



▼ Academic Career

2014-2017

University of Bologna • Bachelor degree in Psychology

Graduation Grade: 110/110 with merit

Thesis title: *Self-Clarity & Self-Esteem influence on Adolescents' well-being.*

Tutor: Prof. Crocetti Elisabetta (University of Bologna)

2015-2016

Swiss European Mobility Program (ERASMUS) • Geneva (CH)

2017-2019

University of Valencia • EMJ Master Degree in Work, Organizational and Personnel Psychology

Grade: 10/10 with merit ("Premio Extraordinario de Master"). In the Italian system 110/110

Thesis Title: *The mediating role of cohesion and psychological wellbeing between agreeableness and performance: a team level approach.* **Tutors:** Prof. Tomas Ines (University of Valencia) & Prof. Depolo Marco (University of Bologna)

01/03/2019-01/06/2019

Junior Consultant • Internship • OMS – Organization & Management Solutions (Guelph, CA)

University-based Canadian consultancy firm.

23/09/2019-23/09/2020

HR & Training Intern • "Tirocinio professionalizzante di psicologia" • Profexa Consulting (Bologna, IT)

Italian consultancy firm focused on people & organization wellbeing development.

23/09/2020-31/12/2021

Research Assistant • Research Study Grant • University of Bologna (Bologna, IT)

Research activity for EU-funded PERCEPTIONS – H2020 Research Project and HFRS research team

01/01/2022/-now

PhD • University of Bologna (Bologna, IT)

Promotion of recycling and pro-environmental behaviors of e-waste

▼ Presentations at international conferences

1) Jinkang, A., Cappi, V., Musarò, P., Puzzo, G. (2021). The role of Gambian Journalists in shaping narratives about Europe in The Gambia: agenda, dissemination channels and communication strategies. *IMISCOE Spring Conference, Online Event*, 23rd March 2021.

2) Jinkang, A., Cappi, V., Musarò, P., Puzzo, G. (2021). Information Campaigns: the role of journalists in disseminating narratives about Europe in The Gambia. *IMISCOE Annual Conference, Online Event*, 7th-8th-9th July 2021.

3) Puzzo, G., Sbaa, M.Y., Jinkang, A., Pietrantonio, L. (2021). Met expectations and perceptions of role identity in Gambian Journalists. *IMISCOE Annual Conference, Online Event*, 7th-8th-9th July 2021.

4) Puzzo, G., Sbaa, M.Y., Pietrantonio, L., & Zappalà, S. (2022). Implications of COVID-19 Pandemic on organizational effectiveness and job satisfaction of frontline practitioners working with migrant people". *20th EAWOP Congress, Glasgow (UK)*, 11th-14th January 2022. Canceled event.

- 5) Sbaa, M.Y., **Puzzo, G.**, Zappalà, S., & Pietrantonio, L. (2022). Job satisfaction of migration frontline practitioners in COVID times: a comparative study in three countries. *20th EAWOP Congress, Glasgow (UK), 11th-14th January 2022*. Canceled Event.
- 6) **Puzzo, G.**, Sbaa, M.Y., Zappalà, S., & Pietrantonio, L. (2022). Met job expectations and perceived professional role identity in Gambian Journalists. *20th EAWOP Congress, Glasgow (UK), 11th-14th January 2022*. Canceled event.
- 7) **Puzzo, G.**, Fraboni, F., Panchetti, T., & Pietrantonio, L. (2022). User-based ergonomic design of passive exoskeletons: the STEP-BY-STEP Project. *Human Factors & Ergonomics Society Congress, Turin (IT), 6th – 8th April 2022*. Poster Presentation.
- 8) Panchetti, T., Fraboni, F., **Puzzo, G.**, & Pietrantonio, L. (2022). Assessing the Relationship between Cognitive Workload, Workstation Design, User Acceptance and Trust in Collaborative Robots. *Human Factors & Ergonomics Society Congress, Turin (IT), 6th – 8th April 2022*. Poster Presentation.
- 9) **Puzzo, G.**, Sbaa, M.Y., Pietrantonio, L., & Zappalà, S. (2022). Implications of COVID-19 Pandemic on organizational effectiveness and job satisfaction of frontline practitioners working with migrant people". *European Congress of Psychology, Ljubljana (SI), 5th-8th July 2022*.
- 10) **Puzzo, G.**, Prati, G. (2022). Psychological Antecedents of e-waste recycling intentions and behaviors: a literature review. *European Congress of Psychology, Ljubljana (SI), 5th-8th July 2022*.
- 11) Sbaa, M.Y., **Puzzo, G.**, Zappalà, S., & Pietrantonio, L. (2022). Job satisfaction of migration frontline practitioners in COVID times: a comparative study in three countries.) *15th European Academy of Occupational Health Psychology Conference, Bordeaux (FR), 6th – 8th July 2022*. Poster Presentation.
- 12). Brendel, H., Fraboni, F., Gualtieri, L., **Puzzo, G.**, & Pietrantonio, L. (2023). Improving and Extending Design Guidelines for Human-Robot Collaboration in the Workplace. *Human Factors & Ergonomics Society Congress, Liverpool (UK), 24th – 27th April 2023*. Poster Presentation.

