

Maria Menshikova



Citizenship: Russian

Place and Birth Date: Russia, 04-05-1989

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Education

November 2012 - July 2016	PhD in Management, Banking and Commodity Sciences, <i>Faculty of Economics, Sapienza University of Rome, Italy</i> PhD Thesis on “Smart Working Implementation within the Digital Transformation process: Case study Telecom Italia Group”, cum laude
February 2011 – February 2012	Erasmus Mundus Multic Action 2 , <i>Faculty of Economics, Sapienza University of Rome, Italy</i>
September 2006 - June 2012	Specialization in Marketing , <i>Faculty of Management and Informatics, Cathedra of Marketing, Ural State University of Economics, Ekaterinburg, Russia</i> , cum laude.
September 2004 – September 2007	Specialization in Management , <i>College of entrepreneurship and social management, Ekaterinburg, Russia</i>
June 2006	High School Diploma , diploma cum laude, Polevskoy, Sverdlovsk region, Russia

Additional Education and Training Information

15 – 19 January 2018	Winter School, Narratives in Organizational Research , <i>Sapienza, Rome</i>
23 – 27 February 2015	Training Week - Web Marketing per StartUp , <i>online course GT Idea</i>
15 November 2014	Workshop - Facebook Marketing , <i>DoLab Social, LUISS ENLABS, Rome</i>
10 – 14 November 2014	Training Week - Search Marketing , <i>online course GT Idea</i>
13 – 17 October 2014	Training Week - Social Media Marketing , <i>online course GT Idea</i>
15 - 19 September 2014	Training Week - Web Marketing Turistico , <i>online course GT Idea</i>

July 2014	Training for the Project “Made in Italy: Eccellenze in Digitale” , realized by Google & Unioncamere, <i>Piazza Sallustio 21, Rome</i>
May 2014	Social Network analysis - Acquisition and processing of sociometric data, software UCINET , held by Prof. Anzera, <i>Sapienza University of Rome</i>
March 2014	Fuzzy-set qualitative comparative analysis (fs/QCA) Course, held by Prof. S. Furnari, <i>University of Udine</i> .
December 2013	“Social Network” Seminars, held by Prof. P. Velardi, <i>Department of Computer Science, Sapienza University of Rome</i>
November 2013	“Network Analysis”, “How to write a monograph” Courses, held by prof. Fabio Ancarani, prof. Giuseppe Anzera, <i>School of the Italian Society of Marketing, University of Naples Federico II</i> .
October 2013	“The Best Ways to Learn from Data” Course, held by Prof. Andrew Gelman, <i>Department of Statistics, Sapienza University of Rome</i> .
June 2013 – July 2013	“SPSS – Advanced Level” Course, <i>Sapienza University of Rome</i> .
September 2013 – October 2013	“LaTeX” Course, <i>Sapienza University of Rome</i> .
March 2013 – June 2013	Attendance of PhD courses, Sapienza University of Rome. <ul style="list-style-type: none"> ▪ Research Methodology for Social Sciences ▪ Advanced Statistics ▪ Mathematics ▪ Econometrics ▪ Multidimensional and Textual Analysis

Work Experience

20 July 2015 – ongoing

Research and Management in the framework of International projects and at Economics Faculty, International Telematic University UNINETTUN, Rome, Italy

- Research and management at the Economics Faculty;
- Management of the development and implementation of the new Master Degree in Business Management and Digital Technologies (Faculty of Economics);
- Coordination of the development and opening of double/joint degree and other specific programs with the Russian speaking countries (Azerbaijan, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Mongolia, Russia).
- Management of the work packages implementation and research in the framework of International Projects (IoT, LMPI, LMPT, LPEB, LMPH)
- Coordination of e-learning content development and didactic assistance on e-learning platform use to the professors and tutors from the Russian speaking countries (Azerbaijan, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Mongolia, Russia).

