisit of the Job Demand-Control model" Journal of Workplace Learning, Volume 22, Issue 3, 2010 (authors: Panari, C., Guglielmi, D., Simbula, S., Depolo, M.).

## **7. Memberships of scientific societies**

2013-on: EAWOP (European Association of Work and Organisational Psychology);

2011-on: AIP (Associazione Italiana Psicologia).

## **8. Reviewer services**

Journal Of Managerial Psychology, Journal Of Workplace Learning, Psicologia Sociale, International Journal Of Environmental Research And Public Health

## **9. Staff Mobility**

March-July 2007: Visiting PhD student at the School of Human Science, University of Surrey, Guildford, UK. Supervisor: Prof. Arlene Vetere.

Guest lecturer in the seminars “Cross-cultural families in the Italian Context: cultural identities, family dynamics, and social system”, School of Human Sciences, University of Surrey, Guildford, UK.

## **10. Professional Activity:**

- Consultations related to assessment of work-related stress in some companies.
- Teaching experiences in Management training courses in the health sector.
- Teaching experiences in courses on work safety in school organizations.

## **11. Publications**

- Caricati, L., Cera V., Panari, C., Bonetti, C., Sollami A., Monacelli, N. (2022). Short report: social identification, quality of professional life and emotional maladjustment in healthcare providers during the first wave of the COVID-19 emergency. Psychology, Health & Medicine, 28(5),1181-

1189. doi: 10.1080/13548506.2022.2099557.

- Caricati, L., De Vito, M., & Panari, C. (2022). The role of group identification, self-and collective efficacy on secondary traumatic stress and general health in a sample of emergency medical service volunteers. *Journal of Applied Social Psychology*. Doi: : 10.1111/jasp.12946.
- Ricci, F., Panari, C., Pelosi, A. (2022). Safety Compliance in a Sample of Italian Mechanical Companies: The Role of Knowledge and Safety Climate. *European Journal of Investigation in Health, Psychology and Education*. 12(3), 281-294. doi: [10.3390/ejihpe12030020](https://doi.org/10.3390/ejihpe12030020)
- Panari, C., Caricati, L., Gallo, G., Bonetti, C., Bonini, A., Monacelli, N., & Sollami, A. (2022). Perceptions of Safety and Stress Among Health Professionals: The Role of Care Unit Identification as a Protective Factor During the COVID-19 Pandemic. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.863581>
- Panari, C., Tonelli, M. (2022). Future directions in the research on unemployed: protean career orientation and perceived employability against social disadvantage. *Frontiers in Psychology. Personality and Social Psychology*, 12, 601861. doi: [10.3389/fpsyg.2021.701861](https://doi.org/10.3389/fpsyg.2021.701861)
- Ferrari, L., Panari, C., & Manna, E. (2022). L'impatto dell'empowering leadership infermieristica sulla soddisfazione dell'équipe dei professionisti Uno studio in due organizzazioni Ospedaliere. *COUNSELING*, 15(2), 14-36.
- Panari, C., Lorenzi, G., & Mariani, M. G. (2021). The Predictive Factors of New Technology Adoption, Workers' Well-Being and Absenteeism: The Case of a Public Maritime Company in Venice. *International Journal of Environmental Research and Public Health*, 18(23), 12358. Doi: [10.3390/ijerph182312358](https://doi.org/10.3390/ijerph182312358)
- Panari, C., Tonelli, M., & Mazzetti, G. (2020). Emotion Regulation and Employability: The Mediatonal Role of Ambition and a Protean Career among Unemployed People. *Sustainability*, 12(22), 9347. Doi: [10.3390/su12229347](https://doi.org/10.3390/su12229347)
- Caricati, L., Panari, C., & Melleri, M. (2020). Group identification and self-efficacy associated with quality of life in emergency medical services volunteers: A cross-sectional investigation. *Journal of Applied Social Psychology*, 50(8), 476-488. Doi: [10.1111/jasp.12675](https://doi.org/10.1111/jasp.12675)
- Panari, C., & Tonelli, M. (2020). La gestione del cambiamento organizzativo. *Un confronto tra le aspettative dell'organizzazione ed il punto di vista dei lavoratori nell'ottica della consulenza aziendale*. *Counseling*, 13(2), 94-106.
- Mazzetti, G., Simbula, S., Panari, C., Guglielmi, D., & Paolucci, A. (2019). "Woulda, Coulda, Shoulda". Workers' Proactivity in the Association between Emotional Demands and Mental Health. *International Journal of Environmental Research and public health*, 16(18), 3309. Doi: [10.3390/ijerph16183309](https://doi.org/10.3390/ijerph16183309)
- Panari, C., Caricati, C., Pelosi, A., Rossi, C. (2019). Emotional exhaustion among healthcare professionals: The effects of role ambiguity, work engagement and professional commitment. *Acta Bio Medica*, 90(Suppl 6), 60.
- Mariani, MG., Petruzzello, G., Panari, C., Chiesa, R. (2019). A Contribution to the Italian Validation of the Manhardt's Work Values Inventory. *Counseling*, 1283. DOI: [10.14605/CS1231905](https://doi.org/10.14605/CS1231905)
- Lorenzi, G., Mariani, M. G., & Panari, C. (2018). Sicurezza nella navigazione: il ruolo del fattore umano. *Giornale Italiano di Medicina del Lavoro ed Ergonomia*, 40(2), 67-75.

