

# Sara Zaniboni's Curriculum Vitae

## CURRENT POSITION

From October 2018 | **Associate professor** in Work and Organizational Psychology at University of Bologna, Department of Psychology, Italy.

## PREVIOUS POSITIONS, SCHOLARSHIPS AND FELLOWSHIPS

2009-2018 | **Assistant professor** in Work and Organizational Psychology at University of Bologna, Department of Psychology, Italy. [October 2015-October 2018]. University of Trento, Department of Psychology and Cognitive Sciences, Italy. [December 2009-October 2015]

2011-2012 | **Visiting scholar** at Portland State University, Department of Psychology, Oregon, USA. Research topic: *Job design, aging, health, and diversity management*. [June-August 2012; July-August 2011]

2008-2009 | **Post-doctoral research fellow** at University of Sherbrooke, Centre for Action in Work Disability Prevention and Rehabilitation, Québec, Canada. Research topic: *Mental health and work integration*. [August-October 2009; April-November 2008]

2007-2009 | **Post-doctoral research fellow** at University of Trento, Department of Cognitive Sciences and Education, Italy. Research topic: *Organizational justice and late career; Work integration for people with mental disabilities*. [December 2008-July 2009; April 2007-March 2008]

May-August 2006 | **Visiting doctoral research scholar** (Marco Polo Program) at the University of Essex, Department of Psychology, UK. Research topic: *Advanced statistical analysis and structural equation models in social sciences*.

## EDUCATION

March 2004-March 2007 | **PhD in Social, Development and Organizational Psychology** at University of Bologna, Department of Education Sciences, Italy. Research topic: *Retiring from the working life: Decisions, coping strategies, and organizational practices*.

October 1997-February 2003 | Equivalent **master degree in Psychology** (Work and Organizational Psychology) at University of Bologna, Italy. Research topic: *Organizational socialization and psychosocial resources*.

## INTERNATIONAL SCIENTIFIC RESEARCH COLLABORATIONS

2018-current | **International research project Italy-Spain** on *Retirement preparation*, Italian coordinator Prof. S. Zaniboni, University of Bologna; Spanish coordinator Prof. G. Topa, UNED.

2016-current | **Global research project** on *Global work design* (43 Countries involved), global coordinator Prof. F. P. Morgeson, Michigan State University; Italian coordinator Prof. S. Zaniboni, University of Bologna.

2010-current | **International research project Italy-U.S-Ireland** on *Job design, aging and health*, Italian coordinators Prof. S. Zaniboni, University of Bologna, and Prof. F. Fraccaroli, University of Trento; American/Irish coordinator Prof. D. M. Truxillo, Portland State University and University of Limerick.

2008-current | **International research project Italy-Canada** on *Work integration of people with psychiatric illness*, Italian coordinators Prof. F. Fraccaroli, University of Trento, and Prof. S. Zaniboni, University of Bologna; Canadian coordinator Prof. M. Corbière, Université du Québec à Montréal.

2014-2018 | **International research project Italy-Portugal** on *Emotions and well-being of younger and older workers*, Italian coordinator Prof. S. Zaniboni, University of Bologna; Portuguese coordinator Prof. S. Dello Russo, ISCTE - Lisbon University Institute.

2014-2016 | **International research project Italy-France** on *Work employability and aging*, Italian coordinator Prof. S. Zaniboni, University of Bologna; French coordinator Prof. M. Bertolino, University of Nice-Sophia Antipolis.

## TEACHING

2019-current	<i>Organizational psychology</i> , international master program in Work, Organizational, and Personnel Psychology, Department of Psychology, University of Bologna, Italy.
2016-current	<i>Work psychology</i> , international master program in Work, Organizational, and Personnel Psychology, Department of Psychology, University of Bologna, Italy.
2018	<i>Soft skills to be effective at work</i> , University of Bologna, Italy.
2016	<i>Diversity management</i> , international master program in Work, Organizational, and Personnel Psychology, Department of Psychology, University of Bologna, Italy. <i>Research design and data analysis</i> , international and national master program in Work, Organizational, and Personnel Psychology, Department of Psychology, University of Bologna, Italy. <i>Diversity at work</i> , undergraduate program in Psychological sciences and techniques, Department of Psychology, University of Bologna, Italy.
2014-2015	<i>Work and organizational psychology</i> , undergraduate program in Techniques of prevention in the environment and in the workplace, School of Medicine and Surgery, University of Verona, Italy.
2012-2015	<i>Scientific speech</i> , Doctoral School in Psychological Sciences and Education, University of Trento, Italy.
2006-2015	<i>Psychology of human resource management</i> , master program in Psychology, Department of Psychology and Cognitive Sciences, University of Trento, Italy.
2010	Guest professor on the topic <i>Work and organizational psychology in Europe</i> , course <i>Industrial/organizational psychology</i> , undergraduate program in Psychology, Department of Psychology, Portland State University, Oregon, USA.
2008	Guest professor on the topics <i>Personnel selection and Diversity management</i> , course <i>Work and organizational psychology</i> , undergraduate program in Techniques of prevention in the environment and in the workplace, Faculty of Medicine and Surgery, University of Verona, Italy. Guest professor on the topics <i>Personnel evaluation and Career counselling</i> , course <i>Work and organizational psychology</i> , undergraduate program in Sociology, Faculty of Sociology, University of Trento, Italy.
2005	Guest professor on the topic <i>Professional competences</i> , course <i>Theories and techniques of organizational psychology</i> , undergraduate program in Psychology, Faculty of Psychology, University of Bologna, Italy. Guest professor on the topic <i>Individual and organizational performance</i> , course <i>Work psychology</i> , undergraduate program in Social services, Faculty of Political Science, University of Bologna, Italy. Guest professor on the topic <i>Representative sample survey inside the organization</i> , training activity <i>Guided practical experience</i> , undergraduate program in Psychology, Faculty of Psychology, University of Bologna, Italy.
2004	Guest professor on the topic <i>Aging and work</i> , course <i>Theories and techniques of organizational psychology</i> , undergraduate program in Psychology, Faculty of Psychology, University of Bologna, Italy.

