

Arianna Costantini
Verona University, Department of Human Sciences
arianna.costantini@univr.it

IDENTIFIERS

Orcid: 0000-0002-9061-1547

Scopus: 56723620800

EDUCATION

Ph.D. in Human Sciences, Oct. 2016 – Sept. 2019

Verona University, Italy, in co-tutorship with TU/e, Eindhoven, the Netherlands

Work and Organizational Psychology

Research interests: job crafting, reward management, work engagement, work-life balance

Supervisors: Riccardo Sartori & Evangelia Demerouti

M.A. in Human Resources Training and Development (Psychology LM-51), March 2016, Summa Cum Laude

Verona University, Italy

Thesis title: Towards employability counselling. Development and implementation of a multi-dimensional and multi-source model of employability assessment.

Chair: Riccardo Sartori

B.S. in Training in Organizations (Psychology L-24), July 2014, Summa Cum Laude

Verona University

Thesis title: Personalità e prestazione lavorativa. Una ricerca sui rapporti tra 24 tratti misurati tramite test psicologico (Flora) e la performance di 204 agenti di commercio.

Chair: Riccardo Sartori

RESEARCH EXPERIENCE

Research interests

Job (re)design, reward management, work-family issues, career development, stress and work-related wellbeing.

SCOPUS INDEXED JOURNAL PUBLICATIONS

14. **Costantini, A.**, Scalco, A., Sartori, R., Tur, M. E., & Ceschi, A. (2019). Theories for computing prosocial behavior. *Nonlinear Dynamics, Psychology, and Life Sciences*. 2yrs I.F. (2017) 2.045.
13. Weller, J., Ceschi, A., Hirsch, L., Sartori, R., & **Costantini, A.** (2018). Accounting for individual differences in decision-making competence: Personality and gender differences. *Frontiers in Psychology | Personality and Social Psychology*, 9:2258.
12. **Costantini, A.** & Sartori, R. (2018). The intertwined relationship between job crafting, work-related positive emotions, and work engagement. Evidence from a positive psychology intervention study. *The Open Psychology Journal*.
11. Ceschi, A., **Costantini, A.**, Weller, J.A., Di Fabio, A., & Sartori R. (2018). Dimensions of Decision-Making: An Evidence-Based Classification of Heuristics and Biases. *Personality and Individual Differences*. 2yrs I.F. (2017) 1.967.
10. Sartori, R., **Costantini, A.**, Ceschi, A., Tommasi, F. (2018). How do you manage change in organizations? Training, development, innovation, and their relationships. *Frontiers in Psychology | Organizational Psychology*,

9: 313.

9. Ceschi, A., Fraccaroli, F., **Costantini, A.**, & Sartori, R. (2017). Turning bad into good: How resilience resources protect organizations from demanding work environments. *Journal of Workplace Behavioral Health*, 32, 267-289.
8. **Costantini, A.**, De Paola, F., Ceschi, A., Sartori, R., Meneghini A.M. & Di Fabio, A. (2017). Work engagement and psychological capital in the Italian Public Administration: A new resource-based intervention program. *SA Journal of Industrial Psychology*, 43, a1413.
7. Ceschi, A., **Costantini, A.**, Dickert, S., & Sartori, R. (2017). The impact of occupational rewards on risk taking among managers. *Journal of Personnel Psychology*, 16, 104-111.
6. Ceschi, A. & **Costantini, A.**, Phillips, S., & Sartori, R. (2017). The career decision making competence: A new construct for the career realm. *European Journal of Training and Development*, 41, 8-27.
5. Ceschi, A., **Costantini, A.**, Dickert, S., & Sartori, R. (2016). Grit or Honesty-Humility? New insights into the moderating role of personality between the health impairment process and counterproductive work behavior. *Frontiers in Psychology | Organizational Psychology*, 7:1799.
4. Sartori, R., **Costantini, A.**, Ceschi, A., & Scalco, A. (2017). Not only correlations: a different approach for investigating the relationship between the Big Five personality traits and job performance based on workers and employees' perception. *Quality and Quantity*, 51, 2507-2519.
3. Sartori, R., Ceschi, A., **Costantini, A.** & Scalco, A. (2016). Big Five for work and organizations: FLORA (Role Related Personal Profile), an Italian personality test based on the Five-Factor Model and developed for the assessment of candidates and employees. *Quality and Quantity*, 50, 2055-2071.
2. Ceschi, A., **Costantini, A.**, Scalco, A., Charkhabi, M., & Sartori, R. (2016). The relationship between the big five personality traits and job performance in business workers and employees' perception. *International Journal of Business Research*, 16, 63-76.
1. Sartori, R., Ceschi, A. & **Costantini, A.** (2015). On decision processes in businesses, companies and organizations computed through a generative approach: The case of the agent-based modeling. *International Journal of Business Research*, 15, 25-38.