- December 2017 **Member of the Organizing Committee** - International Scientific-practical conference "Social technologies in personnel management: creation and change of governance and leadership structures", *Ural Federal University, Ekaterinburg, Russia*
- October 2015 **Member of the Organizing Committee - ITAIS 2015**, *Sapienza University of Rome, Italy*
- 10 July 2015 **Interpreter** (Italian – Russian) at the **Chamber of Deputies (Italy)**
- 1 June 2015 – 31 May 2016 **Research grant** for the project: "Development of an intelligent system for selecting, sharing and dissemination of innovative managerial skills aimed at the development of best practices, productivity, and increase of the competitiveness in the tourism sector", *Department of Management, Sapienza University of Rome, Italy*
- May 2015 – June 2015 **Recruiter HR (Sector ICT) / Member of the Expert Committee** for the public grant "MADE IN ITALY - ECCELLENZE IN DIGITALE EDIZIONE 2015" promoted by *UNIONCAMERE E GOOGLE, Rome, Italy*
- 30 April 2015 **Lecturer in the framework of the Project Cosy4You – Training course "Building Skills for Accessible Tourism"**, *Peepul Association, Naples, Italy*
Lessons on:
 - "Principles of marketing for Accessible Tourism: marketing mix, segmentation, positioning and communication tools",
 - "Communications Campaign and information delivery channels: from traditional to electronic channels"
- September 2014 – March 2015 **Digital consultant**, *Chamber of Commerce, Frosinone (Lazio region)*.
Scholarship of Unioncamere and Google Italia:
 - Consulting services to the SMEs for the digital marketing strategies' development;
 - Training courses on "Digitalization and e-tools for SMEs" provided to the entrepreneurs of Frosinone Province (sectors: tourism, mining and processing of marble)
- April 2012 – June 2014 **Assistant** - Occasional Collaboration, *The centre of Russian studies "Russkiy Mir", Rome, Italy*
 - Assistance in the organization of meetings, forums and conferences for Russian and Italian universities, enterprises and public administration;
 - Translation of brochures, leaflets and documents of various types;
 - Consecutive interpretation for conferences, meetings, and negotiation processes.
- January 2014 **Member of the Organizing Committee** International Symposium - B.S.Lab 2014, *Universitas Mercatorum, Rome, Italy*
- January 2013 – May 2013 **Member of the Organizing Committee** WOA 2013, *Faculty of Economics, Sapienza University of Rome, Italy*
- February 2012 – November 2012 **Teacher of the Italian language**, *linguistic centers "Diplomat", "Alibra School", Ekaterinburg, Russia*

December 2010 – February 2011

Marketing Specialist

Development of the marketing research “Analysis of Higher Education services in Ekaterinburg: a triple point of view (prospective students, parents of prospective students, and actual students)”, *Ural State University of Economics, Ekaterinburg, Russia*

Academic Activity

March 2018 – ongoing

Teaching (tutorship), *International Telematic University UNINETTUNO, Rome, Italy*:

- Marketing, e-business, e-commerce (Postgraduate Degree in English)

January 2017 – ongoing

External Expert/Reviewer for the evaluation of Ph.D Dissertation on the topics related to Management and Organizational studies, *Institute of Development Studies (IDS), The University of Agriculture, Peshawar, Pakistan*

26-30 December 2016

Training course (10 hours) for the master students on “Smart working as an innovative tool of labor organization” *Ural State University of Economics, Ekaterinburg, Russia*

26-30 December 2016

Training course (10 hours) for the master students on “Smart working as an innovative tool of labor organization”, *Ural Federal University, Ekaterinburg, Russia*

July 2015 - December 2016

Teaching (tutorship), *International Telematic University UNINETTUNO, Rome, Italy*

- Marketing (Undergraduate Degree in English)
- Marketing (Undergraduate Degree for Erasmus students in Russian)
- Marketing, e-business, e-commerce (Postgraduate Degree in Italian)
- Management for Hospitality Industry (Master’s course in English)
- Management Control and Finance in the Context of Hospitality and Events (Master’s course in English)

2014 – 2018

Reviewer for the international conferences:

- ICTO (Information and Communication Technologies in Organizations and Society) - 2015, 2016, 2017, 2018;
- ITAIS (Italian Chapter of Association for Information Systems) - 2015

