

# **Dr. IRENE TSACHOURIDI**

## **PH.D. IN ORGANIZATIONAL BEHAVIOR**

Department of Marketing & Communication

Athens University of Economics and Business

## **CURRICULUM VITAE**

### **Personal Information**

E-mail address: [etsachouridi@aueb.gr](mailto:etsachouridi@aueb.gr)

### **Education**

#### **Ph.D.**

#### **Ph.D. in Organizational Behavior**

Department of Marketing & Communication

Athens University of Economics and Business

2013-2016

Thesis title: “Organizational Virtuousness: Examining its antecedents and its consequences through the lens of social exchange theory”

#### **Pre-doctoral program of studies**

Department of Marketing & Communication

Athens University of Economics and Business

2012-2013

#### **Master**

#### **Master in Business Administration (MBA) (Hons)**

Department of Business Administration and Marketing & Communication

Athens University of Economics and Business

2008-2010

*Grade: 9.11 (excellent), Valedictorian*

#### **Bachelor**

#### **B.Sc. (Hons) in Political Science and Public Administration**

National and Kapodistrian University of Athens

2004-2008

*Grade: 8.82 (excellent)*

## **Grants and Awards**

- 2013-2016**            **Grants for doctoral studies**  
The A.G. Leventis Foundation
- 2016**                    **Research excellence award provided to Ph.D. students who publish in peer-reviewed academic journals with impact factor**  
Department of Marketing & Communication, Athens University of Economics and Business
- 2010**                    **Honorary Distinction for High Levels of Achievement, Master in Business Administration (MBA)**  
Department of Business Administration and Marketing & Communication, Athens University of Economics and Business
- 2007-2008**            **Performance award for the fourth year of undergraduate studies**  
Greek State Scholarship Foundation (IKY)
- 2006-2007**            **Performance award for the third year of undergraduate studies**  
Greek State Scholarship Foundation (IKY)
- 2004-2005**            **Performance award for the first year of undergraduate studies**  
Greek State Scholarship Foundation (IKY)
- 2004**                    **Award for achievement at the Greek National Higher Education Exams: 2nd highest grade out of the 350 students admitted to the Department of Political Science and Public Administration of the National and Kapodistrian University of Athens**  
Greek State Scholarship Foundation (IKY)

## **Research Interests**

Positive Organizational Scholarship  
Social exchange theory  
Psychological contracts  
Social comparisons in the workplace  
Social identity in the workplace  
Employee attitudes and behaviors

### **Publications (Scholarly, Peer- Review Journals)**

Tsachouridi, I., & Nikandrou, I. (2016), "Organizational Virtuousness and Spontaneity: A Social Identity View", *Personnel Review*, 45(6), pp.1302 - 1322 (5 year impact factor: 1.406).

Tsachouridi, I., & Nikandrou, I. (2016), "Breach and Willingness to support the organization: An Attribution and Social Exchange Perspective", *Management Research Review*, 39(10), pp. 1336-1351.

Nikandrou, I., & Tsachouridi, I. (2015), "Towards a better understanding of the "buffering effects" of organizational virtuousness' perceptions on employee outcomes", *Management Decision*, 53(8), pp. 1823-1842 (5 year impact factor 2014: 1.665).

### **Chapters in Peer-Reviewed Books/ Collective Volumes**

Tsachouridi, I., & Nikandrou, I. (under review), "Organizational virtuousness and employee outcomes: The role of psychological safety and pro-social motives", in Stachowicz-Stanusch, A. & Wolfgang, A. (Eds.), *Management Education for Corporate Social Performance*, Charlotte: Information Age Publishing.

Nikandrou, I., & Tsachouridi, I. (2017), "The dark side of being too good in organizational settings", in Stachowicz-Stanusch, A. & Gianluigi, M. (Eds.), *Organization Social Irresponsibility: Tools and Theoretical Insights*. Charlotte: Information Age Publishing.

