

CURRICULUM VITAE
ALEXANDRA-PARASKEVI CHYTIRI

EDUCATION

June 2011 - September 2015: Ph.D. in Human Resources Management; Thesis title: “*RECONSIDERING THE HRM-ORGANISATIONAL PERFORMANCE RELATIONSHIP*”, Department of Marketing and Communications, Athens University of Economics and Business (AUEB), Athens, Greece.

November 2012 – August 2015: MA by research in Management; Thesis title: “*HOTEL RECRUITMENT AND SELECTION PRACTICES:THE CASE OF GREEK HOTEL UNITS/CHAINS VS FOREIGN HOTEL UNITS/CHAINS IN GREECE*”, Kent Business School, University of Kent, Canterbury, UK.

January 2009 - June 2011: Doctoral courses in Human Resources Management, Kent Business School, University of Kent, Canterbury, UK.

2007 - 2008: MSc in General Management, Kent Business School, University of Kent, Canterbury, **Distinction (top 5 of class).**

2003 - 2007: BA in Business Administration, University of Piraeus, Greece (GPA **9.24/10, the highest grade in class**).

2000 - 2003: 4th High School (Lyceum) of Zografou, Athens, Greece, (GPA: **18.9/20**).

1997 - 2000: 4thSecondary School of Zografou, Athens, Greece, (GPA: **20/ 20**).

WORKING EXPERIENCE

Teaching:

- **August 2021-..... :** Senior Lecturer in Human Resource Management and Tourism, Department of Tourism Studies, Faculty of Economics, Business and International Studies, University of Piraeus, Greece. Modules: **Introduction to Management, Human Resources Management in Tourism Enterprises, Total Quality Management in Tourism Enterprises, Hotel Management (undergraduate level), Human Resources Management, Service Quality in the postgraduate programme MBA in Tourism and Human Resources Management in Practice in the postgraduate programme Executive MBA.**

Departmental Academic Coordinator for the Erasmus+ Programme.

- **March 2024-.....:** Adjunct faculty, University of Athens, Executive MBA Postgraduate Programme, **Module: Human Resources Management.**

- **October 2023-....:** Adjunct faculty, University of Athens, Executive MBA Postgraduate Programme, **Module: Performance Management and Performance Appraisal.**

- **October 2023-....:** Adjunct faculty, Hellenic Open University, MBA Postgraduate Programme, **Dissertation Supervision.**

- **October 2022-....:** Adjunct faculty, Hellenic Open University, MSc in Supply Chain Management, Module: Leadership and Human Resources Management.

- **January 2016 -** Lecturer in Tourism Management, *distance learning (online) program*, University of Piraeus, Greece. Module: Management of Tourism Enterprises.

- **October 2019-2023:** Adjunct faculty in Human Resource Management, Master Programs (Full time and Part time), Athens University of Economics and Business, Greece, Modules: **Strategic Human Resources Management (10/2019-...04/2022), HR Planning and Talent Management (10/2019-01/2020), Dissertation Supervision (May 2020-April 2023).**

- **September 2020 – August 2021:** Senior Lecturer in Human Resource Management, Department of Human Resource Management, Faculty of Business and Law, De Montfort University, Leicester, UK. Modules: **Introduction to HRM (in undergraduate level), HRM in Context, Workforce Planning, Employee Resourcing, Research Methods, (in postgraduate level, executive training, apprenticeship programs and in distance learning programmes).**

- Deputy Program Leader in MSc in HRM e-learning program, since 13/07/2020.

- **September 2016 – August 2021:** Lecturer in Human Resource Management, Department of Human Resource Management, Faculty of Business and Law, De Montfort University, Leicester, UK. Modules: **Introduction to HRM, People Management (in undergraduate level), HRM in Context, Workforce Planning, Employee Resourcing, Research Methods, Investigating a Business Issue (in postgraduate level, executive training).**

- **May 2016, 2017, 2019, 2020, 2021:** Visiting Lecturer in Human Resources Management, MBA program, University of Patras, Greece. Modules: **Human Resources Management.**

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- **November 2016 – December 2020:** Adjunct faculty, MSc in Hospitality Management program, International University of Greece, Thessaloniki, Greece. Module: **Human Resource Management in Hospitality Industry.**

- **March 2020 – September 2021:** Adjunct faculty, Tourism Studies Department, University of Piraeus, Greece, Modules: **Human Resource Management in Tourism.**

- **March 2018 – September 2019:** Adjunct faculty, Tourism Studies Department, University of Piraeus, Greece, Modules: **Human Resource Management in Tourism.**

- **March 2016 – September 2017:** Adjunct faculty, Tourism Studies Department, University of Piraeus, Greece, Modules: **Human Resource Management in Tourism.**
- **September 2016 – February 2017:** Adjunct faculty, Department of Statistics and Insurance Science, University of Piraeus, Greece, Modules: **Management.**
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- **March 2016 – May 2016:** Adjunct faculty, MA in Heritage Management program, University of Kent, UK and Athens University of Economics and Business, joint program, Elefsina, Greece, Modules: **Human Resource Management.**
- **November 2015 – August 2016:** Adjunct faculty, MBA, E- MBA and International MBA programs of London Southbank University and Catholic University of Lyon, IST College, Athens campus, Greece, Modules: **Human Resources Management and International HRM.**
- **October 2010 - November 2010:** Teaching assistant and seminar leader for the courses, at undergraduate level, at University of Kent, Canterbury, UK, Modules: **Managing People, Managers and organisations.**

Research (Funded research projects):

