

PERSONAL INFORMATION

Georgia Libera Finstad


RESEARCH AND
PROFESSIONAL EXPERIENCE

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|-------------------------|---|
| 13/03/2023 – present | <p>HR & Sustainability Manager Exein – Piazzale Flaminio 19, Rome RM</p> <p>Responsible for the HR and ESG department and sustainability policy planning. Development of HR policies, management of employee records and payroll data, recruitment & employer branding activities, project report drafting, development of a performance management system and creation of employee engagement & retention programs for an international team of hybrid workers</p> |
| 01/10/2023 – present | <p>Coordinator, Lecturer and member of the scientific committee of the Advanced Training Course “Talent Acquisition & Head-Hunting Specialist” Università Europea di Roma, Via degli Aldobrandeschi, 190, 00163 Roma RM</p> |
| 01/11/2023 – present | <p>Lecturer and member of the scientific committee for the Advanced Training Course “Rehabilitation and Inclusion Management” Università Europea di Roma, Via degli Aldobrandeschi, 190, 00163 Roma RM</p> |
| 11/11/2022 - 16/12/2022 | <p>Visiting researcher CÁRMIDES Group - Comportamientos Sociales y Salud Research projects on technostress under the supervision of Prof. José Maria Leon-Perez. Universidad de Sevilla, Cl. Enramadilla, 18, 20, 41018 Sevilla, Spagna</p> |
| 01/11/2021 – 01/07/2024 | <p>Lecturer for the academic excellence program “Leadership styles and models” Università Europea di Roma, Via degli Aldobrandeschi, 190, 00163 Roma RM</p> |
| 01/11/2021 – present | <p>Lecturer and member of the scientific committee for the II level Master Business Coaching Psychology Università Europea di Roma, Via degli Aldobrandeschi, 190, 00163 Roma RM</p> |
| 01/12/2021 – present | <p>Teaching Assistant (MPSI/06 – MPSI/01) Università Europea di Roma, Via degli Aldobrandeschi, 190, 00163 Roma RM</p> <ul style="list-style-type: none"> - Teaching assistant for the bachelor's degree course in psychological sciences and techniques for the courses “Fundamentals of work psychology and laboratory”, “Selection and evaluation of human resources”, “Research methods in psychology” and “People Management”. Teaching assistant for the master's degree course in psychology of work, organizations and marketing for the course “Feedback and change & Business Strategies”. Supervisor of experimental dissertation projects in Italian and English. |
| 01/11/2021 – present | <p>PhD in “Person, well-being and innovation” XXXVII cycle</p> <p>European University of Rome, Via degli Aldobrandeschi, 190, 00163 Rome RM</p> <p>Winner of the PhD scholarship for the PhD in “Person, well-being and innovation” XXXVII cycle with the project “Towards a Job Demand-Resources (JD-R) model of technostress: longitudinal analysis of the main propositions”.</p> <p>Collaboration with the CÁRMIDES Group research unit of the University of Seville under the supervision of Prof. José Maria Leon-Perez.</p> <p>Collaboration with the PASH research unit of Leeds Beckett University under the supervision of Prof. Matteo Curcuruto and Prof. Jim Morgan</p> |

- 29/10/2021 – present **Lecturer and member of the scientific committee for the Advanced Training Course “Disability & Diversity Management DDM”**
European University of Rome, Via degli Aldobrandeschi, 190, 00163 Rome RM
Cycle of lessons (1 CFU) on inclusive HR practices with focus on the various phases of the employment cycle, study of group processes, social identities and implementation of D&I programs (e.g., diversity competence, diversity training, organizational development).
- 01/07/2021 – 31/10/2021 **Research Fellow in Occupational Medicine**
Department of Experimental and Clinical Medicine, University of Florence, Largo Piero Palagi 1, 50139 Florence (FI)
Winner of the research fellowship for the project entitled “Technostress in the workplace: assessment and management of an emerging risk”.
- 15/03/2021 – 15/03/2022 **Research Internship – Invited Collaborator**
Business@Health Laboratory, Via degli Aldobrandeschi, 190, 00163 Rome RM
Participation in scientific research projects with a focus on technostress, work-related stress, well-being, Diversity & Inclusion and innovation. Validation and development of psychometric tools (e.g., Technostress Questionnaire), participation in conferences and workshops, analysis and development of corporate health models, use of statistical methodologies and techniques within HR systems, tutor for the specialization course in Disability & Diversity Management DDM.
- 01/12/2019 – present **Business Consulting**
Business@Health Laboratory, Via degli Aldobrandeschi, 190, 00163 Roma RM
Assessment of well-being and psychosocial risks, statistical analyzes, work-related stress reports, training interventions, assessment centers and development centers (SMEs and multinationals in the construction, retail, luxury fashion, energy sectors) conducted in Italian and English.
- 15/11/2019 – 14/02/2020 **Research Internship**
Business@Health Laboratory, Via degli Aldobrandeschi, 190, 00163 Rome RM
Participation in scientific research projects (e.g. work-related stress, well-being, inclusion), conferences and workshops, analysis and development of business health models, use of statistical methodologies and techniques within HR systems.
- 25/10/2019 – 22/02/2020 **Tutor responsible for traineeships for the Advanced Training Course “Disability & Diversity management”**
European University of Rome, Via degli Aldobrandeschi, 190, 00163 Rome RM
Student needs' analysis, trainees' data collection, mapping of companies on the Italian territory, management of administrative documents, reporting and coordination with course directors.
- 04/2018 - 07/2018 **Active Labour Policies Internship**
Etjca S.p.A., Via Vito Giuseppe Galati, 87, 00155 Rome RM
CV screening, creation of job profiles, job interviews, skills assessment.