Nikandrou, I., & Tsachouridi, I. (2015), "Does Being "Good" Pay Off Even During Periods of Crisis?: An Employee Perspective", in Stachowicz-Stanusch, A., *Corporate Social Performance: Paradoxes- Pitfalls and Pathways to the Better World*. Charlotte: Information Age Publishing.

### **Peer- Reviewed Academic Conferences**

Tsachouridi, I., & Nikandrou, I. (2017), "Is it fair to receive more support than the others? Integrating fairness evaluations into social comparison processes", *31th British Academy of Management (BAM) Conference*, Coventry, UK, 5-7 September.

Tsachouridi, I., & Nikandrou, I. (2017), "Integrating social and temporal comparisons into POS-outcome relationship", *17<sup>th</sup> European of Management Conference*, Glasgow, UK, 21-24 June.

Tsachouridi, I., & Nikandrou, I. (2017), "Transferring Aristotelian Grand Mean into the study of employee attitudes and behaviors", *33<sup>rd</sup> EGOS Colloquium*, Copenhagen, Denmark, 6-8 July.

Tsachouridi, I., & Nikandrou, I. (2016), "The Moderating Role of Social Comparisons in the Relationship between Psychological Contract Breach and Intent to

- Quit”, *30<sup>th</sup> British Academy of Management (BAM) Conference*, Newcastle upon Tyne, UK, 6-8 September.
- Tsachouridi, I., & Nikandrou, I. (2016), “Organizational virtuousness and employee outcomes: The role of prosocial motives and social exchange”, *30<sup>th</sup> British Academy of Management (BAM) Conference*, Newcastle upon Tyne, UK, 6-8 September.
- Tsachouridi, I., & Nikandrou, I. (2016), “Community-focused climate and employee outcomes: The moderating role of supervisor treatment”, *30<sup>th</sup> British Academy of Management (BAM) Conference*, Newcastle upon Tyne, UK, 6-8 September.
- Tsachouridi, I., & Nikandrou, I. (2016), “Examining the Effects of Social and Temporal Comparisons on Employee Reactions”, *76<sup>th</sup> Annual Meeting of the Academy of Management*, Anaheim, California, USA, 5-9 August.
- Tsachouridi, I., & Nikandrou, I. (2015), “The Role of Social Comparisons in Moderating the Relationship between Perceived Disinterested Support and Intent to Quit”, *29<sup>th</sup> British Academy of Management Conference*, Portsmouth, UK, 8-10 September.
- Tsachouridi, I., & Nikandrou, I. (2015), “Organizational virtuousness and intent to quit: The role of social exchange and organizational identification”, *29<sup>th</sup> British Academy of Management Conference*, Portsmouth, UK, 8-10 September.
- Tsachouridi, I., & Nikandrou, I. (2015), “Organizational Support and Outcomes: The mediating role of Identification and Virtuousness”, *29<sup>th</sup> British Academy of Management Conference*, Portsmouth, UK, 8-10 September.
- Tsachouridi, I., & Nikandrou, I. (2015), “Is my Organization more Supportive than Others? Social Comparison Processes and Employee Outcomes”, *75<sup>th</sup> Annual Meeting of the Academy of Management*, Vancouver, BC, Canada, USA, 7-11 August.
- Nikandrou, I., Galanaki, E., & Tsachouridi, I. (2015) “Greek crisis effects on employee reactions and HRM”, part of the symposium entitled “The impact of the financial crisis on HRM and employee behavior: Evidence from Europe”, *75<sup>th</sup> Annual Meeting of the Academy of Management*, Vancouver, BC, Canada, USA, 7-11 August.
- Tsachouridi, I., & Nikandrou, I. (2015), “What are the implications of non-fulfilled employer obligations for subsequent employee reactions?”, *31<sup>st</sup> EGOS Colloquium*, Athens, Greece, 2-4 July.
- Tsachouridi, I., & Nikandrou, I. (2015), “Organizational virtuousness' perceptions and outcomes: The mediating role of psychological safety and prosocial motives”, *17<sup>th</sup> European Congress of Work and Organizational Psychology (EAWOP)*, Oslo, Norway, 20-23 May.
- Tsachouridi, I., & Nikandrou, I. (2015), “Examining the relationship between employer obligation fulfillment and intent to quit through the lenses of social

exchange and social comparison”, *17<sup>th</sup> European Congress of Work and Organizational Psychology (EAWOP)*, Oslo, Norway, 20-23 May.

