



Europass Curriculum Vitae

Personal information

First name(s) / Surname(s) **Francesca Di Virgilio**

Address(es)

E-mail

Italian

Nationality

Community of Science

Google Scholar profile

Publons profile

ORCID

Current position

March 2023 to present

Tenured Full Professor of Organization Design and Human Resource Management at University of Molise in the Department of Economics, Italy

2019 – 2025

Rector's Delegate for placement and technology transfer activities

December 2022 to present

Coordinator of PhD courses in "Law and Economics" and "Organization, Technology and Development of Human Resources

Work experience

2018 – to present:

Coordinator of three projects "My job experience, My employability, Unimol Talents", for the Placement activities, University of Molise (Italy)

2017 – 2022

Member of the Board "Stage project", Department of Economics, University of Molise, (Italy).

2008 -to present:

Adjunct Professor of Human Resources Management at Prefecture Territorial Office of the Government (Italy)

2008-2011:

Director of the Service Center for Higher Education and the Public and Private Management from the University of Molise, as delegate of the Dean, Department y of Humanities and Social Sciences (Italy).

2006-2011:

Researchers' Representative, Department of Human and Social Sciences, University of Molise (Italy).

2008-2010:

Chairman of the Board "Stage project", Department of Humanities and Social Sciences, in Communication Sciences Business public and Advertising, University of Molise, (Italy)

2006-2010:

Coordinator of a "University Stage Project", Department of Human and Social Sciences, University of Molise, (Italy).

NATIONAL TEACHING EXPERIENCE

2017- to present	Professor of Organizational Studies, Organizational Behavior and Human Resources Management; Department of Economics (graduate and undergraduate)
2014-2017	Professor of Organizational Studies, Organizational Behavior and Group Processes; Faculty of Human and Social Sciences (graduate and undergraduate)
2006-2013	Assistant Professor of Organizational Studies, Organizational Behavior and Group Processes; Department of Human and Social Sciences (graduate and undergraduate) and Department of Economics, University of Molise, Italy.
2009-2011	Assistant Professor of Health Organization and Management Master in Health Organization Department of Medicine and Surgery, University of Molise and University of Naples, Italy.
2003-2008	Assistant Professor of Organizational Studies, International Master in Fashions Management, University of Chieti G. D'Annunzio, University of L'Aquila, University of Teramo, University of Molise, Formoda Foundation, Italy.
2005-2006	Assistant Professor of Knowledge Management and Human Resources, Department of Economics & Management, University of Chieti G. D'Annunzio, Italy.
2002-2003	Assistant Professor of Organizational Studies, Department of Economics, University of Salerno, Italy

INTERNATIONAL TEACHING EXPERIENCE

2023	Erasmus Teaching Staff Mobility (STA). The Marketing School (IPAM), Bachelor in Management and Bachelor in Global Marketing, Universidade Europeia, (Lisboa – Portugal). Life Learning Programme. (10 hours – 26 February/4 March) - Lecture to the students of Universidade Lusíada de Lisboa on “Soft skills and their role for the quality of Organizations in the Tourism sector” (Lisboa – Portugal) (4 hours - 3rd April)
2022	- Erasmus Teaching Staff Mobility (STA). The Marketing School (IPAM), Bachelor in Management and Bachelor in Global Marketing, Universidade Europeia, (Lisboa – Portugal). Life Learning Programme. Durante questo periodo ha svolto 2 seminari sulle tematiche “Soft skills and their role for the quality of Organizations an enterprises” (16 hours – 21/25 March) –Lecture to the Talk on “Covid 19: Threat or opportunity? Managing organizational change: Human Resource practices and social media policy implementation at work” organized by Bahria Business School (Pakistan) (28th February). –Lecture to the Talk on Human Resource and digital innovation organized by Tijar journal and Vardering (India) (3rd February). –Lecture to the students of GIBS Business School (Bangalore - India) on “Challenges in HRM: competencies vs soft skills. (6th May).
2021	-Lecture to the students of GIBS Business School (Bangalore - India) on “Covid-19 threat or opportunity? Managing organizational change: human resources practices and social media at work. (31st October).
2020	–Lecture to the students of Department of Management Sciences, University of Gujrat, (Pakistan) on present and future of HRM: new practices and a focus on competencies. What happens during and post pandemic? (23th October). – (March) Visiting professor at the Facultade De Ciencias Sociais e da Comunicacion - University of Vigo, Spain. Life Learning Programme: Erasmus Teaching Staff Mobility (STA). Lectures on “Social media in the modern organization” (16 hours). - (September) Visiting professor at the Facultade De Ciencias Sociais e da Comunicacion dell' University of Vigo, Spain, Life Learning Programme: Erasmus Teaching Staff Mobility (STA). Lectures on “Organizational structure and knowledge management (16 hours)”. 2014 - (September) Visiting professor at the Facultade De Ciencias Sociais e da Comunicacion dell' University of Vigo, Spain, Life Learning Programme: Erasmus Teaching Staff Mobility (STA). Lectures on “Organizational structure and knowledge management (16 hours)”.