EDUCATION AND TRAINING

- 09/2018-03/2021 **Master's Degree in Work and Organizational Psychology**
European University Of Rome, Via degli Aldobrandeschi, 190, 00163 Rome RM
Experimental thesis: The Technostress Questionnaire: a pilot study
110 / 110 cum laude
- 25/10/2019 – 22/02/2020 **Advanced Training Course “Disability & Diversity Management”**
European University Of Rome, Via degli Aldobrandeschi, 190, 00163 Rome RM

30/30

09/2015-02/2019

Bachelor's degree in Psychological Sciences and Techniques

European University Of Rome, Via degli Aldobrandeschi, 190, 00163 Rome RM

Field: work and organizational psychology

Experimental thesis: The JDCS model and blue-collar bullying: decent working conditions for a healthy environment

110 / 110 summa cum laude

PERSONAL SKILLS

Mother tongue(s)

- Italian
- American

Communication skills

- Public speaking and communication skills developed thanks to presentations at international and national level, meetings with companies and conferences.

Organizational / managerial skills

- Organizational skills acquired through extensive teamwork and participation in various research projects.

Computer skills

- Advanced understanding of basic office applications, including MS Office.
- Use of statistical software (e.g. SPSS, JASP, STATA) for data analysis.

Driving licence

- B

ADDITIONAL INFORMATION

Publications

Orcid Profile: <https://orcid.org/0000-0003-3234-9197>

Scopus Profile: <https://www.scopus.com/authid/detail.uri?authorId=57211063194>
H-Index= 8

- BONDANINI, G., GIORGI, G., CHIRICO, F., RIZZO, A., KHABBACHE, H., Romana Testa, F., ... & **Finstad, G. (2024)**. The relationship between discriminatory work environment and psychological distress in Italian organizations: Are lack of supervisor support and economic stress mediating factors? *JOURNAL OF HEALTH AND SOCIAL SCIENCES*, 9(3), 312-333.
- Moserle, G., Foti, G., **Finstad, G. L.**, Bazzoli, A., Curcuruto, M., & Morgan, J. (2024). Prosocial Behavior and Workplace Safety: Analysis of the Role of Emotional Intelligence and Perceived Organizational Support in Two UK and US Samples. *Sustainability*, 16(21), 9190.
- **Finstad, G.L.**; Giorgi, G.; Curcuruto, M. & Sommovigo V. (2024). The Emerging Technology-related Stressors Scale: assessing the impact of ICTs in the hybrid context. *AHFE 2024 Hawaii Conference Proceedings Books 2024 (accepted for publication)*.
- Foti, G.; Merlo, L.; **Finstad, G.L.**; Giorgi, G. COVID-19 Symptoms and Mental Health Outcomes among Italian Healthcare Workers: A Latent Class Analysis. *Healthcare* **2024**, 12, 1403. <https://doi.org/10.3390/healthcare12141403>
- **Finstad, G. L.**, Bernuzzi, C., Setti, I., Fiabane, E., Giorgi, G., & Sommovigo, V. (2024). How Is Job Insecurity Related to Workers' Work-Family Conflict during the Pandemic? The Mediating Role of Working Excessively and Techno-Overload. *Behavioral Sciences*, 14(4), 288.
- Alessio, F., Giorgi, G., **Finstad, G. L.**, Foti, G., Contardi, A., Pelli, S., ... & Bondanini10, G. (2023). The relationship between mindfulness, work-related stress management, and job satisfaction in a sample of Italian correctional officers. *J Health Soc Sci*, 8(4), 357-367.
- Foti, G., Bondanini, G., **Finstad, G. L.**, Alessio, F., & Giorgi, G. (2023). The Relationship between Occupational Stress, Mental Health and COVID-19-Related Stress: Mediation

Analysis Results. *Administrative Sciences*, 13(4), 116.

