

NEW MEMBERS OF EDITORIAL BOARD



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Maria Menshikova, PhD, is an Associate Professor in Organisation Studies and Human Resource Management. Her research interests focus on the impact of digital technologies on work organisation, as well as innovative and sustainable human resource management strategies and practices across various contexts and sectors.

EDUCATIONAL QUALIFICATION:

- ✓ PhD in Management, Banking and Commodity Sciences, Sapienza University of Rome (Italy), 2016.
- ✓ Single-cycle Degree (5 years) in Marketing, Ural State University of Economics (Russia), 2012.

JOB EXPERIENCE AND PRACTICE:

- ✓ Associate Professor at University Mercatorum (Organization and Human Resource Development), from 2024 - ongoing;
- ✓ Researcher at University Mercatorum, 2023-2024;
- ✓ Lecturer of “Organisation of Tourism Enterprises”, Sapienza University of Rome (Italy), 2020-2023;
- ✓ Lecturer of “Organisation of Financial Intermediaries”, San Raffaele University (Italy), from 2022 - ongoing
- ✓ Lecturer of “Talent Acquisition and Management”, “Diversity Management”, and “New Forms of Work Organisation and

Smart Working” at E-campus University (Italy), from 2024 - ongoing.

SOME IMPORTANT PUBLICATIONS :

- Menshikova, M., Bonacci, I., Scarozza, D., & Zifaro, M. (2025). The employee satisfaction with the new normal ways of working: a cluster analysis. *Journal of Asia Business Studies*, 19(3), 863-892.

- Bonacci, I., Scarozza, D., & Menshikova, M. (2025). Changes in Work Organisation Between Flexibility and Adaptation: The New Normal. *puntOorg International Journal*, 10(1), 8-26.

- Menshikova, M., Bonacci, I., & Scarozza, D. (2025). Rethinking Tutoring Activities in the New Normal: New Ways of Tutoring and Evolution of The Tutor’s Profile. *Procedia Computer Science*, 253, 1515-1524.

- Menshikova, M., Bonacci, I., & Scarozza, D. (2024). Project management and artificial intelligence: analyzing the project managers’ perception. *HUMAN PROGRESS*, 10(3), 1-16.

- Scarozza, D., Menshikova, M., Bonacci, I., Di Lauro, S., & Mazzitelli, A. (2024). The Impact of the Tutor’s Role and Technology on the Knowledge Transfer to the University Students: Developing a Conceptual Model. In *IFKAD 2024—International Forum on Knowledge Asset Dynamics: Translating Knowledge into Innovation Dynamics* (pp. 846-861).

- Fedorova, A., Menshikova, M., & Gatti, M. (2021). Concept of the Labour Digitalization Phenomena as the Social Pollution Factor. In *Digital Transformation and New Challenges: Changes in Business and Society in the Digital Era* (pp. 137-155). Cham: Springer International Publishing.

- Fedorova, A., Koropets, O., &

Menshikova, M. (2020, February). Introduction of smart working in the enterprises of Russia and Italy: case study. In *IOP Conference Series: Materials Science and Engineering* (Vol. 753, No. 4, p. 042007). IOP Publishing.

- Menshikova, M., Fedorova, A., & Gatti, M. (2020). Introducing smart-working in the conditions of digital business transformation: Analysis of an employee’s experience. In *Digital Transformation and New Challenges: Digitalization of Society, Economics, Management and Education* (pp. 59-71). Springer International Publishing.

- Fedorova, A., Koropets, O., Tonkikh, N., & Menshikova, M. (2019, April). Experience of women faced with toxic labour relations: A narrative study. In *Proceedings of the 2nd International Conference on Gender Research* (pp. 223-229).