▼ Presentations at national conferences and events

- 1) **Puzzo, G.**, & Pietrantonio, L. (2020). Artificial intelligence and professional transformation: Research Questions in Work Psychology. *Bologna World Usability Day 2020, Online Event, 13th November 2020*.
- 2) **Puzzo, G.** (2021). AI implementation in social & work contexts as a mean to improve human competencies. *SOIEL International – AI & Business Application, Online Event, 25th May 2021*.
- 3) **Puzzo, G.** Sbaa, M.Y., Pietrantonio, L., & Zappalà, S. (2021). Implications of COVID-19 Pandemic on organizational effectiveness and job satisfaction of frontline practitioners working with migrant people. *XVII Congresso Nazionale AIP – Sezione per le Organizzazioni, Verona (IT), 23rd-24th-25th September 2021*.
- 4) Sbaa, M.Y., **Puzzo, G.**, Pietrantonio, L., & Zappalà, S. (2021). Job satisfaction of migration frontline practitioners in COVID times: a comparative study in three countries. *XVII Congresso Nazionale AIP – Sezione per le Organizzazioni, Verona (IT), 23rd-24th-25th September 2021*.
- 5) **Puzzo, G.**, Prati, G. Promoting e-waste recycling in a multi-service company: a human-factor methodology. *XXX Congresso Nazionale AIP, Padova (IT), 19th-23th September 2022*.
- 6) Sbaa, M.Y., **Puzzo, G.**, Pietrantonio, L., & Zappalà, S. (2021). The impact of cultural intelligence on burnout among practitioners working with migrants: an examination of age, gender, training, and language proficiency.. *XXX Congresso Nazionale AIP, Padova (IT), 19th-23th September 2022*.

▼ Attendance to international events

- 22nd-24th September 2020: **Attendance to European Research & Innovation Days** • Online Event
Workshops & Conferences attendance
- 4th-6th April 2019: **Attendance to SIOP Conference** • National Harbour (US)
Workshops & Conferences attendance

▼ Publications on peer-reviewed journals

- 1) **Puzzo, G.**, Fraboni, F., Pietrantonj, L. (2020). Artificial intelligence and professional transformation: Research Questions in Work Psychology. *Italian Ergonomic Journal*, 21, 43-63.
- 2) Panchetti, T., Pietrantonj, L., **Puzzo, G.**, Gualtieri, L., & Fraboni, F. (2023). Assessing the Relationship between Cognitive Workload, Workstation Design, User Acceptance and Trust in Collaborative Robots. *Applied Sciences*, 13(3), 1720. <https://doi.org/10.3390/app13031720>
- 3) Brendel, H., Sbaa, M. Y., Zappala, S., **Puzzo, G.**, & Pietrantonj, L. (2023). The Impact of Work-Related Barriers on Job Satisfaction of Practitioners Working with Migrants. *Social Sciences*, 12(2), 98. <https://doi.org/10.3390/socsci12020098>
- 4) Morandini, S., Fraboni, F., De Angelis, M., **Puzzo, G.**, Giusino, D., & Pietrantonj, L. (2023). The Impact of Artificial Intelligence on Workers' Skills: Upskilling and Reskilling in Organisations. *Informing Science the International Journal of an Emerging Transdiscipline*, 26, 039–068. <https://doi.org/10.28945/5078>
- 5) **Puzzo, G.**, Sbaa, M. Y., Zappala, S., & Pietrantonj, L. (2023). Job Expectations and Professional Role Identity in Gambian Journalists: The Mediation Role of Job Satisfaction. *Societies*, 13(3), 71. <https://doi.org/10.3390/soc13030071>
- 6) **Puzzo, G.**, Sbaa, M.Y., Zappala, S., & Pietrantonj, L. (2023). The impact of cultural intelligence on burnout among practitioners working with migrants: an examination of age, gender, training, and language proficiency. *Current Psychology*, In press.

▼ Other publications

- 1) **Puzzo, G.**, Cappi, V., Jinkang, A., Sbaa, M.Y. (2021). D5.1 - Multidimensional Approach Framework. *PERCEPTIONS H2020 Deliverable*, Ref. 833870.
- 2) Jinkang, A., Cappi, V., Sbaa, M.Y., **Puzzo, G.** (2021). D5.6 - Experts, Training and Solutions Matrix 1. *PERCEPTIONS H2020 Deliverable*, Ref. 833870.
- 3) Seiger, F., Le Louvier, K., Jinkang, A., Carrasco Granger, S., Villani, L., Sbaa, M.Y., Cappi, V., Bermejo, R., **Puzzo, G.**, Shubin, S., & Bratskas, R. (2023). The PERCEPTIONS Handbook: A guide to understanding migration narratives & addressing migration challenges. *PERCEPTIONS H2020 Deliverable*, Ref. 833870.

▼ Languages

Italian: mother tongue English: C1 (CPE Exam) French: B2 (DELFL Exam) Spanish: B2 (DELE Exam)

▼ Software competences

Proficient in the use of the following software systems:

- SPSS 22 – Advanced
- FACTOR (Exploratory Factor Analysis Software) – Advanced
- NVivo12 (Qualitative data analysis Software) – Advanced
- Tableau Desktop & Tableau Prep Builder – Advanced
- Microsoft Office Suite – Advanced
- MPlus - Basic

▼ Accomplishments & Awards

2020: **Research Study Grant** • Job competencies of First-line practitioners and Border Guards in Europe (UNIBO)

2019: **"Premio Extraordinario de Master"** • Study Grant for excellent graduation (9.35/10) (University of Valencia)

2019: **"Best Design" Prize** • Winter School professional competition on Organizational Climate Intervention Design

2018: **"VLC Grant"** • Study Grant for excellent grades in the WOP Master Selection Process (University of Valencia)