

Warning: [2025-12-24 12:13] this document is a print-out of the Ciência-iul web portal and was automatically generated at the labeled date. The document has a mere informational purpose and represents the information contained on Ciência_Iscte at that date.

Silvia Dello Russo

Integrated Researcher

BRU-Iscte - Business Research Unit (IBS)

[Organizational Behaviour and Human Resources Group]

Contacts

E-mail	silvia.dellorusso@iscte-iul.pt
Telephone	217650432 (Ext: 221249)
Post Box	80

Curriculum

Silvia Dello Russo holds a PhD in Organizational Psychology from Università Sapienza of Rome, Italy, and in 2010 she received the award for the best PhD theses in organizational psychology by the Italian Association of Psychology (AIP). Before joining ISCTE-IUL (2012-2018) she was post-doc researcher at Università Sapienza (Rome, Italy) and visiting post-doc researcher at Aston Business School (Birmingham, UK). She has been also visiting researcher at Catholic University of Rome, WU University of Vienna and IAE Lyon School of Management, and has experience in teaching a variety of subjects within the fields of Organizational Behavior, Human Resource Management and Organizational Psychology. She has received funding for her research projects by the FCT (2013; 2018), the SIOP Foundation (2016) and the Italian Ministry for Research (2023). Her research has been published in such journals like: Journal of Organizational Behavior, Human Resource Management, Journal of Vocational Behavior, International Journal of Human Resource Management, Journal of Occupational and Organizational Psychology, Applied Psychology: An International Review, Journal of Leadership and Organizational Studies. After holding a position (2019-2021) as Associate Professor at TBS Education (France), she has been working as an Associate Professor at Luiss University (Rome, Italy) since 2022, and is an integrated member of BRU-IUL. You can visit her latest project website: www.realpal.work

Research Interests

HRM practices for development. HRM practices are investigated as a means through which organizations can foster and support individuals' development and motivation that ultimately benefit also the organizational performance. Single practices have been explored, such as 360° feedback and training, and their effects (e.g., subsequent performance, the durability of the intervention). Among the specific practices, a major role is occupied by performance appraisal and performance management that are the object of a dedicated line of research. Within this line, the validity

of the tools adopted for evaluation was examined and, more recently, the relationship between rater and ratee and its effects on perceived fairness of the process. The study of bundles of HRM practices (vs. single practices) has been pursued as well, with a specific attention to the healthcare setting, via a systematic literature review and empirical studies. In particular, through a recent study she showed how the strength of HRM practices implementation is related to hospital departments' higher appropriateness of cares. Ongoing research projects within this line of research include the relational aspects underlying performance appraisals (subject of recent research grants and applications) as well as the study of HRM practices bundles during the recent Portuguese financial crisis.

Interaction individual-organizational context. Within this line of research a number of aspects of the organizational setting have been explored, together with their effects on individual attitudes (i.e., motivations (e.g., motivation to lead) and behaviors (e.g., absenteeism, job performance). All these aspects cover: the structural context (e.g., decentralization), the physical context (e.g., the physical arrangement of the offices), the task context (e.g., autonomy, task variety) and, more extensively, the social context. Within the social context, a number of her published studies investigated how workers perceive the social constituents of their organization (namely, colleagues, top management and direct leaders). More recently, her attention has focused on the perception of one's leader and especially the quality of the relationship with the leader (i.e., LMX) and current research projects and collaborations revolve around this core topic.

Work Motivation and aging. Several variables have been investigated as motivational drivers of individual organizational behaviors, especially job performance but also absences from work. These span more distal motivational drivers (e.g., personality traits, organisational commitment) as well as more proximal determinants, such as motivational orientations, self-efficacy beliefs, goals and their features according to the goal setting theory, and finally the emotions triggered by specific events at work. More recently Dr. Dello Russo has turned her attention to the different motivational profiles of individuals along their working lifespan, comparing older and younger workers. This topic has been the main theme of a recently funded project and continues as one of the current projects.

Academic Qualifications

University/Institution	Type	Degree	Period
Università Sapienza di Roma	PhD	Work and Organizational Psychology	2008
Università Sapienza di Roma	Integrated M.Sc.	Work and Organizational Psychology	2004

Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord.
2018/2019	2°	Research Project in Human Resources and Organizational Behavior		No
2018/2019	1°	Specialization Seminar in Human Resources and Organizational Behavior		Yes
2018/2019	1°	Seminar in Human Resource Management and Organizational Consultancy	Master Degree in Human Resource Management and Organizational Consultancy;	No
2017/2018	2°	Research Project in Human Resources and Organizational Behavior		Yes
2017/2018	2°	Research Design II	Doctorate Degree (PhD) in Management;	Yes

