

AUDREY ANSAY ANTONIO

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Summary

I conduct research on modern careers in the field of work and organizational psychology. My studies have focused on the relationships between career resources, career insecurity, and psychological outcomes. My other research interests include performing cross-country comparisons of work and career phenomena. As an early career scholar, I have cumulative experience in presenting at international conferences, publishing in scientific journals, and participating in international research projects.

Academic Career

December 2024 – present
Alma Mater Studiorum – University of Bologna, Bologna, Italy
Postdoctoral Research Fellow
Overview of research project: The project aims to develop a career uncertainty scale.

Education

November 2021 – present
Alma Mater Studiorum – University of Bologna, Bologna, Italy
PhD Programme in Psychology
PhD Thesis: “When you can't stop the waves: Navigating career insecurity in the early career stage”

September 2019 – July 2021
Alma Mater Studiorum – University of Bologna, Bologna, Italy
Erasmus Mundus Joint Master Degree in Work, Organizational and Personnel Psychology
110 / 110, Cum Laude
Master Thesis: “Assimilation and accommodation: Examining young adults' career goal management strategies”

June 2012 – June 2016
Ateneo de Manila University, Manila, Philippines
Bachelor of Science in Psychology
3.48 / 4.0, Honorable Mention
Bachelor Thesis: “Discursive analysis of children's talk on corporal punishment within peer groups”

Publications

Antonio, A. A., & Chiesa, R. (2024). Exploring university students' career resources profiles to cope with career insecurity and promote employability. *Social Sciences*, 13(9), 455.
<https://doi.org/10.3390/socsci13090455>

Chiesa, R., **Antonio**, A. A., Guglielmi, D., Mariani, M. G., & Mazzetti, G. (2024). Young adults' career goal management: The mediating role of perceived employability and career adaptability.

Australian Journal of Career Development, 33(1), 36-45.

<https://doi.org/10.1177/10384162231226079>

Šimunić, A., Fartek, M., **Antonio**, A. A., Garraio, C., & Jørgensen, K. M. (2024). Singles-friendly work cultures and work-life balance during the COVID-19 pandemic: A study across four European countries. *Journal of Workplace Behavioral Health*, 1–28.

<https://doi.org/10.1080/15555240.2024.2305900>

Chiesa, R., & **Antonio**, A. A. (2024). Strumenti per la valutazione delle risorse di carriera negli studenti universitari. *Counseling*, 17(1), 63-75. <https://doi.org/10.14605/CS1712405>

Petruzzello, G., **Antonio**, A. A., Chiesa, R., & Mariani, M. G. (2022). It takes more than agency: Linking support from teaching staff, career engagement, and movement capital among university students. *Frontiers in Psychology*, 13, 1083698.

<https://doi.org/10.3389/fpsyg.2022.1083698>

Conference Presentations

Chiesa, R., & **Antonio**, A. A. (2024, September 4 – 6). Esplorare le risorse di carriera degli studenti universitari per affrontare l'insicurezza di carriera e promuovere l'occupabilità [Exploring the career resources of university studies to cope with career insecurity and promote employability]. In F. Signore & F. Pace (Chairs), *Verso un futuro sostenibile: Buone pratiche ed esperienze di formazione per il successo accademico e lo sviluppo di carriera negli studenti universitari* [Towards a sustainable future: Good practices and training experiences for the academic success and career development of university students] [Symposium]. 20th Italian Psychology Association (AIP) National Congress – Section of Organizational Psychology, Bergamo, Italy.

Antonio, A. A., Pais, L., & Chiesa, R. (2024, June 5 – 7). *Coping strategies and psychological well-being of Italian and Portuguese young adults in response to career uncertainty* [Poster]. 16th Conference of the European Academy of Occupational Health Psychology (EAOHP), Granada, Spain. https://eaohp.org/wp-content/uploads/2024/08/EAOHP-2024-BoP_Final.pdf

Antonio, A. A., van Hooft, E. A. J., & Chiesa, R. (2024, April 18 – 19). Coping with career uncertainty in the early career stage. In D. A. H. Fris (Chair), *From stressed to refreshed: Career transitions and their relation with personal well-being* [Symposium]. Careers Division Community Conference (CarCon) 2024 – Academy of Management, Amsterdam, Netherlands.