BOOK CHAPTERS

5. **Costantini, A.**, Dickert, S., Ceschi, A., & Sartori, R. (in press). Psychological processes underlying organisational reward management: The role of perceived organisational support and effort- reward imbalance. In S.J. Perkins (Ed.). *Routledge Companion to Reward Management*, London: Taylor & Francis.
4. **Costantini, A.**, Sartori, R., & Ceschi, A. (2017). Framing Workplace Innovation through an organisational psychology perspective: A review of current WPI studies. In P.R.A. Oeij, D. Rus, & F.D. Pot (Eds.) *Workplace innovation. Theory, research and practice*, Berlin: Springer Verlag.
3. Sartori, R., Ceschi, A., & **Costantini, A.** (2017). The human side of open innovation: what room for training and development? In G.D. Salamapasis (Ed.) *Open Innovation: unveiling the power of human element*, Singapore: World Scientific.
2. Sartori, R., **Costantini, A.**, & Ceschi, A. (2016). The indirect relationship between neuroticism and job performance in Italian trade workers: A Cross-sectional study. In A. Di Fabio (Ed.) *Neuroticism: Characteristics, impact on job performance and health outcomes* (pp. 61-74), New York, NY: Nova Science Publisher.
1. **Costantini, A.**, Ceschi, A., & Sartori, R. (2016). Il rientro al lavoro dopo la maternità. In P. Argentero & E. Fiabane (Eds.) *Il rientro al lavoro. Sostegno, motivazione, employability*. (pp.103-137), Milan: Raffaello Cortina Editore.

CONFERENCES

Organization and scientific committees

7. Ceschi, A. and **Costantini, A.** (Organizing committee). Safety takes flight. Development and validation of an Italian notechs scale for assessing helicopter HEMS crew's non-technical skills. Dec., 2018, Verona University.
6. Member of the Advisory Committee of the **EAWOP2019** Congress to be held in Turin, Italy.
5. Member of the Organizing Committee of the **PhD Day 2018 – PhD School in Humanities**, Verona University.
4. Ceschi, A., **Costantini, A.**, Sartori, R., & Bellotto, M. (Scientific Committee). Interventi formativi di psicologia positive nelle organizzazioni: promuovere il job crafting. Partner e co-funded grant: Associazione Italiana di Psicologia, sezione Psicologia per le Organizzazioni. April 2017, Verona University.
3. Ceschi, A., **Costantini, A.**, & Scalco, A. (Organizing Committee). EAWOP Small Group Meeting 2016 – Advanced Modeling. New methods for studying individual differences and dynamics in organizations. Co-funded by the EAWOP Association. Sept. 2016, Verona University.
2. **Costantini, A.** (Main organizer). Il consulente conciliante. Prospettive sulla conciliazione vita-lavoro nell'organizzazione. Partner: Variazioni Srl, T2i Verona, Banco Popolare di Verona. Funded grant: Verona University. Febr. 2016, Verona University.
1. Ceschi, A., Scalco, A., Dorofeeva, K., & **Costantini, A.** (Organizing Committee). In M. Graviletea, & R. Sartori, (Organizers) Human resources, human capital and psychological capital in business and organizations. IABE 2014 – Summer Conference. Sept. 2014, Verona University.

