

# FEDERICO MAGNI

Department of Management, Technology and Economics – ETH Zürich

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## ACADEMIC EXPERIENCE

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**ETH Zürich**, Zürich (2021–present), Post-doctoral Researcher (Chair of Work and Organizational Psychology, D-MTEC)

## EDUCATION

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**Hong Kong University of Science & Technology**, Hong Kong SAR (2016–2021)

**PhD** in Management. Thesis committee: Yaping Gong, Melody Manchi Chao, Martha Jeong.

**Rice University**, Houston TX (August–October 2019), Visiting Scholar.

**Università Bocconi**, Milan (2009–2014)

**M.Sc.** Economics and Management in Arts, Culture, Media & Entertainment (*cum laude*).

**Bachelor** International Economics, Management and Finance.

## RESEARCH INTERESTS

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Creativity; Artificial Intelligence; Diversity; Learning; Teams.

## ACADEMIC PUBLICATIONS

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**Magni, F.** (2022). Value creation and appropriation in the live music industry: a population ecology analysis of live music ticket pricing. *Journal of Media Business Studies*.

**Magni, F.**, Chao, M.M. & Gong, Y. (2021). A Longitudinal Examination of the Reciprocal Relationship between Goal Orientation and Performance: The Mediating Role of Self-efficacy. *Personality and Individual Differences*.

**Magni, F.** & Manzoni, B. (2020). Generational Differences in Workers' Expectations: Millennials Want More of the Same Things. *European Management Review*, 17(4), 901-914.

- Top cited article 2020-2021 in European Management Review (Wiley)

**Magni, F.** & Manzoni, B. (2020). When Thinking Inside the Box is Good: The Nuanced Relationship between Conformity and Creativity. *European Management Review*, 17(4), 961-975.

Manzoni, B., Caporarello, L., Cirulli, F. & **Magni, F.** (2020). The preferred learning styles of Generation Z: do they differ from the ones of previous generations? In Metallo, C., Ferrara, M., Lazazzara, A., & Za, S. (eds) *Digital Transformation and Human Behavior – Innovation for People and Organizations*. Springer.

Caporarello, L., Cirulli, F., **Magni, F.**, Manzoni, B. (2020). When Something Useful Is Also Enjoyable: An Empirical Study on the Intention to Use Web-Based Simulations in Higher Education. In: Vittorini P., Di Mascio T., Tarantino L., Temperini M., Gennari R., De la Prieta F. (eds) *Methodologies and Intelligent Systems for Technology Enhanced Learning*. Springer.

## BOOKS

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Manzoni, B., **Magni, F.** & Mannucci, P.V. (2021). Creativity in Organizations: Strategies and Techniques to Produce Original and Useful Ideas (in Italian). *Egea*.

## BUSINESS ARTICLES

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Manzoni, B., **Magni, F.** & Mannucci, P.V. (2021). Creativity in Businesses, between Myths and Good Managerial Practices (in English and Italian). *Economia & Management*.

**Magni, F.**, Manzoni, B., Tang, G., & Caporarello, L. (2020). Calm or anxious? Life and work in the era of lockdowns (in Italian). *Harvard Business Review Italia*.

**Magni, F.** & Manzoni, B. (2020). The advent of Generation Z (in Italian). *Harvard Business Review Italia*.

**Magni, F.** & Manzoni, B. (2019). The emphasis on Millennials is making us lose sight of the others (in Italian). *Harvard Business Review Italia*.

### Media coverage:

Più carriera e flessibilità, ecco cosa vogliono i Millennial (28/04/2019 – *La Repubblica*)

**Magni, F.** & Manzoni, B. (2019). What different generations want from employers (in English and Italian). *Economia & Management*.

## PROJECTS UNDER REVIEW

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**Magni, F.**, Gong, Y., Li, J., & Pan, J. Sense of Power and Creativity. *R&R (4<sup>th</sup> round) @ Personnel Psychology*.

**Magni, F.**, Park, J., & Chao, M.M. Bias in Evaluating Artificial Intelligence Creativity. *Under Review @ Academy of Management Discoveries*.

## SELECTED PROJECTS IN PROGRESS

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**Magni, F.** & Gong, Y. AI usage in Recruitment. (*Working paper*). Target: AMJ, JAP.

Mannucci, P. V., **Magni, F.**, Manzoni, B. Network, power, and creativity (*Working paper*). Target: AMJ.

**Magni, F.**, Gong, Y. & Zhou, M. Errors and Creativity in Teams. (*Working paper*). Target: JAP.

**Magni, F.**, Tang, G., Manzoni, B., & Caporarello, L. The impact of Covid-19 on remote working and online teaching. (*Working paper*). Target: AMD, Human Relations.

**Magni, F.**, Grote, G. Uncertainty mindsets and creativity. (*Data collection*).

## PEER REVIEWED CONFERENCE PRESENTATIONS

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**Magni, F.\***, Gong, Y. (2022). *Warmth Matters, Not Competence: AI Recruiting and Applicants' Organization Attraction*. Paper presentation at the Academy of Management 2022.

- Best paper (nomination), HR Division (AOM 2022).

**Magni, F.\***, Tang, G., Manzoni, B., Caporarello, L. (2022). *Managing Boundaries while Working Remotely: The Interactive Effect of Temporal and Physical Tactics*. Paper presentation at the Academy of Management 2022 and at EURAM 2022.