- **July 2019 - November 2020:** Research Project as Post-Doctoral research, funded by Athens University of Economics and Business, Greece and the European Union, *“The Relationship of Human Resource Management and Organisational Performance during and after an economic crisis: a deep examination”*.
- **May 2019-May 2020, May 2018 - May 2019:** Research project funded by POWI (People Organisation and Work Institute), University of De Montfort, *“The Organisational Performance of large firms during and after an economic crisis”*.
- **October 2018 - December 2019:** Research Project, "Managers in Hospitality Industry in Greece".
- **September 2018 – September 2019:** Research Project funded by University of Piraeus, Greece, *“Career Path for the CEOs and Directors of luxury and 5* and 4* hotels in Greece”*.
- **January 2016 - December 2016:** Innovative Publications Research Project funded by Athens University of Economics and Business, Greece *“Innovative Publications on the link of HRM practices and Organisational Performance”*.
- **December 2013 – February 2014:** Graduate Research Project, responsible for data collection and statistical analysis of the data, Department of Marketing and Communications, Athens University of Economics and Business, Greece.

- **September 2013 – October 2013:** “*Research Project in HRM*”, responsible for literature review, Kent Business School, University of Kent, UK.
- **July 2011 - July 2012:** Research Project “*Employers’ satisfaction from the students of Athens University of Economics and Business (AUEB)*” Athens University of Economics and Business, Greece (Responsible for: a) communicating with the HR managers, b) collecting data, c) running the project, d) statistical analysis of the data).

Other Experience:

- Member of the National Scientific Committee for Employee Skills, July 2023-.....
- Member of Employee Selection Committees in the Supreme Council for Civil Personnel Selection (for Research Centres in the Public Sector), 118/21, January 2022-June 2022.
- Trainee in Leadra Marriott Hotel in Athens, in Human Resource Department, June 2007 - August 2007.

PUBLICATIONS

Journals, Periodicals, Books, Edited Books, Book chapters, Magazines:

Research Outputs in Peer-Reviewed Journals and Edited Books:

- 1) Alexandra-Paraskevi Chytiri, Fragkiskos Filippaios, Leda Panagiotopoulou (2024), ‘*The Transferability of Recruitment and Selection Practices in 4* and 5* chain hotels: The case of Greece*, Honourable edition for Professor L.Chytiris, Research Center, University of Piraeus, Greece, (in Greek).
- 2) Chrysoulaki Aggeliki, Alexandra-Paraskevi Chytiri, ‘*The effectiveness of Digital HR Practices and Job Satisfaction-Employee Commitment-Organisational Attractiveness (Case study in an IT organisation)*’, Honourable edition for Professor V. Pekka-Oikonomou, Research Center, University of Piraeus, Greece, (in Greek) (to be published in 2024).
- 3) Konstantinos Tsirkas, Alexandra-Paraskevi Chytiri, Athanasia Bouranta, “*The gap in employability perceptions between managers and employees*”, Education and Training Journal, 62(4), pp 357- 377, DOI 10.1108/ET-03-2019-0060.
- 4) Alexandra-Paraskevi Chytiri, Leonidas Chytiris (2020), “*Leadership Theories: An up-to-date categorisation (Η Σύγχρονη θεματική των Θεωριών Ηγεσίας)*”, Edited book, Honourable edition for Professor N. Papalexandris, Research Centre, Athens University

of Economics and Business, Greece, 389-409 (in Greek).

- 5) Alexandra-Paraskevi Chytiri (2019), "***Career Path of 5* and 4* Hotels' CEOs in Greece***", University of Piraeus Research Center, Research Monograph (98 pages) (in Greek).
- 6) Alexandra-Paraskevi Chytiri (2019), "***Human Resource Manager's Role in the Digital Era***", SPOUDAI Journal of Economics and Business, 69(1-2), 62-72.
- 7) Loukas Anninos and Alexandra-Paraskevi Chytiri (2019 accepted), "***The Magnificent 'I' in Business Education: Evidence from Greece***", Journal of Applied Research in Higher Education (accepted-published in early view). DOI 10.1108/JRHE-02-2019-0031
- 8) Alexandra-Paraskevi Chytiri, Fragkiskos Filippaios, Leonidas Chytiris (2018), "***Hotel Recruitment and Selection practices: The case of Greek Hospitality Industry***", International Journal of Organisational Leadership, 7(33), 324-339.
- 9) Alexandra-Paraskevi Chytiri, Leda Panayotopoulou, Nancy Papalexandris (2018), "***Human Resource Management and Organisational Performance in the 21st century in Greece***", Edited book, Honourable edition for Professor G. Oikonomou, Research Centre, University of Piraeus, Greece, 609-635.
- 10) Alexandra-Paraskevi Chytiri (2018), "***Organisational Culture: Antecedents and Impacts***", Edited book, Honourable edition for Professor G. Oikonomou, Research Centre, University of Piraeus, Greece, 551-564 (in Greek).
- 11) Alexandra-Paraskevi Chytiri (2018), "***Competency Analysis: An alternative or a supplementary method to job analysis?***", Edited book, Honourable edition for Professor Malliaris, Research Center, University of Piraeus, Greece (in Greek).
- 12) Loukas Anninos, Alexandra-Paraskevi Chytiri, Leonidas Chytiris (2012), "***Identifying Students' criteria for MBA Studies in Greece and abroad***", Edited book, Honourable edition for Professor S. Karvounis, Research Centre, University of Piraeus, Greece, 67-82 (in Greek).

Academic Textbooks

- 1) Leonidas Chytiris, Loukas Anninos, & Alexandra-Paraskevi Chytiri (2024), "***Special Issues in Human Resource Management***", KALLIPOS Publications (March 2024).
- 2) Leonidas Chytiris & Alexandra-Paraskevi Chytiri (2023), "***Διοίκηση Ξενοδοχείων (Hotel Management)***", Benos Publications, (September 2023).