Chaired sessions

3. **Costantini, A.**, & Sartori, R. (Chairs). Symposium: *An evidence-based approach to manage processes of change in organizations. The contribution of crafting research.* AIP 2018 – Sezione per le organizzazioni – La psicologia del lavoro e il suo impatto sociale: il dialogo con le organizzazioni. 27-29 Sept. 2018, Università Lumsa, Rome, Italy.
2. **Costantini, A.** (Chair). Theme Track: *Survival and innovation.* EURAM18 Research in action. 19-22 June 2018, University of Iceland, Reykjavik, Iceland.
1. **Costantini, A.** (Chair). Theme Track: *Personal growth and happiness.* Session 95, EAWOP 2017. Dublin, Ireland.

Presentations and Posters

32. Sartori, R., **Costantini, A.**, Ceschi, A., & Tommasi, F. (2018, Sept.) *Innovation at the age of globalization: A review of the psychological and economic aspects fostering change in organizations.* Oral presentation at the 6th SCF International Conference on “Economic and Social Impacts of Globalization and Liberalization”, Antalya, Turkey.
31. **Costantini, A.**, Cortese, C. G., Fiorin, M., Ceschi, A., & Sartori, R. (2018, Sept.). Crafting the university experience. Investigating the link between students' engagement, crafting behaviors and their effect on study resources and demands. In A. Costantini, and R. Sartori (Chairs) *An evidence-based approach to manage processes of change in organizations. The contribution of crafting research.* Symposium presented at 2018 AIP Conference – Psychology for Organizations. Rome, Italy.

30. **Costantini, A.**, Demerouti, E., Ceschi, A., & Sartori, R. (2018, Sept.). A model explaining the predictors of job crafting: testing the theory of planned behaviour through a latent change score approach. In A. Costantini, and R. Sartori (Chairs) *An evidence-based approach to manage processes of change in organizations. The contribution of crafting research*. Symposium presented at 2018 AIP Conference – Psychology for Organizations. Rome, Italy.
29. **Costantini, A.**, Demerouti, E., Ceschi, A., & Sartori, R. (2018, Sept.). A job crafting intervention based on the theory of planned behaviour. Effects on cognitions, behaviour and work engagement. In P.J.R. van Gool and E. Demerouti (Chairs) *Job Crafting and Beyond: Recent Insights in Crafting Research*. Symposium presented at 13th European Academy of Occupational Health Psychology Conference - EAOHP. Lisbon, Portugal.
28. **Costantini, A.**, Demerouti, E., Ceschi, A., & Sartori, R. (2018, Sept.). *A model explaining the predictors of job crafting. testing the theory of planned behaviour through a latent change score approach*. Paper presented at 13th European Academy of Occupational Health Psychology Conference - EAOHP. Lisbon, Portugal.
27. **Costantini, A.**, Sartori, R., & Ceschi, A. (2018, June). Job crafting paving the way towards workplace innovation. Testing the effect of a workplace intervention based on job crafting. In P. Oeij, D. Rus, and P. Totterdill (Chairs) *Workplace Innovation: present and future scoping of a new field*. Symposium presented at 2018 EURAM conference. Reykjavik, Iceland.
26. **Costantini, A.**, & Ceschi, A. (2017, Sept.). Burnout and Loss Aversion: how high-value losses (HVLs) on the job can expose aid workers to burnout. Oral contribution presented at the Small Group Meeting “New Directions in Burnout Research” (EAWOP) Utrecht, September 28-29, 2017.
25. Ceschi, A., & **Costantini, A.** (2017, Sept.). Burnout and Loss Aversion: how high-value losses (HVLs) on the job can expose workers to high strain. Oral contribution presented at the Small Group Meeting “New Directions in Burnout Research” (EAWOP) Utrecht, September 28-29, 2017.
24. **Costantini, A.** (2017, Sept.). Unveiling the role of cognitive factors behind job crafting. A cognitive approach to complement job crafting behavioral studies. Poster presented at the PhD Day of PhD School in Humanities, Verona University, Verona, 27 Sept., 2017.
23. Ceschi, A., **Costantini, A.**, Noventa, S., & Sartori, R. (2017, Sept.). Job Crafting e debiasing: migliorare le competenze decisionali e performance al lavoro. Oral contribution presented at the AIP annual congress 2017 – Work and Organizational psychology session. Caserta, Italy.
22. **Costantini, A.**, Ceschi, A., Noventa, S., & Sartori, R. (2017, Sept.). Apprendere nell’organizzazione. Il ruolo del job crafting nel miglioramento dell’occupabilità. Oral contribution presented at the AIP annual congress 2017 – Work and Organizational psychology session. Caserta, Italy.
21. De Paola, F., **Costantini, A.**, Toffano, A., Ceschi, A., Noventa, S., & Sartori, R. (2017, Sept.). Un intervento di Job Crafting volto al miglioramento delle risorse personali cognitive e della meaningfulness. Poster presented at the AIP annual congress 2017 – Work and Organizational psychology session. Caserta, Italy.
20. **Costantini, A.**, Ceschi, A., & Sartori, R. (2017, Aug.). Pseudo-inefficacy and volunteer burnout in humanitarian organizations. Oral presentation at SPUDM26, The 26th Subjective Probability, Utility, and Decision Making Conference. Haifa, Israel.
19. Perini, M., & **Costantini, A.** (2017, June). How can technology introduction foster educational innovation in VET centers? A comparative case study. Oral presentation at END Congress 2017. Lisbon, Portugal.