2017/2018	2°	Phd Thesis in Management: Specialization in Human Resources and Organizational Behavior		Yes
2017/2018	2°	Phd Thesis in Management: Specialization in Human Resources and Organizational Behavior II		Yes
2017/2018	2°	Phd Thesis in Management: Specialization in Human Resources and Organizational Behavior IV		Yes
2017/2018	2°	International Human Resource Management and Globalization		Yes
2017/2018	2°	Human Resources Management	Bachelor Degree in Management;	No
2017/2018	2°	Strategic Human Resource Management	Master Degree in Management;	Yes
2017/2018	1°	Specialization Seminar in Human Resources and Organizational Behavior		Yes
2017/2018	1°	Phd Thesis in Management: Specialization in Human Resources and Organizational Behavior		Yes
2017/2018	1°	Phd Thesis in Management: Specialization in Human Resources and Organizational Behavior I		Yes
2017/2018	1°	Phd Thesis in Management: Specialization in Human Resources and Organizational Behavior III		Yes
2017/2018	1°	Current Challenges in Human Resource Management		Yes
2017/2018	1°	Seminar in Human Resource Management and Organizational Consultancy	Master Degree in Human Resource Management and Organizational Consultancy;	No
2016/2017	2°	Research Project in Human Resources and Organizational Behavior		No
2016/2017	2°	Phd Thesis in Management: Specialization in Human Resources and Organizational Behavior		Yes

2016/2017	2°	Phd Thesis in Management: Specialization in Human Resources and Organizational Behavior II		Yes
2016/2017	2°	Phd Thesis in Management: Specialization in Human Resources and Organizational Behavior IV		Yes
2016/2017	2°	International Human Resource Management and Globalization		Yes
2016/2017	2°	Human Resources Management	Bachelor Degree in Management;	No
2016/2017	2°	Strategic Human Resource Management	Master Degree in Management;	Yes
2016/2017	1°	Specialization Seminar in Human Resources and Organizational Behavior		No
2016/2017	1°	Phd Thesis in Management: Specialization in Human Resources and Organizational Behavior		Yes
2016/2017	1°	Phd Thesis in Management: Specialization in Human Resources and Organizational Behavior I		Yes
2016/2017	1°	Phd Thesis in Management: Specialization in Human Resources and Organizational Behavior III		Yes
2016/2017	1°	Seminar in Human Resource Management and Organizational Consultancy	Master Degree in Human Resource Management and Organizational Consultancy;	No
2015/2016	2°	Research Project in Human Resources and Organizational Behavior		No
2015/2016	2°	Strategic Human Resource Management	Master Degree in Management;	No
2014/2015	2°	Human Resources Management	Bachelor Degree in Management;	No
2014/2015	2°	Leadership and Organizational Communication		Yes
2014/2015	1°	Specialization Seminar in Human Resources and Organizational Behavior		No

2013/2014	2°	Research Project in Human Resources and Organizational Behavior		No
2013/2014	2°	Phd Thesis in Management: Specialization in Human Resources and Organizational Behavior		No
2013/2014	2°	Human Resources Management	Bachelor Degree in Management;	No
2013/2014	2°	Leadership and Organizational Communication		Yes
2013/2014	1°	Phd Thesis in Management: Specialization in Human Resources and Organizational Behavior		No
2012/2013	2°	Human Resources Management	Bachelor Degree in Management;	No
2012/2013	2°	Leadership and Organizational Communication		No
2012/2013	1°	Specialization Seminar in Human Resources and Organizational Behavior		No
2011/2012	2°	Human Resources Management	Bachelor Degree in Management;	No
2011/2012	1°	Specialization Seminar in Management and Human Resource Development		No

Supervisions

• Ph.D. Thesis

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Patrycja Gorska	How can organization support the knowledge transfer across and within multi-age workforce?	English	Developing	Iscte
2	Marta Anna Polanska	Work Relationships: Profound exploration of their types, functions, outcomes, underlying mechanisms and boundary conditions	English	Developing	Iscte
3	Andrea Fontes	--	English	Developing	Iscte
4	Patrycja Gorska	--	English	Developing	Iscte

5	Marta Polanska	--	English	Developing	Iscte
---	----------------	----	---------	------------	-------

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Andrea Maria Flores Oliveira Fontes	Research contributions towards the professionalization of coaching: The effects of coaching on psychological resources, job attitudes and performance ? a between and within-person analysis	English	Iscte	2021

• M.Sc. Dissertations

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Ariana Kuzhnini	Leader-member exchange and reactions to performance appraisal: A scenario-based study	English	Iscte	2021
2	Joana Isabel Duarte Cardoso Matança da Costa	The Effect of LMX and Age Dyadic Differences on the Satisfaction with the Feedback and the Leader	English	Iscte	2019
3	Inês Lopes Martins	Qual o impacto das atitudes de carreira nas relações de desenvolvimento	English	Iscte	2018
4	Liang Kaijing	THE IMPACT OF EMPOWERING LEADERSHIP STYLE AND LEADER-MEMBER EXCHANGE ON PERFORMANCE APPRAISAL REACTIONS	English	Iscte	2018
5	Diana Ruivo Oliveira	Influence of Attachment Theory on Developmental Networks	English	Iscte	2018
6	Catarina José Roque dos Passos	Hotelaria e restauração em Portugal: práticas de recursos humanos para trabalhadores mais velhos	Portuguese	Iscte	2017
7	Hongyi Chen	Leaders' Psychological Capital and Authentic Leadership as Predictors of Employees' Perceptions of Fairness	English	Iscte	2017
8	Inês Ferreira Xavier da Cunha	The Efficacy of 1-Day Soft Skills Training on Master Students' Performance	English	Iscte	2016
9	Christoph Wiederhold	Subjective Career Success, Age and their Impact on Turnover Intention	English	Iscte	2016
10	Anna Steffen Santacília	Understanding Subjective Career Success: The impact of attributed importance levels, and organizational factors	English	Iscte	2016

