



Meysam SALIMI

Ph.D., Human Resource Management

Postdoctoral Research Fellow, Management & Organization

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EDUCATION

- 2016** Ph.D., Human Resource Management & Labour Relations, University of Bergamo, Italy
- 2013** Master, Business Administration (MBA), Management & Science University, Malaysia
- 2007** Bachelor, Industrial Engineering, Shomal University, Iran

RESEARCH INTERESTS

Compensation, Innovative work behavior, Employee voice, Leadership

PROFESSIONAL EXPERIENCE

ACADEMIC:

- 2022 - Present** Postdoctoral Research fellow, CNRS France, France
- 2021 - 2022** Postdoctoral Research fellow, University of Trento, Italy
- 2018 - 2019** Postdoctoral Research fellow, University of Brescia, Italy
- 2016 - 2017** Postdoctoral Research fellow, University of Bergamo, Italy
- 2013 - 2016** Research Assistant, University of Bergamo, Bergamo, Italy

COURSES TAUGHT

- Advanced International Human Resource Management, Grande école (master cycle)
- Comparative Human Resource Management, Grande école (master cycle)
- Organizational Design and Behavior, Grande école (master cycle)
- Change Management and Organizational Behavior, Grande école (master cycle)
- Quantitative and Qualitative Research Methods, Grande école (master cycle)
- Human Resource Management, Grande école (bachelor cycle)
- Managing Organizations, Grande école (bachelor cycle)
- Modern Human resource management Grande école (bachelor cycle)
- International Human resource management Grande école (bachelor cycle)
- Contemporary issues: Human Resource Management, Grande école (bachelor cycle)

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

Salimi, M., & Della Torre, E., Miniaci, R. (2023). Why Do Firms Adopt Collective Incentives? An Analysis of Family and Non-family Firms, *Employee Relations*.(ahead-of-print).

Salimi, M., & Della Torre, E. (2022). Pay incentives, human capital and firm innovation in smaller firms. *International Small Business Journal*, 40(4), 507-530.

Della Torre, E., Gritti, A., & Salimi, M. (2021). Direct and indirect employee voice and firm innovation in small and medium firms. *British Journal of Management*, 32(3), 760-778. (authors in alphabetic order).

Della Torre, E., Salimi, M., & Giangreco, A. (2020). Crowding-out or crowding-in? Direct voice, performance-related pay, and organizational innovation in European firms. *Human Resource Management*, 59(2), 185-199.

Communications in refereed conferences

International

1. Salimi M, Frigotto M.L., Vatiere M, Zaninotto E, (2022). "The Fast Track to the Top in European Listed Firms: The Role of the Human Capital Mix", Academy of Management Annual Meeting, Seattle, USA.
2. Salimi M, Dell Torre E., (2022). "Warm Glow or Extra Charge? The Hidden Costs of Performance Related Pay for Employee Wellbeing", Academy of Management Annual Meeting, Seattle, USA
3. Salimi M, Frigotto M.L., (2022). "Resilience and Firm Innovation in European Smaller Firms", European Group for Organizational Studies (EGOS 2022), WU Vienna, Austria.
4. Salimi M, Frigotto M.L., (2022). *Organizational Resilience and Firm Innovation in European SMEs*, R&D Management 2022, Trento, Italy.
5. Salimi M, Frigotto M.L., (2022). *Resilience Capabilities, Teamwork and Firm Innovation in Small and Medium Firms*, European Academy of Management, ZHAW, Winterthur, Switzerland.
6. Salimi M, Dell Torre E., (2022). *The Fast Track to the Top in European Listed Firms*, Italian Association of Organization Studies (WOA 2022), University of Brescia, Italy.
7. Salimi M, Dell Torre E., (2021). *The more, the better? Pay incentives and process innovation in smaller firms?*, Italian Association of Organization Studies (WOA 2021), University of Genova, Italy.
8. Salimi M, Dell Torre E., (2020). *Forms of incentive pay and firm innovation in European SMEs*, European Academy of Management, Trinity College Dublin, Ireland.
9. Salimi M, Abedini M., Muzzi, C., (2020). *Looking for organizational wellbeing: the impact of multilevel performance-related pay on employee mental health*, European Academy of Management, Trinity College Dublin, Ireland.
10. Salimi M, Dell Torre E., Gritti A., (2020). *Employee voice and Firm Innovation in SMEs*, Italian Association of Organization Studies (WOA 2020), University of Milan, Italy.
11. Salimi M, Abedini M., Muzzi, C. Albertini, S., (2020). *Incentive Pay and Employee Mental Health: Evidence from Europe*, Italian Association of Organization Studies(WOA 2020), University of Milan, Italy.
12. Salimi M, Abedini M., Muzzi, C. Albertini, S. (2019). *Does Performance Related Pay Impair Employee Mental Wellbeing?*, 11th Biennial International Conference of the Dutch HRM Network at Tilburg University, the Netherlands.
13. Salimi M, and Abedini M. (2019). *Core Job Characteristics and Employee Wellbeing: The Moderating Roles of Compensation and Recruitment Policies*, European Association of Work and Organizational Psychology (EAWOP)", the Vrije Universiteit Amsterdam, The Netherlands.

