



## **CURRICULUM VITAE**

### **PROFESSOR NANCY PAPALEXANDRIS**

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#### **1. GENERAL PERSONAL DATA**

**PAPALEXANDRIS Nancy** is Professor Emeritus of Human Resource Management and Academic Coordinator of the MSc Programme in Human Resource Management of the Athens University of Economics and Business. For the period 2001-2007 she has served as Vice-Rector for Academic Affairs and Personnel of her University and as representative of the Greek Rectors Conference at the European University Association for the period 2004-2007.

She has studied Business Administration and obtained her M.A. from New York University and her Ph.D. from the University of Bath in the U.K. She teaches Principles of Management, Human Resources Management, Organisational Behaviour, Public Relations, Business Communications and Intercultural Management. She has also taught in various E.U. Universities and in post-training and management development seminars in Greece and abroad.

Her research interests include human resource management, women in management, organisational behaviour, cross cultural management, small-medium enterprises, issues in public administration, public relations and communications. She has published articles in various international journals and has organised a number of international conferences. She was in charge of the Erasmus student exchanges, the Career Office and the Programmes of Practical Placement and Entrepreneurship of the Athens University of Economics and Business.

## **2. STUDIES**

- Pierce College, Bachelor of Science in Business Administration, Athens 1966.
- New York University, Master of Arts in Business Education, with “Honours”, New York, USA, 1972.
- University of Bath, School of Management, Ph. D., Bath, U.K., 1986. Title of doctoral thesis: “Management Development Practices in Manufacturing Firms in Greece”.

## **3. PROFESSIONAL EXPERIENCE**

### **A. Full-time Posts Held:**

#### *ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS:*

- Oct. 1974-Jan. 1987: Research Assistant at the “Chair of Business Economics”, Department of Business Administration.
- Febr. 1987-Sept. 1988: Acting Lecturer in various management topics.
- Oct. 1988-June 1989: Lecturer in Management at the Department of Business Administration.
- June 1989-July 1991: Lecturer in Management at the Department of Management Science and Marketing.
- July 1991-June 1995: Assistant Professor of Management at the Department of Management Science and Marketing.
- June 1995-June 2000: Associate Professor of Human Resource Management at the Department of Management Science and Marketing.
- June 2000-2011: Professor of Human Resource Management at the Department of Marketing and Communication.
- Sept. 2001-2007: Vice Rector of Academic Affairs and Personnel.
- Sept. 2001-2011: Head of the Career Office of AUEB
- Sept. 2001-2008: Academic Coordinator of the Erasmus Program of AUEB
- Sept. 2001-2008: Responsible of the Entrepreneurship Program of AUEB
- Sept. 2002-2011: Director of the Post Graduate Master’s Programme in Human Resource Management.
- Oct.2011-2015: Academic Coordinator of the Post Graduate Master’s Programme in Human Resource Management.
- Oct. 2015-present day: Academic Advisor of the Post Graduate Master’s Programme in Human Resource Management.

### **B. Part-time Assignments:**

- St. George Commercial College, Athens, Lecturer in accounting and business communications. Athens 1968-1970.
- Editorial Assistant and Translator of the Monthly Economic Bulletin, E.V.E.A. (Athens Chambre of Commerce and Industry), 1968-69.
- Saks Fifth Avenue, New York, Assistant Sales Manager, New York 1971-72.
- Member of the Board of Directors of the Athens and Piraeus Underground Railroad, 1980-1982.
- Professor of Business Administration, Deree College Athens 1985-86.
- Assistant Professor in Management, University of Piraeus, February-June 1989.
- Member of the Board of Directors of the Bank of Central Greece, July 1990-December 1994.
- Member of the committee for the modernisation and restructuring of the Ministry of Internal Affairs, 1990-1993.
- Member of the scientific committee for the evaluation of the study of the Greek Productivity Center: "Research on Manufacturing Companies in Greece", Athens 1993.
- IKY (National Scholarships Foundation), Member of committee for the restructuring of the Foundation, 1993.
- Vice President of the Institute of Human Resource Management of the Greek Management Association, 1996-2005.
- Member of the scientific committee evaluating the proceedings of the International Congress on "Small and Medium Enterprises", organised by ELKEPA in Rhodes, Sept. 1997.
- Member of the Editorial Board of the Scientific Journal "Employee Relations", published by UMIST, 1997-2012.
- Member of the committee for the selection of external technical expert for the modernisation of the Greek Postal Services, 1998.
- Member of the committee for the Organisation of the Training Centre of the Greek Postal Service, 1999.
- Member of the committee for the restructuring of the Greek Management Association, 1999.
- Member of the jury of KPMG's Awards for "Best HR Initiative", 2002 to present day.
- Member of the jury of the Greek Management Association's Award for the "Manager of the Year", 2003 to 2008.
- Member of the Board of the Research Center for Equality Issues 2004 to 2009.
- Member of the jury of the "Entrepreneur of the Year" Award organised by "Ernst and Young", Spring 2009.
- External Evaluator of the University of National Economy in Sofia, Bulgaria, December 2007.