- RICCI, F., PELOSI, A., PANARI, C., & CHIESI, A. (2018). Safety Training 4.0: Active, Collaborative, Human-Focused Practices, to Improve Health at Work. In *Transdisciplinary Engineering Methods for Social Innovation of Industry 4.0: Proceedings of the 25th ISPE Inc. International Conference on Transdisciplinary Engineering*, July 3–6, 2018 (Vol. 7, p. 310). IOS Press.
- Panari, C., Simbula, S. (2016). Presenteeism “on the desk”: The relationships with work responsibilities, work-to-family conflict and emotional exhaustion among Italian schoolteacher. *International Journal of Workplace Health Management*, 9(1), 84-95. DOI <http://dx.doi.org/10.1108/IJWHM-11-2013-0047>
- Panari, C., Levati, W., Bonini, A., Tonelli, M., Alfieri, E., Artioli, G. (2016). The ambiguous role of healthcare providers: a new perspective in human resources management. *Acta Biomedica*, 87(2), 49-60.
- Ricci, F., Chiesi, A., Bisio, C., Panari, C., & Pelosi, A. (2016). Effectiveness of occupational health and safety training: A systematic review with meta-analysis. *Journal of Workplace Learning*, 28: 355–377. doi: 10.1108.
- Levati, W., & Panari, C. (2016). Le risorse umane nelle organizzazioni sanitarie: l'esperienza in tre contesti. Casa Editrice: Mattioli 1885.
- Panari, C., Levati, W., Alfieri, E., Tonelli, M., Bonini, A., Artioli, G. (2015). La mappatura del ruolo come nuovo approccio di lettura di due professionisti ospedalieri: l'infermiere e l'operatore sociosanitario. *Mecosan*, 94,67-95.
- Mancini, T., Caricati, L., Panari, C., Tonarelli, A. (2015). Personal and social aspects of professional identity: An extension of Marcia's identity status model applied to a sample of university students. *Journal of Vocational Behavior*, 89, 140-150.
- Simbula, S., Panari, C. (2015). Yes, we can: puntare sulle risorse per sfidare il cambiamento. *Psicologia & Scuola*, 42, 11-17.
- Guglielmi, D., Simbula, S., Panari, C., Fraccaroli, F., & Vignoli, M. (2014). La motivazione degli insegnanti nella scuola che cambia. In *La professionalità dell'insegnante* (pp. 143-150). Aracne.
- Panari, C., Simbula, S., & Bova, N. (2013). Overcoming presenteeism: how can we prevent it?. In *Imagine the future world: How do we want to work tomorrow? Abstract proceedings of the 16th EAWOP Congress 2013* (pp. 166-167).
- Negrini, A., Panari, C., Simbula, S., Alcover, C.M. (2013). The push and pull factors related to early retirees' mental health status: A comparative study between Italy and Spain. *Revista De Psicología Del Trabajo Y De Las Organizaciones*, 29, 51-58, ISSN: 2174-0534, doi: 10.5093/tr2013a8
- Fruggeri, L., Mancini, T., & Panari, C. (2013). Le famiglie interculturali: tra definizioni e mutamento sociale. *Psicologia di Comunità*, 1, 11-19.
- Panari, C., Guglielmi, D., Ricci, A., Tabanelli, MC, Violante, FS (2012). Assessing and improving health in the workplace: an integration of subjective and objective measures with the STress Assessment and Research Toolkit (St.A.R.T.) method. *Journal of Occupational Medicine and Toxicology*, 7, 7-18. DOI: 10.1186/1745-6673-7-18
- Simbula, S., Panari, C., Guglielmi, D., & Fraccaroli, F. (2012). Teachers' well-being and effectiveness: The role of the interplay between job demands and job resources. *Procedia-Social*

