

CONTACT INFORMATION

Name: Martina

Surname: Mori

Date of birth: 07th May 1990

Address: [REDACTED]

Email: [REDACTED]

Mobile: [REDACTED]



ACADEMIC POSITIONS

November 2021 – October 2022

University of Florence – Economics and Management department

Post-doc fellow

Project: Employee voice in people-oriented organisations

May 2020- May 2022

University of Florence – Economics and Management department

Italian Academic – assistant Professor Lucia Varra (Culture della Materia Organizzazione Aziendale)

Description of main activities: support the teaching activities of Professor Lucia Varra and Professor Vincenzo Cavaliere. Collaboration in the ICOHRS research group of business organisation of the discipline of Organisational Sciences led by Prof. Vincenzo Cavaliere.

16th July 2018 - 30th September 2018

University of Florence – International Relation Office

Tutor in Erasmus students – incoming and outgoing

Description of main activities. Systematising of informative material for a better orientation of Italian students. Support for the choice of the foreign university by Italian students. Collection of information on the courses taught in English by the School of Economics and Management to be offered to incoming students. Tutoring for incoming students

25th June 2018 - 25th September 2018

University of Florence – Economics and Management department

Post-graduate research: skills model of training plan of the Master in Organization & Retail Marketing in Store Management

Description of main activities. Development of a skills model to strengthen the training plan of the Master in Organization & Retail Marketing in Store Management

2nd November 2017 – 1st June 2018

University of Florence – Economics and Management department

Tutor Student in Master Organization & Retail Marketing in Store Management.

Description of main activities. Management of the lesson schedule, lecturers' contact, and preparation of the material necessary for the master's course (lecture notes, research papers, and articles). Surveying to identify the needs of the attendants and communication

to the teaching staff. Monitoring and evaluation of learning activities, satisfaction and interest of attendants. Organising the classroom's physical space to promote effective and efficient interaction between course participants and speakers. Management of workgroups, analysis and intervention on classroom "climate."

EDUCATION

November 2018 - October 2021

University of Pisa – Economics and Management department (administrative headquarters)

PhD in Business Economics and Management

Supervisor: Professor Vincenzo Cavaliere – University of Florence; Co-supervisor: Professor Maria Cristina Bonti – University of Pisa

PhD Thesis. Employee voice in cooperatives: organisational determinants and effects on job satisfaction.

Abstract: The uncertainty of daily context has strongly highlighted the central role of people for organisations as agents of change and determinants of performance and the improvement of production processes through their participation in decisions. From this perspective, employee voice, in its various forms, plays a vital role in organisational functioning as it concerns the ability of employees to express their views, opinions, concerns, and suggestions and for these to influence decisions at work. Allowing workers to express their voices can bring relevant issues to light contributing to performance improvement and innovation. This research focuses on cooperative organisations and attempts to answer their emerging needs, which urge to find new forms of expression of the democratic principles of cooperatives. Therefore, grounding on the "regeneration" thesis, the present work proposes employee voice as a solution that supports maintaining the principle of participation of cooperative members. The relevance of the employee voice topic and the rationale development of this thesis are critical for cooperatives. The studies composing the thesis attempt to understand how different organisational factors relating to organisational structure, HRM systems, and leadership affect individual voice behaviours within cooperatives. By doing this, this thesis extends current research by providing theoretical explanations of the processes through which employee voice operates within cooperatives. Finally, its purpose is to advance existing knowledge on what matters for stimulating people to speak, thus fostering the capability of cooperatives to benefit from individuals' contributions.

18th July 2017

University of Florence

Master Degree in GOVERNO E DIREZIONE DI IMPRESA (LM-77)

Curriculum: Direzione del personale (code of the course: B105)

Final Research Title: "Promuovere il Welfare aziendale per migliorare il Voice dei dipendenti. Il caso «LEM S.r.l. Socio Unico» del distretto della Galvanica di Arezzo"

Graduation grade: 106/110

Abstract. This study investigates the role of welfare policies in improving the organisational climate relating to employee participation by analysing the behaviour of employee voice and their contribution within the organisation.

In today's modern economy characterised by a strong dynamism, organisations face new challenges and an increasingly high level of competition every day. The continuous search for solutions that provide a competitive advantage focuses on the market and the mechanisms that regulate its operation, on the structure and internal business processes involved in the implementation of the final product. Skills, qualifications, and competencies are significant resources; employees are thus fundamental. The first chapter of this thesis allowed us to understand the theoretical bases of organisational behaviours paradigms. The second chapter focused on one of the central topics of this thesis: employee welfare. The third chapter focuses on the second topic of this thesis, namely employees' voice; finally, the fourth chapter presents the business case, the analysis methodology and the results. Two models analyse some dimensions identified by the research as predictors of voice's behaviour. Results indicate a positive association between welfare practices of diversity and equal opportunities and the reconciliation of private life-work balance with voice, a tool for employee participation in organisational life. It enables the central elements of interest, such as helping behaviour and civic virtue, employee trust and leaders-member relationship (LMX). The results also indicate a negative association of work-life balance policies on employee intentions to leave, which is the main predictor of corporate turnover. The thesis ends with a general discussion of the role of organisations concerning the dimensions analysed, reporting some practical implications.