- Member of the Training and Development Board of the General Federation of Greek Employees, 2004-2009.
- External Evaluator of Research Proposals for the Republic of Kazakhstan, 2011-2013.
- Head of the HR Committee of the Ministry of the Health in collaboration with the E.U. Task Force, 2012-2014.
- President of the Greek Association of University Women, 2013-present.
- Coordinator of the Committee of the Ministry of Culture for the re-organisation of Museum shops, 2014-2015.

#### **4. COURSES TAUGHT AT THE UNIVERSITY**

##### UNDERGRADUATE LEVEL

- Introduction to Business Administration
- Organisational Behaviour & Leadership
- Personnel / Human Resources Management
- Entrepreneurship
- Cross Cultural Management
- Public Relations.
- Gender issues in Management
- Corporate Social Responsibility

##### POSTGRADUATE LEVEL

- Human Resource Management at the following Postgraduate Programmes of AUEB:
  - Master in Human Resource Management (full time and part time)
  - MBA International
  - Master in Marketing and Communications with New Technologies (full-time and part-time)
  - Athens MBA-(Athens University of Economics and National Technical University of Athens)
- Public Relations at the Master in Marketing and Communications with New Technologies of AUEB
- Cross Cultural Management at the PR.I.MA. (Master Program in International Marketing) of AUEB
- Corporate Social Responsibility at the Master in Human Resource Management of AUEB
- Human Resource Management at the Executive MBA of the University of Cyprus
- Human Capital Development at the Executive MBA of the International Hellenic University, in Salonika

- Human Resource Management at the Master in Heritage Management offered jointly by the University of Kent and AUEB

#### **5. LECTURER IN EXECUTIVE MANAGEMENT SEMINARS:**

Lectures in Managerial topics given for EEDE (Greek Management Association), EOMMEX (Greek Organisation for Small and Medium Enterprises), EVEA (Greek Chamber of Commerce), ELTA (Greek Postal Service), Centre of Public Administration, Ministry of Education, DEI (Greek Public Power Corporation), XEN ( Young Women's Association of Greece) and for private companies, such as EAB, DELTA, AEG, Asprofos, Barclays Bank, Emporiki Bank, Alpha Bank, Insurance Companies, Schneider Electric, Vodafone, Pharmaserv Lilly and others (1986 onwards).

#### **6. VISITING LECTURER IN HUMAN RESOURCES MANAGEMENT AT THE FOLLOWING UNIVERSITIES:**

- University Robert Schumman-Strasbourg, France
- Cranfield University, United Kingdom
- UMIST, Manchester, United Kingdom
- Copenhagen Business School, Denmark
- University of Lodz, Poland
- University of Cluj, Romania
- University of Economics, Moldavia.
- Technical University of Brno, Czech Republic
- MENDEL University of Brno, Czech Republic
- University of Cordoba, Spain
- University of Paris I, Sorbonne, Pantheon
- Stevens Institute of Technology, New Jersey, USA
- Management Development Institute, Gurgaon, India
- University of Rome La Sapienza, Italy
- Technical University of St. Gallen, Switzerland
- Corvinus University, Budapest, Hungary
- Ecole Superieur de Gestion, Chambéry, France

#### **7. PARTICIPATION IN RESEARCH NETWORKS**

- Participation in the EU programme FOCUS on the role of Organisational Culture under the coordination of the University of Leuven, Belgium.
- “Benchmarking Human Skills”, Research on Greek Manufacturing Companies, for the Greek Ministry of Development, part of a European Study for the European Commission, Athens 1999.
- Participation in the GLOBE International research project on Leadership and Organisational Culture in 61 countries. The project is coordinated by the Wharton Business School of Pennsylvania, U.S.A.
- Participation in the CRANET International research network on comparative research in Human Resource Management. The CRANET network conducts research in 25 countries and is coordinated by the Cranfield School of Management, in the UK. The research project took place in 1993, 1996, 2000, 2004, 2008 and 2014.