2016 - ongoing

Reviewer and member of the Editorial Board - scientific e-journal “Human Progress”, Russia, <http://progress-human.com/ru/redkollegiya>

2015-ongoing

Expert on the subject (Cultore della materia): “Business organization” (*Organizzazione Aziendale*), *Sapienza University of Rome, Italy*

2012-2016

Academic assistance, *Sapienza University of Rome, Italy*

- Business Organization
- Human Resources Management
- Leadership and organizational change

Participation in International Conferences

- **MENSHIKOVA, M. (2017).** "Smart working as a tool to reduce the toxicity level in the organizational environment". International Scientific-practical conference "Social technologies in personnel management: creation and change of governance and leadership structures", 15-16 December 2017, *Ural Federal University, Ekaterinburg, Russia*
- **MENSHIKOVA, M. (2017).** "Analysis of the new generation's expectations towards digital transformation trends". International Scientific-practical conference "Development of trade relations from the perspective of economic integration of the Republic of Moldova in the international economy", 21-22 September 2017, *Trade Co-operative University of Moldova, Chisinau, Moldova*
- **MENSHIKOVA, M., Romolini, A., Sabbatelli, I., De Marco, M. (2017).** "The Role of Digital Tools and Platforms for Training Programmes Developed by the Organisations of the Banking Sector", 8th International Conference, IESS 2017, *Sapienza University of Rome, Italy, May 24-26, 2017*
- **Sabbatelli, I., MENSHIKOVA, M., Romolini, A., De Marco, M. (2017).** "The role of ICT and web-based training in the banking sector: an analysis of an Italian banking group's experience". ICTO (Information and Communication Technologies in Organizations and Society) 2017, *the University of Paris Nanterre, Paris March 16 and 17, 2017*
- **MENSHIKOVA, M., Fedorova, A. (2016).** Main drivers of the organizational change and digital transformation in the world of work. International Scientific and Practical Conference "The Human Potential Progress", December 2016, Ekaterinburg (Russia)
- **Aiello, L., Dulckaia, I., Ferri, M. A., Gatti, M. MENSHIKOVA, M., Zitelli, F. (2016).** Made in Italy' enhancement: role of the external agents for the Italian SMEs digitization. XXVIII Sinergie Annual Conference. Management in a Digital World. Decisions, Production, Communication. 9-10 June 2016 - University of Udine (Italy)
- **Aiello, L., Dulckaia, I., MENSHIKOVA, M., Zitelli, F. (2016).** PPP for the digitization of SMEs in sustainable perspective. ICTO 2016: Information and Communication Technologies in Organizations and Society, March 3-4, Paris, France
- **MENSHIKOVA, M., Rastorgueva, N., Dulckaia, I. (2015).** Perspectives of IoT in contemporary agriculture. ITAIS 2015 --- 12th Conference of the Italian Chapter of AIS - Reshaping Organizations through Digital and Social Innovation. 9th - 10th of October, 2015 – Roma, Italy
- **Fedorova, A., Dvorakova, Z., Kacane, I., Katashinskikh, V.,Stepankova, M., Koralov, M., Khan, H. MENSHIKOVA, M. (2015).** "Evaluation of current changes in labour relations by workers of the certain countries." Conference Proceedings, CSR: University Builds Country, Prague, September 11 and 14, 2015
- **Fedorova, A., Vishnevskii, Y., MENSHIKOVA, M. (2015).** Toxic organizational environment on the Italian and Russian enterprises: an inter-country comparison. Proceedings of ADVED15 International Conference on Advances in Education and Social Sciences. 12-14 October 2015--Istanbul, Turkey ISBN: 978-605-64453-4-7
- **MENSHIKOVA, M. (2015).** "The intoxication of the organizational organism: a literature review". WOA 2015 "Back to basics: searching for new forms of organizing", Padua, Italy
- **Aiello, L., Dulckaia, I., Ferri, M.A., MENSHIKOVA, M. (2015).** "Use of E-tools Opportunities by Italian Hospitality SMEs". WHICEB2015 "The Fourteenth Wuhan International Conference on E-Business". AIS Affiliated Conference, Wuhan, P. R. China, June 19-June 21, 2015

