

Ioannis Nikolaou

Associate Professor in Organizational Behaviour
Department of Management Science and Technology
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ACADEMIC / TEACHING EXPERIENCE

June 2014 – today	Associate Professor in Organizational Behaviour
Nov. 2008 – June 2014	Assistant Professor in Organizational Behaviour
Dec. 2003 – Nov. 2008	Lecturer in Organizational Behaviour Athens University of Economics and Business – Athens, Greece Department of Management Science and Technology <u>Teaching:</u> Organisational Psychology (UG), Personal Skills Development (UG, PG), Employee Recruitment and Selection (PG), People Management (PG), etc.
Sept. 2005 – August. 2011	Teaching Fellow Greek Open University Business & Management <i>Teaching Unit:</i> Introduction to Business and Management
Febr. 2003 – July 2003	Teaching Fellow Panteion University – Athens, Greece MSc in Organisational & Economic Psychology, Department of Psychology
Sept. 2002 – Febr. 2003	Teaching Fellow Athens University of Economics and Business – Athens, Greece Department of Management Science and Technology
Jan. 2001 – Dec. 2002	PricewaterhouseCoopers / Global Human Resources Solutions – Athens, Greece Instructor in Organizational Behaviour and Human Resources Management Executive Training
Apr. 2000 – Jul. 2002	University of Manchester, Institute of Science & Technology (UMIST) – Manchester, UK Manchester School of Management Visiting Research Fellow
Sept. 1996 – Mar. 1999	Occasional Lecturer / Hourly-paid student demonstrator / Seminar leader University of Manchester, Institute of Science & Technology (UMIST) – Manchester, UK Manchester School of Management

EXTERNALLY FUNDED RESEARCH PROJECTS

- Nov. 2016 – today **Athens University of Economics and Business**
Project title: Gamification in Recruitment and Selection
Funded by: Athens University of Economics and Business
Position: Principal Investigator
- Jan. 2015 – Dec. 2016 **Athens University of Economics & Business**
Project Title: Developing graduates-job seekers' psychological capital via training
Funded by: AUEB Research Centre
Position: Principal Investigator
- Nov. 2011 – Jul. 2013 **National Bank of Greece**
Project title: Development of a Situational Judgment Test assessing employees' potential
Funded by: National Bank of Greece
Position: Principal Investigator
- Aug. 2010 – Sept. 2013 **General Secretary of Research & Technology (GSRT)– Heraclitus II**
Project title: Selecting change agents: Their role and contribution in change management.
Funded by: GSRT
Position: Principal Investigator
- Sept. 2011 – May 2012 **Hay Group-OMAS – Hellenic Management Association**
Project title: Developing proactive change management and human resource management skills in Greek companies
Funded by: Hellenic Federation of Enterprises
Position: Project Manager
- March 2011 – Aug. 2012 **Athens University of Economics and Business, Basic Research Funding Program**
Project title: Resilient Survivors in the Aftermath of Psychological Contract Violation after Disruptive Organizational Changes
Funded by: Athens University of Economics and Business
Position: Principal Investigator
- Jan. 2010 – Jan. 2011 **Athens University of Economics and Business, Basic Research Funding Program**
Project title: Positive Psychological Contract during Recession: Utopia or Reality?
Funded by: Athens University of Economics and Business
Position: Principal Investigator
- March 2009 – March 2010 **Athens University of Economics and Business, Basic Research Funding Program**
Project title: Exploring the Recent Turbulence in the Financial Sector from a Psychological Contract Perspective
Funded by: Athens University of Economics and Business

Position: Principal Investigator

May 2007 – July 2007

Attica Bank

Project Title: Bonus system implementation

Funded by: Attica Bank

Position: Project Manager

Jan. 2004 – Oct. 2005

Emporiki Bank

Project Title: Implementation of competency-based management in HRM practises

Funded by: Emporiki Bank

Position: Project Manager & Project Team member

Sept. 2004 – Febr. 2005

Metaxas Diagnostics A.E

Project Title: Employee satisfaction and organizational culture survey

Funded by: Metaxas Diagnostics A.E

Position: Project Team member

Sept. 2004 – Jan. 2005

Pfizer A.E

Project Title: Executive Emotional Intelligence Assessment & Development

Funded by: Pfizer

Position: Project Manager

Mar. 2003 – Dec. 2003

Kantor

Project Title: Tailor-made psychological tests for employee selection

Funded by: Kantor

Position: Project Manager

Dec. 2003

Infote

Project Title: Emotional Intelligence Assessment in Infote's salesforce

Funded by: Infote

Position: Project Manager

Apr. 1998 – May 1999

SHL/UMIST Research Centre in Work / Organisational Psychology, Manchester School of Management, UMIST Manchester, UK

Project Title: The role of personality in perceptions of service quality

Funded by: European Research Development Fund (ERDF) and SHL Group

Position: Research Assistant (P/T)

May 1996 – Jul. 1996

Manchester School of Management, UMIST – Manchester, UK

Project Title: Employee attitudes and perceptions within UMIST

Funded by: UMIST

Position: Research Assistant (P/T)

- May 1994 – Aug. 1994 **University of Patras / Department of Education – Patras, Greece**
Project Title: Adolescents' attitudes towards European Union
Funded by: European Union
Position: Research Assistant (P/T)
- March 1993 **University of Athens / Department of Medicine – Crete, Greece**
Project Title: Psychosocial factors and health
Funded by: European Union / Department of Health
Position: Research Assistant

