



Con il patrocinio di



Associazione  
Italiana  
di Psicologia



UNIVERSITÀ  
DEGLI STUDI  
FIRENZE

**FORLILPSI**

DIPARTIMENTO DI FORMAZIONE, LINGUE  
INTERCULTURA, LETTERATURE E PSICOLOGIA

Da un secolo, oltre.

**November 4 and 6, 2024**

## **TWO-DAYS INTERNATIONAL CONFERENCE**

### **Psychology of Selection and Assessment:**

### **Calling, Meaning, Purpose, and Sustainable Development.**

### **Perspectives and Imperatives for**

### **Decent, Dignified, Worthy, Healthy Work and Life.**

### **Second Edition**

### **“IAAP Special Project Promoting Decent Work for All”**



**International scientific event connected to Award Ceremony of the Honorary Master's Degree  
to Prof. José Maria Peiró on November 5, 2024**



Uniwersytet  
Wrocławski

UNITWIN NETWORK  
Life designing interventions  
(counseling, guidance, education)  
for decent work and  
sustainable development



**HYBRID CONFERENCE**

**PUBLIC ENGAGEMENT EVENT OPEN TO CITIZENSHIP**

**FOR CONFERENCE REGISTRATION: [annamaria.difabio@unifi.it](mailto:annamaria.difabio@unifi.it)**

**THE EVENT IS FREE OF CHARGE**

#### **Scientific Committee**

Annamaria Di Fabio (*president – University of Florence, Italy*)

Dina Guglielmi (*University of Bologna, Italy*)

Maureen E. Kenny (*Boston College, USA*)

José María Peiró (*IDOCAL, University of Valencia, Spain*)

**Monday Morning, November 4, 2024**

Aula Magna of the Rectorate  
University of Florence, Italy  
Piazza San Marco, 4, Florence, Italy

**8.30 | 9.00 REGISTRATION**

**9.00 | 9.15 INSTITUTIONAL GREETINGS – University of Florence, Italy**  
**Rectorate of the University of Florence, Italy**

**Vanna Boffo**

*Director of the Department of Education, Languages, Intercultures, Literatures and Psychology, University of Florence, Italy*

**9.15 | 9.30 INTRODUCTION**

**Christine Roland-Lévy**

*Professor Emerita of Social Psychology, University of Reims Champagne-Ardenne, France  
Past President of the International Association of Applied Psychology (IAAP)*

**9.30 | 10.00 Keynote Lecture**

***Decent Education as a Pathway to Decent Work and Decent Lives:  
Controversies, Evidence, and Future Directions***

**Maureen E. Kenny**

*Professor Emerita of Counseling, Developmental, and Educational Psychology, Boston College, USA*

**10.00 | 10.30 Keynote Lecture**

***Sustainable Development:***

***A Fourth Paradigm for 21st Century Careers and Organizations***

**Annamaria Di Fabio**

*Full Professor of Work and Organizational Psychology*

*Department of Education, Languages, Intercultures, Literatures and Psychology (Psychology Section), University of Florence, Italy*

*Special International IAAP Project “Promoting Decent Work for All”, International Association of Applied Psychology (IAAP)  
Equality Councillor, Metropolitan City of Florence, Florence, Italy*

**10.30 | 11.00 Coffee break**

**11.00 | 11.30 Keynote Lecture**

***Integrated and Customized Employment for Individuals with Intellectual and  
Developmental Disabilities***

**Vicente Martinez-Tur**

*Full Professor of Work and Organizational Psychology, IDOCAL Research Institute, University of Valencia, Valencia, Spain  
President of the Division 1 Work and Organizational Psychology of the International Association of Applied Psychology (IAAP)*

**11.30 | 12.00 Keynote Lecture**

***(In)sustainable Working Healthiness: A Processual Organizational Lens***

**Giuseppe Scaratti**

*Full Professor of Work and Organizational Psychology*

*Director of the Department of Human and Social Sciences, University of Bergamo, Italy*

**12.00 | 12.30 Keynote Lecture**

***The Economic Psychology of Monetary Incentives in Organizations:  
Individual Differences in Selection and Assessment***

**Edoardo Lozza**

*Full Professor of Professor of Work and Organizational Psychology, Department of Psychology, Catholic University of Milan, Milan, Italy*

**12.30 | 13.00 Discussion**

**13.00 | 14.00 Lunch break**

**Monday Afternoon, November 4, 2024**

**14.00 | 14.30 Keynote Lecture**

***Rethinking the Relationship between Personality and Work-Related Behaviors***

**Guido Alessandri**

*Full Professor of Work and Organizational Psychology, Department of Psychology, Sapienza University of Rome, Rome, Italy*