## EDITORIAL AND GRANT REVIEWING ACTIVITIES

<i>Journals editorial board</i>	Work, Aging and Retirement; Frontiers in Psychology and Communication (section Organizational Psychology); Psicologia Sociale.
<i>Journals ad-hoc reviewer</i>	Journal of Occupational and Organizational Psychology; International Journal of Manpower; Journal of Managerial Psychology; Journal of Workplace Learning; European Journal of Work and Organizational Psychology; Work, Aging and Retirement; Applied Psychology: An International Review; The Spanish Journal of Psychology; Psicologia Sociale; Nordic Journal of Psychiatry; Frontiers in Psychology and Communication (section Organizational Psychology); International Journal of Workplace Health Management; The International Journal of Human

*Journal Special  
Issue Editorships*

Resource Management; Social Policy & Administration; Journal of Vocational Behavior; Canadian Journal on Aging.

International Journal of Environmental Research and Public Health (leading guest editor: Zaniboni, S.; assistant guest editors: Balducci, C. and Dadiz, D.), Special Issue on "Age at Work, Well-Being, and COVID Related Challenges".

*Conferences  
ad-hoc reviewer*

EAWOP (European Association of Work and Organizational Psychology) Small Group Meeting.

EAWOP (European Association of Work and Organizational Psychology) Congress.

SIOP (Society for Industrial and Organizational Psychology) Conference.

*Grants  
ad-hoc reviewer*

SSHRC (Social Sciences and Humanities Research Council of Canada).

European grants: H2020 programme and ERC programme.

SNSF (Swiss National Science Foundation).

## INTERNATIONAL AND NATIONAL SCIENTIFIC CONFERENCE AND WORKSHOP ORGANIZATIONS

*2013-current*

AWM (Age in the Workplace meeting), Rovereto, Italy 2013; Limerick, Ireland 2015; Lüneburg, Germany, 2017; St. Gallen, 2019; Groningen, 2021.

*2011*

EAWOP (European Association of Work and Organizational Psychology) Small Group Meeting - Age Cohorts in the Workplace, Rovereto, Italy 2011.

*2009*

L'inserimento lavorativo di persone con disturbi psichiatrici nelle imprese sociali, Rovereto, Italy 2009.

## AFFILIATIONS

### Scientific and professional associations

AIP - Associazione Italiana di Psicologia, sezione Psicologia per le organizzazioni.

EAWOP - European Association of Work and Organizational Psychology.

SIOP - Society for Industrial and Organizational Psychology.

### Committees

*2020-current*

Doctoral Board Member, Doctoral Program in Psychology, University of Bologna.

*2015-current*

Member of the Sloan Research Network on Aging & Work, Boston College.

*2012-2015*

Membership Committee Member, Society for Industrial and Organizational Psychology.

*2013-2015*

Education and Counseling Committee Member, Department of Psychology and Cognitive Sciences, University of Trento.

*2011-2016*

Doctoral Board Member, Doctoral School in Psychological Sciences and Education, University of Trento.

*2011*

International Affairs Committee Member, Society for Industrial and Organizational Psychology.

*2010-2011*

Committee member of scholarship evaluations, Department of Psychology and Cognitive Sciences, University of Trento.

## PUBLICATIONS

### Peer reviewed journal articles

*2021*

Bellotti, L., **Zaniboni, S.**, Balducci, C., & Grote, G. (2021). Rapid review on COVID-19, work-related aspects, and age differences. *International Journal of Environmental Research and Public Health*, *18*, 5166, 1-24.

**Zaniboni, S.**, Topa, G., & Balducci, C. (2021). Core self-evaluations affecting retirement-related outcomes. *International Journal of Environmental Research and Public Health*, *18*, 174, 1-15.

Dello Russo, S., Antino, M., **Zaniboni, S.**, Caetano, A., & Truxillo, D. M. (2021). The effect of