INTERNATIONAL PROJECT AND NETWORKING

2023 -2025	Research group member within: Vitality PNRR (MEGALITHIC - Methods and technologies enhancing Local specialization strategies in Health, Industry and Cybersecurity): Affiliated to the Spoke University of Molise: Innovation, digitalization and sustainability for the widespread economy in the central of Italy.
2022 – to present	Team member of Tradepreneur Global Academic Platform (Institution of research and development). https://Tradepreneur.org/scientific-board .

2021 – to present: Witness of the MOU (memorandum of understanding) between University of Molise (Italy) and CT University. Ludhiana (India).

2020 – to present: Advisor for the *International Institute for Academic Research and Development*.

2019 -2021 Research group member within: **AHEAD** (African higher education leadership in Advancing inclusive Innovation for Development): **INCLUSIVE INNOVATION FOR DEVELOPMENT**. Co-funded by the Erasmus + programme of the European Union.

2020 – to present Department of Economic contact to Erasmus + programme of the European Union and Research group member within the School of Business & Social Sciences and School of tourism and hospitality, dell' Universidade Europeia, Lisboa, Portugal.

2014 - 2020 Department of Economic contact to Erasmus + programme of the European Union and Research group member within the Departamento Comunicación Audiovisual e Publicidad, University of Vigo, Vigo, Spagna.

2011 al 2017 Research group member within the Woodbury University (School of business and Management) (USA) prof.ssa Svetlana Holt and prof. Angelo Camillo.

2001 Visiting Scholar at the Research Center: Industrial relations & Organizational Behavior (IROB), Warwick Business School (UK).

Education and training

2023 Tenured Full Professor of Organization Design and Human Resource Management from the Italian Ministry of University and Research, at University of Molise (Italy).

2018 National Habilitation as Full Professor of Organization Design and Human Resource Management from the Italian Ministry of University and Research.

2014 Tenured Associate Professor of Organization Design and Human Resource Management from the Italian Ministry of University and Research, at University of Molise (Italy).

2006-2014 Tenure-track Assistant Professor in Organization Studies and Human Resource Management at University of Molise.

2004-2006 Lecturer in Organization Studies at University of Molise.

2003 PhD in "Organization, Technology and Development of Human Resources". Dissertation: "Roles and teamwork: effectiveness and performance measurement", University of Molise in joint with University of Naples Federico II, LUISS University (2003).

1997 Bachelor's Degree in Economics and Management at the University of Molise, final grades 110/110.

Personal skills and competences

I have also been teaching courses at undergraduate and graduate level, including international master programs at various universities in Italy, on topics such as organization design, organizational behavior, knowledge management and human resources management. I have taught in National Public Administration involved in tailored training programs on topics such as human resources management, job design and organizational analysis, leadership, team building, soft skills, and organizational development.

Mother tongue(s) **Italian**

Other language(s)

Self-assessment

European level (*)

English

French

Understanding		Speaking		Writing	
Listening	Reading	Spoken interaction	Spoken production		
Advanced	Advanced	Advanced	Advanced	Advanced	
Basic	Basic	Basic	Basic	Basic	

(*) Common European Framework of Reference for Languages

Annex | List of Publications

"According to law 679/2016 of the Regulation of the European Parliament of 27th April 2016, I hereby express my consent to process and use my data provided in this CV"