PROFESSIONAL EXPERIENCE

- Jan. 2015 – today **Owiwi: Hire Once**
Position: Chief Science Officer
- Jan. 2003 – Mar. 2003 **Egnatia Bank / Human Resources Development Division Athens, Greece**
Position: Head of Training Department, Human Resource Division
- Jan. 2001 – Dec. 2002 **PricewaterhouseCoopers / Global Human Resources Solutions – Athens, Greece**
Position: Assistant Manager
- Sep. 1997 – May 1999 **University of Manchester, Institute of Science & Technology (UMIST) / Grosvenor Halls of Residence – Manchester, UK**
Position: Hall of Residence Tutor
- Sep. 1993 – July 1994 **Elefsis Shipyards / Personnel Department – Human Relations Office – Elefsina, Greece**
Position: Psychologist (P/T)
- Sep. 1993 – Aug. 1994 **Applied Psychology Centre – Athens, Greece**
Position: Psychologist (P/T)

EDUCATION

- Oct. 1995 – Mar. 1999 **University of Manchester, Institute of Science & Technology (UMIST) – Manchester, UK**
 Manchester School of Management
Ph.D. in Management Sciences
 Title: The five-factor model of personality and work behaviour in Greece

Sep.1994 – Oct. 1995

University of Manchester, Institute of Science & Technology (UMIST) – Manchester, UK
Manchester School of Management
M.Sc. in Organisational Psychology

Sep. 1989 – June 1993

University of Crete, School of Social Sciences – Rethymno, Greece
Department of Psychology
BSc (Hons) in Psychology, Grade: (8.19/10)

BOOKS

1. Nikolaou, I. & Oostrom, J.K. (Eds.) (2015). *Employee Recruitment, Selection, and Assessment. Contemporary Issues for Theory and Practice*. London: Routledge/Psychology Press.
2. Vakola, M. & Nikolaou, I. (2012). *Organizational Psychology & Behavior*. Athens: Rossili (in Greek).
3. Nikolaou, I. (2006). *Managing Human Capital. Greek Case Studies*. Athens: Sideris Publications (in Greek).

JOURNAL ARTICLES

1. Nikolaou, I. & Georgiou, K. (2018). Fairness reactions to the employment interview. *Journal of Work and Organizational Psychology*, 34, 103-111. <https://doi.org/10.5093/jwop2018a13>
2. Ryan, A. M., Reeder, M., Golubovich, J., Grand, J., Inceoglu, I., Bartram, D. Derous, E., Nikolaou, I., Yao, X. (2017) Culture and Testing Practices: Is the World Flat? *Applied Psychology: An International Review*, 66 (3), 434-467.
3. Nikolaou, I. (2014). Social Networking Web Sites in Job Search and Employee Recruitment. *International Journal of Selection and Assessment*, 22 (2), 179-189.
4. Tomprou, M., Nikolaou, I. (2013). Exploring the role of social influence in promise beliefs and information acquisition among newcomers. *European Journal of Work and Organizational Psychology*, 22 (4), 408-422.
5. Georgiou, K., Nikolaou, I., Tomprou, M. & Rafailidou, M. (2012). The role of job seekers' individual characteristics on job seeking behaviour and psychological well-being. *International Journal of Selection and Assessment*, 20 (4), 414-422.
6. Tomprou, M., Nikolaou, I. & Vakola, M. (2012). Experiencing organizational change in Greece: the framework of psychological contract. *International Journal of Human Resource Management*, 23, 385-405.
7. Tomprou, M. & Nikolaou, I. (2011). A Model of Psychological Contract Creation Upon Organizational Entry. *Career Development International*, 16, 342-363.
8. Nikolaou, I. (2011). Core processes and applicant reactions to the employment interview: An exploratory study in Greece. *International Journal of Human Resource Management*, 22, 2185-2201.
9. Nikolaou, I., Vakola, M. & Bourantas, D. (2011). The role of silence on employees' attitudes "the day after" a merger. *Personnel Review*, 40 (6).
10. Nikolaou, I., Vakola, M. & Bourantas, D. (2008). Who Speaks up at Work? Dispositional Influences on Employees' Voice Behavior. *Personnel Review*, 37, 666-679.
11. Myors, B., Lievens, F., Schollaert, E., & Van Hove, G., Cronshaw, S.F., Mladinic A., Rodríguez V., Aguinis, H., Steiner, D.D., Rolland, F., Schuler, H., Frintrup, A., Nikolaou, I., Tomprou, M., Subramony S., Raj, S.B. ,Tzafirir, S., Bamberger, P., Bertolino, M., Mariani, M., Fraccaroli, F., Sekiguchi, T., Onyura, B., Yang, H., Anderson, N., Evers,