17th April 2013

Università degli Studi di Siena

Bachelor degree in ECONOMIA E COMMERCIO

Degree class: "Scienze dell'Economia e della Gestione Aziendale" (classe L-18)

Graduation Grade: 100/110

Research Title: Il processo di internazionalizzazione del settore degli articoli sportivi

Supervisor: Professors Antonella Fiore

June 2009

Istituto Tecnico Commerciale Severi, Via Pier Sansoni, 17, 52027 San Giovanni Valdarno (AR)

Commercial Technical Diploma

Final Valuation: top grade (100 e lode)

WINTER/SUMMER SCHOOL

7-11 September 2020

University of Calabria - UNICAL - Arcavacata, Rende CS

Mediation and Moderation

22-26 July 2019

University of Calabria - UNICAL - Arcavacata, Rende CS

Multivariate analysis for social researches

20-24 May 2019

University of Pisa - Officine Garibaldi, Pisa

Qualitative Research Methods – A focus on Management and Governance

RESEARCH GROUP MEMBERSHIP

October 2020 - now

University of Florence

ICOHRS Research Group - Innovating & Changing Organisations and Human Resources Strategies

Scientific Coordinators: Prof. Vincenzo Cavaliere

RESEARCH INTERESTS

- Employee Voice and communication
- Decision making
- Organisational Behaviour
- HRM

SERVICE FOR RESEARCH COMMUNITY

2021 – Reviewer, Chair and presenter at 21th European Academy of Management (EURAM), online conference 16-18 June 2021. Strategic interest group (SIG) Organizational Behaviour

Reviewer at 81st Annual Meeting of the Academy of Management (AOM) 30th July - 3rd August 2021, virtual experience

2020 – Reviewer, Chair and presenter at 20th European Academy of Management (EURAM), online conference 4-6 December 2020. Strategic interest group (SIG) Organizational Behaviour.

2020 – now: Ad hoc Reviewer for Journal of Management & Organization, International Entrepreneurship and Management Journal

PUBLICATIONS in SCIENTIFIC JOURNALS

Mori M., Sasseti S., Lombardi S., 2018, “Integrità del leader e voce dei dipendenti nelle agenzie di viaggio. Il ruolo di mediazione dell’empowerment”, *Prospettive in Organizzazione*. ISSN: 2465-1753

BOOK CHAPTERS

Varra L. & **Mori M.**. 2020. “La decisione di assunzione di neolaureati nella prospettiva dell’impresa tra job requirement, social magic e social network” in Cavaliere, V. (A cura di), *Employability e soft skill degli studenti universitari. Un modello di analisi del mismatch nella prospettiva manageriale. Implicazioni per l’alta formazione e i career service*, Pisa, Pacini Editore, pp. 197-227. ISBN: 978-88-3379-287-3 ISSN: 2532-960X

Cavaliere V. e **Mori M.**. 2020. “L’Employability Research Project dell’Università di Firenze. Un’idea innovativa di Placement in una logica di integrazione fra missioni” in Cavaliere, V. (A cura di),

Employability e soft skill degli studenti universitari. Un modello di analisi del mismatch nella prospettiva manageriale. Implicazioni per l'alta formazione e i career service, Pisa, Pacini Editore, pp. 197-227. ISBN: 978-88-3379-287-3 ISSN: 2532-960X

CONFERENCES

September 2021

(1) **Mori M.**, Cavaliere V., Sassetti S.– A bibliometric analysis of research on employee voice literature– presenter and corresponding author

(2) Lombardi S., Cavaliere V., **Mori M.**, Sassetti S. – Architecture Firms' Creativity and Organization Design: A Pilot Study

XXII Workshop di Organizzazione Aziendale (WOA) - Genova 10-11 september 2021

June 2021– **Mori M.**, Cavaliere V., Sassetti S., Lombardi S. – A bibliometric analysis of the intellectual structure of employee voice research – presenter and corresponding author – *21th EURAM Annual Conference 16-18 June 2021- ISSN 2466-7498 and ISBN: 978-2-9602195-3-1*

December 2020 – **Mori M.**, Cavaliere V., Sassetti S., Lombardi S. – How to give Voice for Employee Satisfaction. The mediation effect of LMX and Distributive Justice – presenter and corresponding author - *20th EURAM Annual Conference 4-5 December 2020 - ISSN 2466-7498 and ISBN 978-2-9602195-2-4*

February 2020 – **Mori M.**, Cavaliere V., Sassetti S. – “Employee voice and overall satisfaction: the mediating role of LMX and distributive justice” – presenter and corresponding author - *XXI Workshop di Organizzazione Aziendale (WOA) - Milano 6-7 February 2020*

September 2019 - Sassetti S., Cavaliere V., Lombardi S., **Mori M.** – “Employability e skill mismatch: prime evidenze empiriche da uno studio esplorativo nel contesto dell'Università di Firenze” – presenter - *Aidea Conference 2019*