Chapters in Academic Textbooks/Research Outputs in Non-peer Reviewed Journals

- 1) Alexandra-Paraskevi Chytiri (2022), ***“Career Path of 5* Hotels' CEOs in Greece”***, Money Review, 21/04/2022.
- 2) Alexandra-Paraskevi Chytiri (2021), ***“Tourism- a male-led industry”***, Vima tis Kyriakis, Leading Greek newspaper.
- 3) Alexandra-Paraskevi Chytiri (2018), ***“Competency Analysis”***, in L. Chytiris, ***“Human Resource Management”***, Benos publications, Athens, Greece, ch.2, 61-72 (in Greek).
- 4) Alexandra-Paraskevi Chytiri (2018), ***“Case studies”*** in L. Chytiris, ***“Human Resource Management”***, Benos publications, Athens, Greece, ch.2, 61-72 (in Greek).
- 5) Alexandra-Paraskevi Chytiri (2017), ***Organisational Culture***, in L. Chytiris, ***“Organisational Behaviour”***, Benos publications, Athens, Greece, 441-456 (in Greek).
- 6) Alexandra-Paraskevi Chytiri (2017), ***“The relationship of Human Resource Management Practices and Organisational Performance: A causality case-A longitudinal approach”***, HR Professional Magazine, February 2017, issue 139.
- 7) Loukas Anninos and Alexandra - Paraskevi Chytiri (2012), ***“Exploring Students` Selection Criteria for MBA studies: The Case of Greece”***, Anglohigher, The Magazine of the Global English Speaking Higher Education, 4(2), 13-15.

Conference Proceedings:

- 1) Alexandra-Paraskevi Chytiri, ***“Rethinking Recruitment and Selection process in the new digital-AI era: The impact on attracting talented candidates”***, 13th Biennial International Conference of the Dutch HRM Network, 6-8 November 2024, Rotterdam, Netherlands (accepted).
- 2) Alexandra-Paraskevi Chytiri, Fragkiskos Filippaios, ***“Recruitment and election practices at the outskirts of economic and health crises”***, "International Scientific Conference: Innovation in the Tourism Industry in light of International Contemporary Changes", FTH-Alexandria University, 24-25 April 2024, New Alamen, Egypt (accepted).
- 3) Alexandra-Paraskevi Chytiri, David Guest, Leda Panayotopoulou, ***“HRM practices in MNEs: Do they contribute to resilience during financial crisis”***, 16th International Human Resource Management Conference, 28-20 June 2023, London, UK.

- 4) Alexandra-Paraskevi Chytiri, David Guest, Leda Panayotopoulou, Nancy Papalexandris, ***“The HRM Practices-Organisational Performance causal relationship: Going down on spiral circles”***, XII International Workshop on HRM, 22-23 October 2020 (moved to September 2022 due to Covid-19 pandemic), Cádiz, Spain.
- 5) Alexandra-Paraskevi Chytiri, David Guest, Leda Panayotopoulou, Nancy Papalexandris, ***“Economic crisis: A pitfall or an opportunity for Human Resource Management-A longitudinal study”***, XII International Workshop on HRM, 22-23 October 2020 (moved to September 2022 due to Covid-19 pandemic), Cádiz, Spain.
- 6) Alexandra-Paraskevi Chytiri, David Guest, Leda Panayotopoulou, ***“Managers' reaction to HRM investment during and after an economic crisis and the impact on HRM-Organisational Performance Relationship”***, 11th Dutch HRM Conference, 14-15th November 2019, Tilburg, Netherlands.
- 7) Konstantinos Tsirkas, Alexandra-Paraskevi Chytiri, Athanasia Bouranta, ***“The gap in employability perceptions between managers and employees”***, 5th ENESER Meeting, Recent Developments in Recruitment & Selection, EAWOP (European Association of Work & Organisational Psychology), University of Edinburg Business School, 27-29th June, 2018.
- 8) Alexandra-Paraskevi Chytiri, Fragkiskos Filippaios, Leonidas Chytiris, ***“Hotel Recruitment & Selection Practices-The case of Greece”***, 10th and 11th International Conferences on New Challenges in Management and Business, NCMISTANBUL, 28th of March 2018, NCMDUBAI 23rd of March 2018.
- 9) Alexandra-Paraskevi Chytiri, David Guest, Leda Panayotopoulou, ***“Human Resource Management and Performance-The causal relationship revisited with a longitudinal study”***, 10th Dutch HRM Conference, 9-10th November 2017, Nijmegen, Netherlands.
- 10) Alexandra-Paraskevi Chytiri, David Guest, Leda Panayotopoulou, ***“Human Resource Management and the Response to Economic Crisis”***, British Academy of Management Conference (BAM), 4-7th September 2017, Warwick University, UK.
- 11) Alexandra – Paraskevi Chytiri, ***“Human Resource Management practices and Organisational Performance: A causality relationship – A practical approach”***, CRANET Conference, 12th December 2016, Athens, Greece.
- 12) 1Alexandra - Paraskevi Chytiri, L. Panayotopoulou and D. E. Guest, ***“The impact of a financial crisis on human resource management and performance relationship”***, 9th Annual EMAB Conference, 14-16th September 2016, Warsaw, Poland.