April 2024

Signature

PUBLICATIONS
FRANCESCA DI VIRGILIO

INTERNATIONAL

1. Borgia, M., Das, S., Di Virgilio, F. & La Torre M. (2024). Human Capital Dimensions Influencing Knowledge Hiding in the Public Sector: Evidence from Italy. *The Electronic Journal of Knowledge Management*, 22(1), pp 14-25, available online at www.ejkm.com.
1. Di Virgilio, F. (2024). Competence and Soft Skills in Higher Education – Innovation in Evaluating the Learning Outcomes of University Students: The TECO Project. In: de Bem Machado, A., Sousa, M.J., Dal Mas, F., Secinaro, S., Calandra, D. (eds) *Digital Transformation in Higher Education Institutions*. EAI/Springer Innovations in Communication and Computing. Springer, Cham. https://doi.org/10.1007/978-3-031-52296-3_12. (pp. 215-220).
1. Sousa, M.J., Sousa, M., Rocha, Á., Di Virgilio, F. (2023). Scoping Review on AI as a Driver for Industry. In: Pereira, R., Bianchi, I., Rocha, Á. (eds) *Digital Technologies and Transformation in Business, Industry and Organizations*. Studies in Systems, Decision and Control, vol. 497, pp. 235-243. Springer, Cham. https://doi.org/10.1007/978-3-031-40710-9_13
2. Soliman, M., Sinha, R., Di Virgilio, F., Sousa, M. J., & Figueiredo, R. (2023). Emotional Intelligence Outcomes in Higher Education Institutions: Empirical Evidence from a Western Context. *Psychological Reports*, 0(0). <https://doi.org/10.1177/00332941231197165>.
3. Di Virgilio, F.; Dimitrov, R., Dorokhova, L.; Yermolenko, O.; Dorokhov, O., Petrova, M. (2023). Innovation factors for high and middle-income countries in the innovation management context. *Access to science, business, innovation in the digital economy*, ACCESS Press, 4(3), pp. 434-452, [https://doi.org/10.46656/access.2023.4.3\(8\)](https://doi.org/10.46656/access.2023.4.3(8)).
4. Khan, M. A., Borgia, M., Di Virgilio F., La Torre M. (2023). The relationship between total quality management practices and performance is mediated by data analytics knowledge. Are universities ready to adopt changes? *Global & Local Economic Review*, Vol. 27 No. 1, pp. 23-66. ISSN (online): 1974-5125. ISSN (print): 1722-4241.
5. Shahid, I., Anwar Ul Haq, M., Di Virgilio, F. and Ahmed, M.A. (2023). Ethical leadership and individual ambidexterity: the mediating role of equity sensitivity and the moderating role of openness to experience, *Management Research Review*, Vol. 46 No. 12, pp. 1727-1747. <https://doi.org/10.1108/MRR-06-2022-0418>.
6. Baber P., Baber R. & Di Virgilio F. (2023). Exploring the relationship between workplace spirituality, spiritual survival and innovative work behavior among healthcare professionals. *International Journal of Healthcare Management*, pp. 1-12, DOI: 10.1080/20479700.2023.2199555.
7. Di Virgilio, F., Das, S. (2023). Digital Solutions for Social Media: Role of Digital Evolution on Business Enterprises. In: S. Das and S. Gochhait (Eds.), *Digital Entertainment as Next Evolution in Service Sector*, (Chapter 9, pp. 127- 146) Palgrave Macmillan, Singapore. ISBN 978-981-19-8120-3; ISBN 978-981-19-8121-0 (eBook); https://doi.org/10.1007/978-981-19-8121-0_9.
8. Bari MW, Ramayah T, Di Virgilio F and Alaverdov E (2023). Editorial: Health and safety issues of employees in family firms. *Front. Public Health* 11:1102736. doi: 10.3389/fpubh.2023.1102736.
9. Di Virgilio, F., Das, S. (2023). Digitalization of Enterprises from a New Normal Sustainable Development Perspective: Opportunities and Challenges. In: Mondal, S.R., Yegen, C., Das, S. (eds) *New Normal in Digital Enterprises*. (Chapter 9, pp. 183- 201) Palgrave Macmillan, Singapore. ISBN 978-981-19-8617-8. ISBN 978-981-19-8618-5 (eBook); https://doi.org/10.1007/978-981-19-8618-5_9.
10. Kaurav R.P.S., Di Virgilio F., Baber R., Narula S. (2022). Editorial: Engaging Community through Content. *Journal of Content, Community & Communication*. Vol. 16 Year 8, December. ISSN: 2395-7514. DOI: 10.31620/JCCC.12.22/01.
11. Baber P., Di Virgilio F. (2022). Battle Royale Game Player’s Commitment and Branding Outcomes: Exploring Role of Brand Tribalism and Community. *Journal of Content, Community & Communication*. Vol. 16 Year 8, December. ISSN: 2395-7514. DOI: 10.31620/JCCC.12.22/12.
12. Mondal S.R., Di Virgilio F., Das S. (eds) (2022). *HR Analytics and Digital HR Practices*. Palgrave Macmillan, Singapore. Online ISBN978-981-16-7099-2; Print ISBN 978-981-16-7098-5; https://doi.org/10.1007/978-981-16-7099-2_2.
13. Borgia, M.S.; Di Virgilio, F.; La Torre, M.; Khan, M.A. (2022). Relationship between Work-Life Balance and Job Performance Moderated by Knowledge Risks: Are Bank Employees Ready? *Sustainability*, 14, 5416. <https://doi.org/10.3390/su14095416>.
14. Di Virgilio F., Soliman M., Anwar ul Haq M. (2022). The Influence of Social Media Usage on Firm Performance During the COVID-19 Era: An Empirical Study. In: Mondal S.R., Di Virgilio F., Das S. (eds) *HR Analytics and Digital HR Practices*. Palgrave Macmillan, Singapore. (Chapter 2, pp. 25- 43). Online ISBN978-981-16-7099-2; Print ISBN 978-981-16-7098-5; https://doi.org/10.1007/978-981-16-7099-2_2.
15. Di Virgilio F., Soliman M., Anwar ul Haq M., Fantini S. (2022). Analysing Users’ Engagement with eSports Team: Does Covid-19 matter? In: Mondal S.R., Di Virgilio F., Das S. (eds) *HR Analytics and Digital HR Practices*. Palgrave Macmillan, Singapore. (Chapter 10, pp. 243-271). https://doi.org/10.1007/978-981-16-7099-2_10.
16. Di Virgilio, F.; Borgia, M.S.; La Torre, M.; de Lisio F. (2022). The ethical behavior in the public organizations: A bibliometric analysis of the academic literature. *Sustainable and Responsible Management*, 3(1), ISSN 2724-4466.