11	Marta Anna Polanska	An Empirical Investigation of Career Self-Management Behaviours: Test of a theoretical model	English	Iscte	2016
12	João Carlos Charneca Alvaro	Uma abordagem ao feedback informal: Um estudo semanal em contexto Organizacional	Portuguese	Iscte	2016
13	Miaochun Chen	The Role of LMX Differentiation in Relationship Between LMX and Perceptions of OPPA	English	Iscte	2016
14	Juliana Soares Ribeiro Aniceto	Emotions in the Workplace and Behavioural Consequences: Are there any differences between older and younger workers?	English	Iscte	2015
15	Ana Margarida Cavalinhos Gavancha	A Day in the Life of Younger and Older Workers: An Investigation of the Salience of Daily Events	English	Iscte	2015
16	João André Correia de Caires	Which factors Influence Employees' transfer training: An empirical investigation	English	Iscte	2013

• M.Sc. Final Projects

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	John Iver Elset	Organizational socialization in remote-working companies - Enhancing company onboarding through gamification	English	Iscte	2018
2	Seth John Carreiro	Measuring Workplace Climate for LGBT People: Antecedents and outcomes of an LGBT-inclusive workplace climate	English	Iscte	2014
3	Armando Garrido Filipe Garine	The Comprehensive Assessment of Team Member Effectiveness (CATME): Personality predicting teamwork competencies	English	Iscte	2014
4	Daniela Pereira Lopes	Efficacy, Hope, Resilience and Optimism - Human Resource Development through Psychological Capital Intervention	English	Iscte	2013
5	Petya Stancheva Stoykova	Developing Psychological Capital: Test of a training intervention with bulgarian students and professionals	English	Iscte	2013

Total Citations

Web of Science®

1195

Publications

• Scientific Journals

- Scientific journal paper

1	Miraglia M., Dello Russo, S. & Bouville, G. (N/A). The hazards of performance management: An investigation into its effects on employee absenteeism and presenteeism. <i>Human Relations</i> . 1-29 - Times Cited Google Scholar: 6
2	Goštautait, B., Kim, N., Steindórsdóttir, B. D., Parry, E., Dello Russo, S., Andresen, M....Zikic, J. (2025). Age and career resilience through the lens of life course theory: Examining individual mechanisms and macro-level context across 28 countries. <i>Human Resource Management Journal</i> . 35 (4), 879-893 - Times Cited Web of Science®: 2 - Times Cited Scopus: 2 - Times Cited Google Scholar: 2
3	Dello Russo, S., Mayrhofer, W., Caetano, A. & Passos, A. (2024). Highcommitment HRM practices during the financial crisis in Portugal: Employees' and HR perspectives. <i>European Management Review</i> . 21 (1), 204-219 - Times Cited Web of Science®: 3 - Times Cited Scopus: 3 - Times Cited Google Scholar: 7
4	Martin, R., Masakatsu Ono, Legood, A., Dello Russo, S. & Thomas, G. (2023). Leader-member exchange (LMX) quality and follower well-being: A daily diary study. <i>Journal of Occupational Health Psychology</i> . 28 (2), 103-116 - Times Cited Web of Science®: 23 - Times Cited Scopus: 17 - Times Cited Google Scholar: 45
5	Dello Russo, S., Antino, M., Zaniboni, S., Caetano, A. & Truxillo, D. (2021). The effect of age on daily positive emotions and work behaviors . <i>Work, Aging and Retirement</i> . 7 (1), 9-19 - Times Cited Web of Science®: 23 - Times Cited Scopus: 27 - Times Cited Google Scholar: 41
6	Fontes, A. & Dello Russo, S. (2021). What changes with coaching? Investigating within-person changes in reflection, the predicting role of implicit person theory and the effects on perceived utility of coaching. <i>International Journal of Training and Development</i> . 25 (3), 316-340 - Times Cited Web of Science®: 4 - Times Cited Scopus: 5 - Times Cited Google Scholar: 8
7	Fontes, A. & Dello Russo, S. (2021). An Experimental Field Study on the Effects of Coaching: The Mediating Role of Psychological Capital. <i>Applied Psychology: An International Review</i> . 70 (2), 459-488 - Times Cited Web of Science®: 37 - Times Cited Scopus: 29 - Times Cited Google Scholar: 79