- age on daily positive emotions and work behaviors. *Work, Aging and Retirement*, 7, 9-19.
- Balducci, C., Alessandri, G., **Zaniboni, S.**, Avanzi, L., Borgogni, L., & Fraccaroli, F. (2021). The impact of workaholism on day-level workload and emotional exhaustion, and on longer-term job performance. *Work and Stress*, 35, 6-26.
- Vignoli, M., **Zaniboni, S.**, Chiesa, R., Alcover, C. M., Guglielmi, D., & Topa, G. (2021). Maintaining and engaging older workers at work: The trigger role of personal and psychosocial resources. *The International Journal of Human Resource Management*, 32, 1731-1753.
- 2019 Fazi, L., **Zaniboni, S.**, Estreder, Y., Truxillo, D. M., & Fraccaroli, F. (2019). The role of age in the relationship between work social characteristics and job attitudes. *Journal of Workplace Behavioral Health*, 34, 77-95.
- Zaniboni, S.**, Kmicinska, M., Truxillo, D. M., Kahn, K., Paladino, M. P., & Fraccaroli, F. (2019). Will you still hire me when I am over 50? The effects of implicit and explicit age stereotyping on resume evaluations. *European Journal of Work and Organizational Psychology*, 28, 453-467.
- Dewa, C. S., Hoch, J. S., Corbière, M., Villotti, P., Trojanowski, L., Sultan-Taïeb, H., **Zaniboni, S.**, & Fraccaroli, F. (2019). A comparison of healthcare use and costs for workers with psychiatric disabilities employed in social enterprises versus those who are not employed and seeking work. *Community Mental Health Journal*, 55, 202-210.
- Zaniboni, S.**, & Avanzi, L. (2019). Benessere occupazionale, lavoratori d'età differenti e identificazione organizzativa. *Giornale Italiano di Psicologia*, 46, 161-165.
- Chiesa, R., **Zaniboni, S.**, Guglielmi, D., & Vignoli, M. (2019). Coping with negative stereotypes toward older workers: Organizational and work-related outcomes. *Frontiers in Psychology*, 10, 1-9.
- Zaniboni, S.**, Bertolino, M., & Steiner, D. D. (2019). Relating subjective age to work and non-work outcomes. *Psicologia Sociale*, 14, 39-55.
- Corbière, M., **Zaniboni, S.**, Dewa, S., Villotti, P., Lecomte, T., Sultan-Taïeb, H., Hupé, J., & Fraccaroli, F. (2019). Work productivity of people with a psychiatric disability working in social firms. *Work*, 62, 151-160.
- Sultan-Taïeb, H., Villotti, P., Berbiche, D., Dewa, C. S., Desjardins, É., Fraccaroli, F., **Zaniboni, S.**, Mazaniello-Chézol, M., Lecomte, T., Durand, M.-J., & Corbière, M. (2019). Can social firms contribute to alleviating the economic burden of psychiatric disabilities for the public healthcare system? *Health and Social Care in the Community*, 27, 1311-1320.
- 2018 Villotti, P., Corbière, M., Dewa, S., Fraccaroli, F., Sultan-Taïeb, H., **Zaniboni, S.**, & Lecomte, T. (2018). A serial mediation model of workplace social support on work productivity: The role of self-stigma and job tenure self-efficacy in people with severe mental disorders. *Disability and Rehabilitation*, 40, 3113-3119.
- Villotti, P., **Zaniboni, S.**, Corbière, M., Guay, S., Fraccaroli, F. (2018). Reducing perceived stigma: Work integration of people with severe mental disorders in Italian social enterprise. *Psychiatric Rehabilitation Journal*, 41, 125-134.
- 2016 **Zaniboni, S.**, Truxillo, D. M., Rineer, J. R., Bodner, T. E., Hammer, L. B., & Krainer, M. (2016). Relating age, decision authority, job satisfaction, and mental health: A study of construction workers. *Work, Aging and Retirement*, 2, 428-435.
- Kmicinska, M., **Zaniboni, S.**, Truxillo, D. M., Fraccaroli, F., & Wang, M. (2016). Effects of rater conscientiousness on evaluations of task and contextual performance of older and younger coworkers. *European Journal of Work and Organizational Psychology*, 25, 707-721.
- 2015 Savadori, L., Caovilla, J., **Zaniboni, S.**, & Fraccaroli, F. (2015). The affect heuristic in occupational safety. *La Medicina del Lavoro*, 106, 239-249.
- Zaniboni, S.** (2015). The interaction between older workers' personal resources and perceived age discrimination affects the desired retirement age and the expected adjustment. *Work, Aging and Retirement*, 1, 266-273.
- Villotti, P., Corbière, M., **Zaniboni, S.**, Lecomte, T., & Fraccaroli, F. (2015). Evaluating the motivation to obtain and sustain employment in people with psychiatric disabilities. *Psicologia*

- Sociale*, 1, 57-70.
- 2014 **Zaniboni, S.**, Truxillo, D. M., Fraccaroli, F., McCune, E., & Bertolino, M. (2014). Who benefits from more tasks? Older versus younger workers. *Journal of Managerial Psychology*, 29, 508-523. **Outstanding paper award.**
- Avanzi, L., **Zaniboni, S.**, Balducci, C., & Fraccaroli, F. (2014). The relation between overcommitment and burnout: Does it depend on employee job satisfaction? *Anxiety, Stress & Coping*, 27, 455-465.
- Paladino, M. P., **Zaniboni, S.**, Fasoli, F., Vaes, J., & Volpato, C. (2014). Why did Italians protest against Berlusconi's sexist behaviour? The role of sexist beliefs and emotional reactions in explaining women and men's pathways to protest. *British Journal of Social Psychology*, 53, 201-216.
- Villotti, P., **Zaniboni, S.**, & Fraccaroli, F. (2014). Les entreprises à économie sociale en Italie. *L'Encéphale*, 40, 57-65.
- Villotti, P., Balducci, C., **Zaniboni, S.**, Corbière, M., & Fraccaroli, F. (2014). An analysis of work engagement among workers with mental disorders recently integrated to work. *Journal of Career Assessment*, 22, 18-27.
- 2013 **Zaniboni, S.**, Truxillo, D. M., & Fraccaroli, F. (2013). Differential effects of task variety and skill variety on burnout and turnover intentions for older and younger workers. *European Journal of Work and Organizational Psychology*, 22, 306-317.
- 2012 Truxillo, D. M., Cadiz, D. M., Rineer, J. R., **Zaniboni, S.**, & Fraccaroli, F. (2012). A lifespan perspective on job design: Fitting the worker to the job to promote job satisfaction, engagement, and performance. *Organizational Psychology Review*, 2, 340-360.
- Villotti, P., Corbière, M., **Zaniboni, S.**, & Fraccaroli, F. (2012). Individual and environmental factors related to job satisfaction in people with severe mental illness employed in social enterprises. *Work*, 43, 33-41.
- 2011 Corbière, M., **Zaniboni, S.**, Coutu, M. F., Franche, R. L, Guzman, J., Dawson, K., & Yassi, A. (2011). Evaluation of the fear-avoidance model with health care workers experiencing acute/subacute pain. *Pain*, 152, 2543-2548.
- Corbière, M., **Zaniboni, S.**, Lecomte, T., Bond, G., Gilles, P.Y., Lesage, A., & Goldner, E. (2011). Job acquisition for people with severe mental illness enrolled in supported employment programs: A theoretically grounded empirical study. *Journal of Occupational Rehabilitation*, 21, 342-354.
- Zaniboni, S.**, Fraccaroli, F., Villotti, P., & Corbière, M. (2011). Working plans of people with mental disorders employed in Italian social enterprises. *Psychiatric Rehabilitation Journal*, 35, 55-58.
- Zaniboni, S.**, Fraccaroli, F., Truxillo, D. M., Bertolino, M., & Bauer, T. (2011). Training Valence, Instrumentality, and Expectancy Scale (T-VIES-it): Factor structure and nomological network in an Italian sample. *Journal of Workplace Learning*, 23, 133-151.
- 2010 **Zaniboni, S.**, Corbière, M., Fraccaroli, F., & Perron, J. (2010). Work values of people with severe mental disorders registered in vocational programs: Validation of the Work Values Questionnaire (WVQ). *Canadian Journal of Community Mental Health*, 29, 107-122.
- Zaniboni, S.**, Sarchielli, G., & Fraccaroli, F. (2010). How are psychosocial factors related to retirement intentions? *International Journal of Manpower*, 31, 271-285.
- 2009 **Zaniboni, S.**, Guglielmi, D., Depolo, M., & Fraccaroli, F. (2009). Contribution to the validation of the Italian version of the Retirement Satisfaction Inventory (RSI-it). *Bollettino di Psicologia Applicata*, 257, 13-22.
- Sarchielli, G., Toderi, S., & **Zaniboni, S.** (2009). Contingent work, explanations and attitudes toward future: The mediation role of job satisfaction. *Psicologia Sociale*, 4, 51-65.
- 2008 Atzori, M., Lombardi, L., Fraccaroli, F., Battistelli, A., & **Zaniboni, S.** (2008). Organizational socialization of women in the Italian army: Learning processes and proactive tactics. *Journal of Workplace Learning*, 20, 327-347.
- 2006 **Zaniboni, S.**, Depolo, M., Sarchielli, G., Menna, M., Di Placido, B., & Sarchielli, M. (2006).