- Best paper of the OB general track (EURAM 2022).

Gerlach, A., **Magni, F.** (2022). *Feedback-related uncertainty as possible driver of feedback seeking and role ambiguity*. Paper presentation at the Academy of Management 2022.

**Magni, F.\***, Mannucci, P. V., & Manzoni, B. (2022). *Not just information: The influence benefits of network centrality for employee creativity*. Paper presentation at the EGOS Colloquium 2022.

**Magni, F.\***, Chao, M.M., & Park, J. (2021). *The Bias in Creativity Evaluation of Artificial Intelligence*. Paper presentation at the Annual Meeting of the Academy of Management 2021.

**Magni, F.\***, Gong, Y. (2021). *How using Artificial Intelligence as a recruiter impacts applicants' perception of the organization*. Paper presentation at the EGOS Colloquium 2021.

- Magni, F.\***, Chao, M.M., & Park, J. (2021). *The Bias in Creativity Evaluation of Artificial Intelligence*. To be presented at the Association for Psychological Science Convention 2021.
- Magni, F.**, Tang, G., Manzoni, B., & Caporarello, L. (2020). *Can family-to-work enrichment decrease anxiety and benefit daily effectiveness in remote workers? The unlocking effect of work-life balance*. Academy of Management – OB Covid-19 Rapid Research Plenary.
- Magni, F.**, Gong, Y., & Jie, L. (2020) *The Paradoxical Relationship between Sense of Power and Creativity*. In Lee, C., *Individual Differences in Context: Different Paths to Effect Individual and Team Creativity*. Symposium at the Annual Meeting of the Academy of Management 2020.
- Magni, F.\***, Chao, M.M., & Park, J. (2020). *Creativity evaluation of Artificial Intelligence products*. Paper presentation at the EGOS Colloquium 2020.
- Magni, F.\*** (2019). *A cross-lagged analysis of the reciprocal effects of goal orientation and performance*. Paper presentation at the Annual Meeting of the Academy of Management 2019.
- Choi, Y., **Magni, F.\***, & Manzoni, B. (2018). *The Effects of Family-to-work Enrichment on Creativity*. Paper presentation at the EGOS Colloquium 2018.
- Magni, F.\*** (2018). *The Lucretian swerve debate on free will: implications for creativity*. Poster presentation at the Fourth Israel Organizational Behavior Conference (2018).

*\*Presented at conference*

## TEACHING AND EDUCATION

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### *Lecturer*

**Methods in Management Research: Methodological Fit in Management Research** (364-1020-01L, MAS/PhD) at ETH Zürich (2022), 1 credit.

**Introduction to Management** (MGMT 1110, UG) at HKUST (2019), 3 credits, rating 89/100.

### *Assistant*

**Work Design and Organizational Change** at ETH Zürich (2022). Tasks: Project advisor, Grading.

**HRM: Leading Teams** at ETH Zürich (2022). Tasks: Teaching, Project advisor, Grading, Term paper supervision.

### *Thesis supervision*

Master students' thesis co-supervisor (2018–present) with Prof. Manzoni at Bocconi University (3 students) and (2021–present) with Prof. Grote at ETH Zürich (2 students).

## GRANTS, FELLOWSHIPS, AND AWARDS

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Swiss National Science Foundation: **Project Fund** (project 10001G\_207691: When more uncertainty is better: Interventions for promoting effective uncertainty regulation at work) (2022–2026): co-investigator, CHF 603.129.

Hong Kong Research Grants Council: **Competitive General Research Fund** (project 16501418 on Sense of Power and Employee Creativity) (2019–2021): co-investigator, HK\$ 413.910.

Hong Kong Research Grant Council: **Hong Kong PhD Fellowship Scheme** (2016–2020)

HKUST: **Dean's PhD Fellowship for Research Excellence** (2020–2021)

HKUST: Business School Scholarship (2020–2021)

APS Pitch Perfect Competition finalist (2021)

## PROFESSIONAL SERVICE AND WORKSHOPS

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Ad-hoc Reviewer: **Human Relations** (2020–present), **Journal of Occupational and Organizational Psychology** (2021–present), **European Management Review** (2021–present), **Current Psychology** (2022–present).

Hot Topic Session Moderator at the Association for Psychological Science Convention 2021.  
AOM OB **Doctoral Student Consortium** (2020)  
Reviewer, Academy of Management Annual Meeting (2018–present)  
PhD Student Representative, HKUST Management Department (2018–2021)

## **PROFESSIONAL MEMBERSHIPS**

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Academy of Management (2019–present)  
European Group for Organizational Studies (2018–present)  
Association for Psychological Science (2021–2022)  
European Academy of Management (2022–present)

## **WORK EXPERIENCE**

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03/2015 – 12/2015: ICM.S (Italy & Thailand), **SAP Consultant (Controlling)**.  
01/2014 – 04/2014: blur Group (Exeter, UK), **Digital Marketing Executive**.

## **LANGUAGE AND IT SKILLS**

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**Italian:** mother-tongue.  
**English:** fluent [C1 certification].  
**French:** good [B1-level exam in university, 2012].  
**German:** good [B1 certification, 2009].  
**Japanese:** basic.  
Data analysis software: R, MPlus, SPSS, SAS, Jamovi.  
Other software/IT: Qualtrics, MTurk, CloudResearch.