8	Bagdadli, S., Gianecchini, M., Andresen, M., Cotton, R., Kase, R., Lazarova, M....Reichel, A. (2021). Human capital development practices and career success: The moderating role of country development and income inequality. <i>Journal of Organizational Behavior</i>. 42 (4), 429-447 - Times Cited Web of Science®: 31 - Times Cited Scopus: 26 - Times Cited Google Scholar: 55
9	Jon P. Briscoe, Kase, R., Nicky Dries, Anders Dysvik, Julie A. Unite, Ifedapo Adeleye...Jelena Zikic (2021). Here, there, & everywhere: Development and validation of a cross-culturally representative measure of subjective career success. <i>Journal of Vocational Behavior</i>. 130 - Times Cited Web of Science®: 43 - Times Cited Scopus: 56 - Times Cited Google Scholar: 120
10	Dello Russo, S., Parry, E., Bosak, J., Andresen, M., Apospori, E., Bagdadli, S....Reichel, A. (2020). Still feeling employable with growing age? Exploring the moderating effects of developmental HR practices and country-level unemployment rates in the age – employability relationship. <i>International Journal of Human Resource Management</i>. - Times Cited Web of Science®: 34 - Times Cited Scopus: 34 - Times Cited Google Scholar: 50
11	Andresen, M., Apospori, E., Gunz, H. & Dello Russo, S. (2020). Careers in context: An international study of career goals as mesostructure between societies' careerrelated human potential and proactive career behaviour. <i>Human Resource Management Journal</i>. - Times Cited Web of Science®: 25 - Times Cited Scopus: 24 - Times Cited Google Scholar: 41
12	Smale, A., Bagdadli, S., Cotton, R., Dello Russo, S., Dickmann, M., Dysvik, A....Verbruggen, M. (2019). Proactive career behaviors and subjective career success: the moderating role of national culture. <i>Journal of Organizational Behavior</i>. 40, 105-122 - Times Cited Web of Science®: 131 - Times Cited Scopus: 134 - Times Cited Google Scholar: 251
13	Fontes, A. & Dello Russo, S. (2019). Quo Vadis? A study of the state and development of coaching in Portugal . <i>International Journal of Training and Development</i>. 23 (4), 291-312 - Times Cited Scopus: 4 - Times Cited Google Scholar: 7
14	Martin, R., Thomas, G., Legood, A. & Dello Russo, S. (2018). Leader–member exchange (LMX) differentiation and work outcomes: conceptual clarification and critical review. <i>Journal of Organizational Behavior</i>. 39 (2), 151-168 - Times Cited Web of Science®: 258 - Times Cited Scopus: 198 - Times Cited Google Scholar: 421
15	Dello Russo, S., Mascia, D. & Morandi, F. (2018). Individual perceptions of HR practices, HRM strength, and appropriateness of care: a meso, multilevel approach. <i>International Journal of Human Resource Management</i>. 29 (2), 286-310 - Times Cited Web of Science®: 50 - Times Cited Scopus: 49 - Times Cited Google Scholar: 108

16	Bouville, G., Dello Russo, S. & Truxillo, D. (2018). The moderating role of age in the job characteristics-absenteeism relationship: a matter of occupational context?. <i>Journal of Occupational and Organizational Psychology</i>. 91 (1), 57-83 - Times Cited Web of Science®: 40 - Times Cited Scopus: 32 - Times Cited Google Scholar: 62
17	Dello Russo, S., Miraglia, M. & Borgogni, L. (2017). Reducing organizational politics in performance appraisal: the role of coaching leaders in appraising age-diverse employees. <i>Human Resource Management</i>. 56 (5), 769-783 - Times Cited Web of Science®: 56 - Times Cited Scopus: 39
18	Dello Russo, S. & Angelozzi, D. (2016). La gestione strategica delle Risorse Umane: implicazioni per il management sanitario da una rassegna sistematica della letteratura. <i>MECOSAN (Management ed Economia Sanitaria)</i>. 97, 41-69 - Times Cited Scopus: 1
19	Mascia, D., Dello Russo, S. & Morandi, F. (2015). Exploring professionals' motivation to lead: a cross-level study in the healthcare sector. <i>International Journal of Human Resource Management</i>. 26 (12), 1622-1644 - Times Cited Web of Science®: 30 - Times Cited Scopus: 26 - Times Cited Google Scholar: 61
20	Dello Russo, S. & Stoykova P. (2015). Psychological capital intervention (PCI): a replication and extension. <i>Human Resource Development Quarterly</i>. 26 (3), 329-347 - Times Cited Web of Science®: 185 - Times Cited Scopus: 162 - Times Cited Google Scholar: 315
21	Dello Russo, S., Santarpino, M. M., Borgogni, L. & Signori, A. (2014). Is 360-degree feedback related to organizational success? An empirical contribution in the Italian context Il feedback a 360° è collegato al successo lavorativo? Un contributo di ricerca nel contesto italiano. <i>Counseling: Giornale Italiano di Ricerca e Applicazioni</i>. 7 (2), 143-155
22	Borgogni L., Dello Russo, S., Miraglia, M. & Vecchione M. (2013). The role of self-efficacy and job satisfaction on absences from work. <i>Revue Européenne de Psychologie Appliquée / European Review of Applied Psychology</i>. 63 (3), 129-136 - Times Cited Web of Science®: 43 - Times Cited Scopus: 41 - Times Cited Google Scholar: 112
23	Dello Russo, S., Miraglia, M., Borgogni, L. & Johns, G. (2013). How time and perceptions of social context shape employee absenteeism trajectories. <i>Journal of Vocational Behavior</i>. 83 (2), 209-217 - Times Cited Web of Science®: 48 - Times Cited Scopus: 32 - Times Cited Google Scholar: 61
24	Dello Russo, S., Vecchione, M. & Borgogni, L. (2013). Commitment profiles, job satisfaction and behavioral outcomes. <i>Applied Psychology: An International Review</i>. 62 (4), 701-719 - Times Cited Web of Science®: 23 - Times Cited Scopus: 11 - Times Cited Google Scholar: 61

