



ALMA MATER STUDIORUM
UNIVERSITÀ DI BOLOGNA

AREA
FORMAZIONE E DOTTORATO

PHD PROGRAMME TABLE

Call for applications for the admission to the PhD programmes (41st cycle) - A.Y. 2025/2026
First round

PROGRAMME'S NAME	PSYCHOLOGY
DURATION	3 years
PROGRAMME START DATE	01/11/2025 (DD/MM/YYYY)
LANGUAGES	English
COORDINATOR	Prof. Elisabetta Crocetti (elisabetta.crocetti@unibo.it)
PhD POSITIONS	9
ADMISSION PROCEDURE	Qualifications and research proposal evaluation Oral examination

Available Positions and Scholarships

Pos. n.	Financial Support	Description	Positions linked to research topics
1	<i>PhD Scholarship</i>	Totally funded by the University of Bologna general budget	
2	<i>PhD Scholarship</i>	Totally funded by the University of Bologna general budget	
3	<i>PhD Scholarship</i>	Totally funded by the University of Bologna general budget	
4	<i>PhD Scholarship</i>	Totally funded by the University of Bologna general budget in the framework of the "Dipartimenti di Eccellenza" initiative	
5	<i>PhD Scholarship</i>	Totally funded by the University of Bologna general budget in the framework of the "Dipartimenti di Eccellenza" initiative	
6	<i>PhD Scholarship</i>	Funded by MUR in the framework of the "Dipartimenti di Eccellenza" initiative	
7	<i>PhD Scholarship</i>	Funded by the University of Bologna general budget and by the Department of Psychology with funds made available by the project H2020 H-Work	Digital Maturity, Meaningful Work, and Workplace Innovation in the Digital Transformation Era
8	<i>PhD Scholarship</i>	Funded by the University of Bologna general budget and by the Department of Psychology with funds made available by the project H2020 Perceptions	Human-AI teaming in industries and enterprises
9	<i>PhD Scholarship</i>	Funded by the University of Bologna general budget and by the Department of Psychology with funds made available by the project MUR FARE CUP J33C22003590001	Managing identities during the COVID-19 outbreak: A longitudinal study on long-term implications for adolescents' psychosocial development

The yearly gross amount of the scholarships awarded for the PhD Programme in “Psychology” is €16,243. All winners of PhD positions must fulfil the study and research obligations decided by the Academic Board, as well as the obligations set out in the relevant regulations, in the call for applications, in the funding schemes and in any agreements relating to specific positions.

Admission Exams

	DATE AND TIME	RESULTS
Qualifications and research proposal evaluation	Applicants’ participation is not required	Available from 28/04/2025
Oral examination	<p>Date: starting from 07/05/2025 – 2.30 p.m. CEST</p> <p>Place: In presence, Room M, Polo Belmeloro, Via Andreatta 8, Bologna. Remotely, using Microsoft Teams.</p> <p>Applicants unable to be present in person for serious reasons can request to be interviewed via Teams by writing an email to the members of the Admission Board (subject line: "Request of online interview"). Applicants are required to specify exactly the reasons why they cannot be in presence. The Board will evaluate the request and, if approved, will send the Teams link for the interview.</p> <p>The contact e-mail of each member of the Admission Board is to be found on the University website, selecting the relevant PhD Programme > “More information”, tab “Admission Board”.</p>	Available from 12/05/2025

The results of the qualifications and research proposal evaluation, as well as the oral examination detailed schedule, shall be available on the webpage [Studenti Online](#) (select “requests in progress” > “see detail” and open the .pdf file at the bottom of the page). **No personal written communication will be sent to applicants concerning the examinations results.**

During the oral examination, applicants may express their interest in one or more positions linked to specific research topics.

Required and Supporting Documents to be attached to the application

Only documents **in Italian or English** will be considered valid and will be assessed by the Admission Board. Identity documents and diplomas/degree certificates issued in a language other than Italian or English must be accompanied by an official translation. The translation must be carried out by an authorized body or by the awarding university. Only qualifications obtained in the last 5 years will be taken into account, with the exception of university degrees. The Admission Board will assess the relevance of the supporting documents to the PhD programme.