- **Finstad, G. L.**, Panno, A., & Giorgi, G. (2023). Expatriates cross-cultural adjustment at the time of COVID-19: a Conservation of Resources (COR) perspective. *Human Resource Development International*, 1-28.
- Sommovigo, V., Bernuzzi, C., **Finstad, G. L.**, Setti, I., Gabanelli, P., Giorgi, G., & Fiabane, E. (2023). How and when may technostress impact workers' psycho-physical health and work-Family interface? A study during the COVID-19 pandemic in Italy. *International Journal of Environmental Research and Public Health*, 20(2), 1266.
- **Finstad GL**, Giorgi G, Zaffina S, Foti G, Arcangeli G, Mucci N. Challenges and opportunities for the employment of workers with disabilities: A systematic approach. *J Health Soc Sci*. 2022;7(1):53–79.
- **Finstad, G.L.**; Giorgi, G. The technostress questionnaire: a pilot study. *J. Adv. Health Care* 2021, doi:10.36017/JAHC2111-001.
- Lulli, L.G.; Giorgi, G.; Pandolfi, C.; Foti, G.; **Finstad, G.L.**; Arcangeli, G.; Mucci, N. Identifying Psychosocial Risks and Protective Measures for Workers' Mental Wellbeing at the Time of COVID-19: A Narrative Review. *Sustainability* **2021**, 13, 13869. <https://doi.org/10.3390/su132413869>
- **Finstad, G.L.**; Giorgi, G.; Lulli, L.G.; Pandolfi, C.; Foti, G.; León-Perez, J.M.; Cantero-Sánchez, F.J.; Mucci, N. Resilience, Coping Strategies and Posttraumatic Growth in the Workplace Following COVID-19: A Narrative Review on the Positive Aspects of Trauma. *Int. J. Environ. Res. Public Health* **2021**, 18, 9453. <https://doi.org/10.3390/ijerph18189453>
- Sanchez-Gomez, M.; Giorgi, G.; **Finstad, G.L.**; Urbini, F.; Foti, G.; Mucci, N.; Zaffina, S.; León-Perez, J.M. COVID-19 Pandemic as a Traumatic Event and Its Associations with Fear and Mental Health: A Cognitive-Activation Approach. *Int. J. Environ. Res. Public Health* **2021**, 18, 7422. <https://doi.org/10.3390/ijerph18147422>
- Sanchez-Gomez, M.; Giorgi, G.; **Finstad, G.L.**; Alessio, F.; Ariza-Montes, A.; Arcangeli, G.; Mucci, N. Economic Stress at Work: Its Impact over Absenteeism and Innovation. *Int. J. Environ. Res. Public Health* 2021, 18, 5265. <https://doi.org/10.3390/ijerph18105265>
- Giorgi, G.; Lecca, L.I.; Alessio, F.; **Finstad, G.L.**; Bondanini, G.; Lulli, L.G.; Arcangeli, G.; Mucci, N. COVID-19-Related Mental Health Effects in the Workplace: A Narrative Review. *Int. J. Environ. Res. Public Health* 2020, 17, 7857. <https://doi.org/10.3390/ijerph17217857>
- Giorgi, G.; Lecca, L.I.; Ariza-Montes, A.; Di Massimo, C.; Campagna, M.; **Finstad, G.L.**; Arcangeli, G.; Mucci, N. The Dark and the Light Side of the Expatriate's Cross-Cultural Adjustment: A Novel Framework Including Perceived Organizational Support, Work Related Stress and Innovation. *Sustainability* 2020, 12, 2969. <https://doi.org/10.3390/su12072969>
- Federico Alessio, Marco Piccioli, Giorgia Bondanini, Georgia Libera **Finstad**, Stefania Tempesta, Mariarosaria Izzo, Gabriele Giorgi. Disability Management nei contesti HR: una prospettiva professionale - Edizioni Centro Studi Erickson, Trento, 2020 — Counseling Vol. 13, n. 1, febbraio 2020
- Lecca, Luigi Isaia; **Finstad**, Georgia Libera; Traversini, Veronica; Lulli, Lucrezia Ginevra; Gualco, Barbara; Taddei, Giulio. The Role of Job Support as a Target for the Management of Work-Related Stress: The State of Art. *Quality - Access to Success*. Feb2020, Vol. 21 Issue 174, p152-158. 7p.
- Alessio, Federico; **Finstad**, Georgia Libera; Giorgi, Gabriele; Lulli, Lucrezia Ginevra; Traversini, Veronica; Lecca, Luigi Isaia. Intrapreneurial Self-Capital. An Overview of an Emergent Construct in Organizational Behaviour. *Quality - Access to Success*. Dec2019, Vol. 20 Issue 173, p156-162. 7p.
- **Finstad, G.L.**; Ariza-Montes, A.; Giorgi, G.; Lecca, L.I.; Arcangeli, G.; Mucci, N. The JDCA Model and Blue-Collar Bullying: Decent Working Conditions for a Healthy Environment. *Int. J.*