25	Borgogni, L., Dello Russo, S. & Latham, G. P. (2011). The relationship of employee perceptions of the immediate supervisor and top management with collective efficacy. <i>Journal of Leadership and Organizational Studies</i> . 18 (1), 5-13 - Times Cited Scopus: 24 - Times Cited Google Scholar: 119
26	Alessandri, G. & Dello Russo, S. (2011). Validità concorrente e predittiva del Test di Orientamento Motivazionale Versione generale (TOM-VG). <i>Giornale Italiano di Psicologia</i> . 38 (3), 691-702 - Times Cited Scopus: 2 - Times Cited Google Scholar: 1
27	Borgogni, L., Dello Russo, S., Petitta L. & Vecchione, M. (2010). Predicting job satisfaction and job performance in a privatized organization. <i>International Public Management Journal</i> . 13 (3), 275-296 - Times Cited Web of Science®: 65 - Times Cited Scopus: 59 - Times Cited Google Scholar: 100
28	Borgogni, L., Dello Russo, S., Petitta, L. & Latham, G. P. (2009). Collective efficacy and organisational commitment in an Italian city hall. <i>European Psychologist</i> . 14 (4), 363-371 - Times Cited Web of Science®: 31 - Times Cited Scopus: 24 - Times Cited Google Scholar: 64
29	Dello Russo, S., Vecchione M. & Borgogni L. (2007). Tratti, orientamenti motivazionali e prestazione in un'agenzia per il lavoro: un contributo empirico. <i>Rassegna di Psicologia</i> . 1, 163-183 - Times Cited Google Scholar: 2

- Review article

1	Dello Russo, S., Mirfakhar, A. S. & Miraglia, M. (2023). What's the narrative for practice? A review of recommendations on feedback and a guide to writing impactful practical implications. <i>Applied Psychology: An International Review</i> . 72 (4), 1624-1652 - Times Cited Web of Science®: 10 - Times Cited Scopus: 8 - Times Cited Google Scholar: 11
---	---

• Books and Book Chapters

- Book editor

1	Dello Russo, S. (2010). <i>Leadership e gruppi di successo. La ricerca per la pratica organizzativa</i> . Milano. Franco Angeli. - Times Cited Google Scholar: 2
---	---

- Book chapter

1	Dello Russo, S. & Schmitz, S. (2024). Age discrimination. In Alain Klarsfeld, Stella Nkomo, Lucy Taksa, Anne-Françoise Bender, and Gaëlle Cachat-Rosset (Ed.), <i>Encyclopedia of equality, equity, diversity and inclusion</i> . (pp. 11-15).: Edward Elgar.
2	Marques, T. & Dello Russo, S. (2024). Age differences in the workplace. In Alain Klarsfeld, Stella Nkomo, Lucy Taksa, Anne-Françoise Bender, and Gaëlle Cachat-Rosset (Ed.), <i>Encyclopedia of equality, equity, diversity and inclusion</i> . (pp. 6-10).: Edward Elgar Publishing.

3	Dello Russo, S. & Duarte, H. (2023). Agency and structure in career-related decisions: An example from the financial crisis in Portugal. In Michael Dickmann, Douglas Hall, Wolfgang Mayrhofer, Emma Parry (Ed.), Understanding careers around the globe. (pp. 36-46).: Edward Elgar Publishing.
4	Dello Russo, S. (2018). Il contesto sociale della valutazione e le organizational politics . In Valutazione e Talent Management. Il contributo metodologico della psicologia. Milano: Franco Angeli. - Times Cited Google Scholar: 1
5	Dello Russo, S. (2018). Le principali teorie sulla leadership. In Psicologia del lavoro: dalla teoria alla pratica. Vol. II. La ricerca e l'intervento nelle organizzazioni. Milano: FrancoAngeli. - Times Cited Google Scholar: 1
6	Nikolaeva, R. & Dello Russo, S. (2016). Office Design and Dignity at Work in the Knowledge Economy. In Michael Pirson & Monika Kostera (Ed.), Dignity and Organizations. London: Palgrave Milliman. - Times Cited Google Scholar: 16
7	Dello Russo, S. & Miraglia M. (2015). O coaching como instrumento de desenvolvimento pessoal (Coaching as a tool for personal development). In Ferreira, A., Martinez, L. Nunes, F. & Duarte, H. (Ed.), GRH para Gestores (HRM for Managers). (pp. 395-422). Lisboa: RH Editora.
8	Borgogni, L. & Dello Russo, S. (2012). A quantitative analysis of the high performance cycle in Italy. In Edwin A. Locke, Gary P. Latham (Ed.), New developments in goal setting and task performance. (pp. 270-283). New York: Routledge. - Times Cited Scopus: 14 - Times Cited Google Scholar: 49
9	Dello Russo, S., Borgogni L. & Mangiacotti E. (2010). I modelli di competenze funzionano davvero? Uno studio di caso. In L. Borgogni (Ed.) (Ed.), Dal performance management allo sviluppo delle persone: Contributi recenti. Milano: Franco Angeli.
10	Dello Russo, S. (2010). Processi di valutazione e organisational politics. In L. Borgogni (Ed.) (Ed.), Dal performance management allo sviluppo delle persone: Contributi recenti. Milano: Franco Angeli. - Times Cited Google Scholar: 1
11	Dello Russo, S. (2010). Leadership e gruppi di successo: due esperienze a confronto . In S. Dello Russo (Ed.), Leadership e gruppi di successo. La ricerca per la pratica organizzativa . (pp. 96-125). Milano: Franco Angeli.
12	Dello Russo, S. (2010). La leadership: una dimensione ineludibile . In S. Dello Russo (Ed.), Leadership e gruppi di successo. La ricerca per la pratica organizzativa . (pp. 17-45). Milano: Franco Angeli.
13	Dello Russo, S. (2008). Le fasi della selezione. In L. Borgogni, & C. Consiglio (Eds.) (Ed.), La selezione. Metodi e strumenti psicologici per scegliere le persone. Milano: Franco Angeli. - Times Cited Google Scholar: 1
14	Latham G. P. & Dello Russo, S. (2008). Organisational politics in performance appraisal. In Susan Cartwright & Cary Cooper (Ed.), The Oxford Handbook of Personnel Psychology. (pp. 388-410). Oxford, UK: Oxford University Press.
15	Borgogni L. & Dello Russo, S. (2008). Motivazione e gestione per obiettivi: il goal setting. In L. Borgogni (Ed.) (Ed.), Valutazione e motivazione delle risorse umane nelle organizzazioni. Milano: Franco Angeli. - Times Cited Google Scholar: 4

