



Con il patrocinio di



Associazione Italiana di Psicologia

Division 1



UNIVERSITÀ DEGLI STUDI FIRENZE

FORLILPSI

DIPARTIMENTO DI FORMAZIONE, LINGUE INTERCULTURALI, 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



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

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 21st 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

Wednesday Afternoon, November 6, 2024

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

SAVE THE DATE



ICAP 2026

31st INTERNATIONAL CONGRESS OF APPLIED PSYCHOLOGY

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Join us as we convene leading experts from across the globe to share their cutting-edge research and insights in applied psychology. From enhancing mental health and well-being to advancing social justice and sustainability, applied psychologists' interventions and discoveries hold transformative potential. At ICAP 2026, we will cover the latest breakthroughs in applied psychology and explore their capacity to drive positive change on both personal and societal levels. Experience an enriching and inspiring conference in one of the most beautiful cities in the world.

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Giuseppe SCARATTI

Full Professor, Faculty of Economics, University of Bergamo

VICE-PRESIDENTS

Annamaria DI FABIO

Full Professor, Department of Education, Languages, Interculture, Literatures and Psychology, University of Florence

Edoardo LOZZA

Full Professor, Faculty of Psychology, Catholic University of the Sacred Heart, Milan

PROGRAM PLANNING AND SCIENTIFIC COMMITTEE

Annamaria Di Fabio, *President of the Scientific Committee and Program*

Full Professor, Department of Education, Languages, Interculture, Literatures and Psychology, University of Florence

Dina Guglielmi, *Vice-President of the Scientific Committee and Program*

Full Professor, Department of Education Studies, University of Bologna

CALL FOR ABSTRACTS STARTING 7 JANUARY, 2025

ICAP 2026: New Directions in Applied Psychology

Emerging Fields:

Explore new, innovative territories in psychological research.

Transdisciplinary Approaches:

Collaborate across areas of psychology and disciplines to address complex global challenges.

Societal Applications:

Examine psychology's impactful role in enhancing well-being and promoting sustainable development.



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OPENING KEYNOTES



PROFESSOR KAZUHIKO TAKEUCHI, Ph.D

(video message on Sustainability Science)

Project Professor, Institute for Future Initiatives, University of Tokyo, Tokyo, Japan
President, Institute for Global Environmental Strategies (IGES)
Visiting Professor, United Nations University (UNU-IAS)
Past Director and Professor, Integrated Research System for Sustainability Science (IR3S) at the University of Tokyo
Past Senior Vice-Rector at United Nations University and Assistant Secretary-General at the United Nations
Editor-in-Chief, Sustainability Science



PROFESSOR SIR CARY COOPER, Ph.D

CBE (Commander of the Order of the British Empire)
50th Anniversary Professor of Organizational Psychology & Health, Alliance Manchester Business School, University of Manchester, UK
Immediate Past President of the CIPD (Chartered Institute of Personnel and Development),
President of the Institute of Welfare,
Chair of the National Forum for Health & Wellbeing at Work

CLOSING KEYNOTES



PROFESSOR DAVID BLUSTEIN, Ph.D

Golden Eagle Faculty Fellow,
Team leader, Work Intervention Network
Boston College, Boston, USA
Department of Counseling, Developmental, and Educational Psychology



PROFESSOR MARC A. ROSEN, Ph.D

Past President, Engineering Institute of Canada, Canada
Professor (and Founding Dean from 2002-08)
Faculty of Engineering and Applied Science
Ontario Tech University, Oshawa, Ontario
Editor-in-Chief, Sustainability
Editor-in-Chief, Biofuels

Check the website icap2026.org for the confirmed Trasveral Keynotes

TRANSVERSAL KEYNOTES - CONFIRMED

Jos Akkermans, Vrije Universiteit Amsterdam, Amsterdam, The Netherlands

Cristina Becchio, University Medical Center Hamburg-Eppendorf, Hamburg, Germany

Tara Behrend, Michigan State University, East Lansing, United States

Jean-Luc Bernaud, Institut National d'Étude du Travail et d'Orientation Professionnelle (INETOP-CNAM), Paris, France

Claudia Bernhard, Oettel Stockholm University, Stockholm, Sweden

Gregoire Borst, Université Paris Cité, Paris, France

Paula Brough, Griffith University, Southport, Australia

Stuart C. Carr, UNESCO/Massey University of New Zealand, Auckland

Giuseppe Carrus, Uniroma 3, Rome, Italy

Emanuele Castanò, University of Trento, Trento, Italy

Rachel Gali Cinamon, Tel Aviv University, Tel Aviv, Israel

Sharon Clarke, Alliance Manchester Business School, University of Manchester, Manchester, United Kingdom