and Behavioral Sciences, 69, 729-738. DOI:[10.1016/j.sbspro.2012.11.467](https://doi.org/10.1016/j.sbspro.2012.11.467)

- Guglielmi, D., Panari, C., & Simbula, S. (2012). The determinants of teachers well-being: the mediating role of mental fatigue. *European Journal of Mental Health*, 7(1), ) 204–220. DOI: 10.5708/EJMH.7.2012.2.3
- Bova, N., Panari, C., Simbula, S., Guglielmi, D. (2011). Psychosocial Risk Factors and Well-Being: An Application of The Job Demands-Resources Model at the Italian Justice Department. In A. Caetano, S.A. Silva, M.J. Chambel (Eds.), *New Challenges for a Healthy Workplace in Human Services (pp. 171-191)*. *Organizational Psychology and Health Care* (Editors: J.M. Peirò/W. Schaufeli), 6. Mering: Rainer Hampp Verlag.
- Panari C., Guglielmi, D., Simbula, S., Depolo, M. (2010). Can an opportunity to learn at work reduce stress? A re-visitation of the Job Demand-Control Model, *Journal of Workplace Learning*, 22(3), 166-179.
- Panari, C., Piazzzi, G., Guglielmi, D. (2010). La transizione al pensionamento: preparazione e adattamento ad una nuova fase della vita. Quale spazio per il counseling? *Counseling*, 3(1), 31-48.
- Mancini, T., Panari, C. (2010). Gli immigrati sono tutti uguali? Uno studio sulla gerarchia etnica nel contesto, *Psicologia Sociale*, 1, 133-146.
- Panari, C., Mancini, T., & Fruggeri, L. (2010). Le sfide delle famiglie interculturali: solo una questione di “appartenenze”? La prospettiva della cultura situata. *Rivista di studi familiari*, 2.
- Fruggeri, L., Montali, F., & Panari, C. (2009). A contribution to the Italian validation of the Adolescent Perception of Familiar Responsibility Scale (A. Pe. F. Re. S.): First data. *Bollettino di Psicologia Applicata*, 258, 33-38.
- Panari, C., Tabanelli, M.C., Guglielmi, D., Violante, F. (2009). La valutazione dei fattori che incidono sullo stress lavoro-correlato: l'accordo tra osservatori di uno strumento osservativo. *Risorsa Uomo*, 15 (4).
- Guglielmi, D., Negrini, A., Panari, C. (2009). Qualità della vita lavorativa ed effetti sul benessere: il ruolo della fatica mentale. *Risorsa Uomo*, 15(1), 53-67.
- Guglielmi, D., Panari, C., Depolo, M. (2009). Quality of work life and risk of workplace mobbing: the moderating effect of the social climate. *Avances en psicologia latinoamericana*, 27(1), 9-20.
- Mancini, T., Fruggeri, L., Panari, C. (2006), An extension of the school moral atmosphere construct, and its association with aggressive behaviours in secondary school, *European Journal of Psychology of Education*, XXI (2), 208-228.

Parma, 05/10/23