• **Conferences/Workshops and Talks**
- **Publication in conference proceedings**

1	Andresen, M., Bosak, J., Douglas T. Hall, Heijden, B., Duarte, H., Goštautait, B....Taniguchi, M. (2024). Career outcomes and diversity: New scholarship and directions. In Sonia Taneja (Ed.), Academy of Management Proceedings. Chicago: AOM.
2	Dello Russo, S., Mirfakhar, A. S., Zaniboni, S. & Antino, M. (2022). Necessary work design characteristics for younger workers' attitudes and behaviors. In Sonia Taneja (Ed.), Academy of Management Annual Meeting Proceedings, 2022. Seattle: Academy of Management.
3	Grabarski, M. K., Schneider, N., Yadav, M., Spreitzer, G. M., Dello Russo, S., Wang, K. ...Zhu, X. (2022). Stronger together: Positive relationships at work. In Sonia Taneja (Ed.), Academy of Management Annual Meeting Proceedings, 2022.: Academy of Management. - Times Cited Google Scholar: 1
4	Dello Russo, S., Mirfakhar, A. S. & Miraglia, M. (2021). Evidence based recommendations on feedback practice: A systematic literature review. In Sonia Taneja (Ed.), Academy of Management Annual Meeting Proceedings 2021. (pp. 13225):. Academy of Management.

- Talk

1	Dello Russo, S., Mirfakhar, A. & Legood, A. (2023). Is LMX Differentiation Ethical? An Investigation into its Political Consequences in Performance Appraisals . EURAM.
2	Dello Russo, S., Mirfakhar, A. & Legood, A. (2022). LMX differentiation in the context of performance appraisal. 18th Workshop on Research Advances in Organizational Behavior and Human Resource Management.
3	Dello Russo, S., Mirfakhar, A., Antino, M. & Zaniboni, S. (2022). Necessary work design characteristics for younger workers' attitudes and behaviors. 82nd Annual Meeting of the Academy of Management.
4	Dello Russo, S., Mirfakhar, A. & Legood, A. (2022). LMX differentiation and its political effects in the context of performance appraisal. 82nd Annual Meeting of the Academy of Management.
5	Dello Russo, S., Mirfakhar, A., Antino, M. & Zaniboni, S. (2022). Which work design characteristics are necessary for younger workers' attitudes and behaviors? An NCA approach. EURAM.
6	Dello Russo, S., Miraglia M. & Mirfakhar, A. (2022). Events triggering reflection: Exploring the role of informal feedback . EAWOP Congress.
7	Dello Russo, S., Mirfakhar, A. & Miraglia M. (2021). Evidence Based Recommendations on Feedback Practice: A Systematic Literature Review . 81st Annual Meeting of the Academy of Management.
8	Dello Russo, S., Mirfakhar, A. & Miraglia M. (2021). What practical implications on feedback do researchers offer? A systematic review . EURAM.
9	Dello Russo, S., Mirfakhar, A., Antino, M. & Zaniboni, S. (2021). Which work design characteristics are necessary for younger workers' attitudes and behaviors? An NCA approach. Age in the Workplace Meeting.
10	Dello Russo, S., Mirfakhar, A. & Miraglia M. (2020). A qualitative review of feedback research: Implications for practice . XII International Workshop on Human Resource Management.

