



Sofia Casà

Profile

Ph.D. student with experience in organizational psychology and HR consulting. My research interests are organizational and multi-level stigmatization processes and reputational damages.

Education

November 2022 - Ongoing

Industrial Ph.D. Course in Economics and Statistics (Business Curriculum)/University of Palermo – CIAPI, Palermo, Italy

Ph.D. Project: Multi-level stigmatization in work contexts.

Research Areas: Organizational Theory, Organizational Behavior, Organizational Psychology, Human Resources Management.

I am currently involved in a six-months internship research period in CIAPI (Intercompany Integrated Professional Training Center). My tasks include:

- Research planning and data collection for my doctoral thesis through interviews and surveys administered to employees and stakeholders of public employment services.
- Training needs analysis for public employment services employees.
- Supporting daily office activities.

September 2018 – March 2021

Master Degree in Social, Work and Organizational Psychology/University of Palermo, Palermo, Italy

Dissertation: "Organizational stigma management: the role of stakeholders' perceptions in the evaluation of waste management services. A case study".

Grade: 110/110 cum laude

September 2014 – March 2018

Bachelor in Psychology/University of Palermo, Palermo, Italy

Dissertation: "Managerial styles in multi-value contexts".

Grade: 110/110 cum laude

September 2009 – July 2013

High School Diploma in Classical Studies/ *Liceo Classico Empedocle, Agrigento, Italy*

Grade: 100/100

Ph.D. Schools and Courses

January 2023

Winter School ASSIOA – Narratives in Organizational Research/ *Sapienza University of Rome, Rome, Italy*

September 2023

Summer School UNICAL – Social Research Methodology: Structural Equation Models/ *University of Calabria, Rende (CS), Italy*

June 2023

Summer School AISRe - Resilience of Territories and Enterprises: Theories, Measurements, and Applications/ *University of Palermo, Palermo, Italy*

Professional Experience

November 2022 – December 2022

Consultant for Work-Related Stress Risk Assessment / *Psychology Service of University of Palermo, Palermo, Italy*

Member of the consulting team for Metropolitan City of Palermo's work-related stress risk assessment. The process followed INAIL guidelines, involving the identification of objective and subjective risk indicators through company metrics, focus groups and administration of a survey specifically designed by the team.

June 2022 – November 2022

Educational Content Developer / *Pearson Italia S.p.A., Milan, Italy*

May 2021 – May 2022

Academic Internship Post Graduation/ *Department of Psychology, Educational Science and Human Movement (SPPEFF), University of Palermo, Palermo, Italy*

I delved into research-intervention themes and qualitative and quantitative research methodologies. I dedicated myself to supporting activities, designing, researching, disseminating, and training on organizational stigma, organizational culture, leader-member exchange and work-related stress. As regards teaching activities, I supported my supervisor in the feedback process for group activities in the experiential course in "Training Psychology".

Publications

Casà, S., & Ingrassia, R. (2024). Le Implicazioni di Diversity Management nel Piano di Attuazione del Programma Garanzia Occupabilità dei Lavoratori del PNRR, *Prospettive in Organizzazione*, 1-9. ISSN: 2465-1753.

Casà, S. (2024). Quando i valori e la cultura di un'organizzazione sono percepiti negativamente: il caso stigma organizzativo. In Di Stefano, G., Ashleigh, M., & Mansi, A. (Eds.) *Psicologia del lavoro e delle organizzazioni*, 281-287. Pearson Italia. ISBN: 9788891932112.

Casà, S. (2024). Leadership. In Di Stefano, Ashleigh, & M., Mansi, A. (Eds.) *Psicologia del lavoro e delle organizzazioni*, 237-272. Pearson Italia. ISBN: 9788891932112.

Casà, S., Civilleri, A., & Gaudiino, M. (2024). Lo stress correlato al lavoro e i rischi psicosociali. In Di Stefano, G., Ashleigh, & Mansi, A. (Eds.) *Psicologia del lavoro e delle organizzazioni*, 103-128. Pearson Italia. ISBN: 9788891932112.