- A., Chernyshenko, O., Englert, P., Kriek, H.J., Joubert, T., Salgado, J.F., König, C.J., Thommen, L.A., Chuang, A., Sinangil, H.K., Bayazit, M., Cook, M., Shen, W., & Sackett, P.R. (2008). International perspectives on the legal environment for selection. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, **1**, 206-246.
12. Myors, B., Lievens, F., Schollaert, E., & Van Hove, G., Cronshaw, S.F., Mladinic A., Rodríguez V., Aguinis, H., Steiner, D.D., Rolland, F., Schuler, H., Frintrup, A., Nikolaou, I., Tomprou, M., Subramony S., Raj, S.B., Tzafrir, S., Bamberger, P., Bertolino, M., Mariani, M., Fraccaroli, F., Sekiguchi, T., Onyura, B., Yang, H., Anderson, N., Evers, A., Chernyshenko, O., Englert, P., Kriek, H.J., Joubert, T., Salgado, J.F., König, C.J., Thommen, L.A., Chuang, A., Sinangil, H.K., Bayazit, M., Cook, M., Shen, W., & Sackett, P.R. (2008). Broadening international perspectives on the legal environment for personnel selection. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, **1**, 266-270.
 13. Chatzi, S. & Nikolaou, I. (2007). Validation of the four-factor Team Climate Inventory in Greece. *International Journal of Organizational Analysis*, **15**, 341-357.
 14. Nikolaou, I., Gouras, A., Vakola, M. & Bourantas, D. (2007). Selecting change agents: Exploring traits and skills in a simulated environment. *Journal of Change Management*, **7**, 291-313.
 15. Nikolaou, I., Tomprou, M. & Vakola, M. (2007). Individuals' Inducements and the Role of Personality: Implications for Psychological Contracts. *Journal of Managerial Psychology*, **22**, 649-663.
 16. Nikolaou, I. Judge, T. (2007) Fairness reactions to personnel selection techniques in Greece: the role of core-self evaluations. *International Journal of Selection & Assessment*, **15**, 206-219.
 17. Tsaousis, I, Nikolaou, I, Serdaris, N & Judge, T. (2007). Do the Core Self-Evaluations Moderate the Relationship Between Subjective Well-Being and Physical and Psychological Health? *Personality & Individual Differences*, **42**, 1441-1452.
 18. Tsaousis, I. & Nikolaou, I. (2005). Exploring the Relationship between Emotional Intelligence and Physical and Psychological Health. *Stress and Health*, **21**, 77-86.
 19. Vakola, M. & Nikolaou, I. (2005). Attitudes towards Organizational Change: What is the role of employees' stress and commitment? *Employee Relations*, **27**, 160-174.
 20. Vakola, M, Tsaousis, I & Nikolaou, I. (2004). The role of Emotional Intelligence and Personality Variables on Attitudes toward Organisational Change. *Journal of Managerial Psychology*, **19**, 88-110.
 21. Nikolaou, I. (2003). Fitting the person to the organization: examining the personality-job performance relationship from a new perspective. *Journal of Managerial Psychology*, **18**, 639-648.
 22. Nikolaou, I. (2003). The Development and Validation of a measure of Generic Work Competencies. *International Journal of Testing*, **3**, 309-319.
 23. Nikolaou, I & Tsaousis, I (2002). Emotional Intelligence in the Workplace: Exploring its effects on Occupational Stress and Organisational Commitment. *International Journal of Organizational Analysis. Special Issue on Emotional Intelligence*, **10**, 327-342.
 24. Nikolaou, I., & Robertson, I.T. (2001). The Five-Factor Model of Personality and Work Behaviour in Greece. *European Journal of Work and Organizational Psychology*, **10**, 161-186.
 25. Tsaousis, I., Nikolaou, I. (2001) The Stability of the Five-Factor Model of Personality in Personnel Selection and Assessment. *International Journal of Selection and Assessment*, **9**, 290-301.

MANUSCRIPTS UNDER REVIEW

1. Georgiou, K., Nikolaou, I., & Turban, D. B. The Impact of a Training Intervention developing Psychological Capital on Job Search Success. *Submitted to Journal of Career Development* (under first review).
2. Georgiou, K. & Nikolaou, I. The influence and development of Psychological Capital in the job search context. *Submitted to the International Journal for Educational & Vocational Guidance* (under second review).
3. Georgiou, K., Gouras, A., & Nikolaou, I. Gamification in employee selection: The development of a games-based assessment. *Submitted to International Journal of Selection and Assessment* (under first review).
4. Nikolaou, I., Georgiou, K. & Kotsasarlidou, V. Exploring the relationship of a game-based assessment with performance. *Submitted to Spanish Journal of Psychology* (under first review).

IN PROGRESS

1. Gouras, A., Vakola, M. & Nikolaou, I. Development and Validation of Situational Judgment Tests to Select Change Agents.
2. Chatzi, S., Nikolaou, I., & Anderson, N. Selecting for team innovation: The role of personality and team climate.
3. Karli, M. Vakola, M. & Nikolaou, I. Dispositional influences on learning transfer assessed by situational judgments tests (writing up).
4. Nikolaou, I., Ahmed, S., Anderson N., Costa, A.C. & Woods, S. Applicant Reactions to Internet-Based Selection Procedures (work in progress, data collection in progress).
5. Nikolaou, I. Social Networking Web Sites in Job Search and Employee Recruitment; an update (work in progress, data collection in progress).
6. Nikolaou, I. Psychological contract and job insecurity during recession: a multi-level perspective (data collection complete).