Work safety perceptions: The role of organizational practices. *Psicologia della Salute*, 1, 55-66.

### Book chapters

- 2020 **Zaniboni, S.**, & Corbière, M. (2020). La modélisation par équations structurelles: Illustration pour expliquer la motivation a se maintenir en employ dans une entreprise sociale. In M. Corbière & N. Larivière (Eds.), *Méthodes qualitatives, quantitatives et mixtes, 2e édition* (613-642). Québec: Presses des Universités du Québec.
- 2017 Fraccaroli, F., **Zaniboni, S.**, & Truxillo, D. M. (2017). Job design and older workers. In S. Profili, A. Sammarra, & L. Innocenti (Eds.), *Age diversity in the workplace: An organizational perspective advanced series in management* (139-159). Bingley, UK: Emerald Publishing Limited. **Outstanding author contribution award.**
- Truxillo, D. M., Fraccaroli, F., Yaldiz, L., & **Zaniboni, S.** (2017). Age discrimination at work. In E. Parry & J. McCarthy (Eds.), *The palgrave handbook of age diversity and work* (447-472). Basingstoke, UK: Palgrave-Macmillan.
- Truxillo, D. M., & **Zaniboni, S.** (2017). Work design and aging. In N. A. Pachana (Ed.) *Encyclopedia of geropsychology* (2491-2498). New York: Springer Publishers.
- 2015 **Zaniboni, S.**, Fraccaroli, F., & Truxillo, D. M. (2015). Older workers and sustainable late careers: Job characteristic effects. In A. De Vos & B. Van der Heijden (Eds.), *Handbook of research on sustainable careers* (272–286). Cheltenham, UK: Edward Elgar Publishing.
- 2014 **Zaniboni, S.**, & Corbière, M. (2014). La modélisation par équations structurelles: Illustration pour expliquer la motivation a se maintenir en employ dans une entreprise sociale. In M. Corbière & N. Larivière (Eds.), *Méthodes qualitatives, quantitatives et mixtes* (489-516). Québec: Presses des Universités du Québec.
- 2008 Depolo, M., Menna, M., & **Zaniboni, S.** (2008). Pratiche valutative e benessere organizzativo: Il modello di valutazione del personale dell'Ateneo di Bologna. In F. Marini & M. Mondo (Eds.), *Il benessere nei contesti lavorativi e formativi* (79-89). Roma: Carocci.

### Textbook

- 2020 Truxillo, D., Bauer, T., & Erdogan, B. (2016). *Psychology & work: Perspectives on industrial & organizational psychology*. NY: Routledge. Edizione italiana a cura di Miglioretti, M., & **Zaniboni, S.** (2020) *Psicologia del lavoro e delle organizzazioni*. Torino: UTET Università.

### Conference proceedings

- 2016 Truxillo, D. M., **Zaniboni, S.**, & Fraccaroli, F. (2016). Job characteristics that support a longer, healthier work life. Proceedings of the 31th International Congress of Psychology. *International Journal of Psychology*, 51(ICP 2016 supplement). 33-34.
- 2012 Fraccaroli, F., Balducci, C., Corbière, M., Villotti, P., & **Zaniboni, S.** (2012). Validation and utility of the Utrecht Work Engagement Scale (UWES-9) in people with mental disorders. Proceedings of the 30th International Congress of Psychology. *International Journal of Psychology*, 47(ICP 2012 supplement). 497-498.
- 2008 **Zaniboni, S.**, Sarchielli, G., Fraccaroli, F., & Depolo, M. (2008). Partir à la retraite : Facteurs « pull » et « push » liés au travail et à la retraite. In *Actes du 15<sup>o</sup> congrès international de l'AIPTLF: Entre tradition et innovation, comment transformons nous l'univers du travail*. Québec: CD-ROM Presse Université de Québec. ISBN: 9782760515307
- Fraccaroli, F., **Zaniboni, S.**, Guglielmi, D., & Depolo, M. (2008). Raisons ayant conduit au départ à la retraite, satisfaction de vie et sources de gratification: Validation italienne d'un outil. In *Actes du 15<sup>o</sup> congrès international de l'AIPTLF: Entre tradition et innovation, comment transformons nous l'univers du travail*. Québec: CD-ROM Presse Université de Québec. ISBN: 9782760515307

### Miscellaneous publications

- 2019 Age in the Workplace: Input to the public consultation on the next European research framework programme with proposals for topics to address. Exchange between the Age in the Workplace Group and the European Commission Directorate General for Research and Innovation, at the 5th Age in the Workplace Meeting, St. Gallen, November 2019.