- **Aiello, L., Dulaskaia, I., MENSHIKOVA., M. (2015).** “Supply chain management and the role of ICT: DART-SCM perspective”. ICTO 2015 “The Past, Present, and Future of Information and Communication Technologies in Organizations”, Paris, France, March 2015
- **Dulaskaia, I., MENSHIKOVA, M. (2014).** “New service development: Best practice of the Italian Postal Sector”, 8th Mediterranean Conference on Information Systems (MCIS 2014), AIS-affiliated conference, 3rd - 5th September 2014, University of Verona, Italy
- **Gatti, M., Fedorova, A., MENSHIKOVA, M. (2014).** “Toxic elements” in internal environment of the enterprise: comparative analysis of Russian and Italian situation. WOA 2014 “Organising for growth: theories and practices”, Udine, Italy, March 2014
- **Ferri, M.A., MENSHIKOVA, M. (2014).** “Strategy development, sustainable growth and enterprise viability over time. An empirical test of the Abell Model in railway transport sector”. Business Systems Laboratory -- 2nd International Symposium, SYSTEMS THINKING FOR A SUSTAINABLE ECONOMY. Advancements in Economic and Managerial Theory and Practice, January, 2014, Universitas Mercatorum
- **Fedorova, A., MENSHIKOVA, M., Parsiukevich, A. (2014).** “Evaluation of the intra-organizational environment factors affecting the workers’ health”. SIBR 2014 Conference (Kuala Lumpur) on Interdisciplinary Business and Economics Research, February 2014, Kuala Lumpur.
- **Fedorova, A., MENSHIKOVA, M., Guseva, M (2013).** “Toxic management practices & their influence on employee wellbeing”. 3rd International Conference on Vulnerable Workers and Precarious Work, Toulouse, September 2013
- **Fedorova, A., MENSHIKOVA, M., Dvorzakova, Z., Parsukevich, A. (2013).** Toxic human factor of crisis situations within the Russian organizations. The 7th International Days of Statistics and Economics, Prague, September, 2013
- **MENSHIKOVA, M., Shokola, I. (2013).** Customers’ gender differences as a basis for communication CSR politics’ construction (example of food-retail in Italy). 4th EMAC Regional Conference, Marketing Theory Challenges in Emerging Societies, Saint-Petersburg, Russia, September 2013
- **Fedorova, A., MENSHIKOVA, M. (2013).** Influence of toxic management on development of crisis situation within the organization: Review of Russian situation. XIV Workshop “Organizing in turbulent times: the challenges ahead”, Rome, May 2013

Lectures and Workshop

- Workshops “**TIM Equity & Inclusion Week**”, November – December 2016
- Webinar “**Smart working: tools for the agile work**” held by Forum PA and Microsoft Italia, April – May 2016
- Workshop “**Writing for Scholarly Publications**” held by prof. Andrea Calabrò, December 1, 2015
- Workshop “**The innovative and technological services for the new factory 4.0: the challenge of productivity**”, Confindustria, Rome, 22 June 2015
- Conference “**Social Media Week**”, Rome, 8-12 June 2015
- Workshop “**Instagram – a new tool for the visual marketing and PR**”, DoLab Social, LUISS Enlab, 23 October 2014
- Workshop “**Perspective for tourism: quality, tradition, innovation**”, ALUMNI – Associazione Laureati in Economia, 16 June 2014, Palazzo delle Assicurazioni Generali, Roma
- **Forum on tourism and cultural heritage** in the context of the project development “TECA” – Turismo (Tourism) --- Enogastronomia (Enogastronomy) --- Cultura (Culture) --- Ambiente (Environment), 28 May 2014, Palazzo Chigi, Ariccia
- Workshop “**Sustainability, Innovation and Inter-Organizational collaboration**”, held by Dr. Gerrit Tamm, Ian Towers e Bert Eichorn, SRH University of Berlin, June 2014
- Workshop “**The future of management studies**”, The Italian society of management, 11 April, LUMSA University, Rome, 2014
- Speaker in the International Workshop “**Social pollution phenomena and toxic managerial practices**”, XI Personnel Forum, Omsk, Russia, 2014
- Speaker in the Workshop “**Toxicity as a fact of organizational life: anticipation, monitoring and handling**”, Ural Federal University, Ekaterinburg, Russia, 2014
- Speaker in International Workshop “**Diversity: Women on Boards / Top Management Teams**”, University of Witten/Herdecke in December 2013
- Workshop “**Business Development**” and “**Execution of Strategy**” held by prof. Laintila, Sapienza University of Rome, June 2013
- Workshop “**Starting the Publishing Process**” held by prof. Huse, Sapienza University of Rome, June 2013
- Web Workshop (Italy-Russia) “**Toxic management practices and toxic employees (experience exchange)**”, June 2013
- Workshop “**Write and Review an article**” held by prof. Sorrentino, Sapienza University of Rome, May 2013