11	Fontes, A. & Dello Russo, S. (2020). Writing exercises to increase coaching transfer: A qualitative study. IWP2020. - Times Cited Google Scholar: 1
12	Fontes, A. & Dello Russo, S. (2019). The effects of coaching on individual outcomes: a mediation model by psychological capital. XV Phd Meeting in Psychology Psychology and Well-being.
13	Fontes, A. & Dello Russo, S. (2018). Writing exercises between coaching sessions to support Psychological . 13th European Academy of Occupational Health Psychology Conference .
14	Dello Russo, S., Parry, E., Bosak, J., Dickmann, M & Ferencikova, S. (2018). Employability as a Function of Age and OCM Practices: A Cross-country Comparison. Academy of Management (AoM) annual conference.
15	Fontes, A. & Dello Russo, S. (2018). Coaching as a tool for people development in organizational context: professionals identify demands and outcomes. IX Simpósio de Comportamento Organizacional. - Times Cited Google Scholar: 1
16	Fontes, A. & Dello Russo, S. (2018). Coaching in Portugal: where it comes from and where it goes - a vision from the professionals. IV Simpósio Formação e Desenvolvimento Organizacional.
17	Kamakura, W., Rita, P. & Dello Russo, S. (2018). Linking Employee Job Satisfaction and Customer Satisfaction Surveys: A Micro-Data Perspective . European Marketing Academy Conference EMAC).
18	Dello Russo, S. & Parry, E. (2017). Overcoming a competitive disadvantage: How HRD practices support perceived employability in older employees. 4th Age in the Workplace Meeting.
19	Mascia, D. & Dello Russo, S. (2017). Knowledge diversity and organizational change effectiveness: A multilevel retrospective study. WOA (Workshop di Organizzazione Aziendale).
20	Dello Russo, S. & Polanska, M. (2017). The effect of HRD practices on perceived employability: Test of a moderated mediation model . XVIII EAWOP Congress.
21	Dello Russo, S. & Anseel, F. (2017). Informal feedback after critical events: Can it help? . XVIII EAWOP Congress.
22	Fontes, A. & Dello Russo, S. (2017). Quo vadis coaching in Portugal?. 10th Conference of the Iberoamerican Academy of Management (IAM).
23	Legood, A., Dello Russo, S., Martin, R. & Thomas, G. (2016). Leader-Member Exchange (LMX) Differentiation and employee trust: The moderating role of positive mood. Institute of Work Psychology (IWP) Conference.
24	Mascia, D., Dello Russo, S. & Morandi, F. (2016). THE IMPACT OF RELATIONAL DEMOGRAPHY AND SUBUNIT DIVERSITY ON PERCEIVED CHANGE EFFECTIVENESS: AN EMPIRICAL STUDY IN KNOWLEDGE-BASED ORGANIZATIONS. "Research Advances in Organizational Behavior and Human Resources Management" workshop.
25	Dello Russo, S., Antino, M., Zaniboni, S., Truxillo, D. & Caetano, António (2015). A working day in older and younger people: Effects on emotional reactions and performance. Age in the Workplace small group meeting.
26	Aniceto, J., Dello Russo, S. & Gavancha, A. (2015). Emotions in the workplace and behavioral consequences: Are there any differences between older and younger workers?. VIII Simpósio sobre Comportamento Organizacional.

27	Gavancha, A., Dello Russo, S. & Aniceto, J. (2015). A day in the life of younger and older workers: An investigation of the salience of daily events. VIII Simpósio sobre Comportamento Organizacional.
28	Dello Russo, S., Mayrhofer, W., Caetano, António & Passos, A. M. (2015). HR practices during the Portuguese financial crisis. Academy of Management.
29	Dello Russo, S., Mascia, D. & Morandi, F. (2015). Individual perceptions of HR practices, HRM strength and quality of care: A meso, multi-level approach. Academy of Management.
30	Martin, R., Dello Russo, S., Legood, A. & Thomas, G. (2015). LMX Differentiation and Work-Related Outcomes: The Role of LMX Comparison Processes. Academy of Management. - Times Cited Google Scholar: 4
31	Dello Russo, S., Antino, M., Zaniboni, S., Caetano, António & Truxillo, D. (2015). Daily events and emotional reactions in older and younger workers: Exploring within- and between-subject effects . XVII EAWOP.
32	Dello Russo, S. (2014). A Day in the Life of Younger and Older Workers (DAILY). Workshop Advances in Research in Human Resource Management and Organizational Behavior.
33	Dello Russo, S., Miraglia M. & Borgogni L. (2014). Organizational politics in performance appraisal: Followers' age as moderator of coaching leadership style. 28th ICAP (International Congress of Applied Psychology).
34	Dello Russo, S. & Borgogni L. (2014). Exporting the High Performance Cycle to Italy. 28th ICAP (International Congress of Applied Psychology).
35	Dello Russo, S. (2014). Psychological Capital Interventions (PCI): A replication and extension. II Congreso Nacional de Psicología Positiva.
36	Dello Russo, S., Miraglia, M., Borgogni, L. & Johns, G. (2013). How time and perceptions of social context shape employee absenteeism trajectories. XVI EAWOP.
37	Dello Russo, S., Miraglia, M. & Borgogni L. (2013). Organizational politics in performance appraisal: The role of leadership style. XVI EAWOP.
38	Klonis, A., Passos, A. M. & Dello Russo, S. (2012). Liderazgo de Equipos y las Universidades Corporativas: en busca de la excelencia. VII Simpósio sobre Comportamento Organizacional.
39	Hinna, A., Dello Russo, S. & Scarozza, D. (2012). Work motivation in public sector: What we know and what we would like to know. A literature review. Annual Meeting of the European Academy of Management (EURAM).
40	Dello Russo, S., Dawson, J. & West, M. (2012). Disentangling the longitudinal effects of HR practices on staff and patients in the health care setting. Annual Meeting of the European Academy of Management (EURAM) .
41	Borgogni L., Dello Russo, S., Miraglia M. & Vecchione M. (2011). The role of self-efficacy and job satisfaction on absences from work. XV Congress of the European Association of Work and Organizational Psychology (EAWOP).
42	Dello Russo, S., Vecchione M. & Borgogni L. (2011). Commitment profiles, job satisfaction and behavioral outcomes in Italy. ?Annual Conference of the Society of Industrial and Occupational Psychology (SIOP).
43	Borgogni L., Dello Russo, S., Di Tecco, C., Alessandri G. & Vecchione M. (2011). Social cognitive theory as reference frame for perceptions of context. Annual Meeting of the Academy of Management. - Times Cited Google Scholar: 7