Environ. Res. Public Health **2019**, *16*, 3411. <https://doi.org/10.3390/ijerph16183411>

Conferences and Presentations

- Speaker at the International Conference on Human Factors in Design, Engineering, and Computing (AHFE) Hawaii Edition. 06/12/2024 – 08/12/2024
- Speaker at the 19th National Congress of the Italian Association of Psychology (AIP), section of Psychology for Organizations. Cagliari 28/09/2022
Finstad, Giorgi: Covid-19 related trauma and Cross-cultural adjustment (CCA): a Conservation of Resources (COR) perspective
- Speaker at the webinar "Disability & Diversity Management for organizational sustainability" "The link between sustainability & diversity, equity and inclusion". Università Europea di Roma 10/03/2023
- Speaker at the conference "Hybrid work challenges and opportunities". Università Europea di Roma 02/12/2022.
- Speaker at the 30th National Congress of the Italian Association of Psychology. All sections (AIP). Padua, 30/09/2022
Finstad, Giorgi: Advanced psychosocial risk assessment: The Technostress Questionnaire
- Speaker at the 30th National Congress of the Italian Association of Psychology. All sections (AIP). Padua, 28/09/2022
Finstad, Giorgi: Covid-19 related trauma and Cross-cultural adjustment (CCA): a Conservation of Resources (COR) perspective
- Lecturer at the ECM Interactive Training Event "Psychosocial and organizational risks: work-related stress and night work" - Associazione Romana di Prevenzione e Solidarietà (A.R.P.S.) – 23/09/2022
- Speaker at the Disability Matters Europe 2022 – Springboard Consulting LLC – 26/07/2022
- Lecturer at the ECM Interactive Training Event "Psychosocial and organizational risks: work-related stress and night work" - Associazione Romana di Prevenzione e Solidarietà (A.R.P.S.) 24/06/2022
- Lecturer at the ECM Interactive Training Event "Psychosocial and organizational risks: work-related stress and night work" - Associazione Romana di Prevenzione e Solidarietà (A.R.P.S.) 27/05/2022
- Speaker at the seminar "Internationalization, Inclusion, Digitization in the sights of Talent Management" - European University of Rome 20/04/2022
- Co-speaker at the presentation of the book "Disability and Diversity management at the time of Covid-19" - European University of Rome 03/16/2022
- Speaker at the national symposium on safety and health at work "Health, Safety and Environment (HSE) Symposium" III edition - University of Naples Federico II 29/10/2021

Finstad, Giorgi. "Il Technostress Questionnaire: uno studio pilota".