17. Soliman, M., **Di Virgilio, F.**, Figueiredo, R. & José Sousa, M. (2021). The impact of workplace spirituality on lecturers' attitudes in tourism and hospitality higher education institutions. *Tourism Management Perspectives*, 38, 100826. <https://doi.org/10.1016/j.tmp.2021.100826>, ISSN 2211-9736.
18. **Di Virgilio, F.** (2021). The Social Media usage and impact on performance of SMEs: a new entrepreneur behavior on policy implementation. In M. J., Sousa, & C. G. Marques, (Eds.), *Innovations and social media analytics in a digital society*. CRC Press. (chapter 13, pp.). ISBN: 1032039434, 9781032039435.
19. **Di Virgilio, F.** (2021). Bringing Social Media IntoWork: The Positive and Negative Effects on Policy Implementation – An Introduction to Theory and Research. In R. Yadav, P. Panday, & N. Sharma, (Eds.), *Critical Issues on Changing Dynamics in Employee Relations and Workforce Diversity*. Pennsylvania, USA: IGI Global. (chapter 7, pp. 121-142). ISBN13: 9781799835158. DOI: 10.4018/978-1-7998-3515-8.
20. **Di Virgilio F.**, Miccoli S., Dorokhova L., Malyi V., & Dorokhov O. (2020). Women's influence economic development of high and middle-income countries. In the Collection of Scientific Papers: Economic strategy and perspectives of development of trade and services sphere. (C. pp. 91-102). ISSN 2519-2914.
21. Di Virgilio F. & Antonelli, G. (2020). Where Do I Go to Treat Me? Factors That Influence Users' Behavioral Intention. *Journal of Tourism and Hospitality Management*, Jan.-Feb. 2020, Vol. 8, No. 1, 1-13. ISSN 2328-2169. DOI:10.17265/2328-2169/2020.01.001
22. **Di Virgilio F.**, Valderrama Santomé, M., & Toural C. (2019). The roles of job satisfaction and motivation on employees' intentions to use social media for businesses: towards a multilevel and integrative organizational model. In C. Cobanoglu, M. Cavusoglu, A. Corbaci, (Co-Editors), (2019). *Advances in Global Business and Economics*, Vol. 2. ANAHEI Publishing, LLC, Sarasota, FL 34239 USA. (Vol. 2. chapter 25, pp. 257-266). ISBN 978-1-7321275-5-5. DOI: 10.5038/9781732127555.
23. López-Bolás, A., Valderrama-Santomé, M. & **Di Virgilio, F.** (2019). "Claves del éxito para la viralización de contenidos de salud. El caso de las redes sociales del Hospital Povisa". *El profesional de la información*, V. 28, n. 5, e280502. eISSN: 1699-2407, <https://doi.org/10.3145/epi.2019.sep.02>.
24. **Di Virgilio, F.** & Asunka S. (2019). Social Media for knowledge sharing in higher education institution in the sub-saharan african context. In A. Stachowicz-Stanusch & L. Mercurio (Eds.), *The social issue in contemporary society: relations between companies, public administrations and people*. IAP – Information Age Publishing, Charlotte. ISBN 9781641135597.
25. **Di Virgilio, F.**, Valderrama Santomé, M., López Bolás, A. (2018). Social media strategy within organizational communication: major open issues and challenges. In Cantoni, F. & Mangia G. (Eds.) *Human Resource management and digitalization*. Giappichelli Routledge. Torino (Italy). (chapter 10, pp. 205 -225). ISBN 978-1-138-31335-4.
26. **Di Virgilio, F.** (2018). Social Media for Knowledge Management Applications in Modern Organizations. Pennsylvania, USA: IGI Global. (Editor - pp. 384) A volume in the *Advances in Knowledge Acquisition, Transfer, and Management (AKATM) Book*. ISBN13: 9781522528975|ISBN10: 1522528970|ISBN13: 9781522528982|DOI: 10.4018/978-1-5225-2897-5.
27. **Di Virgilio, F.** (2018). Exploring determinants of knowledge sharing: the role of social media in business organizations. Overview and new direction. In Di Virgilio, F. (Ed.), **Social Media for Knowledge Management Applications in Modern Organizations**. Pennsylvania, USA: IGI Global. (chapter 1, pp. 1-30). ISBN13: 9781522528975. DOI: 10.4018/978-1-5225-2897-5
28. **Di Virgilio, F.** & Antonelli, G. (2018). Consumer behavior, trust and electronic word-of-mouth communication: toward a model of understanding of consumer's purchase intentions online. In Di Virgilio, F. (Ed.), **Social Media for Knowledge Management Applications in Modern Organizations**, (chapter 3, pp. 58-80) Pennsylvania, USA: IGI Global. ISBN13: 9781522528975. DOI: 10.4018/978-1-5225-2897-5.
29. **Di Virgilio F.**, Camillo A. A., Camillo I. C. (2017). The impact of social network on italian users' behavioural intention for the choice of a medical tourist destination. **International Journal of Tourism and Hospitality Management in the Digital Age**, Vol.1, n.1, pp.35-48. ISSN: 2473-5361.
30. Di Pietro, L. & **Di Virgilio F.** (2015). The role of organizational culture on informal conflict management. (pp- 14- 25). In Jamil, I., Askvik, S., & Hossain, F. (Eds) *Administrative Culture in Developing and Transitional Countries*. Routledge Taylor and Francis Inc. New York. ISBN: 13:978-113881639-8.
31. Camillo, A. A., **Di Virgilio F.**, Di Pietro, L. (2015). Staff turnover at the crossborder hotel company. a strategic - longitudinal investigation. In A. A., Camillo, (Ed.), **Handbook of Research on Global Hospitality and Tourism Management**, (chapter 26, pp. 520-531). USA: IGI Global. Pennsylvania. ISBN 9781466686069. DOI: 10.4018/978-1-4666-8606-9.ch026
32. Camillo A. A., Presenza A., **Di Virgilio F.** (2015). An analysis of the characteristics and dynamic development of an emergent sustainable hotel business model in Italy: Albergo Diffuso (Diffused Hotel). In A. A., Camillo, (Ed.), **Handbook of Research on Global Hospitality and Tourism Management**, (chapter 1, pp. 1- 20). USA: IGI Global. Pennsylvania. ISBN 9781466686069. DOI: 10.4018/978-1-4666-8606-9.ch001
33. **Di Virgilio F.**, Presenza A., Sheehan L. (2015). Organizational citizenship behavior. A field study in the Italian hospitality industry. In A. A., Camillo, (Ed.), *Handbook of Research on Global Hospitality and Tourism Management*, (chapter 10, pp. 163-184). USA: IGI Global. Pennsylvania. ISBN 9781466686069. DOI:10.4018/978-1-4666-8606-9.ch010
34. **Di Virgilio F.**, Bova N., Holt S. (2015). Physical and psychosocial sources as potential predictors of job stress in workplace. In: A. A., Camillo (Ed). (2015). *Global Enterprise Management: A New Perspective on Challenges and Future Development*. (Vol. I., chapter 3, pp. 37-59). NY, NY: Palgrave McMillan. ISBN 9781137429582.