- 2015 | **Zaniboni, S.** (2015). Progettare il lavoro tenendo conto dell'età dei lavoratori. *UNITRENTORIENTA*. Retrieved from [https://issuu.com/unitn.it/docs/702\\_15\\_unitrentorienta\\_16\\_web/19?e=3839656/31691546](https://issuu.com/unitn.it/docs/702_15_unitrentorienta_16_web/19?e=3839656/31691546)
- Zaniboni, S., & Fraccaroli, F.** (2015). Caratteristiche del lavoro ed età dei lavoratori. *UNITRENTOMAG*. Retrieved from <http://webmagazine.unitn.it/ricerca/5865/caratteristiche-del-lavoro-ed-et-dei-lavoratori>
- 2012 | White Paper for EAWOP Small Group Meeting on Age Cohorts in the Workplace: Understanding and Building Strength through Differences (2012). Retrieved from [http://www.eawop.org/ckeditor\\_assets/attachments/134/age\\_small\\_group\\_meeting\\_white\\_paper\\_14\\_march\\_2012.pdf?1336095725](http://www.eawop.org/ckeditor_assets/attachments/134/age_small_group_meeting_white_paper_14_march_2012.pdf?1336095725)
- 2011 | Fraccaroli, F., & **Zaniboni, S.** (2011). Età pensionabile e invecchiamento della popolazione: Un meeting internazionale sul rapporto tra età, luoghi e tempi di lavoro. *Unitn 127*. Retrieved from <http://periodicounitn.unitn.it/127/eta-pensionabile-e-invecchiamento-della-popolazione>

### Peer reviewed conference presentations

- 2020 | Truxillo, D. M., Cadiz, D., Brady, G., & **Zaniboni, S.** (2020, August). Generativity and job crafting among older workers. In J. Pfrombeck (Chair), *Knowledge is key: Unlocking the positive effects of age diversity in organizations*. Symposium conducted at the 80th Annual Meeting of the Academy of Management, Virtual.
- 2019 | **Zaniboni, S.,** Truxillo, D. M., Brady, G., & Cadiz, D. (2019, November). *Task significance, age, perceived fit, and work/organizational/life-related outcomes*. Paper presented at the Age in the Workplace Meeting, St. Gallen, Switzerland.
- Cadiz, D., Brady, G., **Zaniboni, S.,** & Truxillo, D. M. (2019, November). *The deleterious effects of age discrimination through perceptions of work ability*. Paper presented at the Age in the Workplace Meeting, St. Gallen, Switzerland.
- Zaniboni, S.,** Topa, G., & Truxillo, D. M. (2019, November). *Adaptivity: A key aspect for older workers*. Paper presented at the Age in the Workplace Meeting, St. Gallen, Switzerland.
- Balducci, C., Perinelli, E., **Zaniboni, S.,** Avanzi, L., & Fraccaroli, F. (2019, August). Exploring the impact of workaholism on day-level workload and emotional exhaustion. In J. Wang, Y. He, and J. Gu (Chairs), *Understanding consequences of workaholism: Mechanisms, boundary conditions, and cross-level effects*. Symposium conducted at the 79th Annual Meeting of the Academy of Management, Boston, Massachusetts, USA.
- Zaniboni, S.,** & Topa, G. (2019, May). Core self-evaluations, older workers, and retirement-related outcomes. In S. Zaniboni and D. M. Truxillo (Chairs), *Sustainable late careers and retirement transitions for older workers in the 21st century*. Symposium conducted at the 19th conference of the European Association of Work and Organizational Psychology, Turin, Italy.
- 2018 | **Zaniboni, S.,** & Topa, G. (2018, September). The role of subjective and chronological age in affecting retirement planning and expected well-being. In S. Ramos and D. M. Truxillo (Chairs), *The aging workforce and retirement*. Symposium conducted at the 13th European Academy of Occupational Health Psychology Conference, Lisbon, Portugal.
- Dello Russo, S., Antino, M., **Zaniboni, S.,** Caetano, A., & Truxillo, D. M. (2018, September). Daily positive emotions and daily work behaviors: The role of age. In D. Moghimi (Chair), *The aging workforce and retirement*. Symposium conducted at the 13th European Academy of Occupational Health Psychology Conference, Lisbon, Portugal.
- Zaniboni, S.,** Chiesa, R., Vignoli, M., & Depolo, M. (2018, September). *Gli stereotipi verso i lavoratori d'età avanzata e gli effetti di disinvestimento*. Paper presented at Convegno nazionale dell'Associazione Italiana di Psicologia - Sezione psicologia per le organizzazioni, Roma, Italy.
- 2017 | Chiesa, R., & **Zaniboni, S.** (2017, November). *Does occupational self-efficacy mediate or moderate the relationship between older workers' metastereotypes and organizational citizenship behaviors?*. Paper presented at the Age in the Workplace Meeting, Luneburg, Germany.
- Zaniboni, S.,** Truxillo, D. M., Vignoli, M., & Fraccaroli, F. (2017, November). *Job characteristics, age, and work/retirement related outcomes: Future challenges*. Paper presented at the Age in the Workplace Meeting, Luneburg, Germany.

**Zaniboni, S.**, Truxillo, D. M., Chiesa, R., Guglielmi, D., Depolo, M., & Fraccaroli, F. (2017, May). The interplay between age and job characteristics in affecting work and retirement related outcomes. In A. Froidevaux (Chair), *The aging workforce and retirement*. Symposium conducted at the 18th conference of the European Association of Work and Organizational Psychology, Dublin, Ireland.

Chiesa, R., **Zaniboni, S.**, Guglielmi, D., & Mariani, M. G. (2017, May). *From university to work: The role of the graduates' employability*. Paper presented at the 18th conference of the European Association of Work and Organizational Psychology, Dublin, Ireland.