18. **Costantini, A.**, Ceschi, A., Noventa, S., & Sartori, R. (2017, May). Enhancing employability through job crafting. A diary study. Oral presentation at Healthier societies fostering healthy organizations: A cross-cultural perspective. Symposium: Wellbeing at work. Florence University, Italy.
17. De Paola, F., Charkhabi, M., Hayati, D., & **Costantini, A.** (2017, May). The effect of ethical leadership on work engagement and emotional exhaustion of Italian workers: Testing the moderating role of perceive control. Poster presented at Healthier societies fostering healthy organizations: A cross-cultural perspective. Florence University, Italy.
16. **Costantini, A.**, De Paola, F., Ceschi, A., Sartori, R., & Noventa, S. (2017, May). Learning at the workplace: the role of job crafting on employability enhancement. Oral presentation at EAWOP 2017. Section: Positive organizational behaviour, personal growth and happiness. Dublin, Ireland.
15. De Paola, F., Ceschi, A., **Costantini, A.**, Noventa, S., & Sartori, R. (2017, May). A new resource-based intervention for enhancing job performance and well-being at work. Oral presentation at Healthier societies fostering healthy organizations: A cross-cultural perspective. Symposium: Wellbeing at work. Florence University, Italy.
14. Ceschi, A., Demerouti, E., **Costantini, A.**, Noventa, S., & Sartori, R. (2017, May). Job Crafting intervention and Debiasing training: Improving decision-making processes and better performing at work. Oral presentation at Healthier societies fostering healthy organizations: A cross-cultural perspective. Symposium: Wellbeing at work. Florence University, Italy.
13. Ceschi, A., **Costantini, A.**, Sartori, R., & Weller, J. (2017, May). The Decision-Making Competence (DMC) between Entrepreneurs and Managers. Poster presented at EAWOP 2017. Dublin, Ireland.
12. De Paola, F., **Costantini, A.**, Ceschi, A., Sartori, R., & Noventa, S. (2017, May). Improving cognitive personal resources and meaningfulness: A resource-based intervention. Oral presentation at EAWOP 2017. Section: Interventions, consulting. Dublin, Ireland.
11. **Costantini, A.**, Ceschi, A., Sartori, R., Perini, M., & Tacconi, G. (2017, March). *Discovering the interplay between situational and dispositional factors leading to career decidedness*. Oral presentation at VET Congress 2017 – Paper session: Psychology. Zollikofen, Switzerland.
10. Ceschi, A., Sartori, A., & **Costantini, A.** (2017, Feb.). *Linking advances in decision-making research to industrial and organizational (I/O) psychology*. CDR Seminar – Centre for Decision Research, Leeds University Business School, Leeds, United Kingdom.
9. **Costantini, A.**, Sartori, R., Ceschi, A., & De Paola, F. (2016). *Percepirsi ed essere percepiti occupabili. Studio sulle relazioni fra capitale umano, percezione individuale e valutazione etero attribuita di occupabilità e utilità dei percorsi di politiche attive*. Oral contribution presented at the AIP annual congress 2016 – Work and Organizational psychology session. Pavia, Italia.
8. Sartori, R., **Costantini, A.**, Ceschi, A., & Scalco, A. (2016). *Prospettive di carriera fra orientamento e decisioni. Un'indagine quali-quantitativa su 815 partecipanti di diversi istituti scolastici di secondo livello*. Oral contribution presented at the AIP annual congress 2016 – Work and Organizational psychology session. Pavia, Italia.
7. **Costantini, A.**, Murino, M., Ceschi, A., & Sartori, R. (2016). *An algorithm approach for studying individual differences in counterproductive work behavior*. Oral contribution at EAWOP Small Group Meeting 2016 – Advanced Modeling. New methods for studying individual differences and dynamics in organizations. Verona, Italia.
6. Sartori, R., Ceschi, A., Scalco, A., **Costantini, A.**, & Rubaltelli E. (2016). *Different perspectives for modeling organizations. A lens-information theory*. Oral contribution at EAWOP Small Group Meeting 2016 – Advanced