Tsachouridi, I, & Nikandrou, I. (2014), “Perceived disinterested support and outcomes: A view through the lenses of perceived organizational support and organizational virtuousness’ perceptions”, *28<sup>th</sup> British Academy of Management Conference*, Belfast Waterfront, UK, 9-11 September.

Tsachouridi, I, & Nikandrou, I. (2014), “Perceiving virtuousness in tough times”, *28<sup>th</sup> British Academy of Management Conference*, Belfast Waterfront, UK, 9-11 September.

Tsachouridi, I, & Nikandrou, I. (2014), “Linking organizational virtuousness and spontaneity through the lens of social identity theory”, *28<sup>th</sup> British Academy of Management Conference*, Belfast Waterfront, UK, 9-11 September.

Tsachouridi, I, & Nikandrou, I. (2014), “Social Comparison Processes and Intent to Quit: The Mediating Role of POS and Identification”, *74th Annual Meeting of the Academy of Management*, Philadelphia, USA, 1-5 August.

Nikandrou, I.,& Tsachouridi, I. (2013), “Is Organizational Virtuousness the key to Satisfied and Committed Employees?”, *13<sup>th</sup> European Academy of Management Conference*, Istanbul, Turkey, 26-29 June.

### **Presentations to one-day conference (by invitation)**

Tsachouridi, I. (2016) “The benefits of organizational virtuousness for employees and organizations”, *8<sup>th</sup> Conference of Human Resource Management in Greece, Athens University of Economics and Business*, Athens, Greece, 7 June.

### **Reviewer Duties**

Applied Psychology: An International Review

Journal of Managerial Psychology

Journal of Leadership and Organizational Studies

Europe’s Journal of Psychology

Academy of Management Conference

British Academy of Management Conference

European Academy of Management Conference

Organization Social Irresponsibility: Tools and Theoretical Insights, A. Stachowicz-Stanusch & M. Gianluigi (Eds.), Charlotte: Information Age Publishing

Management Education for Corporate Social Performance, A. Stachowicz-Stanusch, A. & A. Wolfgang (Eds.), Charlotte: Information Age Publishing

## **Teaching Experience**

2017-2018 (winter semester)	<b>Intercultural Communication and Business Administration (undergraduate teaching)</b> Department of Marketing and Communication, Athens University of Economics and Business
2017 (spring semester)	<b>Positive Organizational Scholarship (undergraduate co-teaching)</b> Department of Marketing and Communication, Athens University of Economics and Business
2017 (spring semester)	<b>Introduction to Communication (undergraduate co-teaching)</b> Department of Marketing and Communication, Athens University of Economics and Business
2016-2017 (winter semester)	<b>Intercultural Communication and Business Administration (undergraduate teaching)</b> Department of Marketing and Communication, Athens University of Economics and Business
2012-2016	<b>Lectures on how to write academic essays in Introduction to Management and Organizational Behavior Courses</b> Department of Marketing and Communication, Athens University of Economics and Business
2012-2016	<b>Supervision of written assignments</b> Department of Marketing and Communication, Athens University of Economics and Business
2012-2016	<b>Academic advising of undergraduate students</b> Department of Marketing and Communication, Athens University of Economics and Business

## **Teaching interests**

Organizational Behavior

Human Resource Management

Communication

Intercultural Communication

Positive Organizational Scholarship

Management

Business Ethics

Corporate Social Responsibility

**Linguistic Skills**

English (Proficiency, C2), Spanish (Superior, C2) and German (Zertifikat, B1)

**Computing Skills**

SPSS, LISREL, AMOS, MS Office