Di Stefano, G., & Casà, S. (2024). Etica e ricerca nella psicologia del lavoro e delle organizzazioni. In Di Stefano, G., Ashleigh, & Mansi, A. (Eds.) *Psicologia del lavoro e delle organizzazioni*, 31-62. Pearson Italia. ISBN: 9788891932112.

Di Stefano, G., & Casà, S. (2022). ORGANIZATIONAL STIGMA: A SYSTEMATIC REVIEW AND SYNTHESIS. In F. Gambarota, M. Grassi, S. Salcuni (Eds.), *Book of Abstract 30° Congresso dell'Associazione Italiana di Psicologia*, 1159-1159. Padova University Press. ISBN: 978-88-6938-316-8.

Casà, S., & Di Stefano, G. (2022). Waste Management e Comportamento Ecologico nell'Era del COVID-19. Dallo Stigma dei Rifiuti alla Cittadinanza Ambientale. *Quaderni di Comunità. Persone, Educazione e Welfare nella Società 5.0*, 3, 79-84. ISBN: 979-12-80164-51-3.

Working Papers

Casà, S., & Di Stefano, G. (to be submitted). Toward a Categorization Model of Organizational Stigma: An Integrative Review and Theoretical Extensions. *European Journal of Work and Organizational Psychology*.

Teaching Activities

3rd May 2023

Seminar on “Organizational Stigma” for the Bachelor Degree’s course in Work and Organizational Psychology/University of Palermo, Palermo, Italy

4th May 2022

Seminar on “Organizational Stigma” for the Bachelor Degree’s course in Work and Organizational Psychology/University of Palermo, Palermo, Italy

Conferences

23rd – 30th September 2022

AIP (Psychology Italian Association) – AIP XXX Conference/University of Padova, Padova, Italy

Talk with “Di Stefano, G., & Casà, S. ORGANIZATIONAL STIGMA: A SYSTEMATIC REVIEW AND SYNTHESIS”.

6th – 8th July 2023

EGOS (European Group for Organizational Studies)/ *University of Cagliari, Cagliari, Italy*

Auditor/attendee.

Professional Experience – Human Resources Consulting and Activities

November 2022

Training Class Tutor/ *FORMA.LAB, Palermo, Italy*

Provided training and on-the-job coaching to the management and team of a restaurant, focusing on leadership, coordination, and communication skills.

September 2021 – July 2022

Junior HR Consultant for Organizational Development/ *Moltivolti, Palermo, Italy*

I was responsible for observing, reporting, and providing feedback on emerging themes, processes, and dynamics during intervention sessions with work groups aimed at developing leadership and effective decision-making processes.

December 2021

Junior HR Consultant for Corporate Training/ *COPLUS, Palermo, Italy*

I was responsible for participant observation, reporting, and supporting the feedback of emerging dynamics within groups during a corporate training day focused on corporate team building. This involved delving into teamwork skills, communication, creativity, problem-solving, and conflict resolution.

July 2021 – September 2021

Junior HR Consultant for Organizational Development/ *CESIE, Palermo, Italy*

I collaborated on proposing a customized smart working system through action-research tools:

- Qualitative clustering of employees’ responses to self-report questionnaires regarding their smart working experience during 2020.
- Conducting in-depth investigations with employees from the identified clusters and discussing proposals for system improvement.
- Literature review on effective smart working systems for organizations in the project sector; conducting in-depth interviews with representative groups of employees; proposing a personalized smart working system.

October 2019 – December 2019

Internship in Internal and External Communication and Public Relations Office/ *RAP S.p.A., Palermo, Italy*

- Welcoming and onboarding activities for new interns.
- Support to the organization in carrying out daily office tasks, including drafting documents and handling user inquiries and reminders.

- Selection of corporate gifts.
- Assistance in organizing environmental awareness events.

Language

Italian (Native) • English (B2-C1)

Digital Skills

Microsoft Office Softwares • Google apps • SPSS (basic) • Lisrel (basic) • R Studio (basic)

Soft Skills

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|-----------------|-------|
| Communication | 8/10 |
| Team Work | 9/10 |
| Problem Solving | 8/10 |
| Collaboration | 9/10 |
| Leadership | 7/10 |
| Adaptability | 10/10 |

Hobbies and Interests

Drawing • Reading • Flamenco • Slow Food • Board Games

Palermo, 30th March 2024

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