June 2019 - Cavaliere V., Lombardi S., Sassetti S., **Mori M.** - “Be alert, be employable. A test of entrepreneurial alertness process and its effect on self-perceived employability” *19th EURAM Annual Conference. ISSN 2466-7498 and ISBN 978-2-9602195-1-7*

February 2019 – Cavaliere V., Lombardi S., Bonti M.C. and **Mori M.** – “Integrating a dispositional and a competence-based approach to study graduates' perceived employability: Preliminary evidence from the University of Florence” - *XX Workshop di Organizzazione Aziendale (WOA) -Palermo 7-8 February 2019*

February 2018 –Cavaliere V., Sassetti S., **Mori M.** - “How to improve museum's employee knowledge sharing. The mediating effect of organisational identification” - *XIX Workshop di Organizzazione Aziendale (WOA) -Rome 15-16 February 2018*

WORK IN PROGRESS

- Research article: **Mori M.**, Cavaliere V., Sassetti S., Caputo A., “Employee voice in the international context: a knowledge map to provide conceptual clarity and future research directions”, R&R Management and Organization Review
- Research article: **Mori M.**, Cavaliere V., “Make your employees satisfied: give them a voice through leadership and organisational justice”, Journal target for submission: Employee Relations
- Research article: **Mori M.**, Cavaliere V., “Mapping employee voice literature: A bibliometric analysis”, Journal target for submission: Scientometrics
- Book chapter: Costina Andreea C., **Mori M.**, Chapter 14. Strumenti operativi, in Manuale di organizzazione aziendale, Bonti M., Cavaliere V., Cori E. (eds)

SEMINARS, WORKSHOPS AND COURSES

February 2021, 26: Being an effective reviewer: crafting effective reviews – British Academy of Management

January 2021, 19: Developing Theory through Literature Reviews – British Academy of Management

January 2021, 20: What Difference does your paradigm make? An exploration of how your philosophical perspective affects your research design – British Academy of Management

January 2021, 15: Preparing Your Conference Paper - Online Workshop, British Academy of Management

December 2020, 1 and 9: Qualitative Research – University of Florence

May 2019, 8: 1st workshop of Research Method on Experimental Research – University of Florence

January 2019, 25 – March 2019, 29: “Academic English” – CLI, Centro Linguistico, University of Pisa

April 2017 – Workshop: “Enterprise soft-skills”. 30th November 2017 – 1st December 2017, University of Florence

MEMBERSHIP

British Academy of Management (BAM)

European Academy of Management (EURAM)

Associazione Italiana di Organizzazione Aziendale (ASSIOA)

AIDEA (Accademia Italiana di Economia Aziendale)

WORK EXPERIENCES

January 2019 – December 2019; January 2020 – December 2021

Support in training courses for University of Florence “Relational skills: from teamwork to user orientation”.

Work tasks: designing of training content and supporting the professional and the classroom during the training courses

15th April 2019 – 15th June 2019

Business Consultant at TREZERODUE Srl, Via Madonna del Piano, 6, 50019 Sesto Fiorentino (FI)

Work tasks: desk analysis of the organisational structures and human resources management policies adopted by companies operating in Pharma Consulting in order to develop possible operational tools for improving the performance. The goal is to understand the involvement, participation and voice policies adopted by these companies analysing their employees and collaborators.

16th February 2018 – 29th March 2018

Business Consultant at TREZERODUE Srl, Via Madonna del Piano, 6, 50019 Sesto Fiorentino (FI)

Work tasks: analysis of the market monitoring model with particular reference to the choices of the distribution network and the range policies in the Italian market

27th November 2017 - 22nd December 2017

Business Consultant at TREZERODUE Srl, Via Madonna del Piano, 6, 50019 Sesto Fiorentino (FI)

Work tasks: promotion and support for the scientific development of the observatory service entitled “Knowledge Sharing & Innovation Capability”.

FOREIGN LANGUAGES

Mother tongue: Italian.

	Understanding				Speaking				Writing	
	Listening		Reading		Oral interaction		Oral production			
ENGLISH	B2	Independent user	C1	Proficient user	B1	Independent user	B1	Independent user	B1	Independent user
FRENCH	A2	Basic User	A2	Basic User	A2	Basic User	A2	Basic User	B1	Basic User

PET - Primary English Test - University of Cambridge (AR)– Certificate number 0018178614 – European level: B1

DELFI - Diplôme d'Études en Langue Française - Institut Français N° de candidat 039055-011428 – European level: A1

COMPUTER SKILLS

Office package: expert user

Data gathering: proficient user with Survey Monkey platform.

Statistical package software: proficient user with SPSS, AMOS

References management tool: proficient user EndNote

Other certifications: European computer driving licence (ECD). Skill card N° IT 370070. Istituto Superiore "Valdarno" Sede Legale: c/o I.P. via Trieste, 20 - 52027 San Giovanni Valdarno (AR), training center, test center accredited by AICA.