## **8. TEXTBOOK PUBLICATIONS**

- Introduction to Business Administration, Benos Publications, Athens 1993, p. 1-113 (in collaboration with D. Bourantas) in Greek.
- Public Relations: Theory and Practice, Benos Publications, Athens 1994, p. 1-137.
- Introduction to Business Administration, Benos Publications, Athens 1998, pp. 1-210 (in collaboration with D. Bourantas) in Greek.
- Human Resource Management (in English), for ERASMUS students, Athens University of Economics and Business, 1998, in Greek.
- Public Relations: Theory and Practice (in English), Notes for ERASMUS students, Athens University of Economics and Business, 1998.
- Comparative Research in Human Resource Practices in Greece and Europe, 1<sup>st</sup> Edition, Benos Publications, Athens 2001, in Greek.
- Human Resource Management, Benos Publication, Athens 2005, pp. 1-528 (in collaboration with D. Bourantas) in Greek.
- Comparative Research in Human Resource Practices in Greece and Europe, 2nd Edition, AUEB Publications, Athens 2008.
- Comparative Research in Human Resource Practices in Greece and Europe, 3rd Edition, AUEB Publications, Athens 2012, in Greek.
- Comparative Research in Human Resource Practices in Greece and Europe, 4th Edition, Benos Publications, Athens 2016, in Greek
- Public Relations: Communication practices in modern organizations, (in Collaboration with D. Lyberopoulos), Benos Publications, Athens 2014, in Greek.
- Human Resource Management, Benos Publication, Athens 2016, pp. 1-694 (in collaboration with D. Bourantas) in Greek

## **9. VARIOUS ACTIVITIES WITHIN THE ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS**

- Member of the Organising Committee of the International Congress of the International Institute of Public Finance organised in Athens in August 1986.
- Member of the Organising Committee of the International Congress of the European Academy of Marketing organised in Athens in April 1989.
- Member of the Organising Committee of the International Congress of the International Economic Association organised in Athens in August 1989.
- Representative of the Greek Rectors' Conference at the E.U.A. (European University Association) from 2003-2007.
- Representative of Athens University of Economics and Business at various TEMPUS Networks, with Universities of Romania, Poland, Moldavia, Czech Republic, Morocco, Jordan, Lebanon, Uzbekistan etc.
- Participation and organisation of the Career Days of the Athens University of Economics and Business from 1993 to 2012.
- Supervision of Doctoral Thesis of Ioannis Spanos, Irene Nikandrou, Kleopatra Veloutsou, Leda Panayotopoulou, Eleanna Galanaki, Mirto Raafailidou, Cleopatra Delliou and Alexandra Chitiri.
- Supervision of Master theses of aprox. 150 Postgraduate Students of the Athens University of Economics and Business.
- Participation in several evaluation committees for the election of lecturers, assistant professors, associate professors and full professors at the Athens University of Economics and Business, at the University of Piraeus, at the Aristoteles University of Salonica, at the University of Macedonia, at the University of Aegean, at the University of Thessaly, at Panteion University, at the Charokopeio University at the Greek Open University, at the University of Peloponese and at University of the Thessaly.
- Responsible for further training of teachers of secondary education in issues of Professional Orientation in the Educational Center (KEK) of the Athens University of Economics and Business, October-May 2000.
- Organiser of the 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup>, 5<sup>th</sup> and 6<sup>th</sup> International Conference in "Human Resource Management: Trends and Challenges" ([www.mbc.aueb.gr/hrconference](http://www.mbc.aueb.gr/hrconference)), with the participation of 15 foreign Professors and 300 HR managers from both the private and public sector. Guest speakers:
  - a. Chris Brewster, October 1997, b. Geert Hofstede, October 2002, c. Shawn Tyson, May 2005, d. Denise Rousseau, May 2008, Ellen Kosec, May 2010, David Guest, May 2012.