Vignoli, M., Guglielmi, D., **Zaniboni, S.**, Chiesa, R., Alcover, C. M., & Topa Cantisano, G. (2017, May). *Work longer and stay engaged: The effects of workability and stereotypes*. Paper presented at the 18th conference of the European Association of Work and Organizational Psychology, Dublin, Ireland.

2016

Corbière, M., **Zaniboni, S.**, Dewa, S., Lecomte, T., Sultan-Taïeb, H., Durand, M. J., Hupé, J., & Fraccaroli, F. (2016, September). *Work productivity of people with a psychiatric disability working in Canadian social firms: Testing a theoretical model with path analyses*. Paper presented at the Work Disability Prevention and Integration Conference, Amsterdam, The Netherlands.

Villotti, P., Corbière, M., Dewa, S., Lecomte, T., **Zaniboni, S.**, Sultan-Taïeb, H., Durand, M. J., Hupé, J., & Fraccaroli, F. (2016, September). *A serial mediation model of workplace social support on work productivity: the role of internalized stigma and job tenure self-efficacy in people with psychiatric disabilities*. Paper presented at the Work Disability Prevention and Integration Conference, Amsterdam, The Netherlands.

Dewa, S., Hoch, S., Corbière, M., Villotti, P., **Zaniboni, S.**, Lecomte, T., Sultan-Taïeb, H., Trojanowski, L., & Fraccaroli, F. (2016, September). *A comparison of healthcare system use and costs of workers with psychiatric disabilities in social firms versus those who are not*. Paper presented at the Work Disability Prevention and Integration Conference, Amsterdam, The Netherlands.

Truxillo, D. M., **Zaniboni, S.**, & Fraccaroli, F. (2016, July). Job characteristics that support a longer, healthier work life. In W. Juergen and B. Van Der Heijden (Chairs), *Diversity management for the ageing workforce*. Symposium conducted at the 31st International Congress of Psychology, Yokohama, Japan.

Truxillo, D. M., **Zaniboni, S.**, & Fraccaroli, F. (2016, April). Job characteristics to support a longer working life. In S. Ran and L. Marchiondo (Chairs), *Bridging aging research and policy making: An international perspective*. Symposium conducted at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

2015

Bertolino, M., **Zaniboni, S.**, & Steiner, D. (2015, November). *The role of perceptions of discrimination and self-efficacy in understanding older job-seekers strategies to find a job*. Paper presented at the Age in the Workplace Meeting, Limerick, Ireland.

Dello Russo, S., Antino, M., **Zaniboni, S.**, Truxillo, D. M., & Caetano, A. (2015, November). *A working day in older and younger people: Effects on emotional reactions and performance*. Poster presented at the Age in the Workplace Meeting, Limerick, Ireland.

Avanzi, L., **Zaniboni, S.**, Fraccaroli, F., & Balducci, C. (2015, September). Identificazione organizzativa: Una lama a doppio taglio. In C. Consiglio (Chair), *Al di là del contenuto del lavoro: L'impatto dei fattori di contesto e individuali nel processo di stress e burnout*. Symposium conducted at the Convegno nazionale dell'Associazione Italiana di Psicologia - Sezione psicologia per le organizzazioni, Palermo, Italy.

Truxillo, D. M., **Zaniboni, S.**, & Fraccaroli, F. (2015, August). Task significance and older workers' well-being and preferred years to retirement. In D. Kooij and S. Boehm (Chairs), *Managing older workers to extend their working lives*. Symposium conducted at the 75th Annual Meeting of the Academy of Management, Vancouver, Canada.

Kmicinska, M., **Zaniboni, S.**, Paladino, M. P., Truxillo, D. M., Kahn, K., & Fraccaroli, F. (2015, May). *Will you still hire me when I am over 50? Effects of implicit and explicit age bias on resume evaluations*. Poster presented at the 17th conference of the European Association of Work and Organizational Psychology, Oslo, Norway.

Dello Russo, S., Antino, M., **Zaniboni, S.**, Caetano, A., & Truxillo, D. M. (2015, May). Daily events and emotional reactions in older and younger workers: Exploring within- and between-



subject effects. In K. Furunes and A. De Lange (Chairs), *Aging and retirement: The employee perspective*. Symposium conducted at the 17th conference of the European Association of Work and Organizational Psychology, Oslo, Norway.

Balducci, C., **Zaniboni, S.**, Avanzi, L., & Fraccaroli, F. (2015, May). A day-level study on the relationship between workaholism and affective wellbeing. In W. Schaufeli (Chair), *Burning issues in workaholism*. Symposium conducted at the 17th conference of the European Association of Work and Organizational Psychology, Oslo, Norway.

2014

**Zaniboni, S.**, Fraccaroli, F., Kmicinska, M., & Avanzi, L. (2014, September). *Intenzioni a rimanere/rientrare al lavoro e adattamento attivo al pensionamento*. Paper presented at the Convegno nazionale dell'Associazione Italiana di Psicologia - Sezione psicologia per le organizzazioni, Cesena, Italy.

Kmicinska, M., **Zaniboni, S.**, Truxillo, D. M., & Fraccaroli, F. (2014, July). *Do conscientious raters also have preferences? Effects of rater consciousness on evaluations of older and younger workers*. Paper presented at the 28th International Congress of Applied Psychology, Paris, France.

Villotti, P., **Zaniboni, S.**, Corbière, M., & Fraccaroli, F. (2014, July). Workplace adjustments and natural support for people with mental disorders employed in Italian Social Enterprises. In F. Zijlstra (Chair), *Working with (mental) health issues*. Invited symposium conducted at the 28th International Congress of Applied Psychology, Paris, France.

2013

Kmicinska, M., **Zaniboni, S.**, Truxillo, D. M., Wang, M., & Fraccaroli, F. (2013, November). *When job type makes age salient: Effects of physical demands and job complexity on the evaluations of older and younger workers*. Paper presented at the Age in the Workplace Meeting, Rovereto, Italy.