35. Camillo, A. A., **Di Virgilio F.**, Di Pietro, L. (2015). Firm's global strategies and the effect of group knowledge environmental variables on decision making process. In A. A.,Camillo, (Ed). *Global Enterprise Management: A New Perspective on Challenges and Future Development*. (Vol. I., chapter 1, pp. 1-20). NY: Palgrave McMillan. ISBN 9781137429582.
36. Franco M., **Di Virgilio F.**, Di Pietro L. (2014). Management of group knowledge and the role of e-wom for business organizations. In Chilton M.A. and Bloodgood J.M. (Eds.), *Knowledge Management for Competitive Advantage: Issues and Potential Solutions*, (chapter 5, pp. 70-89). Pennsylvania, USA: IGI Global. ISBN 978-1-4666-4681-0; doi: 10.4018/978-1-4666-4679-7.ch005.
37. Di Pietro L., Pantano E., **Di Virgilio F.** (2014). Frontline employees' attitudes towards self-service technologies: threats or opportunity for job performance? *Journal of Retailing and Consumer Services*, Vol. 21, pp. 844-850. ISSN: 0969-6989.
38. **Di Virgilio F.**, Bova N., Di Pietro L., Sheehan L. (2014). Contractual conditions, organizational level, dimension of organization and work conflict as potential predictors of job stress in public administration. *International Journal of Public Administration*, Vol. 37, n. 9, pp. 591-599. ISSN: 0190-0692.
39. **Di Virgilio F.**, Di Pietro L. (2014). Tourist's group knowledge representation and the role of ewom for the choice of tourist destination. *Athens Journal of Tourism*, Vol. 1, n. 1 pp. 9-19. ISSN: 2241-8148.
40. Di Pietro L., **Di Virgilio F.** (2014). Work conflict as predictor of job stress: the case of an italian public administration. *Journal of US-China Public Administration*, February 2014, Vol. 11, n. 2, pp. 97-107. ISSN 1548-6591.
41. **Di Virgilio F.**, Di Pietro L. (2014). The role of ewom in a representation of consumer's group knowledge model. *Advances in Environmental Biology*, 8(21), 253-262. ISSN-1995-0756; EISSN-1998-1066.
42. Camillo A. A., **Di Virgilio F.**, Di Pietro L., Franco M. (2013). Work-groups conflict at petrotech-italy, s.r.l.: the influence of culture on conflict dynamics. In Christiansen B., Turkina E. and Williams N. (Eds.), *Cultural and Technological Influences on Global Business*, (chapter 15, pp. 271 – 289). Pennsylvania, USA: IGI Global. ISBN 978-1-4666-3968-3; doi: 10.4018/978-1-4666-3966-9.ch015.
43. Di Pietro L., **Di Virgilio F.**, Pantano E., (2013). 2013 Negative eWOM in user-generated contents: recommendations for firms and organizations. *International Journal of Digital Content Technology and its Applications*, Vol. 7, n. 5, pp. 1-8. ISSN: 1757-9880.
44. Di Pietro L., **Di Virgilio F.**, Pantano E. (2012). Social network for the choice of tourist destination: Attitude and behavioral intention. *Journal of Hospitality and Tourism Technology*, Vol. 3, n. 1, pp. 60-76. ISSN: 1757-9880.
45. Franco M., **Di Virgilio F.**, Di Pietro L. (2012). Teams management: conflict and organizational behavior. In Tipurić, D. & Dabić, M. (Eds.), *Management, Governance, and Entrepreneurship – New Perspectives and Challenges*, (chapter 5, pp. 93-115). Access Press UK, Darwen. ISBN: 978-0-9562471-7-9.
46. Di Pietro L., **Di Virgilio F.** (2012). The Role of organizational culture on informal conflict management. *International Journal of Public Administration*, Vol. 35, pp. 1-12. ISSN: 0190-0692.
47. Franco M., **Di Virgilio F.**, Di Pietro L. (2010). A Conceptual Representation of Consumer's Group Knowledge and the Possible Role of New Technologies. *International Journal of Digital Content: Technology and its Applications*, Vol. 4, n. 7, pp. 11-22. ISSN: 1975-9339.
48. Franco M., **Di Virgilio F.**, Di Pietro L., Camillo A. A. (2011). Frameworks for a consumer's group knowledge representation. In Pantano E. and Timmermans H. J. P. (Eds), *Advanced Technologies Management for Retailing: Frameworks and Cases*, (chapter 7, pp. 122-144). Pennsylvania, USA: IGI Global. ISBN 978-1-60960-740-1; doi: 10.4018/978-1-60960-738-8.ch007.
49. Franco M., **Di Virgilio F.**, D'angelo N. (2008). The role of the climate for the improvement of team creativity processes. *Collana di pubblicazioni del Dipartimento SEGES dell'Università degli Studi del Molise, Quaderni di ricerca, serie aziendale, n. 15*. Palladino Editore, Campobasso. ISBN: 978-88-8460-155-1.
50. Franco M., **Di Virgilio F.**, D'angelo N. (2006). Qualitative performance and diversity management in university teaching evaluation. In *Excellence in Services: Higher Education; Health Care; Local Government; Tourism; Sport*. Paisley -Scotland: United Kingdom, vol. 1, pp. 354-368, (ISBN/ISSN: 1-903978-33-5).