REQUIRED DOCUMENTS	
Identity document	Valid identity document with photo (i.e. identity card, passport)
Curriculum Vitae	No specific CV format is required. The Curriculum Vitae must be written in English.
Degrees	Documents attesting the awarding of the first and second cycle degrees, the exams taken and the marks obtained (see Art. 3 of the Call for Applications)
Research proposal	<p>Multi-annual research proposal, drawn up in English. The proposal must meet the following requirements:</p> <ul style="list-style-type: none"> - it must mention on the cover page the topic-specific PhD position (cfr. table “Available Positions and Scholarships”, and detailed in the section “Research Fields”) the applicant is interested to and the proposal is about, and the number of words used to write the research proposal; - it must include: the state of the art; Aims; Hypothesis; Methodology / structure of the study(s) (sample, independent and dependent variables, analysis plan; Theoretical and practical implications); Temporal plan of activities - 3,000 words max, references excluded

SUPPORTING DOCUMENTS	
Reference letter/s	No more than 2 reference letters signed by Italian or international academics and professionals in the research field, which do not form part of the Admission Board, attesting the suitability of the applicant and his/her interest in the scientific research. Letters shall be uploaded following the procedure detailed in the Call for Applications (Art. 3.2) and written in English .
Personal statement	The statement should include the reasons why the applicant wishes to join the PhD programme and the relevant experience and research interests that make the applicant suitable for the specific PhD programme (3000 characters maximum, including spaces). The personal statement must be written in English.
Publications	Lists of publications (i.e. monographs, articles on scientific journals)

Evaluation criteria*

Scores will be expressed in points out of 100, as follows.

1. Qualifications and research proposal evaluation

Minimum score for admission to the oral examination: 30 points, Maximum score: 50 points

Qualifications evaluation	University degree final mark. Graduands shall be evaluated according to the Weighted Average Mark (WAM)	10 points max
	Reference letter/s	2 points max
	Personal statement	1 point max
	Publications	4 points max
Research proposal evaluation	Scientific value and ground-breaking nature of the proposal	13 points max
	Structure of the proposal	10 points max
	Proposal feasibility	10 points max

2. Oral examination

Minimum score for eligibility: 30 points, Maximum score 50 points

English language proficiency	10 points max
Research proposal presentation	35 points max
General knowledge of PhD programme's main research topics and of the research topics linked to the available PhD positions	5 points max

Oral examination consists in the presentation and discussion of the applicant's research proposal. It aims to assess the suitability of the applicant for scientific research as well as the general knowledge of the PhD programme's main research topics and of the research topics linked to the available PhD positions.

The oral examination is carried out in English.

* Possible further evaluation criteria will be available on the [University website](#), selecting the relevant PhD Programme > "More information".

Research Fields

Pos. n. 7 – PhD Scholarship funded by the University of Bologna general budget and by the Department of Psychology with funds made available by the project H2020 H-Work – on the following research topic: Digital Maturity, Meaningful Work, and Workplace Innovation in the Digital Transformation Era (Supervisor: Dott. Marco De Angelis; Co-supervisor: Prof. Luca Pietrantonì; Funding: H-WORK)

The selected candidate will conduct research within the scope of the project "Digital Maturity, Meaningful Work, and Workplace Innovation in the Digital Transformation Era." The increasing reliance on digital technologies is transforming workplaces and redefining job roles and organisational structures. Employees and leaders are required to develop digital maturity to navigate these changes effectively, while organisations must create environments that support meaningful work and innovation. Digital maturity encompasses aspects such as adaptability, digital literacy, critical thinking, and strategic alignment with technological advancements, all of which are crucial in fostering an engaged and productive workforce. This project adopts an interdisciplinary approach to examine how digital transformation affects employees' perceptions of meaningful work and their overall job satisfaction, as well as the influence of digital maturity on workplace innovation. The research aims to contribute to the understanding of how organisations can effectively support employees in adapting to digital changes while maintaining a sense of purpose and well-being.

The project aims to define and assess digital maturity at both individual and leadership levels, developing a comprehensive framework that supports workplace adaptation and innovation. It seeks to explore how digital transformation influences employees' perceptions of meaningful work and their overall job-related outcomes. Additionally, the research will investigate the relationship between digital maturity, digital well-being, and key workplace indicators such as engagement, productivity, and job satisfaction. Furthermore, the study aims to identify and develop strategies that organisations can implement to foster workplace innovation and enhance employees' digital literacy, critical thinking, and resilience.

To achieve these objectives, the research will adopt a mixed-method approach, leveraging a combination of quantitative and qualitative techniques to gather comprehensive insights. The study will incorporate tailored assessments and longitudinal analyses to capture the evolution of digital maturity and its impact over time. In addition, in-depth qualitative investigations will explore the experiences of employees and leaders, facilitating the development of evidence-based strategies and interventions that can enhance organisational policies and foster professional growth in the context of digital transformation.

The selected candidate will join the research team "Human Factors, Risk and Safety" at the University of Bologna and will have the opportunity to contribute to the development of tailored training programmes and organisational policies aimed at supporting digital transformation and guiding workplace innovation while improving employee well-being and mitigating the potential negative effects of digital anxiety. The ideal candidate should have a strong academic background in psychology, organisational behaviour, human resource management, or related disciplines. A solid foundation in statistical and methodological skills is essential, including experience in designing and developing customised scales and questionnaires to measure complex constructs.