Valerie Cohen-Scali, Institut National d'Étude du Travail et d'Orientation Professionnelle (INETOP-CNAM), Paris, France

Saths Cooper, University of Pretoria, Pretoria, South Africa

Fiammetta Cosci, University of Florence, Florence, Italy

Simon Crowe, La Trobe University, Melbourne, Australia

Serge da Motta Veiga, NEOMA Business School, Mont-Saint-Aignan, France

Evangelia Demerouti, Eindhoven University of Technology, Eindhoven, The Netherlands

Penny Dick, Sheffield University Management School, Sheffield, United Kingdom

Bryan Dik, Colorado State University, Fort Collins, United States

Ryan Duffy, University of Florida, Gainesville, United States

Arthur Evans, American Psychological Association, Washington, United States

Márta Fülöp, Institute for Cognitive Neuroscience and Psychology, Karoli Gaspar University of the Reformed Church, Budapest, Hungary

Yiqun Gan Peking, University, Beijing, China

Patton Garriott, University of Denver, Denver, United States

Agnieszka Golec de Zavala, Goldsmiths University of London, London, United Kingdom

German Gutierrez, National University of Columbia, Bogota, Columbia

Buxin Han, Chinese Academy of Sciences (IPCAS), Beijing, China

Jennifer Harrison, EM Normandie Business School, Le Havre, France

Paul Hartung, Northeast Ohio Medical University, Rootstown, United States

Andreas Hirschi, University of Bern, Bern, Switzerland

Crystal Hoole, Stellenbosch University, Stellenbosch, South Africa

Satoris Howes, Oregon State University, Corvallis, United States

Eleni Karayianni, University of Cyprus, Nicosia, Cyprus

E. Kevin Kelloway, Saint Mary's University, Halifax, Canada

Jennifer Kelly, Atlanta Center for Behavioral Medicine, Atlanta, United States

Maureen Kenny, Boston College, Boston, United States

Peter McIlveen, University of Southern Queensland, Toowoomba, Australia

Brigitte Khoury, American University of Beirut, Beirut, Lebanon

Erich Kirchler, University of Wien, Wien, Austria

Judith Kuriansky, Columbia University Teachers College, New York, United States

Siu Oi Ling, Lingnan University of Hong Kong, Hong Kong, Hong Kong

Kobus Maree, University of Pretoria, Pretoria, South Africa

Eilish McAuliffe, University College Dublin, Dublin, Ireland

Ines Meyer, University of Cape Town, Cape Town, South Africa

Elias Mpopu, University of North Texas, Denton, United States

Efrat Neter, Ruppin Academic Center, Hefer Valley, Israel

Alex Newman, Melbourne Business School, University of Melbourne, Melbourne, Australia

Eddy Ng, Queen's University, Kingston, Canada

Ioannis Nikolaou, Athens University of Economics and Business, Athens, Greece

Kristina Potočnik, University of Edinburgh Business School, Edinburgh, United Kingdom

Caterina Primi, University of Florence, Florence, Italy

Christian Resick, LeBow College of Business, Drexel University, Philadelphia, United States

Josephine Ridley, Louis Stokes Cleveland VA Medical Center, Cleveland, United States

Roni Riter-Palmon, University of Nebraska, Omaha, United States

Christine Roland Levy, Université de Reims Champagne-Ardenne, Reims, France

Jérôme Rossier, University of Lausanne, Lausanne, Switzerland

Patrick Rottinghaus, University of Missouri, Columbia, United States

Ugur Sak, Anadau University, Eskişehir, Turkey

Donald Saklofske, University of Western Ontario, London, Canada

Annalisa Sannino, Tampere University, Tampere, Finland

Ralf Schwarzer, Freie Universität, Berlin, Germany

Mindy Shoss, University of Central Florida, Orlando, Florida, United States

Heike Spaderna, Trier University, Trier, Germany

Christoph Steinebach, ZHAW School of Applied Psychology, Zürich, Switzerland

Kyung-Hyun Suh, Sahmyook University, Seoul, South Korea

Ava Thompson, University of the Bahamas, Nassau, Bahamas

Akira Tsuda, Teikyo University of Science, Tokyo, Japan

Jaan Valsiner, Sigmund Freud Privatuniversität, Wien, Austria

Christian Vandenberghe, HEC Montreal, Montreal, Quebec, Canada

Beatrice van der Heijden, Radboud University, Nijmegen, The Netherlands

Dimitri Van der Linden, Erasmus School of Social and Behavioural Sciences, Rotterdam, The Netherlands

Michelangelo Vianello, University of Padua, Padua, Italy

Frank Worrell, Graduate School of Education, Berkeley, United States

Bruno Zumbo, University of British Columbia, Vancouver, Canada