Antonio, A. A., van Hooft, E. A. J., & Chiesa, R. (2023, September 6 – 8). *Esaminare le strategie dei giovani per far fronte all'incertezza di carriera* [Examining the strategies of young people to cope with career uncertainty] [Presentation]. 19th Italian Psychology Association (AIP) National Congress – Section of Organizational Psychology, Cagliari, Italy. https://aipass.org/wp-content/uploads/2023/04/Book-of-Abstracts_AIP2023-Cagliari.pdf

Antonio, A. A., & Chiesa, R. (2023, May 24 – 27). *Exploring career uncertainty among young people: Meanings, sources, and coping resources* [Presentation]. 21st European Association of Work and Organizational Psychology (EAWOP) Congress, Katowice, Poland.

https://eawop2023.org/static/sites/tcekd_eawop_2022/EAWOP2023-book-of-abstracts.pdf

Petruzzello, G., **Antonio**, A. A., Chiesa, R., & Mariani, M. G. (2023, May 24 – 27). *A support to agency: The associations between support from teaching staff, career engagement, and movement capital among Italian university students* [Presentation]. 21st European Association of Work and Organizational Psychology (EAWOP) Congress, Katowice, Poland. https://eawop2023.org/static/sites/tcekd_eawop_2022/EAWOP2023-book-of-abstracts.pdf

Jørgensen, K. M., Fartek, M., Garraio, C., **Antonio**, A. A., & Šimunić, A. (2023, May 24 – 27). Single-friendly work cultures, job performance and well-being of single employees: The mediating role of recovery experiences and work-life balance. In A. M. Stertz (Chair), *Examining the work-nonwork interface from special perspectives* [Symposium]. 21st European Association of Work and Organizational Psychology (EAWOP) Congress, Katowice, Poland. https://eawop2023.org/static/sites/tcekd_eawop_2022/book-of-abstracts.pdf

Antonio, A. A., & Chiesa, R. (2022, November 9 – 12). *Exploring young people's resources to enhance resilience in early careers* [Presentation]. 12th International Dutch HRM Conference, Enschede, Netherlands.

Chiesa, R., & **Antonio**, A. A. (2022, September 27 – 30). The role of perceived employability in young adults' career goal management. In A. Lo Presti (Chair), *Employability and career resources for successful occupational transitions and well-being* [Symposium]. 30th Italian Psychology Association (AIP) National Congress, Padova, Italy. <https://www.padovauniversitypress.it/publications/9788869383168>

Chiesa, R., **Antonio**, A. A., & Galassi, S. (2022, September 27 – 30). *An exploratory study on career uncertainty among university students* [Presentation]. 30th Italian Psychology Association (AIP) National Congress, Padova, Italy. <https://www.padovauniversitypress.it/publications/9788869383168>

Antonio, A. A., De Angelis, M., Zani, B., Peláez Zuberbühler, J., Salanova, M., Wynne, R., García González, F. J., & Pietrantoni, L. (2022, July 5 – 8). *Mental health promotion in the workplace: Strengths, weaknesses and gaps of current policies in some EU countries* [Poster]. 17th European Congress of Psychology (ECP), Ljubljana, Slovenia. http://psiholoska-obzorja.si/arhiv_clanki/2022/ECP_2022_Abstracts.pdf

Šimunić, A., Garraio, C., Jørgensen, K. M., **Antonio**, A. A., & Fartek, M. (2022, June 23 –25). *Relations of well-being and job performance with work-life balance and a single-friendly work culture during the COVID-19 pandemic* [Presentation]. Work-Family Research Network 6th Biennial Conference, New York, U.S.A. <https://wfrn.org/wp-content/uploads/2022/06/2022-Conference-Book-of-Abstracts-FINAL-6-20-22.pdf>

Šimunić, A., Fartek, M., **Antonio**, A. A., Garraio, C., & Jørgensen, K. M. (2021, December 9 –11). *Single adults' perceptions of a singles-friendly work culture, work-life balance, job performance, and well-being during the COVID-19 pandemic* [Presentation]. 3rd International Scientific Conference, Department of Psychology, Catholic University of

Croatia, Zagreb, Croatia. <https://www.unicath.hr/hks2015/wp-content/uploads/2021/12/knjiga-sazetaka-2021-hks-psihologija.pdf>

Chiesa, R., **Antonio**, A. A., Guglielmi, D., Mariani, M. G., & Mazzetti, G. (2021, September 23 – 25). *La relazione tra risorse adattive e gestione degli obiettivi di carriera: il ruolo di employability e career adaptability* [The relationship between adaptive resources and career goal management: The role of employability and career adaptability] [Poster]. 18th Italian Psychology Association (AIP) National Congress – Section of Organizational Psychology, Verona, Italy.