**14.30 | 15.00 Keynote Lecture**

***Organizational Attractiveness: Integrating Recruitment and Selection, for Decent Work and Healthy Lives***

**Marco Giovanni Mariani**

*Associate Professor of Work and Organizational Psychology, Department of Psychology, University of Bologna, Italy*

**15.00 | 15.30 Keynote Lecture**

***Contributions of Neuroscience and Neuromanagement to Assessment Processes and Emotional Analysis***

**Vincenzo Russo**

*Full Professor of Work and Organizational Psychology, Department of Business, Law, Economics and Consumer Behaviour, IULM University, Milan, Italy*

**15.30 | 16.00 Keynote Lecture**

***Job Entry, Retention and Decent Work Perceptions among Immigrant and Italian Workers and Stakeholders***

**Salvatore Zappalà**

*Full Professor of Work and Organizational Psychology, Department of Psychology, University of Bologna, Italy*

**16.00 | 16.30 Coffee break**

**16.30 | 16.45 Invited Lecture**

***Promote Purpose and Sustainable Growth in Careers***

**Rita Chiesa**

*Department of Psychology, University of Bologna, Italy*

**16.45 | 17.00 Invited Lecture**

***Changing Work in Universities in the 21<sup>st</sup> Century: Freedom and/or New Slavery?***

**Barbara Barbieri**

*Department of Political and Social Sciences, University of Cagliari, Italy*

**17.00 | 17.15 Invited Lecture**

***Sustainability and Decent Work by Preventing and Managing Workplace Violence against Healthcare Workers***

**Alessandro De Carlo**

*Department of Clinical and Experimental Medicine, University of Messina, Italy*

**17.15 | 17.30 Invited Lecture**

***Sustainable Employment and Careers for Older Workers?***

**Alessandro Lo Presti**

*Department of Psychology, University of Campania "Luigi Vanvitelli", Italy*

**17.30 | 17.45 Invited Lecture**

***Game-Based, Gameful Design, and Gamification Assessment in Selection: Definitions, Validity Problems, Perspectives***

**Andrea Svicher & Annamaria Di Fabio**

*Department of Education, Languages, Intercultures, Literatures and Psychology (Psychology Section), University of Florence, Italy*

**17.45 | 18.00 Invited Lecture**

***Empowering Workers' Well-being and Sustainability: Healthy Organizations in the Era of Industry 5.0***

**Patrik Pluchino & Valeria Orso**

*Department of General Psychology and Human Inspired Technology (HIT) Research Centre, University of Padua, Italy*

**18.00 | 18.30**

**General Discussion**

**18.30 | 19.00**

***Reflection and Conclusion of the First Day***

**José María Peiró, Maureen E. Kenny, & Annamaria Di Fabio**

**Wednesday Morning, November 6, 2024**

**Aula Magna of the Rectorate  
University of Florence, Italy  
Piazza San Marco, 4, Florence, Italy**

**9.00 | 9.10**

**INTRODUCTION TO THE SECOND DAY**

**José María Peiró, Maureen E. Kenny, & Annamaria Di Fabio**

**9.10 | 9.30**

**OPENING REFLECTIONS OF THE SECOND DAY**

**Sergio Salvatore\*, Santo Di Nuovo\*\*, & Christine Roland-Lévy\*\*\***

*\* President of the Italian Association of Psychology (AIP)*

*\*\* Past President of the Italian Association of Psychology (AIP)*

*President of the Italian Network of Psychological Associations (INPA), affiliated with the European Federation of Psychologists' Associations (EFPA)*

*\*\*\* Past President of the International Association of Applied Psychology (IAAP)*

**9.30 | 10.00 Keynote Lecture**

***The use of Artificial Intelligence in Assessment: Problems and Perspectives***

**Santo Di Nuovo**

*Professor Emeritus of General Psychology, University of Catania, Italy*

*President Elect Division 7 Applied Gerontology, International Association of Applied Psychology (IAAP)*

**10.00 | 10.30 Keynote Lecture**

***The Impact of Artificial Intelligence on Tasks and Jobs:***

***How to Encourage a Just and Sustainable Transition***

**Luca Pietrantoni**

*Full Professor of Work and Organizational Psychology, Department of Psychology, University of Bologna, Italy*

**10.30 | 10.45 Invited Lecture**

***Beyond the Concept of Talent:***

***The Meaningfulness of Work as a Key to Sustainable Careers and Workplaces***

**Francesco Pace**

*Department of Economic, Business, and Statistical Science, University of Palermo, Italy*

**10.45 | 11.00 Invited Lecture**

***40-years of Job Insecurity: From assessment to Implications for Decent Work***

**Antonino Callea**

*Department of Human Sciences, University of Rome LUMSA, Italy*

**11.00 | 11.30 Coffee break**

**11.30 | 11.45 Invited Lecture**

***Calling and Performance Management***

**Anna Dalla Rosa**

*Department of Philosophy, Sociology, Education and Applied Psychology FISPPA, University of Padua, Italy*