NATIONAL

51. Sicca L.M., **Di Virgilio, F.**, Ferraro F., Scarozza D., (2024). L'individuo. Microstruttura del lavoro, conoscenza, competenza e potere. In de Vita P., Mercurio R., Testa F. (Eds.) *Organizzazione Aziendale: assetto e meccanismi di relazione*. G. Giappichelli Editore, Torino. (Capitolo 2, pp. 19-55) ISBN/EAN 979-12-211-0481-3.
52. Sicca L.M., **Di Virgilio, F.**, Scarozza D., (2024). L'individuo. Affettività, personalità e motivazione. In de Vita P., Mercurio R., Testa F. (Eds.) *Organizzazione Aziendale: assetto e meccanismi di relazione*. G. Giappichelli Editore, Torino. (Capitolo 8, pp. 19-55) ISBN/EAN 979-12-211-0481-3.
53. Deidda Gagliardo, E., Borgia, M., Di Virgilio, F. & La Torre M. (2024). Gli effetti dei comportamenti di knowledge hiding sulla performance individuale nelle pubbliche amministrazioni. Uno studio esplorativo. *Economia Aziendale Online*, 15(1), 57-74. DOI: 10.13132/2038-5498/15.1.57-74.
54. **Di Virgilio, F.** (2023). *Il Mandala delle performance individuali*. Editoriale Scientifica, Napoli. ISBN 979-12-5976-758-5.
55. **Di Virgilio, F.** (2023). Donne ai vertici aziendali e il fenomeno del *glass ceiling*. In M. Cuzzo & L. Tullo (Eds.) *Empowerment delle donne: una lettura interdisciplinare*. Editoriale Scientifica Italiana, Napoli. (pp. 85 - 95). ISBN 978-88-495-4947-8.

56. Antonelli, G. & Di Virgilio, F. (2021). Una risposta alle sfide contemporanee: le organizzazioni ibride. *Per la gestione del personale della Pubblica Amministrazione*. Magazine n.14, Smart 24 lavoro Pubblico, 24Ore professionale.
57. Di Nauta, P., Di Virgilio F., Galdiero C., & Martinez M. (2020). Obiettivi e ambito operativo. In R. M., Burton, B. Obel, D. D. Hakonsson & M. Martinez (Eds.) *Organizational Design: principi e metodi per l'adeguatezza dell'assetto organizzativo aziendale*. G. Giappichelli Editore. Torino (Italy). (capitolo 1, pp. 35 - 64). ISBN 978-88-921-3511-6.
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KEYNOTE SPEAKER

- 2024 Key note speaker in 3rd International Conference on Emerging trends in expert applications & Security. (ICE-TEAS 2024) (6-7-8 January).
- 2023 -Key note speaker in 2nd International Conference on Emerging trends in expert applications & Security. (ICE-TEAS 2023) (17-18-19 February).
- 2022
- Panel discussant at International conclave “Neo Business practices for the evolving word. Organized by GIBS Business School (Bangalore - India). (29th April).
 - Key note speaker in 2nd International Conference on Research Outlook, innovations and research trends (ICROIRT-2022) (22-23 January).
 - Key note speaker in 3th International Conference “Industry 4.0 & Key driver of Sustainable Global Business Practices” organized by PIMR - Prestige Institute of Management Gwalior. (8-9 January)
- 2021 - Eminent speaker in the Valedictory session, International conference on Business, Management, social and economical advancements. Organized by Research Culture society and Management Institute, Warsaw University of Life Science (Poland).
- 2020
- Keynote Speaker in the Technical session: “Human Resource Management”, during 12th International Conference on “Digitalization as vehicle for innovation, organizational growth and effectiveness”. Prestige Institute of Management, Gwalior (19-20 December).
 - Key note speaker at the 14th International week – 1st Online Edition and 2nd open Conference with a speech on “The digital work and the digital challenged Organization during COVID-19 emergency: how will the Human resources management change as we come out of the Pandemia” presso l' Universidade Europeia, Lisbona, Portogallo (12 May)
 - Key note speaker at FTH Entrepreneurship DAY with a speech on “Female Entrepreneurship Aspirations and Barriers to Women leadership” presso l' Universidade Europeia, Lisbona, Portogallo (5 Marzo).