44	Dello Russo, S., Borgogni L. & Petitta L. (2010). An empirical investigation of the High Performance Cycle in an Italian telecommunication firm. ?Annual Conference of the Society of Industrial and Occupational Psychology (SIOP).
45	Dello Russo, S., Borgogni L. & Mangiacotti, E. (2010). Exploring internal, concurrent and predictive validity of a competency model in an Italian telecommunication firm: A three-year study. ?Annual Conference of the Division of Occupational Psychology (DOP), The British Psychological Society.
46	Petitta L., Vecchione, M., Dello Russo, S. & Borgogni L. (2009). A holistic approach to the study of predictors of job performance: self-efficacy, perceptions of context, job satisfaction and organizational tenure. XIV EAWOP.
47	Borgogni L., Petitta L., Dello Russo, S. & Latham, G. P. (2008). The differential relationship of the immediate supervisor and top management on collective efficacy. XXIX International Congress of Psychology (ICP). - Times Cited Google Scholar: 1
48	Latham, G. P. & Dello Russo, S. (2007). Prescriptions for minimizing organisational politics in performance appraisal. Annual meeting of the Academy of Management.
49	Dello Russo, S. & Falcone, S. (2007). Collective Efficacy and Organisational Commitment in an Italian City Hall. XIII EAWOP.
50	Dammacco, S., Borgogni L. & Dello Russo, S. (2007). Collective Efficacy and PoC: A case study in an Italian Telecommunication Firm. XIII EAWOP. - Times Cited Google Scholar: 7

• Other Publications

- Other publications

1	Borgogni, L., Petitta L., Dello Russo, S. & Mastrorilli, A. (2008). Agentic Leadership Questionnaire (A.L.Q.): Manuale (Manual).
---	--

- Report

1	Dello Russo, S. (2015). "A day in the life of younger and older workers: Organizational factors and events that affect well-being and work performance". Final report project EXPL/MHC/PSO/1440/2013.
---	---

Research Projects

Project Title	Role in Project	Partners	Period
Relationships, Exchanges And Leadership: implications for Performance Appraisal and Learning - REAL PAL	Principal Researcher	BRU-Iscte (OB&HR)	2018

Academic Management Positions

Coordinador (2017 - 2019)
Unit/Area: Doctorate Degree (PhD) in Management

Awards

Excellent reviewer award - Journal of Managerial Psychology (2018)

Award for outstanding reviewers in the OB division, AOM (2015)

Award for the best PhD theses in Organizational Psychology (2010)

Professional Associations

SIOF (Since 2010)

Academy of Management (Since 2007)

EAWOP (Since 2007)

Organization/Coordination of Events

Type of Organization/Coordination	Event Title	Organizer	Year
Coordination of scientific event (with scientific committee) outside of ISCTE-IUL	BRU Seminar Series - Track 1	BRU-IUL	2014
Member of free course/summer school's organizing committee	4th EAWOP Summer School	EAWOP	2014
Coordination of scientific event (with scientific committee) outside of ISCTE-IUL	BRU Seminar Series - Track 1	BRU-IUL	2013

Diffusion Activities

Activity Type	Event Title	Activity Description	Year
Talk/Conference in public diffusion event	talk "promoting wellbeing"	Lecture at the VIII Seminario sull'Accoglienza: "Promuovere Benessere: Coltivare l'umanità nelle organizzazioni", 16-18 September 2022, Offida (AP)	2022
Publication in general diffusion news outlet	Article for the general public	Article for the general public in the blog BlogEllePi by Fondazione Lavoroperlapersona	2022

Publication in general diffusion news outlet	Article for the general public	Article for the general public: "Older workers' employability is an HRD responsibility" published in HR Magazine, January/February 2021 issue and online	2021
Publication in general diffusion news outlet	Dissemination video	Video Fnege Medias "Older workers' employability is a Human Resource Development responsibility"	2021
Publication in general diffusion news outlet	Article for the general public	Article for the general public: "Taking care in business: Making jobs work for older employees" published in Research Outreach, July 2020 issue and online	2020
Publication in general diffusion news outlet	The value of proactivity: national career contexts	Blog on the research findings from a published scientific article concerning the career success across countries and proactive behaviors (A level publication)	2019
Talk/Conference in public diffusion event	International Mobility in people development paths	Presentation of the research findings from the international cross-cultural project "5C". Title of the intervention (in Italian) is: International Careers and success: People, organizations and contexts.	2018

Scientific Editing/Reviewing Activities

Type of Activity	Journal Title	ISSN/Quartile	Period	Language
Member of scientific journal editing staff	International Journal of Human Resource Management	20544650 / Q1 (T5)	Since 2021	English
Member of scientific journal editing staff	Work Aging and Retirement	20544650 / Q1 (T5)	Since 2021	English