CONFERENCE PRESENTATIONS

1. Georgiou, K., & Nikolaou, I. (2017). The impact of a training intervention developing Psychological Capital on job search success. *Annual Meeting of the Academy of Management, Atlanta, USA.*
2. Georgiou, K. & Nikolaou, I. (2017). Serious gaming in employees' selection process. In I. Nikolaou (2017): Alliance for Organizational Psychology Invited Symposium-The Impact of Technology on Recruitment and Selection: An International Perspective. *32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, USA*
3. Georgiou, K. & Nikolaou, I. (2017). The impact and development of Psychological Capital on job seekers. *32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, USA.*
4. Nikolaou, I. & Georgiou, K. (2017). Serious gaming and applicants' reactions; the role of openness to experience. In M. Armstrong, D. R. Sanchez & K. N. Bauer (2017): Gaming and Gamification IGNITE: Current Trends in Research and Application. *32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, USA*
5. Georgiou, K. & Nikolaou, I. (2017). Gamification in recruitment and selection. In I. Nikolaou (2017): European Network of Selection Researchers (ENESER) Symposium;

- Recruitment in the Digital Era. *18th congress of the European Association of Work and Organizational Psychology (EAWOP), Dublin Ireland.*
6. Georgiou, K. & Nikolaou, I. (2017). Psychological Capital and job search behaviors along the different recruitment stages. *18th congress of the European Association of Work and Organizational Psychology (EAWOP), Dublin Ireland.*
 7. Nikolaou, I, Georgiou, K. & Vakola, M. (2016). Applicant Reactions to Social Networking Websites. *ENESER-EAWOP Meeting on Applicant Behavior, Amsterdam, The Netherlands.*
 8. Georgiou, K., Nikolaou, I. & Vakola, M. (2016). Psycap: Between recruitment and job search. *ENESER-EAWOP Meeting on Applicant Behavior, Amsterdam, The Netherlands.*
 9. Nikolaou, I. (2016). Exploring the impact of the crisis on employment relationships in Greece. *12th European Academy of Occupational Health Psychology Conference, Athens, Greece*
 10. Nikolaou, I., Bauer, T., & Truxillo, D. (2015). Applicant Reactions to Selection Methods: Where are we now and a look to the future. In I. Nikolaou & J.K Oostrom (2015): European Network of Selection Researchers (ENESER) Symposium on Employee Recruitment, Selection, and Assessment: Contemporary Issues for Theory and Practice. *17th congress of the European Association of Work and Organizational Psychology (EAWOP), Oslo, Norway.*
 11. Georgiou, K. & Nikolaou, I. (2015). The role of psychological capital on job seekers performance. In J. Ramos (2015) Invited symposium Recent research on Unemployment, underemployment and job search. *17th congress of the European Association of Work and Organizational Psychology (EAWOP), Oslo, Norway.*
 12. Vakola, M., Nikolaou, I. & Kyriakou, O. (2015). Dealing with unemployment through job-pairing. In A. Carter (2015): We need to tackle youth employment in other ways. *17th congress of the European Association of Work and Organizational Psychology (EAWOP), Oslo, Norway*
 13. Nikolaou, I. & Vakola, M. (2014). Exploring fairness reactions to the employment interview: the role of applicants' individual characteristics. *EAWOP Small Group Meeting Recruitment and Selection 2.0, Gent, Belgium.*
 14. Georgiou, K. Nikolaou, I. (2014). The impact of psychological capital development on the job search process. *28th International Congress of Applied Psychology (IAAP), Paris, France*
 15. Nikolaou, I. & Chatzi S. (2014). Selecting for teamwork: using complementary and supplementary fit theories to explain the team composition-team performance relationship. *28th International Congress of Applied Psychology (IAAP), Paris, France*
 16. Nikolaou, I. (2013). Exploring the consequences of the financial crisis on employment relationships in Greece. In I. Nikolaou (2013) Invited symposium: "You're fired! Exploring the impact of financial crisis on people of Europe". *16th congress of the European Association of Work and Organizational Psychology (EAWOP), Munster, Germany.*
 17. Nikolaou, I., Bauer, T., Costa, A., Erdogan, B. McCarthy, J., Rodopman, B., & Truxillo. T. (2013). Cross-cultural Examination of Applicant Reactions to the Employment Interview. In I. Nikolaou & N. Anderson (2013): European Network of Selection Researchers (ENESER) Symposium on Selection & Assessment in Europe. *16th congress of the European Association of Work and Organizational Psychology (EAWOP), Munster, Germany.*
 18. Georgiou, K. & Nikolaou, I. (2013). The role of positive psychological characteristics during the job search process. *14th Panhellenic Conference of Psychological Research, Alexandroupolis, Greece.*