Pos. n. 8 - PhD Scholarship funded by the University of Bologna general budget and by the Department of Psychology with funds made available by the project H2020 PERCEPTIONS – on the following research topic: Human-AI teaming in industries and enterprises (Supervisor: Prof. Luca Pietrantoni)

The selected candidate will conduct research within the emerging field of human-AI collaboration in organizational settings, with a specific focus on the psychological and ergonomic factors that influence effective teaming between human workers and increasingly autonomous AI systems. This research comes at a critical time when organizations are rapidly integrating advanced AI technologies into their workflows, requiring new frameworks for understanding and optimizing human-AI interactions.

The project aims to examine:

- the impact of AI agency and perceived autonomy on team dynamics, communication patterns, and collaborative decision-making processes;
- the psychological mechanisms underlying trust development and calibration between human workers and AI systems, particularly as AI capabilities approach artificial general intelligence (AGI);
- the role of human factors and ergonomic principles in designing effective human-AI interfaces that support productive collaboration while maintaining appropriate human oversight;
- the organizational and psychological challenges in human-AI integration, including resistance to automation, skill adaptation, and role redefinition;
- development of evidence-based frameworks for training and preparing human workers to effectively collaborate with agentic AI systems.

To achieve these aims, a mixed-methods research approach will be employed, combining:

- an experimental study examining human-AI interaction patterns;
- field studies in partner organizations implementing AI systems;
- qualitative interviews with workers and managers experiencing human-AI collaboration;
- development and validation of psychometric tools for assessing human-AI team effectiveness;
- design and evaluation of interface prototypes based on human factors principles.

The selected candidate will join the HFRS Lab, located in the Campus of Bologna of the University of Bologna. This position offers collaboration opportunities with leading researchers in industrial-organizational psychology, human factors, and AI development; partnerships with industrial organizations implementing AI systems and opportunities to contribute to both theoretical advancement and practical applications.

This PhD project will contribute to the critical understanding of how organizations can effectively integrate AI systems while maintaining human-centricity, productivity, and job satisfaction. The research will have significant implications for organizational design, training programs, and technology implementation strategies.

Po. n. 9 – PhD Scholarship funded by the University of Bologna general budget and by the Department of Psychology with funds made available by the project MUR FARE CUP J33C22003590001 – on the following research topic: Managing identities during the COVID-19 outbreak: A longitudinal study on long-term implications for adolescents’ psychosocial development (Supervisor: Prof. Elisabetta Crocetti)

The selected candidate will conduct research within the scope of the project "Managing identities during the COVID-19 outbreak: A longitudinal study on long-term implications for adolescents’ psychosocial development" ("IDENTITIES through pandemic"; project number R20CMJ9NHP; CUP J33C22003590001).

Answering the fascinating question “Who am I?” is the adolescents’ most important developmental task. In contemporary societies characterized by increasing cultural and ethnic diversity, identity formation can be particularly challenging for both adolescents with (e.g., first- and second-generation immigrants) and without a migrant background. Furthermore, the COVID-19 outbreak had a profound impact on adolescents’ lives, undermining their identity exploration, social interactions, and adjustment.

The project “IDENTITIES through pandemic” adopts a cross-fertilization approach and draws from developmental contextualism, transactional, and resilience theories to comprehensively understand adolescents’ pathways during and after the COVID-19 outbreak. Funded by MUR, this project builds upon and expands the project IDENTITIES, funded by the European Research Council (<https://site.unibo.it/identities/en>).

Targeting both adolescents with and without a migrant background, the project “IDENTITIES through pandemic” aims to examine:

- 1) How does the evolution of the pandemic (considering both objective indicators and subjective perceptions) influence adolescents’ interactions in their ecological contexts (e.g., family, peers, school, and leisure contexts), identities (personal, social, and human), and well-being (physical, psychological, and social)
- 2) How experiences in multiple ecological contexts, identity processes, and well-being explain different responses to the pandemic threat
- 3) How navigating through the pandemic (being more or less hit by it) moderates the theoretical model, according to which positive intergroup experiences in multiple ecological contexts can be a resource for developing adolescents’ identities and, doing so, for enhancing their well-being
- 4) How adolescents’ developmental pathways during the pandemic predict psychosocial outcomes in the subsequent years when they become late adolescents and face the transition to emerging adulthood.

To achieve these aims, a longitudinal (with annual, monthly, and daily assessments already completed and a long-term follow-up that will be done in early 2026), multi-method (with quantitative and qualitative data collected through questionnaires, actigraphs, and interviews), and multi-informant (with data collected from a large sample of adolescents, their parents, teachers, school principals, municipal administrators, archives, and non-invasive medical devices) research region is being conducted.

The selected candidate will join the IDENTITIES Lab, located in the Campus of Cesena of the University of Bologna.