**11.45 | 12.00 Invited Lecture**

***AI Affects Meaning, Purpose and Work Conditions in the Academic Environments:  
Implications for Sustainable Development?"***

**Gerardo Petruzzello & Marco Giovanni Mariani**

*Department of Psychology, University of Bologna, Italy*

**12.00 | 12.15 Invited Lecture**

***Lights and Shades of Remote Working: A Curvilinear Effect on Organizational Well-being***

**Giulia Foti, Valerio Vinciarelli, Libera Finstad, & Gabriele Giorgi**

*European University of Rome, Rome, Italy*

**12.15 | 12.30 Invited Lecture**

***Technology-Enhanced Learning and Well-being: A Measure to Assess Technostress***

**Vincenza Capone**

*Department of Humanities, University of Naples, Federico II, Italy*

**12.30 | 12.45 Invited Lecture**

***Research on Generations at Work: Problems and Perspectives.***

***Which Implications for Selection and Assessment?***

**Letizia Palazzeschi & Annamaria Di Fabio**

*Department of Education, Languages, Intercultures, Literatures and Psychology (Psychology Section), University of Florence, Italy*

**12.45 | 13.15 Keynote Lecture**

***Semeiotic capital, temporality, and perception of contexts as criteria for selection and sustainable Human Resources Management***

**Sergio Salvatore**

*Full Professor of Dynamic Psychology, University of Salento, Italy*

*President of the Italian Association of Psychology (AIP)*

**13.15 | 13.30 Discussion**

**13.30 | 15.00 Lunch break**



## **THE VALUE OF TECHNOLOGY TRANSFER**

### **15.00 | 15.30 Interview to Prof. José María Peiró about the Lectio Magistralis for the Award Ceremony of the Honorary Master's Degree on November the 5th 2024**

*Professor Emeritus of Work and Organizational Psychology, IDOCAL Research Institute, University of Valencia, Valencia, Spain*

*Past President of the International Association of Applied Psychology (IAAP)*

**Interviewers**

**Dina Guglielmi**

*Full Professor of Work and Organizational Psychology, University of Bologna, Italy*

*Coordinator Section of Psychology for Organizations, Italian Association of Psychology (AIP)*

**Vicente Martinez-Tur**

*Full Professor of Work and Organizational Psychology, IDOCAL Research Institute, University of Valencia, Valencia, Spain*

*President of the Division 1 Work and Organizational Psychology of the International Association of Applied Psychology (IAAP)*

### **15.30 | 16.00 Discussion Panel**

#### **Universities and Practitioners. What Challenges to address together for Technology Transfer on these Topics?**

*Coordinators **Santo Di Nuovo** (University of Catania, Italy), **Giuseppe Scaratti** (University of Bergamo, Italy), & **Sergio Salvatore** (University of Salento, Italy)*

*Participants: **Guido Alessandri**, **Barbara Barbieri**, **Alessandro De Carlo**, **Edoardo Lozza**, **Marco Giovanni Mariani**, **Patrik Pluchino**, **Valeria Orso**, **Vincenzo Russo**, & **Salvatore Zappalà***

## **RESEARCHERS AND PROFESSIONALS IN DIALOGUE**

### **16.00 | 16.30 Invited Contribution**

#### **The Evolution of Aptitude Assessment in Italian Public Institutions: History of Law and Applied Perspectives**

**Luca Tamassia**

*Expert in Public Administration and Personnel Management, Consultant and Member of Assessment Bodies of Managerial Roles in Public Administration*

### **16.30 | 17.00 Coffee break**

### **17.00 | 18.45 Round Table**

*Chairs: **Gaetano Viciconte** (Lawyer, Court of Florence, Italy) & **Annamaria Di Fabio** (University of Florence, Italy)*

#### **Personnel Selection as an Element of Quality and Well-being in the Construction of Decent, Dignified, Worthy, Healthy Works and Lives**

**Chiara Alterini** (Chief Executive Officer, Fratelli Alterini Srl, Italy)

**Elena Lacquaniti** (Director of the Human Resources System Department, ESTAR, Tuscany Region, Italy)

**Cristiano Mariani** (Responsible Cosefi Confindustria Firenze Formazione)

**Maria Paola Monaco** (Professor of Labor Law, University of Florence, Italy)

**Cristina Moschini** (Lawyer, Court of Florence, Italy)

**Patrizia Ravaoli** (General Director, Formez PA, Italy)

**Gaetano Viciconte** (Lawyer, Court of Florence, Italy)

### **18.45 | 19.00**

#### **Final Reflection and Key Conclusions**

**José María Peiró**, **Maureen E. Kenny**, & **Annamaria Di Fabio**