19. Chatzi, S. & Nikolaou, I. (2013). The role of employee selection in innovative behavior in temawork settings. *14th Panhellenic Conference of Psychological Research, Alexandroupolis, Greece.*
20. Gouras, A., Nikolaou, I. & Vakola, M. (2012). Selecting for change: Developing a SJT to measure change agent's behaviours. Paper presented at the Symposium entitled: "Advances in testing and measurement: Job performance, change and innovation", chaired by Neil Anderson & Kristina Potocnik of the *8th Conference of the International Test Commission, Amsterdam, The Netherlands*
21. Tomprou, M., Nikolaou, I. Nezlek, J. & Rousseau, D.M. (2011). Promise Exchange between Newcomers and Their Employer: Building Blocks of the Psychological Contract. *Annual Meeting of the Academy of Management, San Antonio, USA.*
22. Nikolaou, I. (2011). Applicants' Personality in Interview Perceptions and Organizational Justice in Greece. *Annual Meeting of the Society for Industrial & Organizational Psychology, Chicago, USA.*
23. Nikolaou, I. (2011). Symposium in Recruitment, selection and applicant reactions: An international perspective. *15th European Congress of Work and Organizational Psychology, Maastricht, Holland.*
24. Nikolaou, I. & Tomprou, M. (2011). Applicants' Personality in Interview Perceptions in Greece. *15th European Congress of Work and Organizational Psychology, Maastricht, Holland.*
25. Georgiou, K., Nikolaou, I. & Tomprou, M. (2011). Exploring the effects of job seekers' activities on daily mood: A diary study and a conceptual model. *EAWOP Small Group Meeting on Selection & Assessment in Europe, Athens, Greece.*
26. Tomprou, M., Nikolaou, I. (2010). A longitudinal study on newcomers' expectations, promises, information and social exchanges. *Annual Meeting of the Academy of Management, Montreal, Canada.*
27. Tomprou, M., Nikolaou, I. & Bourantas, D. (2009). Psychological Contract Creation of Newcomers: A Diary Study exploring the Role of Social Influence. *Annual Meeting of the Academy of Management, Chicago, USA.*
28. Tomprou, M. & Nikolaou, I. (2009). Psychological Contract Creation: A diary study in newcomers' first days at work. *14th European Congress of Work and Organizational Psychology. Santiago de Compostela, Spain.*
29. Tomprou, M. & Nikolaou, I. (2009). The effect of Contract Makers and Facilitators on psychological contract creation; the role of exchange ideologies. *14th European Congress of Work and Organizational Psychology. Santiago de Compostela, Spain.*
30. Nikolaou, I. & Tomprou, M. (2008). Dynamics of the psychological contract: Experiencing organizational change in a changing work environment. *Institute of Work Psychology Conference, University of Sheffield, UK.*
31. Myors, B., Lievens, F., Schollaert, E. et al. (2008). International Perspectives on the Legal Environment for Selection. *Annual Meeting of the Society for Industrial & Organizational Psychology, San Francisco, USA.*
32. Tomprou, M., Nikolaou, I. & Bourantas, D. (2007). The Potential Dynamics Of Psychological Contracting During Selection And Socialization. *Annual Meeting of the Academy of Management, Philadelphia, USA.*
33. Nikolaou, I. & Judge, T. (2007). Core self-evaluations in Greece: relative effects on life satisfaction, affective disposition and employee attitudes. *13th European Conference of Work & Organisational Psychology, Stockholm, Sweden.*
34. Nikolaou, I. & Tomprou, M. (2007). Dynamics of the psychological contract; The role of selection practices and individual characteristics in the Greek banking sector. *13th European Conference of Work & Organisational Psychology, Stockholm, Sweden.*
35. Tomprou, M. and Nikolaou, I. (2007). A diary study exploring the processes of psychological contract creation. *EAWOP Small Group Meeting on Psychological Contracts. Zurich, Switzerland.*

36. Vakola, M., Nikolaou, I. & Bourantas, D. (2006). Who Remains Silent at Work? The Role of Personality Characteristics in Organizational Silence. *Annual Meeting of the Academy of Management, Atlanta, USA.*
37. Vakola, M. & Nikolaou, I. (2006). Exploring Individual Readiness to Organizational Change. *Annual Meeting of the Academy of Management, Atlanta, USA.*
38. Nikolaou, I. (2006). Applicant reactions to personnel selection methods: Does personality matter? *26th International Congress of Applied Psychology, Athens, Greece.*
39. Nikolaou, I. & Roumpis, D. (2006). Employment interview context in Greece: the interviewer perspective. *26th International Congress of Applied Psychology, Athens, Greece.*
40. Vakola, M. & Nikolaou, M. (2006). Exploring a multilevel approach to individual readiness to organizational change. *26th International Congress of Applied Psychology, Athens, Greece.*
41. Tomprou, M. & Nikolaou, I. (2006). Exploring the dynamics of newcomers' psychological contract creation; An alternative socio-cognitive approach. *26th International Congress of Applied Psychology, Athens, Greece.*
42. Nikolaou, I., Robertson, I.T., Salgado, J.F. (2005). Symposium in Organizational Convivence: The role of Employee Selection and Assessment - Focus on Selection practices. *12th European Conference of Work & Organisational Psychology, Istanbul, Turkey.*
43. Nikolaou, I., Robertson, I.T., Salgado, J.F. (2005). Symposium in Organizational Convivence: The role of Employee Selection and Assessment - Focus on equal opportunities and diversity. *12th European Conference of Work & Organisational Psychology, Istanbul, Turkey.*
44. Chatzi, S., Nikolaou, I. & Anderson, N. (2005). Team Climate Inventory: Four or five factors? *12th European Conference of Work & Organisational Psychology, Istanbul, Turkey.*
45. Vakola, M., Nikolaou, I., & Bourantas, D. (2004). The Role of Organizational Silence on Employees' Trust and Attitudes in a Post Merger-Stage. *Annual Meeting of the Academy of Management, New Orleans.*
46. Vakola, M., Tsaousis, I., & Nikolaou, I. (2003). The role of emotional intelligence on employees' attitudes towards organisational change. *9th Panhellenic Conference of Psychological Research, Rhodes, Greece.*
47. Nikolaou, I. (2003). Personality characteristics and Work Behaviour in Greek SMEs. *9th Panhellenic Conference of Psychological Research, Rhodes, Greece.*
48. Nikolaou, I., Tsaousis, I., Papadimitriou, M. & Bosinaki, I. (2003). The relationship between emotional intelligence and occupational stress. *9th Panhellenic Conference of Psychological Research, Rhodes, Greece.*
49. Nikolaou, I. & Tsaousis, I. (1999). The stability of the five-factor model in personnel selection and assessment. *9th European Conference of Work & Organisational Psychology, Helsinki, Finland.*
50. Robertson, I.T., Lewis, B., Nikolaou, I. & Bardzil, P. (1999). Stability and change in customers' assessment of service quality. *Annual Conference of British Academy of Management, Manchester, UK.*
51. Robertson, I.T., Lewis, B., Nikolaou, I. & Bardzil, P. (1999). The influence of personality on customers' perceptions of service quality. *9th European Conference of Work & Organisational Psychology, Helsinki, Finland.*
52. Robertson, I.T. & Nikolaou, I. (1999). The influence of employees' work competencies and contextual behaviour on managers' performance appraisals. *9th European Conference of Work & Organisational Psychology, Helsinki, Finland.*
53. Nikolaou, I. & Robertson, I.T (1998). A social-cognitive approach to personality in personnel assessment. *9th European Conference on Personality, Surrey, England.*