International Projects

- **Research and management** for the EU projects founded by Erasmus Plus / Tempus:
 - ✓ **IoT4SMEs** - Internet of Things for European Small and Medium Enterprises, Project Number: 2016-1-IT01-KA202-005561 (currently ongoing)
 - ✓ **LMPI** - Licence, Master professionnels pour le développement, l'administration, la gestion, la protection des systèmes et réseaux informatiques dans les entreprises en Moldavie, au Kazakhstan, au Vietnam, Project Number: 573901-EPP-1-2016-1-IT-EPPKA2-CBHE-JP (currently ongoing)
 - ✓ **LPEB** - Licence professionnelle en formation ouverte et à distance pour la performance énergétique et environnementale des bâtiments en Fédération de Russie, en Chine et en Azerbaïdjan, Project number: N°561732-EPP-1-2015-1-FR-EPPKA2-CBHE-JP (currently ongoing)
 - ✓ **LMPT** - Licence Master professionnels pour la conception et le développement d'activités touristiques durables, Project Number: 573897-EPP-1-2016-BG-EPPKA2-CBHE-JP (currently ongoing)
 - ✓ **LMPH** - License Masters Professionnels en management des activités hôtelières pour le développement de l'Industrie Touristique en Géorgie, Azerbaïdjan, Moldavie, Project number: 544191-TEMPUS-1-2013-1-PT-TEMPUS-JPCR (concluded)
- **Membership** in the International Research Team Network (Czech Republic, Italy, Latvia, Pakistan, Poland, Russia). Development of the annual study "Monitoring changes in labour relations between employees and employers",
Under the leadership of Ural Federal University, Russia), from 2015 – ongoing
- **Membership** in the International Research Team. "Comparative analysis of the changes in labour relations between employees and employers".
Under the leadership of Ural Federal University, Russia in the framework of the Grant of the Ural Federal University named after the first President of Russia B.N. Yeltsin, 2013-2014