- Speaker at the seminar "Management and prevention of musculoskeletal disorders (DMS): hybrid working models and smart working" European University of Rome 10/14/2021
"Musculoskeletal disorders and psychosocial risks: the ecological hypothesis".
- Speaker at the 18th National Congress of the Italian Association of Psychology, section of Psychology for Organizations (AIP). Verona 25 September 2021
Giorgi, Finstad. "Il lato positivo e negativo dell'adattamento cross-culturale degli espatriati: un framework innovativo che include supporto organizzativo percepito, stress lavoro correlato e innovazione".
- Speaker at the 18th National Congress of the Italian Association of Psychology, section of Psychology for Organizations (AIP). Verona 25 September 2021
Finstad, Giorgi. "Stress economico sul lavoro: il suo impatto su assenteismo e innovazione".
- L.I. Lecca, L. Martino, G.L. Finstad, L.G. Lulli, A. Chiarelli, G. Giorgi, G. Arcangeli, N. Mucci. "Valutazione dell'impatto di un programma pre-pandemico di smart-working su benessere percepito, stress lavoro correlato e tecnostress". 83 ° National Congress of Occupational Medicine Italian Society of Occupational Medicine (SIML). Parma 15-17 September 2021
- L.I. Lecca, M. Gherardelli, G.L. Finstad, A. Baldassarre, E. Tommasi, V. Traversini, N. Mucci, G. Arcangeli. "Indagine sulla conoscenza e sulla consapevolezza dei rischi occupazionali di natura biologica nel personale volontario del sistema di emergenza/urgenza territoriale". 83 ° National Congress of Occupational Medicine Italian Society of Occupational Medicine (SIML). Parma 15-17 September 2021
- Speaker at the webinar "The Future of Work: is the hybrid workplace the new normal?" co-organized by the European University of Rome and the Qatar Financial Center, 12/07/2021.
"Post-pandemic hybrid work challenges and opportunities".
- Speaker at the 17th National Congress of the Italian Association of Psychology, section of Organizational Psychology (AiP). Lecce 28/09/2019.
Finstad, Piccioli, Giorgi (2019). "Il modello JDCS ed il mobbing in un campione di colletti blu: ambienti salutarie e decent work".
- Co-speaker at the 19th Congress of the European Association of Work and Organizational Psychology (EAWOP). Turin, 29/05/2019.
"Expatriates' stress during adjustment and international assignments: development of a model".
- Speaker at the webinar "Mindfulness between innovation and organizational health" Order of the psychologists of Lazio, 19/11/2018

Certifications and courses

- SIPLO course "The challenges and changes for work and organizational psychology" 11/12/2021
- EAWOP WorkLab "Improving Worker Experiences When Working From Home: Lessons from Work Design" Prof. Sharon Parker 18/11/2021
- AIP / E-CARE Workshop "Introduction to Europlanning: Opportunities and Challenges in Work and Organizational Psychology" 23-24 September 2021, Verona.
- Workshop "Promotion of well-being and work-related stress management" 16/12/2019 Istituto Superiore di Sanità, Roma
- The Foundations of Happiness at Work 30/01/2019 University of California (BerkeleyX)
- Foundations of Digital Marketing 02/12/2018 Google Digital Training [HTTPS://GOO.GL/BjZHQX](https://goo.gl/BjZHQX)
- Academic Excellence program, Project "Mindfulness and innovation" - European University

of Rome, 2018

- Academic Excellence program - European University of Rome, 2017
- ECDL IT-SECURITY (AICA) 2016

Honors and Awards

- **Winner of the European Prevention Association, INAIL, Ebilav and Fondolavoro award** and scholarship for young Italian researchers for the contribution presented at the national symposium "Health, Safety and Environment (HSE) Symposium" III edition - 29-30 October 2021 Naples

Scientific and Professional Societies

- Psychologist registered in section A of the National Register of Psychologists since 20/02/2023 with no. 28279 ([GEORGIA LIBERA FINSTAD - Albo Online \(ordinepsicologiario.it\)](#))
- Associate Disability Manager of the Disability Management Federation (FE.D.MAN) 01/2022 - present ([Elenco associati - Fedman](#))
- Member of the European Association of Work and Organizational Psychology (EAWOP) 01/2022 – present
- Member of the Italian Society of Work and Organization Psychology (SIPLO) 09/2021 – present
- Affiliate member of the Italian Association of Psychology (AIP), section of Organizational Psychology (PO) 06/2021 – present

Editor/ Reviewer Activity

- Guest Editor Assistant for the special issue "Workers' Psychophysical Health and Engagement in Hybrid Contexts: How to Build Sustainable Organizations amidst the Technological Revolution" – *Administrative Sciences (Administrative Sciences | Special Issue : Workers' Psychophysical Health and Engagement in Hybrid Contexts: How to Build Sustainable Organizations amidst the Technological Revolution (mdpi.com))*
- Volunteer reviewer for the International Journal of Environmental Research and Public Health (IJERPH), Journal of Theoretical and Applied Electronic Commerce Research (JTAER), Sustainability, PLOS ONE and Frontiers.
- Grant proposals reviewer (Netherlands Organization for Health Research and Development - ZonMw).
- Translation and proofreading of scientific texts from Italian to English and vice versa

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