

GUIDO SARCHIELLI

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1. Licence and/or Ph.d.: Medicine, 1969, at the University of Bologna

Postgraduate studies: Psychiatry ("Scuola di specializzazione" at the University of Modena); Internship for five years at the Department of Psychology, University of Bologna

2. Position in the University: Full-time Professor (Professore ordinario) of Psychology of work at the University of Bologna.

Academical managerial experiences.

1980-83 Director of the Dept. "Work Issues", University of Trento.

1987-1991 Director of the Dept. of Social Policies, University of Trento.

1995-1997 President of the "Corso di laurea in Psicologia", University of Bologna.

1997- 2002 Dean of the Faculty of Psychology, University Bologna.

2002-2003 Director of the International Master (post-graduate) in "Consulenza psicosociale per organizzazioni e istituzioni"

3. Teaching experiences in Work and Organizational Psychology

As *Lecturer* (from 1974 to 1980) he taught Psychology of Work at the University of Trento (pre-graduated teaching).

As *Associate Professor* (1980) and then as *Full-time Professor* (Professore ordinario, from 1986) he taught Occupational Psychology and Social Psychology at the University of Trento until 1991 (pre-graduated teaching).

In 1992 he moved to the University of Bologna, where is *Professor* of Psychology of work at the Faculty of Psychology of Bologna. At present he is teaching to pre-graduate students and to II level students of Laurea Specialistica "Psicologia delle organizzazioni e dei servizi" (Master level).

From 1995 till now he participated in post-graduate doctoral studies as member of the Doctorate in "Social, Developmental and Organization Psychology" of the University of Bologna

From 2003 till now he taught at the Faculty of Communication of Lugano (Switzerland)

4. Research

a) Interests.

The main research topics are: a) Occupational socialization & work values; b) Social representations of work; c) Unemployment: social and psychological effects; d) Time perspective in adolescence and young workers; e) Training and acquisition of social & professional skills; f) Psychological effects of new form of work (flexibility); g) Career anchors.

b) He is member of Work and Organizational Psychology team of the University of Bologna and now is participating to a research team on "Socialization and occupational exit" with colleagues of different Italian universities (Prof. Franco Fraccaroli University of Trento, Prof. Adalgisa Battistelli, and Prof. Giuseppe Favretto, University of Verona, Prof. Giampiero

Quaglino, University of Torino, Prof. Giancarlo Tanucci, University of Bari, Prof. Francesco Ceresia, University of Palermo)

b) Selection of the main publications:

- Touzard H., Depolo M., Lancry-Hoestlandt A., Sarchielli G., *Dynamique de la satisfaction au travail chez des jeunes dans leur premier emploi. Etude longitudinale internationale*, "Psychologie du travail et des organisations, 1996, 1/2, 26-42
- Depolo M., Fraccaroli F., Sarchielli G., *Socialisation au travail: proactivité et recherche d'informations*, in A. Baubion-Broye (Ed.), *Evénement de vie, transitions et construction de la personne*, Toulouse, Erès, 1998.
- Depolo M., Fraccaroli F., Guglielmi D., Mariani M., Sarchielli G., *L'incertitude à l'égard de l'avenir professionnel: une recherche longitudinale chez des étudiants de doctorat*, "L'Orientation scolaire e Professionnelle", 2001, 30, 49-62.
- Zappalà S., Sarchielli G., Lalla B., Mezzadri B., *Making a decision on behalf of the group: does accountability reduce the information sampling effect?* In Hoelzl (Ed.), *Fairness & cooperation*, in XXXV Annual Colloquium on Research in Economic Psychology, Vienna, 2000, 97-99.
- Depolo M., Fraccaroli F., Guglielmi D., Mariani M., Sarchielli G., *L'incertitude à l'égard de l'avenir professionnel: une recherche longitudinale chez des étudiants de doctorat*, "L'Orientation scolaire e Professionnelle", 2001, 30 (1), 49-62.
- Depolo M., Guglielmi D., Sarchielli G., Toderi S., *Diversity in psychological contracts: implications for employee attitudes in organizations*, in F. Avallone, H.S. Synangil, A. Caetano, (Eds), *Identity and diversity in organizations*, Milano, Guerini Studio, 2003, pp. 84-90
- Guillén Gestoso C., León Rubio J-M., Depolo M., Sarchielli G., Avargues Navarro M.L., *Mobbing: una vision psicosocial y organizacional*, in P.M. de la Cuesta Aguado e T. Pérez del Rio (Eds), *Violencia y género en el trabajo*, Sevilla, Mergablum, 2004, pp.15-47

c) Granted research project. For about ten years he was member of an international research team on work socialization of youth (WOSY) directed by Pol Coetsier and Rita Claes (University of Gent, Belgium)

From 2000 he directed many National research projects on work psychology topics (sponsored by C.N.R. and by the Italian Ministry of the University and Scientific Research) carried out with colleagues of the Universities of Verona, Trento, Roma, Genova, Firenze, Cagliari, Bari, Palermo, and Bologna.

From 2003 till now he is involved in a European Research-intervention project (Leonardo da Vinci- EuroRubik) on competence and training (University of Bangor, Wales; Chambre de Metiers de l'AIN, France; Local Development Agency, Zumarraga, Spain; Italian Service Centers for Small & Medium Enterprises)

5. Professional activities.

a) At present he is in the Editorial board of the Italian psychological journals: "Risorsa uomo - Rivista di Psicologia del lavoro e delle organizzazioni"; "Psicologia contemporanea". "GIPO Giornale Italiano di Psicologia dell'Orientamento", "Nuove tendenze della Psicologia" He is in the Scientific Committee of Psychology for the Publishers "Il Mulino", Bologna.

b) He collaborated on Work/Organization and applied psychology issues (organizational design, group effectiveness, competences analysis, evaluation, etc.) with public or private institutions like Local Health services, Vocational training regional centers, National agencies

(ISFOL, Institut for development and training of workers).

6. Staff Mobility

The main research visits were: Paris (Maison des Sciences de l'Homme, Prof. S. Moscovici, 1975, 1980); Cadiz (University of Cadiz, Prof. Carlos Guillen Gestoso, 2002, 2003); Lugano, Switzerland (ISFPF-Istitut suisse de pédagogie pou la formation professionnelle and Faculty of Communication, Prof. Dieter Schurch 1993, 1995, 2003, 2004)