

AMIRHOSSEIN GHANBARI

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RESEARCH INTERESTS

PhD researcher in Economic Sociology, Organization and Labour Studies at the University of Milan, working on artificial intelligence in human resource management and its organisational implications. My research focuses on how AI-driven technologies, particularly generative artificial intelligence, are transforming HR practices, workplace learning, decision-making, and employee experiences. I am especially interested in issues of digital transformation, skill development, performance management, and psychological well-being, as well as the ethical and institutional consequences of AI adoption at work. With a strong interdisciplinary background in psychology and HRM, and training in both qualitative and quantitative methods, I aim to contribute to critical and empirical debates at the intersection of technology, organisation, and labour.

EDUCATION

Università degli Studi di Milano *September 2025 – Present*
PhD in Economic Sociology, Organization and Labour Studies *Milan, Italy*

University of Leicester *September 2023 – September 2024*
Masters in Human Resource Management and Training *Leicester, United Kingdom*
GPA: 70.8/100 (Distinction)

Philipps-University Marburg *April 2021 – September 2021*
Erasmus + Exchange Student *Marburg, Germany*
Summer School (Online Due to Covid-19 Pandemic)

University of Isfahan *September 2018 – Aug 2022*
Bachelors in Psychology *Isfahan, Iran*
GPA: 17.67/20.00 (A-Grade)

HONOURS & AWARDS

PhD Scholarship *September 2025*
Fully funded doctoral scholarship awarded in Università degli Studi di Milano *Milan, Italy*

CIPD Level 7 (Associate) *January 2025*
Chartered Institute of Personnel and Development *London, United Kingdom*

Erasmus + *April 2021*
Tuition award fellowship by European Commission for Philipps-University of Marburg *Marburg, Germany*

RESEARCH EXPERIENCE

MSc Dissertation Project – University of Leicester *April 2024 – September 2024*

- Designed and conducted qualitative research using semi-structured interviews with software engineers
- Applied thematic analysis and the UTAUT framework to examine technology adoption and employee adaptability
- Developed practical HR recommendations based on findings related to organisational support, learning climate, and infrastructure readiness

Research Assistant – Sepahan Football Club *April 2021 – September 2022*

- Worked within the club psychology team as a research assistant in Sepahan F.C
- Collected and analysed psychological performance data through structured assessments measuring resilience, adaptability, and stress response
- Supported quantitative research on group dynamics, motivation, and performance outcomes.

PUBLICATIONS

Ghanbari, A. (Early Draft Complete) Adopting AI in the Workplace: A Human Resource Perspective on AI Integration in Software Engineering. *New Technology, Work and Employment* [SJR: Q1, 2.009; impact factor 5.64]

Ghanbari, A., & Shahparianpoor, M. (2021). An inquiry into Tataloo's impact on young adults' social life in Iran (Poster Presentation). *10th International Conference of Modern Research in Psychology, Counseling, and Educational Sciences*, Tbilisi, Georgia (5 November 2022).

WORK EXPERIENCE

Human Resources Administrator Royal Hermes Group	<i>October 2024 – April 2025</i> <i>London, United Kingdom</i>
Human Resources Administrator Top Net Internet Services	<i>August 2022– January 2023</i> <i>Isfahan, Iran</i>
Human Resources Intern Pishgam Rooyesh Espadana	<i>July 2021 – June 2022</i> <i>Isfahan, Iran</i>
IELTS Instructor Kanoon Zaban Iran	<i>March 2020 – August 2020</i> <i>Isfahan, Iran</i>
Student Counselor Kanoon Farhangi Amoozesh Ghalamchi	<i>March 2019 – August 2019</i> <i>Isfahan, Iran</i>

WORKSHOPS AND ADDITIONAL TRAINING

Business Consultancy Challenges University of Leicester	<i>May 2024 – June 2024</i> <i>Leicester, United Kingdom</i>
Carbon Literacy Training University of Leicester	<i>May 2024</i> <i>Leicester, United Kingdom</i>
Academic English for School of Business University of Leicester School of Business	<i>September 2023 – December 2023</i> <i>Leicester, United Kingdom</i>
Editorial Leadership and Journal Management Sharif University of Technology	<i>May 2022</i> <i>Tehran, Iran</i>
“Introduction to Transactional Analysis (TA)” Workshop University of Isfahan	<i>February 2021</i> <i>Isfahan, Iran</i>
“Theories of Personality” Workshop University of Isfahan	<i>February 2021</i> <i>Isfahan, Iran</i>
“3rd Iranian Symposium on Brain Mapping Updates (ISBM 2019)” Workshop National Brain Mapping Laboratory (NBML) in Tehran University of Medical Sciences	<i>May 2019</i> <i>Tehran, Iran</i>

SKILLS

Academic	Data Collection, Interviewing, Research Method, Survey Design, Statistical Analysis
Softwares	SPSS, HRIS, Microsoft Office, Adobe Photoshop, Adobe Audition
Programming	Python, R

MEMBERSHIPS

Member of Association Iranian Psychological Association	<i>September 2021 – Present</i>
Editor-in-Chief “Ravanyara: A Psychology Student Journal”	<i>September 2021 – September 2022</i>
Co-Founder of Podcast “Pyscastic: A Social Psychology Podcast”	<i>July 2020 – Present</i>
President of the Psychology Students’ Association University of Isfahan	<i>October 2020 – September 2022</i>

VOLUNTEERING

Friends International Ministries Chaplaincy to the University of Leicester	<i>October 2023 – September 2024</i> <i>Leicester, United Kingdom</i>
Food Rescue Society University of Leicester	<i>December 2023 – September 2024</i> <i>Leicester, United Kingdom</i>
Assistant Librarian University of Isfahan	<i>September 2019 – September 2020</i> <i>Isfahan, Iran</i>

LANGUAGES

Persian (Native), English (Bilingual), Italian (Basic Proficiency)