- 13) Alexandra - Paraskevi Chytiri, D. E. Guest and L. Panayotopoulou, ***“Human Resource Management and Performance in a Changing Economic Context”***, 9th Biennale/Conference of the Dutch HRM Network, 12-13th November 2015, Utrecht, Holland.
- 14) Alexandra-Paraskevi Chytiri, L. Panayotopoulou, N. Papalexandris, ***“Human Resource Management: Testing the relationship in a longitudinal background”***, 11th EIASM Interdisciplinary Workshop on Intangibles Intellectual Capital and Extra Financial Information, 17-18th September 2015, Athens, Greece
- 15) Alexandra - Paraskevi Chytiri, D. E. Guest and L. Panayotopoulou, ***“Human Resource Management and Performance: Exploring the Direction of Causality”***, 8th Biennale/Conference of the Dutch HRM Network, 14th November 2013, Leuven, Belgium.
- 16) Antonios Giannopoulos, Stella Kladou, Eleni Mavragani and Alexandra-Paraskevi Chytiri, ***“Measuring the effectiveness of destination brands: A critical Approach”***, 2nd Hospitality & Tourism Marketing & Management Conference, 31st May-3rd June 2012, Corfu, Greece.
- 17) Stella Kladou, Antonios Giannopoulos, Eleni Mavragani and Alexandra-Paraskevi Chytiri, ***“Destination Branding and Relationship Marketing: Achieving a Competitive Advantage through Capitalizing on Culture”***, ICOT 2012: Setting the Agenda for Special Interest Tourism, 23-26th May 2012, Archanes, Crete, Greece.
- 18) Stella Kladou, Antonios Giannopoulos, Eleni Mavragani and Alexandra-Paraskevi Chytiri, ***“Building a sustainable competitive advantage in times of crises: Capitalizing on culture, destination branding and relationship marketing”***, 4th ITW Conference, 19-21st April 2012, Antalya, Turkey.
- 19) Alexandra - Paraskevi Chytiri, Antonios Giannopoulos, Stella Kladou and Eleni Mavragani, ***“Destination Branding Effectiveness: Looking at the past and drawing the future”***, The 2012 Athens Tourism Symposium, 15-16th February 2012, Athens, Greece.
- 20) Loukas Anninos and Alexandra - Paraskevi Chytiri, ***“Nemesis in the age of Greed: Misdemeanors and Responsibilities in Business Education”***, International Conference, Rethinking Business and Business Education in the Age of Crisis, University of the Aegean, 20-22nd October 2011, Chios, Greece.
- 21) Alexandra Paraskevi Chytiri, ***“HRM practices-organisational performance framework redefined: a circular model representation”***, 14th International QMOD Conference on Quality and Services Sciences (ICQSS), 29-31st August 2011, San Sebastian, Spain.
- 22) Alexandra Paraskevi Chytiri, Ebrahim Soltani and Dennis Tourish, ***“Reverse causality-Is this the case in HRM-performance relationship?”***, BAM (British Academy of Management) Conference 2010, 14-16th September 2010, Sheffield, UK.
- 23) Alexandra Paraskevi Chytiri, ***“A review of the HRM practices-performance link – A causal order problem”***, 13th International QMOD and Toulon-Verona Conference on Quality and Services Sciences (ICQSS), 30th August-1st September 2010, Cottbus,

Brandenburg, Germany.

- 24) Loukas Anninos and Alexandra Paraskevi Chytiri, “*The evolving concept of excellence in management*”, 10th EURAM (European Academy of Management) Conference, 19-22nd May, 2010, Rome, Italy.
- 25) Alexandra Paraskevi Chytiri and Ebrahim Soltani, “*The linkage between Relationship Marketing and Human Resource Management in the internal corporate environment- Relationship Marketing as tool towards employee and organisational performance assessment*”, 12th International QMOD and Toulon-Verona Conference on Quality and Services Sciences (ICQSS), 27-29th August 2009, Verona, Italy.

Conferences-Invited Speaker:

- Public Further Education College, Corfu, Department of Hospitality Employees, 17/4/2024.
- Public Further Education College, Corfu, Department of Hospitality Employees, 26/4/2023.
- De Montfort University, Open Day, 2018, (Department Presentation-Department of Human Resources Management, Undergraduate and Postgraduate Programs), Leicester, United Kingdom.
- De Monfort University Seminar Series, 28th March 2018, Leicester, UK.
- CRANET CONFERENCE, CRANET International Network, 12th December 2016, Athens, Greece.
- “8th INTERNATIONAL HRM CONFERENCE”, Athens University of Economics and Business 7TH June 2016, Athens, Greece.

ADDITIONAL ACTIVITIES/REVIEWER

Reviewer: International Journal of Human Resource Management, 2021-

Reviewer in International Journal of Contemporary Hospitality Management, 2021-.....

Reviewer in Sustainability Journal, 2020-.....

Reviewer in Equality, Diversity and Inclusion- An International Journal, 2018-...

Editor in Journal of Organisational Studies and Innovation: Management, Finance, Economics, Marketing, Management and Business Academy, 2015-.....

Reviewer for BAM (British Academy of Management) Conference 2019, 2017.

Reviewer for AOM (American Academy of Management) Conference 2017, 2014, 2013,

2012.

Reviewer for EURAM (European Academy of Management) Conference 2018, 2017, 2016, 2010.

ADDITIONAL ACTIVITIES/MEMBERSHIPS

Member of the National Scientific Committee for Employee Skills, 2022-....

Member of the Evaluation Committee for the Greek Hotel of the Year 2024 Awards, Bousias Communications.

Departmental Academic Coordinator for the Erasmus+, Tourism Studies Department, University of Piraeus, 2022-....

Member of the Research Center ‘Aristeia-Excellence’, Tourism Studies Department, 2022-....

Member of the Internal Evaluation Committee, Tourism Studies Department, University of Piraeus, 2021-2022.