Šimunić, A., Zeličková, A., **Antonio**, A. A., Garraio, C., Jørgensen, K. M., Fartek, M., & Levant, V. (2021, April 20 – 24). *Are work cultures singles-friendly and promoters of work-life balance? A study across six European countries* [Presentation]. 35th Virtual European Federation of Psychology Students' Association (EFPSA) Congress.

Academic Stays Abroad

November 2023 – January 2024	University of Coimbra , Coimbra, Portugal PhD Mobility Period
May – August 2023	University of Amsterdam , Amsterdam, Netherlands PhD Mobility Period
November – December 2022	University of Amsterdam , Amsterdam, Netherlands PhD Mobility Period
March – May 2021	University of Baltimore , Baltimore, U.S.A. Partner University Practicum
March – July 2020	University of Barcelona , Barcelona, Spain Mobility Exchange Semester
August – December 2014	Tilburg University , Tilburg, Netherlands Junior Term Abroad Program

Additional Training

September 2024	University of Edinburgh – Business School , Edinburgh, Scotland, U.K. EAWOP Early Career Summer School
June 2024	Italian Psychology Association (AIP) – Section of Social Psychology and Section of Organizational Psychology , Online Summer School of Qualitative Methods for Psychological Research, From Epistemological Positioning To Methodological Excellence Towards Theory Building: When And Why Use Thematic Analysis and Case Study Methods, Course: Thematic Analysis Methods
June 2024	16th Conference of the European Academy of Occupational Health Psychology (EAOHP) , Granada, Spain Pre-conference workshop 3: “R for Data Visualization and Analysis”

May 2023	21st European Association of Work and Organizational Psychology (EAWOP) Congress , Katowice, Poland Workshop: Mixed methods research projects: Development, implementation and evaluation
September 2022	pHresh network , Online Workshop on within-person research
September 2022	Jagiellonian University , Krakow, Poland UNA Masterclass workshop for PhD students: Global debates on datafication and AI: theory, methods, politics
July – August 2022	University of Edinburgh , Edinburgh, Scotland, U.K. UNA Europa One Health Summer School
June 2022	Work-Family Research Network 6th Biennial Conference , New York, U.S.A. Pre-Conference Workshop: Professional Development for Doctoral Students in the Work & Family Field
July 2020 – July 2021	European Federation of Psychology Students Association (EFPSA) , Online Research Programme 2020/2021 Research Summer School 2020

Other Work Experiences

March – August 2021	Whelan & Associates, LLC , Memphis, U.S. A. Organizational Consulting Intern Key achievements: Performed qualitative analysis of employees' responses to changes in organizational career paths and prepared the dataset to test the predictive validity of a new pre-employment assessment
March – May 2021	Maryland Department of Budget and Management , Baltimore, U.S.A. Human Resources Intern Key achievements: Created data dashboards to generate insights on job fair performance and social media recruitment and collaborated on the improvement of employee training materials
September – December 2020	Alma Mater Studiorum – University of Bologna , Bologna, Italy Mixed Teaching Tutor Key achievement: Contributed to the university efforts of ensuring a safe and healthy learning environment during the COVID-19 pandemic
February 2017 – August 2019	Citibank – Regional Operating Headquarters , Manila, Philippines Human Resources Operations Support Analyst Key achievements: Recognized for involvement in process improvement initiatives such as the HR chat service for increased work efficiency and the organization of an employee career mobility event

Fundings and Academic Honors

Erasmus+ Study grant (€ 900) for PhD mobility period (2023 – 2024)

University of Bologna scholarship (€ 2000) for participation in the UNA Europa One Health Summer School (2022)

Erasmus+: Erasmus Mundus scholarship (€ 49000) awarded to students from partner countries (2019 – 2021)

7th place, Psychometrician Licensure Examination, Philippines (2016)

Ateneo de Manila University Dean's List (2012 – 2016)

Professional Memberships

2024 – present	Member, European Academy of Occupational Health Psychology (EAOHP)
2023 – present	Member, European Association of Work and Organizational Psychology (EAWOP)
2022 – present	Member, Italian Association of Psychologists (AIP), Organizational Psychology Section
2022	Former Member, Work-Family Research Network
2019 – 2020	Former Member, Psychological Association of the Philippines

Skills

Languages	English (Bilingual), Filipino (Native), Italian (Intermediate)
Computer	Microsoft Office, Google Workspace, Canva, SPSS Statistics, IBM SPSS AMOS, Mplus
Research	Qualitative analysis, statistical analysis, focus group facilitation, public speaking, scientific writing