## **10. ACADEMIC PUBLICATIONS**

1. Papalexandris N., (1988), "Measuring the Effectiveness of an External Management Training Seminar in Greece", *Management Education and Development*, Volume 19, Part 1, p.p. 22-29.
2. Papalexandris N., (1998), "Factors Affecting Management Staffing and Development: The Case of Greek Firms", *European Management Journal*, Volume 6, No.1, pp. 67-72.
3. Papalexandris N., (1998), "Management Development: Better Understanding and Practice through a Link with Management Theory", *Journal of European Industrial Training*, Volume 12, No.4.
4. Papalexandris N., Bourantas D., (1990), "Sex Differences in Leadership: Leadership Styles and Subordinate Satisfaction", *Journal of Managerial Psychology*, Vol. 5, No.4.
5. Papalexandris N., (1990), "A Comparative Study of Human Resources Management in Selected Greek and Foreign-owned Subsidiaries in Greece" in *International Comparisons in Human Resource Management*, edited by S. Tyson and C. Brewster, Pitman Publishing Co.
6. Papalexandris N., Bourantas D., (1991), "Attitudes towards Women as Managers: the Case of Greece", *International Journal of Human Resource Management*, Vol.2, No.2.
7. Papalexandris N., (1992) "Environmental Constraints on Management in Greek Manufacturing Firms", in *The Enterprise in Greece and Europe, 19th - 20th Century*, Societe Franco-Hellenique Interdisciplinaire, Athens.
8. Papalexandris N., Bourantas D., (1992), "Variables Affecting Organizational Commitment: Private- versus Publicly-Owned Organizations in Greece", *Journal of Managerial Psychology*, Vol.7, No.1.
9. Papalexandris N., "Greece", (1992), *The European Human Resource Management Guide*, edited by Chris Brewster, Ariane Hegewisch, Terry Lockhart & Len Holden, Academic Press.
10. Papalexandris N., "Human Resource Management in Greece", (1992), *Employee Relations*, Vol.14, No.4.
11. Papalexandris N., Bourantas D., (1993), "Differences in Leadership Behaviour and Influence between Public and Private Organisations in Greece", *International Journal of Human Resource Management*, Vol.4, No.4.
12. Papalexandris N., (1994), "Human Resource Management in Greece", *European Developments in Human Resource Management*, edited by Chris Brewster & Ariane Hegewisch, Kogan Page.
13. Papalexandris N., "Greece", (1995), in *Human Resource Management in Western Europe*, edited by Ingrid Brunstein, Walter de Gruyter.
14. Papalexandris N., (1996), "Downsizing and Outplacement: the Role of Human Resource Management", *International Journal of Human Resource Management*, Vol.7, No.3, Sept. 1996.



15. Papalexandris N. & Kramar R., (1997), "Flexible Working Patterns: Towards Reconciliation of Family & Work", *Employee Relations*, Vol.19, No.6.
16. Papalexandris N. & Bourantas D., (1999), "Personality Traits Discriminating Employees between Public and Private Sector Organizations", *International Journal of Human Resource Management*, Vol. 10, No. 5.
17. Papalexandris, N., (1999), "Cultural Influences on leadership and organizations: Project GLOBE", in *Advances in Global Leadership* edited by W.H. Moley, JAI Press.
18. Nikandrou, I, Bourantas, D., & Papalexandris, N., (2000), "Gaining Employee Trust after Acquisition: Implications for Managerial Action", *Employee Relations* 22(4).
19. Papalexandris, N., (2000), "Flexible Working Patterns", in *New Challenges for European Human Resource Management*, edited by C. Brewster, W. Mayrhofer and M. Morley, Macmillan Press.
20. Papalexandris, N., & Nikandrou, I., (2000) "Benchmarking Employee Skills: Results from Best Practice Firms in Greece", *Journal of European and Industrial Training* 24(7).
21. Papalexandris N., & Chalikias J., (2002), "Changes in training, performance management and communication issues among Greek firms in the 1990s: Intercountry and intracountry comparisons", *European Industrial Training*, Vol. 26, No 7, pp. 342-352.
22. Papalexandris N., and Panayotopoulou L., (2004), "Exploring the Mutual Interaction of Societal Culture and Human Resource Management Practices: Evidence from 19 Countries", *Employee Relations*, Vol. 26 No. 5.
23. Panayotopoulou, L. and Papalexandris, N., (2004), "Examining the Link Between Human Resource Management Orientation and Firm Performance", *Personnel Review*, Vol. 33, No. 5, pp. 499-520.
24. Papalexandris, N., and Stavrou, E., (2004). "Human Resource Management in the Southeastern Mediterranean Corner of Europe: The Case of Italy, Greece and Cyprus", *Human Resource Management in Europe. Evidence of Convergence?*, in Brewster, C. Mayrhofer, and Morley, M. (eds), Burlington, MA: Elsevier Butterworth-Heinemann).
25. Galanaki, E., and Papalexandris, N., (2005), "Outsourcing of Human Resource Management Services in Greece" *International Journal of Manpower*, Vol. 26, No 4, pp 382-396.
26. Nikandrou I., Apospori, E., and Papalexandris N., (2005), "Changes in HR in Europe: A Longitudinal Comparative Study Among Eighteen European Countries", *Journal of European Industrial Training*, Vol. 29, No. 7, pp. 541-560
27. Papalexandris, N., and Nikandrou, I., (2005), "The Role of HRM in Mergers and Acquisitions", *Human Resource Management Journal*.
28. Apospori, E., Papalexandris, N. and Galanaki E., (2005), "Entrepreneurial and Professional CEOs: Differences in Motive and Responsibility Profile", *Leadership and Organization Development Journal*, Vol. 26, No 2, pp 141-142.