Conference & Workshops

International

1. Di Virgilio F., Doronzo E., Das, S. Baber R., Baber P. (2023). Digitalization in public sector and human resources management studies in trial court organization: context matters. Proceeding of EURAM (European Academy of management) 2023. ISSN 2466-7498 and ISBN 978-2-9602195-5-5. (14-16 June, Dublin)
2. Di Virgilio F., Capalbo F., Doronzo E., Kullafi F., Ocone R., (2023). A bibliometric analysis of digitalization in public sector and human resources management studies. What happened to the trial court organization? EGOS 2023 Colloquium (6-8 Luglio Cagliari).
3. Di Virgilio F., Valderrama Santomé, M., Tournal C. (2019). The roles of job satisfaction and motivation on employees' intentions to use social media for businesses: towards a multilevel and integrative organizational model. Globe Conference Business and Economics. Istanbul, settembre 30 - ottobre 3.
4. Di Virgilio, F., López Bolás, A., Valderrama Santomé, M. (2019). Social media risk management model and the implications for firm performance. IV Simposio International XESCOM on Communication management, Porto (Portogallo), Aprile 25 – 27.
5. López Bolás, A., Valderrama Santomé, M., Di Virgilio, F. (2019). Keys to success for the viralization of health content. Social media study of the Povisa hospital. IV Simposio International XESCOM on Communication management, Porto (Portogallo), Aprile 25 – 27.
6. Di Virgilio, F. (2018). Trust in government's social media service and citizen's behavior. Proceedings of the 12th Multidisciplinary Academic Conference on Economics, Management and Marketing, Czech Republic, Prague. ISBN 978-80-88085-19-5. May 25 – 27.
7. Camillo A. A., Di Virgilio F., Presenza A., Wood A., (2016). Comparative strategic management: a study of the g7 multinationals. Academy of Management - Annual meeting 2016, Anaheim, California.
8. Di Virgilio F., Holt S., Camillo A. A. (2015). Are gender differences in workplace conflict important? a study on influence of informal conflict management. In atti del Annual 15th EURAM Conference, Warsaw, Poland. ISBN: 978-8386437-60-0.
9. Camillo A. A., Di Virgilio F., Di Pietro L., Holt S. (2014). Organizational well-being, stress and job satisfaction at “cross-border hotel company”: a case study. In atti del Western Decision Sciences Institute, Forty-Third Annual Meeting, California, USA.
10. Di Virgilio F., Di Pietro L. (2013). Tourist's group knowledge representation and the role of ewom for the choice of tourist destination. Proceeding of 9th Annual International Conference on Information Technology & Computer destination, 20-23 May, Athens Institute for Education and Research, Athens, Greece. ISBN: 978-960-9549-53-0.

11. Franco M., Di Virgilio F., D'Angelo N. (2009). Innovazione Organizzativa e Knowledge Management: Il Ruolo dei Call Center nei Contesti Regionali. in atti del XXV Convegno internazionale annuale Arethuse "Innovación en una economía regional: empresa y políticas públicas", Universidad de Malaga. ISBN 978-84-923-6875-4.
12. Franco M., Di Virgilio F., Di Pietro L. (2007). Diversity in work groups: effects on the level of conflict. Proceeding of Workshop on Organizational Design, EIASM European Institute for Advanced Studies in Management, 16-17 April, Bruxelles, Belgium.
13. Franco M., Di Virgilio F., Di Pietro L. (2006). A Qualitative Analysis of Conflict Types: An Intragroup Conflict. In atti del 10th International Workshop on Teamworking (GRONINGEN: Research School SOM -University of Groningen (Netherlands)).
14. Franco M., Di Virgilio F., Testa G. (2005). Sistemi e culture organizzative di successo il diversity management in IKEA, in atti del XXI Convegno internazionale annuale Arethuse "Mutations territoriales et Tourisme", Biarritz, (Francia).
15. Franco M., Di Virgilio F. (2004). Citizen satisfaction and administrative performance measurements: multiple-indicator approach. In atti della 7th Conference Toulon-Verona dal titolo: Quality in Services. Higher Education; Health Care; Local Government. (pp. 349-355). Université du Sud Toloulon-Var (Francia).
16. Franco M., Di Virgilio F. (2002). La reingegnerizzazione dei processi nei sistemi produttivi locali: il Fast Perfect Order, in atti del XVIII Convegno internazionale annuale Arethuse "Les systèmes productifs locaux en Europe du sud" Université de Toulouse (Francia).