Publications

1. **MENSHIKOVA, M (2017).** "Analysis of the new generation's expectations towards digital transformation trends". Journal of Research on Trade, Management and Economic Development. Volume 4, Issue 2(8)/2017, Chişinău: UCCM, 2017, pp. 48-66. ISSN 2345-1424.E-ISSN 2345-1483.
2. **MENSHIKOVA, M., Romolini, A., Sabbatelli, I., De Marco, M. (2017).** "The Role of Digital Tools and Platforms for Training Programmes Developed by the Organisations of the Banking Sector" in Springer - Exploring Service Science, 8th International Confernece, IESS 2017, Rome, Italy, May 24-26 , 2017, Proceedings: Za, S.; Dragoicea, M.; Cavallari, M. (Eds.) 2017, XVII, 432 p, ISBN 978-3-319-56924-6
3. **Fedorova, A., Khan, H., MENSNIKOVA, M., Polents, I. (2017).** Toxicity within labor relations in terms of hired workers. Proceedings of INTCESS 2017, 4th International Conference on Education and Social Sciences 6-8 February 2017- Istanbul, Turkey. ISBN: 978-605-64453-9-2
4. **MENSHIKOVA, M., Fedorova, A. (2016).** Main drivers of the organizational change and digital transformation in the world of work. Human Progress Vol.2, n.12, December 2016, ISSN 2414-4916
5. **Sabbatelli, I., MENSNIKOVA, M, Romolini, A., De Marco, M. (2016).** "The Role of ICT and web-based training in the Banking Sector: an analysis of an Italian Banking Group's Experience" EADTU - The Online, Open and Flexible Higher Education Conference 2016 – Proceedings "Enhancing European Higher Education - Opportunities and impact of new modes of teaching", ISBN: 978-90-79730-25-4
6. **Fedorova, A., Dvorakova, Z., Kacane, I., Katashinskikh, V.,Stepankova, M., Koralov, M., Khan, H. MENSNIKOVA, M. (2016).** MONITORING CHANGES IN LABOUR RELATIONS BETWEEN EMPLOYEES AND EMPLOYERS: 2015-2016, International Research Survey. 1st edition. Sedlcany: Ústav personalistiky, ISBN 978-80-906064-2-5
7. **Aiello, L., Dulaskaia, I., MENSNIKOVA, M., Zitelli, F. (2016).** PPP for the digitization of SMEs in sustainable perspective. ICTO 2016: Information and Communication. In: Antoine Harfouche, Maurizio Cavallari. "The social relevance of the Organisation of Information Systems and ICT". Springer (In print).
8. **MENSHIKOVA, M., Rastorgueva, N., Dulaskaia, I. (2016)** Perspectives of IoT in contemporary agriculture. Conference Proceeding ITAIS 2015. Re-shaping Organizations through Digital and Social Innovation. Proceedings of the 12th Annual Conference of ITAIS. Edited by Rocco Agrifoglio, Leonardo Caporarello, Massimo Magni, Stefano Za, LUISS University Press - Pola Srl, ISBN 978-88-6856-055-3
9. **Fedorova, A., Dvorakova, Z., Kacane, I., Katashinskikh, V.,Stepankova, M., Koralov, M., Khan, H., MENSNIKOVA, M. (2015).** MONITORING CHANGES IN LABOUR RELATIONS BETWEEN EMPLOYEES AND EMPLOYERS: 2015, International Research Survey, 1st edition. Sedlcany: Ústav personalistiky, ISBN 978-80-906064-3-2
10. **Aiello, L., Dulaskaia, I., MENSNIKOVA, M.** Supply chain management and the role of ICT: DART-SCM perspective. In: Antoine Harfouche, Francesca Ricciardi. Information and Communication Technologies in Organizations and Society: Past, Present, and Future issues. Springer. Volume 15. ISBN 978-3-319-28907-6
11. **Aiello, L., Dulaskaia, I., Ferri, M.A., MENSNIKOVA, M.,** "Use of E-tools Opportunities by Italian Hospitality SMEs" (2015). WHICEB 2015 Conference Proceeding, pp. 16-25. ISBN 9780980051087.
12. **Aiello, L., MENSNIKOVA, M. (2015).** La propensione all'assunzione delle imprese italiane: una lettura organizzativa. In: Brollo M., Marazza M.. Diritto del lavoro e mercato l'impatto delle riforme del lavoro nell'analisi giuridica dei dati sull'occupazione. Vol. 13, Padova: CEDAM, ISBN: 9788813351946
13. **Fedorova, A., Vishnevskii, Y., MENSNIKOVA, M. (2015).** Toxic organizational environment on the Italian and Russian enterprises: an inter-country comparison. Proceedings of ADVED15 International Conference on Advances in Education and Social Sciences. 12-14 October 2015- Istanbul, Turkey ISBN: 978-605-64453-4-7