29. Nikandrou I., Cunha R., and Papalexandris, N., (2006), HRM and Organizational performance: universal and contextual evidence in *Managing Human Resources in Europe*, edited by Henrik Holt Larsen and Wolfgang Mayrhofer, Routledge, Taylor and Francis Group.
30. Galanaki, E., and Papalexandris, N. (2007), "Internationalisation as a Determining Factor of HRM Outsourcing", *International Journal of Human Resource Management* Vol. 18, No. 8, pp. 1557-1567
31. Papalexandris, N., (2007), "Internal Corporate Communication Practices: Exploring the difference between Multinational and Local Companies", *Communication Director Journal*, Brussels.
32. Papalexandris, N., (2007), "Greece: From Ancient Myths to Modern Realities", Chapter 21 in *Culture and Leadership Across the World: The Globe Book of In-Depth Studies of 25 Societies*, edited by Chhokar, J., S., Brodbeck, F.V., House, R.J., Lea's Organization and Management Series.
33. Nikandrou, I., and Papalexandris N., (2007), "The Impact of M&A Experience on Strategic HRM Practices and Organizational Effectiveness: evidence from Greek firms". *Human Resource Management Journal*, Vol. 17(2), pp.99-121.
34. Galanaki, E., Bourantas, D. and Papalexandris, N., (2008) "A decision model for outsourcing training functions: distinguishing between generic and firm/job specific training content", *International Journal of Human Resource Management*, Dec2008, Vol. 19 Issue 12, p 2332-2351.
35. Papalexandris, N., and Galanaki, E., (2008), "Attitudes Towards Women Managers", Chapter in *Women in Management*, edited by Vakola, M., and Apospori, E., Athens, Sideris Publications.
36. Nikandrou, I., Apospori, and Papalexandris, N., (2008), "Training and Development in the European Context: A Longitudinal Comparative Study among Eighteen European Countries". *European Journal of International Management*, special issue on: "Changes in Society, Changes in Organisations, and the Changing Role of HRM: Managing International Human Resources in a Complex World", Vol.2(3), pp. 309-332.
37. Apospori, E., Nikandrou, I., Brewster, C., and Papalexandris, N., (2008), "HRM and Organizational Performance in Northern and Southern Europe". *The International Journal of Human Resource Management*, Vol.19 (7), pp. 1187-1207.
38. Nikandrou, I., and Papalexandris N., (2008), "Employee Responses to Acquisitions: Evidence from Greek Firms". *Employee Relations*, Vol. 30(2), pp. 105-120.
39. Nikandrou, I. Apospori, E., Panayotopoulou, L., Stavrou, E. and Papalexandris, L. (2008) "Training and Firm Performance in Europe: the Impact of National and Organizational Characteristics", *The International Journal of Human Resource Management*, Special Issue: International Comparative Studies in HRM and Performance, 19(11), pp. 2057-2078.