54. Kantas, A., Kalogera, S. & Nikolaou, I. (1997) Recruitment and selection: Managerial practices and perceptions in the Greek private sector. *8th European Conference of Work & Organisational Psychology, Verona, Italy.*

BOOK CHAPTERS

1. Nikolaou, I. Georgiou, K. Bauer, T.N, Truxillo, D. M. (in press). *Technology and Applicant Reactions*. In R. N. Landers (Ed.) Cambridge Handbook of Technology and Employee Behavior. Cambridge: Cambridge University Press.
2. Nikolaou, I. & Tsoni, E. (in press). Internet Recruitment. In B. Warf (Ed.), *The SAGE Encyclopaedia of the Internet*. London: Sage.
3. Nikolaou, I. & Foti, K. (2018) Personnel Selection and Personality. In V. Zeigler-Hill & T. Shackelford (Eds.). *The SAGE Handbook of Personality and Individual Differences*. (pp. 659-677). London: Sage.
4. Shen, W., Sackett, P.R. et al. (2017). Updated Perspectives on the International Legal Environment for Selection. In J. L Farr and N. T. Tippins (Eds.) *Handbook of Employee Selection* (pp. 659-677). New York: Taylor & Francis.
5. Nikolaou, I., Bauer, T.N & Truxillo, D.M. (2015). Applicant Reactions to Selection Methods: An overview of recent research and suggestions for the future. In I. Nikolaou & J. K. Oostrom (Eds.) *Employee Recruitment, Selection, and Assessment. Contemporary Issues for Theory and Practice* (pp. 80-96). Hove, East Sussex: Routledge.
6. Ryan, A. M., Inceoglu, I., Bartram, D., Golubovich, J., Grand, J., Reeder, M., Derous, E., Nikolaou, I. Yao, X. (2015). Trends in Testing: Highlights of a global survey. In I. Nikolaou & J. K. Oostrom (Eds.) *Employee Recruitment, Selection, and Assessment. Contemporary Issues for Theory and Practice* (pp. 136-153). Hove, East Sussex: Routledge.
7. Sackett, P.R., Shen, W. et al. (2010). Perspectives from twenty-two countries on the legal environment for selection. In J. L Farr and N. T. Tippins (Eds.) *Handbook of Employee Selection* (pp. 651-676). New York: Taylor & Francis.
8. Nikolaou, I. (2008). "No strings attached". Keeping the people balance in organizations. In Neumaier, O., Schweiger, G. & Sedmak, C. (eds.): *Perspectives on Work. Impulses from Salzburg*. Munster etc.: LIT Verlag.
9. Nikolaou, I., Vakola, M. & Robertson, I.T. (2006). 360 degree feedback and leadership development. In R. Burke & C. L. Cooper (Eds.) *Inspiring Leaders* (pp. 305-319). London: Taylor & Francis.
10. Vakola, M., & Nikolaou, I. (2002). Organisational readiness for organisational change: The role of strategy, culture and human resource management. In F. Analoui (Ed.) *The Changing Patterns of Human Resource Management* (pp. 270-283). Aldershot: Ashgate Publishing.
11. Nikolaou, I., Robertson, I.T (1999). The influence of employees' work competencies and contextual behaviour on managers' performance appraisals. In Jansen, P.G.W., Pepermans, R. (Eds.), *Empirical studies of managerial behaviour, development and socialisation* (pp. 79-94). Leuven: Acco.
12. Kantas, A., Kalogera, S. & Nikolaou, I. (1997). Recruitment and selection: Managerial practices and perceptions in the Greek private sector. In Pepermans, R., Buelens, A., Vinkenburg, G.J. & Jansen, P.G.W. (Eds.), *Managerial Behaviour and Practices. European Research Issues*. (pp. 81-90) Leuven: Acco.