Villotti, P., **Zaniboni, S.**, & Fraccaroli, F. (2013, September). *Accomodamenti lavorativi per favorire il successo lavorativo di persone con schizofrenia*. Paper presented at the Convegno nazionale dell'Associazione Italiana di Psicologia - Sezione psicologia per le organizzazioni, Padova, Italy.

Villotti, P., **Zaniboni, S.**, Corbière, M., & Fraccaroli, F. (2013, August). *People with mental disorders and job tenure: The approach of social enterprises in Italy*. Paper presented at the 23rd Annual Conference The Mental Health Services (TheMHS), Melbourne, Australia.

Van Dick, R., Stegmann, S., Fraccaroli, F., Truxillo, D. M., **Zaniboni, S.**, Peiró, J. M., Garza, A., & Morgeson, F. (2013, May). *A cross-cultural work design research incubator*. Incubator conducted at the 16th conference of the European Association of Work and Organizational Psychology, Münster, Germany.

**Zaniboni, S.**, Truxillo, D. M., & Fraccaroli, F. (2013, May). Validation of the Italian Version of the Work Design Questionnaire. In S. Stegmann (Chair), *Comprehensive work design analysis – Insights from around the globe*. Symposium conducted at the 16th conference of the European Association of Work and Organizational Psychology, Münster, Germany.

**Zaniboni, S.**, Truxillo, D. M., & Fraccaroli, F. (2013, May). Age and other potential moderators of the job characteristics-work outcomes relationship. In **S. Zaniboni** & F. Fraccaroli (Chair), *Dealing with an age diverse workforce using job design*. Symposium conducted at the 16th conference of the European Association of Work and Organizational Psychology, Münster, Germany.

Villotti, P., **Zaniboni, S.**, Corbière, M., & Fraccaroli, F. (2013, May). *Promoting the social inclusion of people with mental disorders: The role of social enterprises*. Poster presented at the 16th conference of the European Association of Work and Organizational Psychology, Münster, Germany.

(alphabetical order) Angel, V., Bertolino, M., Van Dick, R., Fraccaroli, F., Garza, A., Morgeson, F. P., Peiró, J. M., Stegmann, S., Steiner, D. D., Truxillo, M. D., & **Zaniboni, S.** (2013, April). *A cross-cultural work design research incubator*. Incubator conducted at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

2012

Villotti, P., **Zaniboni, S.**, Corbière, M., Fraccaroli, F. (2012, November). *People with a severe mental illness and job retention: The role of social enterprise in Italy*. Paper presented at the 11th World Congress, World Association for Psychosocial Rehabilitation, Milan, Italy.

Kmicinska, M., **Zaniboni, S.**, Truxillo, D. M., & Fraccaroli, F. (2012, September). *Generazioni lavorative a confronto: Percezioni stereotipiche verso lavoratori junior e senior*. Paper presented at the Convegno nazionale dell'Associazione Italiana di Psicologia - Sezione psicologia per le

organizzazioni, Chieti, Italy.

Fraccaroli, F., Balducci, C., Corbière, M., Villotti, P., & **Zaniboni, S.** (2012, July). *Validation and utility of the Utrecht Work Engagement Scale (UWES-9) in people with mental disorders*. Paper presented at the 30th International Congress of Psychology, Cape Town, Africa.

Villotti, P., **Zaniboni, S.**, Corbière, M., & Fraccaroli, F. (2012, June). *Increasing social integration, decreasing stigma: The work integration model of social enterprises*. Paper presented at the 5th International Stigma Conference, Ottawa, Ontario, Canada.

2011

**Zaniboni, S.**, Truxillo, D. M., & Fraccaroli, F. (2011, November). *Do the effects of job characteristics on burnout and turnover intention vary across the lifespan? Task variety versus skill variety*. Paper presented at the EAWOP Small Group Meeting - Age Cohorts in the Workplace: Understanding and Building Strength through Differences, Rovereto, Italy.

Bertolino, M., Steiner, D., & **Zaniboni, S.** (2011, November). *Relating psychological age to work and non-work outcomes*. Paper presented at the EAWOP Small Group Meeting - Age Cohorts in the Workplace: Understanding and Building Strength through Differences, Rovereto, Italy.

Villotti, P., **Zaniboni, S.**, & Fraccaroli, F. (2011, October). *Accomodamenti lavorativi per persone con disabilità psichica impiegati in cooperative sociali*. Paper presented at the Convegno nazionale dell'Associazione Italiana di Psicologia - Sezione psicologia per le organizzazioni, Milano, Italy.

**Zaniboni, S.**, Truxillo, D. M., Fraccaroli, F., McCune, E., & Bertolino, M. (2011, May). *Rater's big five personality affects stereotyping of older and younger workers*. Poster presented at the 15th conference of the European Association of Work and Organizational Psychology, Maastricht, Netherlands.

Villotti, P., Corbière, M., **Zaniboni, S.**, & Fraccaroli, F. (2011, May). *Evaluating the motivation to get and sustain employment in people with severe mental illness*. Paper presented at the 15th conference of the European Association of Work and Organizational Psychology, Maastricht, Netherlands.

**Zaniboni, S.**, Truxillo, D. M., Fraccaroli, F., McCune, E., & Bertolino, M. (2011, April). Age moderates the effects of WDQ factors on job attitudes. In K. James and G. Burlacu (Chairs), *Age and career development in a changing world of work*. Symposium conducted at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

2010

Corbière, M., **Zaniboni, S.**, & Lecomte, T. (2010, September). *Predictors of work outcomes in people with severe mental disorders: The evaluation of a conceptual model based on the Theory of Planned Behaviour*. Paper presented at the Work Disability Prevention and Integration Conference, Angers, France.

Fraccaroli, F., **Zaniboni, S.**, & Villotti, P. (2010, July). The motivation to keep working of people with mental disorders employed in Social Enterprises. In M. Corbière (Chair), *Mental health problems in people looking for employment or already working: Theoretical models tested in different contexts*. Symposium conducted at the 27th International Congress of Applied Psychology, Melbourne, Australia.