40. Papalexandris, N. and Galanaki, E., (2009) "Leadership's Impact on Employee Engagement: Differences Among Entrepreneurs and Professional Ceos", *Leadership and Organizational Development Journal*, Vol. 30, No 4.
41. Galanaki, E., Papalexandris, N. and Chalikias J., (2009) "Revisiting leadership styles and attitudes towards women as managers in Greece: 15 years later", *Gender in Management: An International Journal*, Vol. 24, Numbers 7 and 8.
42. Panayotopoulou, L., Galanaki, E. and Papalexandris, N. (2010). "Adoption of electronic systems in HRM: Is national background of the firm relevant?" *New Technology, Work and Society*, Vol. 25, No.3, pp. 253-269.
43. Panayotopoulou, L., Nikandrou, I., and Papalexandris, N., (2010), "The Choice between Internalization and Externalization of Employment and its Impact on Firm Performance: Evidence from Five South-Eastern European Countries", *The International Journal of Human Resource Management*, November 2010, Vol. 21, Issue 14, p. 2547-2567.
44. Dimitriades Z., Papalexandris, N., (2011), "Test of a Service Profit Chain in the Greek Banking Sector", *Euromed Journal of Business*, Vol 6, No 2.
45. Alas, R., Papalexandris, N., Niglas K., and Galanaki E., (2011), "Managerial values and employee commitment in a cultural context". *Transformations in Business and Economics*, Vol. 10, No 2 (23), pp. 42-59.
46. Nikandrou I., Apospori E., Panayotopoulou L., Stavrou, E., and Papalexandris N., (2012), *Training and firm performance in Europe: the impact of national and organizational characteristics in International Human Resource Management, Policy and Practice*. Edited by Mila B. Lazarova, Michael J. Morley and Shaun Tyson. Routledge.
47. Papalexandris, N. and Galanaki, E. (2012) "Connecting Desired Leadership Styles with Ancient Greek Philosophy: Results from the Globe Research in Greece, 1995 – 2010" in Prastacos, G.P., Wang, F. and Soderquist, K. E. (Eds), *Leadership through the Classics: Learning Management and Leadership from Ancient East and West Philosophy*, Springer-Verlag, Germany.
48. Dimitriades Z., Papalexandris, N., (2012) "Job and Organizational attitudes in relation to financial performance in Greek retail banking: An exploratory empirical investigation". *The International Journal of Human Resource Management*, p. 793-807.
49. Papalexandris, N. (2012) Entrepreneurship: a challenge for women's professional development in C. Sarri (ed). *Female Entrepreneurship: an approach to Greek reality*, Athens, Rossili.
50. Nikandrou I., Apospori E., Panayotopoulou L., Stavrou, E., and Papalexandris N., (2012), *Training and firm performance in Europe: the impact of national and organizational characteristics in International Human Resource Management, Policy and Practice*. Edited by Mila B. Lazarova, Michael J. Morley and Shaun Tyson. Routledge.
51. Galanaki, E. and Papalexandris, N. (2013). "Measuring Workplace Bullying in Organisations", *International Journal of Human Resource Management*, 24(11), p. 2107-2130

52. Papalexandris, N. and Nikandrou, I. (2014). "Linking Sustainability with HR practices: A new road to competitiveness, in *Via Futuri 2014*, edited by K. Tibor, Pecs Hungary, 2014.
53. Stavrou-Costea, E., and Papalexandris, N. (2016). "Mediterranean HRM – Key Trends & Challenges" in C. Brewster, M. Dickmann, & P. Sparrow (editors), *International HRM: Contemporary issues in Europe (3<sup>rd</sup> edition)*, Taylor & Francis.
54. Papalexandris, N. (2017). "Women in Management in Greece" in Ronald Burke & Astrid Richardsen (editors), *Women in Management Worldwide: Signs of Progress*, (3<sup>rd</sup> Edition), Routledge
55. Papalexandris, N. and Nikandrou, I. (2017) "Sustainable HR Practices", in R.Schouteten, J. Bucher & P. Peters (editors), *Partner(s) at Work*, Institute for Management Research, Radboud University, Nijmegen, The Netherlands.
56. Galanaki, E. and Papalexandris, N. (2017). "Demographic challenges for the future business leader: Evidence from a Greek survey", *Evidence-based HRM: a global forum for empirical scholarship*, Vol. 5 Issue: 3, pp.297-310,1, <https://doi.org/10.1108/EBHRM-03-2017-0019> .