Modeling. New methods for studying individual differences and dynamics in organizations. Verona, Italia.

5. Ceschi, A., Dickert, S., Sartori, R., Scalco, A., & **Costantini, A.** (2016). *Nudges for waste management: An ABM to predict the recycling behavior*. Oral contribution at EAWOP Small Group Meeting 2016 – Advanced Modeling. New methods for studying individual differences and dynamics in organizations. Verona, Italia.
4. Ceschi, A., **Costantini, A.**, Scalco, A., Charkhabi, M., & Sartori, R. (2016). *The relationship between personality trait and job performance in business workers and employees' perception*. In A. Corvino (Chair) Track: Management. Oral presentation at IABE 2016 – Summer Conference. University of Pisa, Italy.
3. Sartori, R., **Costantini, A.**, Ceschi, A., & Caputo, B. (2015). *La valutazione delle caratteristiche di occupabilità dei destinatari delle politiche attive per il lavoro*. Oral contribution presented at the AIP annual congress 2015 – Work and Organizational psychology session. Palermo, Italy.
2. **Costantini, A.**, Turchet, C., Sartori, R., & Ceschi, A. (2015). *Il rientro al lavoro dopo la maternità: uno studio sul rapporto fra policy organizzative, supporto percepito e livelli di work-family balance nella determinazione di commitment, engagement e career satisfaction*. Poster presented at the AIP annual congress AIP 2015 – Work and Organizational psychology session. Palermo, Italy.
1. Sartori, R., **Costantini, A.**, Ceschi, A., & Scalco, A. (2015). *Personality Dimensions and Job Performance: A Study on 204 Italian Trade Agents*. Poster presented at EAWOP 2015. Oslo, Norway.

OTHER SCHOLARLY WORK/TECHNICAL REPORTS

3. **Costantini, A.**, Sartori, R., & Ceschi, A. (2017). Reviewing psychological facets of workplace innovation. *European Work and Organizational Psychology In Practice*. Available online: http://www.eawop.org/ckeditor/assets/attachments/836/1_costantini_et_al.pdf
2. Sartori, R., Ceschi, A., **Costantini, A.**, Passaia, G., & Sáenz, M. E. V. (2016). Dispersione scolastica e prospettive di carriera. *Ricercazione*, 8, 125-141.
1. **Costantini, A.** (2015). *Analisi e ricognizione dell'esperienza di tirocinio curricolare*. Internal report, Verona University - A.Y. 2014/15, Italy.