14. **Fedorova, A., MENSHIKOVA, M. (2014).** "The toxic elements inherent the organizational environment of Italian and Russian enterprises: A comparative analysis." *Izvestiya of USUE*. ISSN 2073 – 1019.
15. **Dulskaia, I., MENSHIKOVA, M. (2014).** "New service development: Best practice of the Italian Postal Sector", 8th Mediterranean Conference on Information Systems (MCIS 2014), AIS-affiliated conference, 3rd - 5th September 2014, University of Verona, Verona, Italy, ISBN 978-88-6787-2732
16. **Ferri, M.A., MENSHIKOVA, M. (2014).** "Strategy development, sustainable growth and enterprise viability over time. An empirical test of the Abell Model in railway transport sector". *Business Systems Laboratory --- 2nd International Symposium, SYSTEMS THINKING FOR A SUSTAINABLE ECONOMY. Advancements in Economic and Managerial Theory and Practice*, January, 2014, Universitas Mercatorum, ISBN: 9788890824203
17. **Fedorova, A., MENSHIKOVA, M., Parsiukevich, A. (2014).** "Evaluation of the intra-organizational environment factors affecting the workers' health". *SIBR 2014 Conference (Kuala Lumpur) on Interdisciplinary Business and Economics Research*, February 2014, Kuala Lumpur. ISSN: 2223-5078
18. **Fedorova, A., MENSHIKOVA, M. (2014).** SOCIAL POLLUTION FACTORS AND THEIR INFLUENCE ON PSYCHOSOCIAL WELLBEING AT WORK. Vol. 2, No. SGEM2014 Conference Proceedings, ISBN 978-619-7105-23-0/ISSN 2367-5659, September 1-9, 2014, Vol. 2, 839-846 pp, pp. 839-846
19. **MENSHIKOVA, M. (2013).** "Impact of Corporate Social Responsibility and Sustainability Policies on Consumer Decision". *Upravljenets №3/43/2013*, ISSN 2218-5005
20. **Fedorova, A., MENSHIKOVA, M. (2013).** "Influence of toxic management on development of crisis situations within organization: Review of Russian reality". *WOA 2013 XIV Workshop dei Docenti e Ricercatori di Organizzazione Aziendale. Organizing in turbulent times: the challenges ahead*, Sapienza Università di Roma, 2013. ISBN: 9788867870554.
21. **Fedorova, A., MENSHIKOVA, M., Dvorzakova, Z., Parsiukevich, A. (2013).** "Toxic human factor of crisis situations within the Russian organizations". *The 7th International Days of Statistics and Economics Conference Proceedings*. ISBN 978-80-86175-87-4
22. **MENSHIKOVA, M., Shokola, I. (2013).** "Customers' gender differences as a basis for communication CSR politics' construction (example of food-retail in Italy)." *4th EMAC CEE Regional Conference*. ISBN 978-5-9924-0081-6

Languages

Mother tongue - Russian

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	Writing
Italian	C2	C2	C2	C2	C2
English	C1	C1	C1	C1	C1
Spanish	B2	B2	B2	B2	B2

Technical Skills

Proficient with Office Package (mainly Word, Excel, PowerPoint), Internet
Proficient with SPSS, R, SPAD, LaTeX, UCINET, NVivo

Organization skills and competences

- Organization of collaboration between Italian and foreign Universities, assistance in the signing agreements and exchange of professors in the framework of academic and scientific mobility (Ural State University of Economics, Ural Federal University, Sapienza University of Rome, International Telematic University UNINETTUNO – Italy);
- Organization of cultural events and scientific conferences (Ural State University of Economics - Russia, Ural Federal University – Russia, Sapienza University of Rome - Italy, Universitas Mercatorum - Italy, International Telematic University UNINETTUNO – Italy)

Awards

2014/2015 **Scholarship “Made in Italy: Eccellenze in Digitale”**, project realized by Unioncamere and Google Italy under the patronage of the Ministry of Economic Development

2014/2015 **Grant for “Start to research”**, Sapienza University of Rome.

2013/2014 **Grant for “Start to research”**, Sapienza University of Rome

2011/2012 **Scholarship** Erasmus Mundus MULTIC Action 2

2010 **Best Student Award**, Ural State University of Economics, Ekaterinburg, Russia