## 11. Conference Papers

1. Papalexandris N., (1990), "Issues and Prospects of Greek Multi-nationals: an Exploratory Study", European Marketing Academy Proceedings, Innsbruck.
2. Papalexandris N., (1996), "European and Greek Human Resource Management: Contrasts and Similarities", paper presented on the *Fifth Conference on International Human Resource Management*, San Diego, California.
3. Papalexandris, N., (1997) "Issues and Prospects of Internationalization among Greek SME's", *24<sup>th</sup> International Small Business Congress*, Taipei, Taiwan.
4. Papalexandris N., (1998), "Flexible Working Patterns in Greek SME's", *25<sup>th</sup> International Small Business Congress*, Sao Paolo, Brazil.
5. Papalexandris, N., (1999), "Understanding and Measuring Organizational Culture", *Conference of the Dansk Management Forum*, Copenhagen Business School.
6. Papalexandris, N., & Panayotopoulou, L., (2000), "Exploring the Strategic vs Administrative Role of HRM within the Greek Context" *Conference of Cranfield Network on European HRM*, Varna, Bulgaria.
7. Papalexandris N., and Chalikias J., (2001), "Changing Picture of HRM Functions among Greek Firms in the 90's: Intercountry and Intracountry Comparisons", *Global Human Resource Management Conference*, Barcelona.

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\* Επιστημονικό περιοδικό με impact factor

8. Papalexandris N. and Nikandrou I., (2001), "The Role of HRM in Mergers and Acquisitions", *Proceedings of the International Conference on HRM*, Cyprus.
9. Papalexandris N., Panayotopoulou L. and Chalikias J., (2002), "Societal Culture and Human Resource Management: Exploring the Mutual Interaction in Greece", *Proceedings of the 2<sup>nd</sup> International Conference: Human Resource Management in Europe: Trends and Challenges*, Athens.
10. Galanaki, E. and Papalexandris, N. (2003). "Outsourcing of Human Resource Management Services in Greece: An exploratory study", *7<sup>th</sup> Conference on International Human Resource Management*", Limerick, Ireland, 4- 6 June 2003
11. Papalexandris N., (2004), "Factors Affecting Internationalization of Small-Medium Firms: Implications for Managerial Practice and Research", *International Association for Chinese Management Research*, Beijing, China, 17-20 June 2004.
12. Apospori, E., Nikandrou, I. and Papalexandris, N., (2004), "The Dynamics of Human Resource Management in Greece: A Comparative Study Based on Three Waves of Data", *International Human Resource Management Conference*, Reykjavik, Iceland.
13. Nikandrou, I., Apospori, E., and Papalexandris, N. (2005), "HRM and Firm Performance: The Context Matters", *Academy of Management Conference*, Hawaii, USA.
14. Galanaki, E. and Papalexandris, N. (2005). "Internationalisation as a determining factor of HRM outsourcing", *Academy of International Business UK Chapter Conference 2005*, University of Bath, 8-9 April 2005.
15. Galanaki, E. and Papalexandris, N. (2006), "A Decision Model for Outsourcing of Training Functions: Distinguishing Among Generic and Firm or JobSpecific Training Content", *21st Strategic HRM Workshop, EIASM, Aston Business School*, Birmingham, UK, 29/3/06-1/4/06.
16. Galanaki, E. and Papalexandris, N. (2006), "A Decision Model for Outsourcing of Recruitment and Selection", *Thirteenth Annual International Conference on Advances in Management*, ISCTE, Lisbon, Portugal, 19-22 July 2006.
17. Galanaki, E. and Papalexandris, N. (2006), "Effects of CEO Leadership Patterns on Commitment, Effectiveness, Motivation and Satisfaction: A distinction between Entrepreneurial and Established Firms", *Thirteenth Annual International Conference on Advances in Management*, ISCTE, Lisbon, Portugal, 19-22 July 2006.
18. Papalexandris, N. (2006), "Labour Flexibility in Greek SMEs", Paper presented at the *14<sup>th</sup> World Congress, of the International Industrial Relations Association*, Lima Peru, 11-19 September 2006.
19. Papalexandris, N. (2006), "Succession Planning and Leadership Development", paper presented at the *National HR Development Network Conference*, The Future of Work: Mastering Change, New Delhi, India, 3-5 November 2006.

20. Papalexandris, N. and Galanaki, E. (2007), "Leadership Styles and acceptance of female managers in Greece: Fifteen years after". *9<sup>th</sup> Conference on International Human Resource Management*, Tallinn, Estonia, 12-15 June 2007.
21. Papalexandris, N., Galanaki E., Alas, R., and Niglas K., (2007), "Managerial values and employee commitment in a cultural context". *Annual Meeting of the Academy of Management, Doing Well By Doing Good*, Philadelphia, 3-8 August, 2007.
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