OTHER PUBLICATIONS

1. Bozionelos, N., & Nikolaou, I. (2010). Research Brief: Happiness Around the World: More to it than Money? *Academy of Management Perspectives*, **24** (4), 96-98.
2. Bozionelos, N., & Nikolaou, I. (2010). Research Brief: Does Treating the Permanent Workforce Well Matter to Temporary Employees? *Academy of Management Perspectives*, **24**(1), 84-86.
3. Nikolaou, I., Vakola, M. & Kantas, A. (2009). History and Development of Industrial Work & Organizational Psychology in Greece. *The Industrial-Organizational Psychologist*, **47**(2), 87-91.
4. Vourou, Th. & Nikolaou, I. (2008). Moderators in the personality-job performance relationship (in Greek). *Astrolavos*, **9**, 58-83.
5. Nikolaou, I. (1998). Book review of 'Delivering on the Promise. How to Attract, Manage, and Retain Human Capital by B. Friedman, J. Hatch, D. Kalker. The Free Press: New York. 226 pp. *International Journal of Manpower*, **20**, pp. 388-390.
6. Robertson, I.T., Lewis, B., Bardzil, P., Nikolaou, I. (1999). The influence of personality factors on customers' assessments of service quality. Working Paper Series No 9910 (ISBN: 1-86115-0598). Manchester School of Management, UMIST, UK.
7. Robertson I.T., Smythe, J.F., Gibbons, P., Kurz, R., Nikolaou, I., Roberts, S., & Yang, Z. (1996). Research in progress report: The Occupational Psychology Research Group, Manchester School of Management, UMIST, UK. *International Journal of Selection and Assessment*, **4**, 49-52.

SPECIAL ISSUES

Nikolaou, I., Anderson, N. & Salgado, J. (2012). Special Issue on Advances in Selection & Assessment in Europe. *International Journal of Selection & Assessment*, **20** (4).

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INVITED / KEYNOTE SPEAKER

1. Nikolaou, I. (2018). "Technology in Employee Recruitment and Selection". Invited Keynote Presentation at the Universidad Popular Autonoma Del Estado De Puebla Conference, Puebla, Mexico.
2. Nikolaou, I. (2018). "Technology in Employee Recruitment and Selection: Where are we now and where are we going?" Invited Keynote Presentation at the Future of Work and Organizational Psychology Advanced International Seminar, Universidad Complutense Madrid.
3. Nikolaou, I. (2017). "Technology in Employee Recruitment and Selection". Invited Keynote Presentation at the Recruitment and Selection Symposium "New Trends and Boundary Conditions in Recruitment and Selection Procedures", Surrey Business School, Surrey, UK
4. Nikolaou, I. (2017): Alliance for Organizational Psychology Invited Symposium-The Impact of Technology on Recruitment and Selection: An International Perspective. 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, USA
5. Nikolaou, I. (2017). New trends in recruitment – Research evidence from Greece. Boussias Recruitment Conference, Athens, Greece.

¹ GoogleScholar

6. Nikolaou, I. (May 2013). "You're fired! Exploring the impact of financial crisis on people of Europe". Invited symposium at 16th congress of the European Association of Work and Organizational Psychology (EAWOP), Munster, Germany.
7. Nikolaou, I. (November 2011). The Big HR Debate. Hellenic Management Association & Boussias Conferences.
8. Nikolaou, I. (November 2010). The Big HR Debate. Hellenic Management Association & Boussias Conferences.
9. Nikolaou, I. (April 2010). The use and effectiveness of social media in Greece. Greek People Management Association Annual Conference (GPMA).
10. Nikolaou, I. (December 2009). Personality and Career Choices. Mindset Conference (Orizontes)
11. Nikolaou (2009). *Psychological Contract Development and Employee Attitudes*. Invited Symposium. Chair of Invited Symposium. 14th European Congress of Work and Organizational Psychology. Santiago de Compostela, Spain.
12. Nikolaou (2007). *No strings attached; Keeping the people balance in organizations*. Center for Ethics and Poverty Research, University of Salzburg, Austria.
13. Νικολάου, Ι. (2006). *Emotional Intelligence Research in Greece*. Symposium on Emotional Intelligence chaired by Dr Daniel Coleman, Athens, Greece.
14. Nikolaou, I. & Georgiadou, M. (2004). *Human Resource Practises in Greece*. 4th International Human Resources Conference, PricewaterhouseCoopers, Athens, Greece.
15. Nikolaou, I. & Tsaousis, I. (2003). *Emotional Intelligence and Management Development*. 3rd International Human Resources Conference, PricewaterhouseCoopers, Athens, Greece.
16. Nikolaou, I. & Papathanasiou, D. (2002). *Organizational culture*. 2nd International Human Resources Conference. PricewaterhouseCoopers, Athens, Greece.

GRADUATE (PHD) STUDENTS SUPERVISED

Chair (Supervisor)-DMST-AUEB

1. Tomprou Maria. *The Potential Dynamics of Newcomers' Psychological Contract Creation during Selection and Socialization*. Completed (September 2009).
2. Chatzi Sofia. *Team-based Employee Selection: The role of individual differences on team innovation*. Completed (February 2013)
3. Gouras Athanasios. *Change Agency Selection Criteria: their role in attitude Formulation and Change Success*. Completed (September 2013)
4. Georgiou Konstantina. *Individual differences and job search behaviors; The effects on recent graduates' emotional and psychological state*. Completed (December 2015)