Member of the Evaluation Committee for adjunct faculty, International Hellenic University, 2019-2020.

Member of the Teaching and Learning Committee, Human Resources Management Department, De Monfort University, United Kingdom, 2017-....

Representative of HRM Department of De Montfort University in the Library Committee, 2016-...

Member of the research ethics evaluation committee for research projects, doctoral proposals and postgraduate and undergraduate dissertations, De Monfort University, 2019-2021.

Member of the research funding evaluation committee for research projects, De Monfort University, 2020-2021.

Representative of the HRM Department of De Montfort University in the Annual Research Conference Committee 2018-2019.

Participation in the De Montfort University Open Undergraduates Days, in Leicester (Responsible for informing prospective students about Human Resource Management Department programs and activities).

Participation in the Kent University Open Postgraduates Days, in Canterbury (Responsible for informing prospective students about Kent Business School programs and activities).

Member of Hellenic Society, University of Kent Canterbury. September 2007-...

Member of the organizing committee of the conference “INTERNATIONALIZATION OF THE GREEK COMPANY”, S.i.B (Students in International Business), on December 13th, 2005, Athens.

Member of the Dutch HRM Network, 2013-....

Member of the American Academy of Management (AOM), 2010 - 2015.

Member of the British Academy of Management (BAM), 2010 - ...

Representative of HRM Department of De Montfort University in the Library Committee, 2016-...

EXTRA CERTIFIED EDUCATION-TRAINING/QUALIFICATIONS

Certificate in Distance and Life-long Learning Education, for Adjunct faculty in Hellenic Open University, Hellenic Open University, July 2023.

Fellowship – qualification and certificate, The Higher Education Academy, Recognition ref. PR 141017, 29/1/2018.

PGCLTHE (Postgraduate Certificate in Learning & Teaching in Higher Education), De Montfort University (September 2020).

CIPD membership (preparing for the final application).

Mplus certificates, University of Utrecht, 3-14th July 2017, Utrecht, Netherlands.

Certificate in Research Supervision, De Montfort University, March 2017.

First Aid Certificate, University of Kent, 2010.

Ph.D. SUPERVISION/DISSERTATION SUPERVISION

- Post Doctoral Research Supervision, University of Piraeus, Greece.
- Ph.D Supervision in University of De Monfort, United Kingdom.
- Dissertation Supervision Επιβλέπουσα διπλωματικών: University of Piraeus (Executive MBA, MBA in Tourism Management), Athens University of Economics and Business, (MSc in Human Resource Management), University of De Monfort, United Kingdom (postgraduate and undergraduate level of studies), International Hellenic university (MSc in Hospitality), Neapolis University, Pafos, Cyprus, (MBA in Tourism), Hellenic Open University (MSc in Supply Chain Management, MBA).

FOREIGN LANGUAGES

- **English: Official permission to teach English** provided and recognised by the Greek Government (issued on January 2009).

- **Certificate of Proficiency in English**, University of Cambridge, June 2006.
- **Certificate of Proficiency in English**, University of Michigan, March 2006.
- **IELTS Test**, University of Cambridge, **grade 7.5/9**, May 2007, (Listening: 8.5, Reading: 8, Writing: 7, Speaking: 7).
 - **French: *Delf I*** (A1, A2, A3, A4), ***Delf II*** (A5, A6), Preparation for C2.

COMPUTER SKILLS

ECDL Core equivalent (issued by University of Piraeus), Windows, Microsoft Word, Microsoft Excel, Microsoft Power Point, Internet, Microsoft Business Solution Navision, ERP, HLM, SPSS, AMOS, Endnote, LISREL 8, R Programming, NVivo, Qualtrics, SEM (Structural Equation Modelling), STATA, MPlus.

AWARDS

2012- 2014 . Scholarship from Leventis foundation, for Doctoral studies.

2012-2013. Scholarship from Athens University of Economics and Business, for excellent performance in the current academic year.

2009-2015. Scholarship from I.K.Y. (Greek National Foundation for Scholarships), for doctoral studies.

June 2010 2nd runner award at the 3rdKent Business School PhD poster day, for the 2nd year PhD students.

2007-2008. Scholarship from Institution of Karelia in Greece for postgraduate Studies.

2006-2007. Honourable **scholarship** from I.K.Y. (Greek National Foundation for Scholarships), for exceptional performance in the university (1st in the rank among my colleagues, grade point average: 9,24).

2007. Award for Business Plan in Pan-Hellenic Competition – Ideopolis.

2005. Award for Business idea in Pan-Hellenic Competition – Ideopolis.

2003-2004. Honourable **scholarship** from I.K.Y. (Greek National Foundation for Scholarships), for my grades in the university (2nd in the rank among the students of the first year, grade point average: 8,61).

Awards in every class of secondary and high school for exceptional academic performance.

WORKSHOPS/SEMINARS/MEETINGS/CONFERENCES/EXTRA TRAINING

Participation in numerous workshops, seminars and conferences on HRM, Management and Business, as well as on Research Methodology and Statistics, in U.S.A., UK, Europe and Greece in universities such as North-Western University/ Kellogg's School of Management, Loyola, Chicago University/ Booth School of Business, University of Kent/Kent Business School, Leeds University, De Montfort University, Athens University of Economics and Business, University of Piraeus, and at BAM (British Academy of Management, UK). **Detailed list is attached in the appendix below.**

INTERESTS: Literature, design, dance, travelling, photography.

APPENDIX

WORKSHOPS-TRAINING

“Upgrading Quality in University of Piraeus, for an improved and more effective operation”, Quality Assurance Unit, University of Piraeus, 1st September 2023- 5th October 2023, University of Piraeus.