14. Salimi M, (2019). *Collective Voice Mechanisms and Product Innovation: The Contingency effect of Performance Related Pay*, European Academy of Management, Lisbon, Portugal.
15. Salimi M, Dell Torre E., Giangreco A., (2019). *Direct Voice, Performance-Related Pay and Organizational Innovation in European Firms*, WOA 2019 (ASSIOA-Italian Association of Organization Studies), Palermo, Italy.
16. Salimi M, Dell Torre E., Giangreco A., (2019). *Employee Voice, Performance-related Pay and Organizational Innovation in European Firms*, The Third HR Division International Conference (HRIC 2019), Academy of Management, Dublin, Ireland.
17. Salimi M, Dell Torre E., Giangreco A., (2018). *Employee Voice and Performance-Related Pay: Substitutes or Complements for firm innovation?*, European Academy of Management - EURAM 2018, Reykjavík, Iceland.
18. Salimi M, Dell Torre E., (2017). *Understanding the Effects of Voice Mechanisms on Firm Innovation: The Moderating Role of Compensation Policies*, 10th Biennial International Conference of the Dutch HRM Network at Radboud University Nijmegen, the Netherlands.

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)
 European Academy of Management (EURAM)
 European Group of Organization Studies (EGOS)

EDITORIAL ACTIVITY

Ad-hoc reviewer in

Academy of Management (AOM), European Academy of Management (EURAM), European Group for Organization Studies (EGOS), Workshop of Organization Studies (WOA - Italian Association of Organization Studies), R&D Management Conference.

PROFESSIONAL SERVICE / AWARDS

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|-----------------|--|
| 14-16 June 2023 | Track Chair (With Fabrizio Maimone, Tony Silard) in EURAM 2023 Conference : Track.09_08 (OB Sig)– New ways of working and hybrid workplaces: organizing and managing for good in the new normal, Trinity College Dublin. |
| 11 Aug 2022 | “AOM Careers Division Outstanding Reviewer Award”, Academy of Management 2022, Seattle, Washington, USA. |
| 15 June 2022 | Nominated for Best Paper Award in EURAM 2022 (OB Sig – HRM Track) Paper entitled “The Fast Track to the Top in European Listed Firms: The Role of the Human Capital Mix.” Winterthur, Zurich, Switzerland. |
| 17 Nov 2022 | Keynote Speaker
Conference “The Second International Conference on Management, Ethics, and Business”
Apadana Institute of Higher Education, Shiraz, Iran. |
| 9-13 July 2022 | Track Chair (With Maria Laura Frigotto) in R&D Management Conference - Track 2.9 The Human side of Innovation and the Innovation side of the Human, Trento, 9-13 July 2022. |
| 17 June 2022 | Session Chair – European Academy of Management (EURAM 2022) HRM in SMEs, the ZHAW School of Management and Law, Winterthur, Zurich, Switzerland, 15-17 June 2022. |
| 26-27 May 2022 | Member of the Organizing Committee, Italian Association of Organization Studies (WOA 2022), University of Brescia (Italy), Member of organization group. Brescia 26-27 May 2022. |