Doctoral students committees-DMST-AUEB

1. Agapitou Vasia. Department of Management Science & Technology, AUEB (Completed 2016)
2. Kardasi Ourania. Department of Management Science & Technology, AUEB (Completed 2016)
3. Bina Maria. Department of Management Science & Technology, AUEB (completed)
4. Brahos Dimitrios. Department of Management Science & Technology, AUEB (completed)
5. Dalakoura Aphrodite. Department of Management Science & Technology, AUEB (completed)
6. Iordanoglou Dimitra. Department of Marketing & Communication, AUEB (completed)
7. Kapoutsis Ilias. Department of Business Administration, AUEB (completed)
8. Kostopoulos Kostas. Department of Management Science & Technology, AUEB (completed)

CONFERENCE ORGANIZATION

- 2018 6th EAWOP Early Career Summer School 2018, Heraklion, Crete, Greece, co-organized with Maria Vakola, Konstantina Georgiou, Vera Lazanaki
- 2018 9th International Human Resources Management Conference, Athens, Greece. Organized by the MSc in Human Resources Management, AUEB.
- 2016 8th International Human Resources Management Conference, Athens, Greece. Organized by the MSc in Human Resources Management, AUEB.
- 2014 Co-organized with Despoina Xanthopoulou (AUTH) the 3rd Symposium of the Greek I/O Psychology Division of the Hellenic Psychological Association, Athens
- 2012 6th International Human Resources Management Conference, Athens, Greece. Organized by the MSc in Human Resources Management, AUEB.
- 2011 European Association of Work & Organizational Psychology Small Group Meeting on “Selection and assessment in Europe: Recent Trends and challenges/advances” with Neil Anderson (Brunel University, UK) and Jesus Salgado (Universidad de Santiago de Compostela, Spain) in Athens, Greece.
- 2010 5th International Human Resources Management Conference, Athens, Greece. Organized by the MSc in Human Resources Management, AUEB.
- 2008 4th International Human Resources Management Conference, Athens, Greece. Organized by the MSc in Human Resources Management, AUEB.

PROFESSIONAL MEMBERSHIPS

- Academy of Management (AoM)
- Society for Industrial and Organizational Psychology (SIOP)
- European Association of Work and Organisational Psychology (EAWOP)
- European Network of Organizational Psychologists (ENOP, Greek representative)
- European Network of Selection Researchers (ENESER, Founding member)
- International Association of Applied Psychology (IAAP)
- Consortium for Emotional Intelligence Research in Organizations (EI Consortium)
- Hellenic Psychological Society

EDITORIAL REVIEW BOARD MEMBER

- International Journal of Selection and Assessment | Editor-in-Chief (2018 – σήμερα)
- Journal of Business and Psychology (2017-today)
- Personnel Assessment and Decisions (2014-today)
- International Journal of Selection & Assessment (2012-today)
- Review of Work and Organizational Psychology-Revista de Psicología del Trabajo y las Organizaciones (**Consulting Editor**) (2009- today)
- Journal of Personnel Psychology (2009-today)
- Journal of Managerial Psychology (2007-today)
- Employee Relations (2013-today)
- Leadership & Organization Development Journal (2007-2012)

REVIEWER IN:

- Applied Psychology: An International Review

- European Journal of Work and Organizational Psychology
- Human Resource Management
- International Journal of Human Resource Management
- International Journal of Organizational Analysis
- Journal of Organizational Behaviour
- Journal of Personnel Psychology
- Journal of Applied Social Psychology
- Leadership & Organizational Development Journal
- Management Research News
- Social Behavior and Personality: An International Journal
- Academy of Management Annual Conferences (OB-HRM divisions)
- Society of Industrial and Organizational Psychology Annual Conferences
- Ψυχολογία (“Psychology”)

AWARDS-DISTINCTIONS

- External evaluator of the Faculty of Psychology and Educational Sciences (Personality and Social Psychology, Human Resources Management and Organizational Behavior Group) at Ghent University, Belgium (October 2013)
- Teaching Award 2014-2015 & 2006-2007, MBA International, Athens University of Economics & Business.
- Teaching Award 2015-2016, MSc in Management Science and Technology, Athens University of Economics & Business.
- Teaching Award for “Personal Skills Development” course, 2013-2014, 2012-2013, 2003-2004, Department of Management Science & Technology, Athens University of Economics & Business.
- State Scholarships Foundation of Greece (IKY) scholarship in Work & Organizational Psychology for postgraduate studies in the UK (1994-1998)

EXECUTIVE TRAINING

- Kotsovolos/Dixons, Groupama, Metro, EFG Eurobank, Misko-Barilla, Pfizer, SEAT, Kantor Consulting, Lion Hellas, Infote, Dodoni Dairy, Greek Railways Organization (OSE), Intracom Telecommunications, AB Vasilopoulos, etc. on Organizational Behavior, Leadership Development and Human Resource Management topics.

OTHER ROLES

- Athens University of Economics and Business Course Director of the MSc in Human Resources Management (Sept. 2015-today)
- Athens University of Economics and Business Career Office Academic Director (June 2014-Dec. 2017)
- Executive Committee member of the European Association of Work & Organizational Psychology (EAWOP) (May 2013-May 2017)
- Co-founder of the European Network of Selection Researchers (ENESER-www.eneser.org) (June 2011-today)
- Co-coordinator of Work/Organizational Psychology Division of the Hellenic Psychological Association (with Dr. D. Xanthopoulou) (May 2011-May 2017)
- Co-founder of the not-for-profit Mentoring Organization Job-Pairs (www.job-pairs.gr).
- Member of the Board of Advisors of AIESEC Greece (2011-2012)