‘5th International Staff Week, ‘Internationalization through European Projects, Research & Innovation’, University of Piraeus, 12th-16th June 2023.

‘4th International Staff Week, ‘New digitalization era, European neighbours, diversity & inclusion’, University of Piraeus, 18^h-22th July 2022.

‘Career in Public Administration Nowadays: challenges and opportunities’, 2nd International Scientific Conference, Supreme Council for Civil Personnel Selection, 9th June 2022.

“Negotiations in Human Resource Management”, Negotiations Institute, Athens, Greece, 21-24 February 2021.

“NVivo”, De Montfort University, 17th-18th July 2018.

“Academic Workload Planning”, De Montfort University, 20th October 2017.

“Students-Consumers Rights”, De Montfort University, October, 2017.

“Enhancing Teaching and Learning”, De Montfort University, 15th-19th September, 2017

“SPSS training”, De Montfort University, 18-19th March 2017.

“Accessing Open Publications and Data for Research”, De Montfort University, 27th April 2017.

“DORA and Open access event”, De Montfort University, 1st March 2017.

“Ethics and Integrity and your Research”, De Montfort University, 1st February 2017.

“DMU Replay-Editing recordings”, De Montfort University, 6th December 2016.

“Using Rubrics in Turnitin/Grade-Marks Feedback”, De Montfort University, 1st December 2016.

“Becoming a DMU Teacher Fellow”, De Montfort University, 30th November 2016.

“DMU Replay – Recording away from class”, De Montfort University, 15th November 2016.

“Support and enhancing the student Experience”, De Montfort University, 8th November 2016.

“DMU Replay-Editing recordings”, De Montfort University, 3rd November 2016.

“Blackboard Collaborate”, De Montfort University, 25th October 2016.

“Personal Tutoring”, De Montfort University, 21st October 2016.

“Define Introduction”, De Montfort University, 11th October 2016.

“Research Policy”, De Montfort University, 4th October 2016.

“DMU Replay training”, De Montfort University, 28th September 2016.

“Structural Equation Modelling: SEM”, Athens University of Economics and Business, Department of Statistics, 26th-27th of March 2015.

“Experiential seminars on Management and Organisational Behaviour and Behavioural issues in general”, Athenian Institute of Anthropolos, October, 2015 - March 2015.

“The Prominence Detraction Hypothesis: Context Effects as a Function of Prominence”, Athens University of Economics and Business, 12th of March 2015.

“Partial Least Squares Structural Equations Modelling (PLS-SEM)”, Athens University of Economics and Business, 6th of March 2015.

“Do MKT Campaigns produce multichannel buying and more profitable customers? A field experiment”, Athens University of Economics and Business, 12th of January 2015.

“Conjoint Analysis in MKT research: A guide for optimal design decisions”, Athens University of Economics and Business, 7th of November 2014.

“An Introduction to Diary Studies”, Athens University of Economics and Business, 2nd of October 2014.

“Business Ethics and the EBEN (European Business Ethics Network) Model”, Athens University of Economics and Business, 2nd of October 2014.

“Random Utility Models (RUM) of Individual Choice Behaviour”, Athens University of Economics and Business, 18th of September 2014.

“Mediation, moderation and mediated moderation”, Athens University of Economics and Business, Athens, 17th July, 2014.

“Artificial intelligence and algorithms in marketing research”, Athens University of Economics and Business, Athens, 30th May, 2014.

“Diffusion models”, Athens University of Economics and Business, Athens, 23rd May, 2014.

“Social network analysis”, Athens University of Economics and Business, Athens, 12th May, 2014.

“Multi-level analysis”, Athens University of Economics and Business, Athens, 2nd May, 2014

“Topics in accounting” & “Monetary Policy after the Global Financial Crisis”, on 10th of December 2013, Quinlan School of Business, Loyola University of Chicago, Chicago, Illinois, U.S.A.

“Equity Premium Puzzle”, on 11th of December 2013, Booth Graduate School of Business, University of Chicago, Chicago, Illinois, U.S.A.

“All-day workshop on Leadership & Teams and on Motivation”, on 12th of December 2012, Kellogg School of Management, Northwestern University, Chicago, Illinois, U.S.A.

“Presenting Data & Tables”, on 26th of November 2012, University of Kent, UK.

“Being assertive-getting what you want”, on 26th of November 2012, University of Kent, UK.

“Why respondents may completely but not strongly agree: The intensity hypothesis reconsidered”, on 30th of May 2012, Athens University of Economics and Business, Athens, Greece.

“How to get published in top journals”, on 8th of February 2012, Athens University of Economics and Business, Athens, Greece.

“Implications of formative measurement for theory testing”, on 8th of February 2012, Athens University of Economics and Business, Athens, Greece.

“MAGNA Workshop”, on 22nd of October 2011, International Conference, Rethinking Business and Business Education in the Age of Crisis, University of the Aegean, Chios, Greece.

“HLM Workshop”, June 2011, Athens University of Economics and Business, Athens, Greece.

“Raising the game in Publishing”, on 8th of June 2011, British Academy of Management, British Academy of Management Offices, London, UK.

“Writing up and getting published”, ISBE Doctoral Development Workshop, on 18th of May 2011, The Institute for Small Business and Entrepreneurship, Leeds Enterprise Center, University of Leeds, UK.

“Research communications skills”, on the 19th of October 2010, University of Kent, Canterbury, UK.

“Getting published in the humanities and the social sciences”, on 18th of October 2010, University of Kent, Canterbury, UK.

“Writing tutorials”, on 12th of May 2010, University of Kent Canterbury, United Kingdom.