REVIEWER EXPERIENCE

- Ad-hoc reviewer for *Human Resource Management, Personnel Review, Current Psychology, European Journal of Training and Development, Frontiers in Psychology | Organizational Psychology, Industrial Health, Journal of Management and Organization, Career Development International*.

AWARDS

MASTER'S THESIS

Awarded Masters' thesis prize "Memoria del Conte Alessandro Giuliari".

RESEARCH

END 2017 - International Conference on Education and New Developments, 24-26 June, Lisbon, Portugal Best Paper for "How can the technology introduction foster educational innovation in VET centers? A comparative case study" by Marco Perini and **Arianna Costantini**.

PEER REVIEW

Publons Peer Review Awards 2018 - Awarded top 1% of reviewers in Psychiatry/Psychology on Publons' global reviewer database.

GRANT FUNDING

Department of Human Sciences –Verona University 2016 Project “Erasmus+ - Smart Practice – Empowering Entrepreneurial Skills in Higher Education”. Project number: 2015-LT01-KA203-013477.

Department of Human Sciences –Verona University 2015 Project “Smart Job” Regione Veneto, aiming at developing an employability assessment system for participants involved in ALMP.

TEACHING EXPERIENCE

COURSE INSTRUCTOR/TUTORING

Department of Human Sciences –Verona University

English for Psychologists

- Master’s course
- 10 students
- A.Y. 2017/2018

Department of Human Sciences –Verona University

Lifelong learning at the workplace

- Master’s course
- 50 students
- A.Y. 2017/2018

Department of Law – Verona University

Human resources management laboratory

- Postgraduate course
- 25 students
- A.Y. 2017-2018

Department of Human Sciences –Verona University

Lifelong learning at the workplace

- Master’s course
- 50 students
- A.Y. 2016/2017

Department of Human Sciences –Verona University

Work and organizational psychology

- Undergraduate course
- 120 - 200 students
- A.Y. 2016/2017

Department of Philosophy, Pedagogy and Applied Psychology, Padova University

Training design and assessment

- Master’s course

- 15 students
- A.Y. 2016/2017

Department of Cultures and Civilizations –Verona University

Selection interview

- Undergraduate course
- 20-32 students
- A.Y. 2014/2015; A.Y. 2015/2016

RESEARCH GROUPS AFFILIATIONS

CARVET - Center for Action Research in Vocational Education Training.

APRESO – Applied Research in Society and Organizations.

PHD COURSES

Postgraduate course 2018 in systematic reviews and meta-analysis for the production of evidence-based guidelines, Cochrane method. Verona, 9-13 April 2018, Verona University

Scientific committee: C. Barbui, M. Nosè, M. Purgato, G. Ostuzzi, C. Gastaldon, D. Papola, G. Turrini, F. Ballesta, A. Clive, M. Koesters.

Multilevel models for work and organizational psychology research

Caserta, 11-14 Sept. 2017, AIP – Work and organizational psychology section

Scientific committee: G. Alessandri; F. Fraccaroli; A. Zuffianò.

Multilevel models for work and organizational psychology research – advanced

Rovereto, 19-20 January 2017, AIP – Work and organizational psychology section, Trento University

Scientific committee: G. Alessandri; F. Fraccaroli; A. Zuffianò.

SERVICE

DEPARTMENTAL/COLLEGE SERVICE

Post-graduate representative, PhD School Council

Jan 2017 – Oct 2018

Selected to serve as the PhD student representative at the PhD School's executive committee meetings. Gave input on matters that concerned students and brought student-related issues to the committee's attention.

Post-graduate representative, PhD Course Board

Nov 2016 – Sept 2019

Selected to serve as the PhD student representative at the PhD Course's executive committee meetings. Gave input on matters that concerned students and brought student-related issues to the committee's attention.

Psychology student representative

Oct 2014 – March 2016

Selected to serve as the graduate student representative at the department's executive committee meetings. Gave input on matters that concerned students and brought student-related issues to the committee's attention.