National

1. Di Virgilio F., (2024). Competenze trasversali e soft skills: l'officina di organizzazione aziendale. DIDACTA (organizzato con la Crui e il Mur) (19-21 marzo Firenze).
2. Di Virgilio F., Capalbo F., Doronzo E., Kullafi F., Ocone R., (2023). A bibliometric analysis of digitalization in public sector and human resources management studies. What happened to the trial court organization? WOA 2023 (6-8 Luglio Cagliari).
3. Di Virgilio, F. (2021). Competenze trasversali e soft skills: il futuro degli eco-sistemi aziendali oltre l'emergenza (Sessione 5: Lazio-Molise-Calabria). Webinar Nazionale ISTAT "Situazione e prospettive delle imprese a livello regionale". (12 Maggio).
4. Di Virgilio, F. (2021). Il Glass-Ceiling nei contesti aziendali: i percorsi di carriera delle donne nei ruoli di potere. (sessione Diritto ed Economia). Webinar accademico "Empowerment delle donne: una lettura interdisciplinare" Università degli studi del Molise (8 marzo).
5. Di Virgilio, F., (2020). "Cambiamenti e nuovi contesti organizzativi al tempo del Covid-19? La trasversalità di approcci scientifici come potenziale per il futuro" Webinar Internazionale, in collaborazione con Bruzzo, A. (Università di Ferrara); Merendino, A. (Researcher and Qualified Chartered Accountant - Coventry University, UK); Sarcina, A. (Innovation Policy Expert Junior Professional Officer UNESCO 2017-2019); Borin, E. (Coordinator Research Team in Arts and Cultural Management – Burgundy School of Business, France). (23 aprile).
6. Khan, S. A., Anwar ul Haq, M., Di Virgilio, F., Mirza, A. A., Khalid, S. (2020). A study on the antecedents of team resilience and team reflexivity. In atti del XIX WOA: Workshop dei Docenti e Ricercatori di Organizzazione Aziendale. 2020 - University of Milano, Milano, February 6-7.
7. Di Virgilio F., Antonelli G., Consiglio S. (2019). Social media policy implementation model use for firm performance: policies and procedures. In F. Culasso e M. Pizzo (A cura di), "Identità, innovazione e impatto dell'azienalismo italiano. Dentro l'economia digitale Atti del XXXIX Convegno nazionale Accademia Italiana di Economia Aziendale - AIDEA (Torino, 12 e 13 settembre 2019), Collane@unito.it, <https://www.collane.unito.it/oa/items/show/34>. ISBN: 9788875901387.
8. Di Virgilio, F., Antonelli, G., Consiglio, S., (2018). Where do I go to treat me? Elements that influence the choice of a medical tourist destination. Proceeding of Scientific Meeting SISTUR and International Conference on Tourism Dynamics and trends, Benevento (Italy) 14-16 novembre.
9. Di Virgilio, F. & Antonelli, G. (2017). Understanding consumer behavior on purchase intentions online: an extension of theory of planned behavior. XXXVIII Convegno Nazionale AIDEA "Tendenze nuove" negli studi economico-aziendali l'evoluzione dei rapporti azienda-società. Roma (Italy), 14-15 Settembre 2017.
10. Di Virgilio F. (2017). Electronic word-of-mouth and trust: an extension of the Technology Acceptance Model for the choice of a medical tourist destination. In atti del XVIII WOA Workshop dei Docenti e Ricercatori di Organizzazione Aziendale, Pisa, Italy.
11. Camillo I., Camillo A. A., Presenza A., Di Virgilio F. (2016). Global strategic managerial communication in the digital economy. In atti del XXVIII Convegno annuale di Sinergie, Udine, Italia. ISBN 97888907394-6-0.
12. Di Virgilio F., (2016). Organizzazione e partecipazione al Seminario "Internazionalizzazione delle imprese, percorsi, metodi e strumenti", in collaborazione con l'Ordine dei Dottori Commercialisti di Campobasso ed Isernia, intervento "Il ruolo di risorse e competenze nei processi di internazionalizzazione" (30 marzo 2016).
13. Di Virgilio F. (2016). La condivisione di conoscenza delle moderne organizzazioni: il ruolo dei social media. Seminario organizzato dal Centro di documentazione Europea dell'Università del Molise, (Campobasso, 30 novembre).
14. Camillo A. A., Holt S., Presenza A., Di Virgilio F. (2015). A Cross-sectional Global Perspective on the Strategic Enterprise Risk Management and Crisis Preparedness. XXVII Convegno annuale di Sinergie, Termoli, Italia. ISBN 97888907394-5-3.
15. Di Virgilio F., Presenza A., Sheehan L. (2013). Organizational citizenship behavior in the hospitality industry. A field study in Southern Italy. In atti del XIV WOA Workshop dei Docenti e Ricercatori di Organizzazione Aziendale, Italy. ISBN 978-886-7870-55-4.
16. Di Virgilio F., Di Pietro L. (2011). Organizational Conflict: A Critical Approach on Formal and Informal Management Processes. Proceeding of XII WOA Workshop dei Docenti e Ricercatori di Organizzazione Aziendale, Università Parthenope di Napoli, 14-16 Giugno, Napoli, Italy. ISBN: 978-88-89677-21-6.
17. Di Virgilio F., Di Pietro L. (2007). Il Ruolo dell'innovazione organizzativa nelle PMI del settore industriale agro-alimentare molisano: un'indagine empirica, in atti del VIII WOA "Relazioni di lavoro e forme organizzative: nuovi modelli progettuali", Italia.
18. Di Virgilio F. (2007). Il clima e la cultura organizzativa: la dicotomia tra individuo e organizzazione. Un Caso di studio. in atti del XXIII Convegno internazionale annuale Arethuse "Il Governo delle risorse locali" (Italia). ISBN: 978-88-901055-2-4.