“**Effective Researcher-2day workshop**”, on 27th and 28th of April 2010, University of Kent Canterbury, UK.

“**Making progress in your PhD for 2nd years**”, on 15th of March 2010, University of Kent Canterbury, UK.

“**One-to-one academic writing**”, on 26th of February 2010, University of Kent Canterbury, United Kingdom.

“**1st year Anchor workshop**”, on 17th of November 2009, University of Kent Canterbury, UK.

“**Making presentations in English**”, on 10th of November 2009, University of Kent Canterbury, UK.

“**Effective reading**”, on 26th of October 2010, University of Kent Canterbury, UK.

“**Presentations-Getting started with Microsoft PowerPoint 2007**”, on 22nd of October 2010, University of Kent Canterbury, UK.

“**Writing well-Common errors in student writing**”, 22nd of October 2009, University of Kent Canterbury, UK.

“**Presentation skills- How to present at a conference**”, on 2nd of July 2009, University of Kent Canterbury, UK.

“**Scientific writing**”, on 8th of June 2009, University of Kent Canterbury, UK.

“**Time management**”, on 22nd of May 2009, University of Kent Canterbury, UK.

“**First Aid workshop**”, Graduate School Researcher Skills, on March 26th, 2009, University of Kent Canterbury, UK.

“**Keeping up to date with emerging research**”, Graduate School Researcher Skills, on March 11th, 2009, University of Kent Canterbury, UK.

“**Advanced use of indexing and abstracting services**”, Graduate School Researcher Skills, on February 25th 2009, University of Kent Canterbury, UK.

“**Writing well-Academic writing**”, Learning Advisory Unit, on February 19th 2009, University of Kent Canterbury, UK.

“**Planning a dissertation or other extended essay**”, Learning Advisory Unit, on February 18th 2009, University of Kent Canterbury, UK.

“**Introduction to Endnote**”, Learning Advisory Unit, on February 4th 2009, University of Kent Canterbury, UK.

CONFERENCES- SEMINARS-MEETINGS (attendance only)

- ❖ “**BUSINESS WEEK 2024**, MBA Program and M.B.A’s Society, of the University of Piraeus,19-23 May 2024,Piraeus, Greece.
- ❖ **DISCOURSES OF PROFESSIONALISM IN FRONT LINE SERVICE WORK: INSIGHTS FROM A CASE STUDY IN AN ITALIAN BANK**, 6th December 2017, De Montfort University, Leicester, UK.
- ❖ “**BUSINESS WEEK 2017**, MBA Program and M.B.A’s Society, of the University of Piraeus, 22-26 May 2017, Piraeus, Greece.
- ❖ “**LABOUR AND SOCIAL TRANSFORMATION IN CENTRAL AND EASTERN EUROPE**”, 29th March 2017, De Montfort University, Leicester, UK.
- ❖ “**CRAFT AS WORK-LIFE UNITY: THE CAREERS OF SKILLED MEN AND THEIR SON’S AND GRANDSON’S AFTER DEINDUSTRIALISATION**”, CROWE Seminar, 17th March 2016, De Montfort University, Leicester, UK.
- ❖ “**EMPLOYEE VOICE AFTER BREXIT**”, CIPD event, De Montfort University, 18th November 2016, Leicester, UK.
- ❖ “**BUSINESS WEEK 2016**, MBA Program and M.B.A’s Society, of the University of Piraeus, 23-27 May 2016, Piraeus, Greece.
- ❖ “**18th PEOPLE MANAGEMENT SYMPOSIUM**”, KPMG, on 18th of February 2015, Athens, Greece.
- ❖ “**BUSINESS WEEK 2014**, MBA Program and M.B.A’s Society, of the University of Piraeus, 12-16 May 2014, Piraeus, Greece.
- ❖ “**7th INTERNATIONAL HRM CONFERENCE**, Athens University of Economics and Business, 12th of June 2014, Athens, Greece.
- ❖ “**BUSINESS WEEK 2013**, MBA Program and M.B.A’s Society, of the University of Piraeus, 20-24 May, Piraeus, Greece.