2009

**Zaniboni, S.**, & Fraccaroli, F. (2009, May). Work integration for people with mental disorders employed in social enterprises implemented in Italy. In M. Corbière (Chair), *Interventions for helping people with mental disorders return to work or reintegrate the workplace: Strategies and barriers for their implementation in diverse contexts*. Symposium conducted at the 14th conference of the European Association of Work and Organizational Psychology, Santiago de Compostela, Spain.

2008

**Zaniboni, S.**, Sarchielli, G., Fraccaroli, F., & Depolo, M. (2008, August). *Partir à la retraite : facteurs « pull » et « push » liés au travail et à la retraite*. Paper presented at the 15e congrès de l'Association Internationale de Psychologie du Travail de Langue Française, Ville de Québec, Canada.

Fraccaroli, F., **Zaniboni, S.**, Guglielmi, D., & Depolo, M. (2008, August). *Raisons ayant conduit au départ à la retraite, satisfaction de vie et sources de gratification: Validation italienne d'un outil*. Poster presented at the 15e congrès de l'Association Internationale de Psychologie du Travail de Langue Française, Ville de Québec, Canada.

2007

**Zaniboni, S.**, & Sarchielli, G. (2007, May). *Psychosocial factors that influence retirement expectations and attitudes*. Poster presented at the 13th conference of the European Association of Work and Organizational Psychology, Stockholm, Sweden.

**Zaniboni, S.**, Depolo, M., Menna, M., Di Placido, B., & Sarchielli, M. (2007, May). *Safety*

*management system and perception of risk*. Poster presented at the 13th conference of the European Association of Work and Organizational Psychology, Stockholm, Sweden.

**Zaniboni, S.**, Depolo, M., & Sarchielli, G. (2007, May). *Newcomers' self-efficacy, insider support and socialization process*. Poster presented at the 13th conference of the European Association of Work and Organizational Psychology, Stockholm, Sweden.

2006 Sarchielli, G., Depolo, M., Guglielmi, D., **Zaniboni, S.**, & Zappalà, S. (2006, September). *L'ansia verso il futuro pensionamento*. Paper presented at the VII Congresso Nazionale di Psicologia della Salute, Cesena, Italy.

**Zaniboni, S.**, Sarchielli, M., Di Placido, B., Menna, M., & Depolo, M. (2006, September). *Salute e sicurezza organizzativa*. Paper presented at the VII Congresso Nazionale di Psicologia della Salute, Cesena, Italy.

Sarchielli, G., Pombeni, M. L., **Zaniboni, S.**, & Chiesa, R. (2006, July). *Facteurs psychosociaux, maturité professionnelle et planification de la période de retraite*. Poster presented at the 14e congrès de l'Association Internationale de Psychologie du Travail de Langue Française, Hammamet, Tunisia.

Menna, M., Depolo, M., **Zaniboni, S.**, Sarchielli, M., & Di Placido, B. (2006, July). *Santé et sécurité au travail: Pratiques organisationnelles et culture de la prévention*. Poster presented at the 14e congrès de l'Association Internationale de Psychologie du Travail de Langue Française, Hammamet, Tunisia.

2005 Depolo, M., Menna, M., & **Zaniboni, S.** (2005, July). *Pratiche valutative e benessere organizzativo: Il modello di valutazione del personale dell'Ateneo di Bologna*. Paper presented at the IV Convegno Nazionale La prevenzione del disagio e la promozione del benessere psicosociale, Cagliari, Italy.

Zappalà, S., Depolo, M., Chiesa, R., Negrini, A., & **Zaniboni, S.** (2005, June). *Flessibilità: Soddisfazione lavorativa e prospettiva temporale*. Poster presented at V Incontro Annuale del Raggruppamento degli Psicologi del Lavoro e delle Organizzazioni, Torino, Italy.

#### Invited conference and workshop presentations

2016 **Zaniboni, S.** (2016, September). *Age-Diverse Workforce: A challenge for Work and Organizational Psychology*. Paper presented at the Convegno nazionale dell'Associazione Italiana di Psicologia - Sezione psicologia per le organizzazioni, Pavia, Italy.

2009 **Zaniboni, S.** (2009, December). *L'inserimento lavorativo di persone con disturbi psichiatrici nelle imprese sociali: Un'indagine psicosociale*. Technical report presented at Incontro annuale con le cooperative sociali dell'Azione 9, Mattarello, Italy.

**Zaniboni, S.** (2009, October). *I malati psichiatrici al lavoro: Risultati preliminari di una ricerca psicosociale*. Technical report presented at L'inserimento lavorativo di persone con disturbi psichiatrici nelle imprese sociali, Rovereto, Italy.

2008 Corbière, M., Keen, D., Yassi, A., Badii, M., Smailes, E., Harder, H., Saunders, S., Sullivan, M., Mah, P., Dawson, K., Bathurst, S., Wade, J., Kossey, B., Barz, M., & **Zaniboni, S.** (2008, October). *Assessment of pain, psychosocial variables, cognitive variables, & work outcomes in healthcare workers registered in PEARS programs - A longitudinal study*. Technical report presented at the University of British Columbia, Vancouver, Canada.

Corbière, M., Reinharz, D., Lanctôt, N., Menear, M., Kamagiannis, T., & **Zaniboni, S.** (2008, October). *Results of two studies regarding the work integration of people with severe mental disorders*. Technical report presented at the Raven Song Community Health Centre, Vancouver, Canada.

2007 **Zaniboni, S.** (2007, October). *Indagine conoscitiva sui lavoratori "over 50" dell'Ateneo di Bologna*. Technical report presented at the University of Bologna, Bologna, Italy.

2005 Menna, M., Pizzo, C., & **Zaniboni, S.** (2005, September). *La dimensione sociale della valutazione del personale come forma di ascolto organizzativo e occasione di dialogo. Risvolti gestionali nell'esperienza dell'Ateneo bolognese*. Technical report presented at Giornate didattico-formative per responsabili della gestione delle strutture universitarie, Lido di Venezia, Italy.