- ❖ “BUSINESS WEEK 2012”, MBA Program and M.B.A’s Society, of the University of Piraeus, 7-11 May, 2012, Piraeus, Greece.
- ❖ “6th INTERNATIONAL HRM CONFERENCE: HRM IN EUROPE-TRENDS AND CHALLENGES”, Athens University of Economics and Business 3rd May 2012, Athens, Greece.
- ❖ EXPLORING FIRM ADOPTION ON MARKETING INNOVATIONS”, 6th of July 2011, Athens University of Economics and Business, Athens, Greece.
- ❖ “BUSINESS WEEK 2011”, MBA Program and M.B.A’s Society, of the University of Piraeus, 9-13 May 2011, Piraeus, Greece.
- ❖ “PUBLISHING IN JOURNALS”, on December 2nd, 2009, Kent Business School, University of Kent Canterbury, UK.
- ❖ “CULTURAL DIFFERENCES IN INTERNATIONAL ADVERTISING: A FOUR COUNTRY COMPARISON”, on February 11th, 2009, Kent Business School, University of Kent Canterbury, UK.
- ❖ “INTERNAL LABOUR MARKETS AS 19TH CENTURY INNOVATION IN SPANISH RAILWAYS”, on February 9th, 2009, Kent Business School, University of Kent Canterbury, UK.
- ❖ “STRATEGIES AND MANAGERIAL METHODS FOR SUCCESSFUL ENTERPRNEURS”, February 6th, 2009, Kent Business School, University of Kent Canterbury, UK.
- ❖ “INVESTIGATING BLUE OCEAN V. COMPETITIVE STRATEGY: A STATISTICAL ANALYSIS OF RETAIL INDUSTRY”, on February 6th, 2009, Kent Business School, University of Kent Canterbury, UK.
- ❖ “HORIZONS OF HOPE: CULURE, POLITICS AND SEXUALITY” -Distinguished Lecture Series, on February 4th. 2009, Kent Business School, University of Kent Canterbury, UK.
- ❖ “BUSINESS WEEK 2007”, MBA Program and M.B.A’s Society of the University of Piraeus, 14-18 May, Piraeus, Greece.
- ❖ “E-BANKING, THE FUTURE OF EXCHANGES”, Business Education Centre & Career Conference, 22-23 November, 2006, Athens, Greece.
- ❖ “INCUBATORS OF BUSINESS, TOOL TOWARDS BUSINESS DEVELOPEMNET”, Business Education Centre & Career Conference, 22-23 November, 2006, Athens, Greece.
- ❖ “BUSINESS WEEK 2006”, MBA Program and M.B.A’s Society of the University of Piraeus, May 16 – 20, Piraeus, Greece.
- ❖ “JUVENILE ENTREPRENEURSHIP-IDEAS AND INITIATIVES BY YOUTH-INSTITUTION OF SOCIETY A TOOLTOWARDS THE DEVELOPMENT OF GREEK ECONOMY”, Business Education Centre & Career Conference, 22-23 May, 2006, Athens, Greece.
- ❖ “E-SHOP AND DISTRIBUTION CHANNELS”, University of Piraeus and e-shop.gr and Plaisio, on March 16th, 2006, Athens, Greece.
- ❖ “INTERNATIONALIZATION OF THE GREEK COMPANY”, S.i.B (Students in International Business), on December 13th, 2005 and on January 12th, 2007, Athens, Greece.
- ❖ “BUSINESS MORALITY AND INTERNATIONAL BUSINESS”, (6th seminar of Business Morality), S.i.B (Students in International Business), on December 29th, 2005, Athens, Greece.
- ❖ “CRISIS MANAGEMENT-SIGNIFICANT SECTOR FOR SPECIALISATION”, Seminar “Festival Foitisi 2005”, Geniki Grammateia Neas Genias, on December 9 - 11th, 2005, Athens, Greece.
- ❖ “MARKETING VIA INTERNET- E-MARKETING- E-BUSINESS”, Seminar “Festival Foitisi 2005”, Geniki Grammateia Neas Genias, on December 9th, 10th and 11th, 2005, Athens, Greece.
- ❖ “PROSPECTIVES-CHALLENGES AND PROFESSIONAL FUTURE IN MODERN GREEK ECONOMY”, CIF (Computer International Franchise Ltd.), on December 7th, 2005, Athens, Greece.
- ❖ “2nd MARKETING FORUM OF SOUTH EASTERN EUROPE, “BRAND BUILDING STRATEGIES: GLOBAL, REGIONAL OR LOCAL APPROACH”, Hellenic Institute of Marketing (HIM), of HMA along with European Marketing Confederation (EMC), on May 26- 27th, 2005, Athens, Greece.
- ❖ “BUSINESS WEEK 2005”, MBA Program and M.B.A’s Society of the University of Piraeus, April 4- 6, Athens, Greece.
- ❖ “THE IMPORTANCE OF THE INTRODUCTION OF INTERNATIONAL FINANCIAL REPORTING STANDARDS (I.F.R.S) FOR THE GREEK COMPANIES”, CIF (Computer International Franchise Ltd.) Total Educational Services a Profile Company, on April 1st, 2005, Athens, Greece.
- ❖ “2nd INTERNATIONAL FORUM ON CORPORATE SOCIAL RESPONSIBILITY ‘TO MAKE EUROPE MORE COMPETITIVE’”, Hazlis and Rivas Co. Ltd and the Economist, on February 28th, 2005, Athens, Greece.
- ❖ “SEMINAR IN ENTREPRENEURING ABILITY”, EEDE - Service of Entrepreneurship Ability of Interface Office of Piraeus, on November 25th, 2004, Athens, Greece.

- ❖ “1st INTERNATIONAL MEETINGS INDUSTRY CONFERENCE (IMIC) : CHALLENGES IN THE NEW GLOBAL ENVIRONMENT”, Heliotopos Conferences, on November 19- 21st , 2004, Athens, Greece.
- ❖ “TAXATION AND TAX MANAGEMENT”, Management Researches Company and Field of Law of the University of Piraeus (Business and Administration), on May 24th, 2004, Athens, Greece.
- ❖ “SEMINAR IN MERCANTILE LAW”, Bar Council of Athens from February 18th, 2004 to May 19th, 2004, Athens, Greece.
- ❖ “CORPORATE ETHICS AND INTERNATIONAL RELATIONS”, S.I.B. (Students in International Business), University of Piraeus, 14 December 2004, Piraeus, Greece
- ❖ “MENACES AND CHALLENGES IN AN UNSETTLED INTERNATIONAL ECONOMICAL ENVIRONMENT”, Stock Exchange Limited Liability Company “FASMA” on December 10th, 2003, Athens, Greece
- ❖ “E-COMMERCE. THE FUTURE OF TODAY’S MARKET”, Scientific Seminar “Festival Foitisi 2003”, Geniki Grammateia Neas Genias, on December 12th, 2004, Athens, Greece.
- ❖ “GREECE – BALKANS: BUSINESS PERSPECTIVES” Scientific Seminar “Festival Foitisi 2003”, Geniki Grammateia Neas Genias on November 22-23, 2003, Athens, Greece.