

## DIMITRIS MANOLOPOULOS

Associate Professor

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### A. EDUCATIONAL BACKGROUND

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#### Ph.D in International Business Strategy

University of Reading, Department of Economics, UK; obtained in July, 2005

Thesis Title: "The Strategic Bases of MNEs' Expansion into a Peripheral European Economy: The Case of Greece"

#### M.Sc. in International and European Economic Studies

Athens University of Economics and Business, Department of International and European Economic Studies, Greece; obtained in June, 1997

#### B.A. in Public Administration

Panteion University of Social and Political Sciences, Department of Public Administration, Greece; obtained in May, 1995

### B. ACADEMIC TEACHING, SERVICE AND ADMINISTRATION

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#### B.1 TEACHING (POSITIONS HELD)

##### Athens University of Economics and Business (from 4/2011 – today)

**Position:** Associate Professor in the Department of Business Administration (6/2021 – today)

**Position:** Assistant Professor in the Department of Business Administration (5/2015 – 5/2021)

**Position:** Lecturer in the Department of Business Administration (4/2011 - 4/2015)

**Courses taught at the Undergraduate Level:** Business Administration (Management), International Management, Corporate Strategy and Strategic Marketing, Management of Technology in Multinational Enterprises

**Courses taught at the Postgraduate Level:** International Management, Strategic Change Management, Production Management, The Firm and Management Theories, Management of Service Firms, Organizational Change Management

##### Athens University of Economics and Business (from 10/2009 to 2/2010)

**Position:** Visiting Lecturer in the Department of Business Administration

**Courses taught at the Undergraduate Level:** Business Policy and Strategy (Erasmus students)

**Courses taught at the Postgraduate Level:** Organizational Change Management

**Athens University of Economics and Business** (from 1/2006 to 12/2015)

**Position:** Visiting Professor in the Department of Management Science and Technology

**Courses taught at the Postgraduate Level:** Technology Management and Innovation in the Global Context; Innovation, Creativity and the Management of Technology

**University of Central Greece** (from 3/2009 to 10/2009)

**Position:** Visiting Assistant Professor in the Department of Regional Economic Development

**Courses taught at the Undergraduate Level:** Foreign Direct Investment

**Hellenic Open University** (from 10/2012 – today)

**Faculty of Social Sciences – Module:** Management of People and Organizations (MBA-61)

**Position:** Adjunct Professor (10/2015 – today)

**Courses taught at the Postgraduate Level:** Management, Human Resources, Marketing – Management, Business Strategy

**Faculty of Social Sciences – Module:** Management of Corporations and Organizations

**Position:** Adjunct Professor (from 10/2012 to 9/2015)

**Courses taught at the Undergraduate Level:** Business Strategy, Organizational Behavior, Project Management, International Management

**American College of Greece – Deree College** (from 9/2001 to 3/2011)

**Position:** Professor I (9/2009-3/2011) in the Departments of International Business and European Affairs and Management Department - School of Business Administration

Adjunct Professor (9/2006-0/2009) in the Departments of International Business and European Affairs and Management Department - School of Business Administration

Part-time Professor (9/2001-8/2006) in the Management Department – School of Business Administration

**Courses taught at the Undergraduate Level:** Business Strategy, International Management, International Business, Contemporary Issues in International Business, Foreign Direct Investment and Multinational Enterprises, Management of Innovation and Technology in International Business, International Business Practices

**Courses taught at the Postgraduate Level (MBA):** International Business

**B.2 ADMINISTRATION AND SERVICE****Athens University of Economics and Business** (4/2011 – today)

**Position:** Faculty Staff in the Department of Business Administration

**Nature of Involvement (key activities):**

- Member of the Steering Committee of the Master in Business Administration (MBA) Program
- Internationalization representative of the department of Business Administration
- Assistance in the preparation and successful submission of the documentation required so as the quality of educational services provided by the Department of Business Administration to be validated by the Hellenic Quality Assurance and Accreditation Agency
- Organization, coordination and monitoring of students' vocational training.
- Academic coordinator of Erasmus and Erasmus+ program
- Provision of mentoring to MBA student teams with the overall purpose to participate in international education competitions (Aspen Institute, Hult Prize)

**Hellenic Open University** (10/2012 – today)**Position:** Adjunct Professor**Nature of Involvement (key activities):**

- Head of the plagiarism committee for the written assignments of MBA 61 thematic module
- Preparation of the educational material and students' handbook for the courses of International Management and Strategic Management
- Evaluation of Tutors for the thematic module Management of Tourism Services (period 2014 – 2017).
- Assistance in the preparation and successful submission of the documentation required so as the module “Management of Corporations and Organizations” to be validated by the Hellenic Quality Assurance and Accreditation Agency.

**American College of Greece – Deree College** (9/2010 – 3/2011)**Position:** Head of International Business and European Affairs Department**Key Achievements:** Preparation and successful submission of the documentation required so as the International Business and European Affairs Department to be validated by the Open University, UK (November, 2010). The documentation included the Background Document, Program Specification, Program Content, Program Mapping, Modules' Prerequisites, Modules' Assessment, Students and Staff Timetables and Exit Awards.**Nature of Involvement:** Participation in the search and evaluation of new faculty candidates, supervision of faculty with respect to office hours and adherence to syllabi, supervision of annual syllabi and program review, organization of second grading, scheduling, collaboration with the Dean of the School of Business Administration in constructing the outcomes assessment plan for the Department, implantation of the outcomes assessment plan, advising students, supervision of the students' society, organize and coordinate common final exams.**American College of Greece – Deree College** (12/2010 – 3/2011)**Position:** Head of International Tourism and Hospitality Management Major**Key Achievements:** Preparation, coordination, monitoring and successful submission of the documentation required so as the International Tourism and Hospitality Management program to be validated by the Open University, UK (March, 2011). The documentation included the Background Document, Program Specification, Program Content, Program Mapping, Modules' Prerequisites, Modules' Assessment, Students and Staff Timetables, Exit Awards, Policies & Procedures Related to Work-Based Learning (Internship), Private and Service Agreements, Internship Students and providers Handbook.**Nature of Involvement:** Participation in the search and evaluation of new faculty candidates, supervision of faculty with respect to office hours and adherence to syllabi, collaboration with the Dean of the School of Business Administration in constructing the outcomes assessment plan for the Department, organization of final exams.**American College of Greece – Deree College** (12/2010 – 3/2011)**Committee Service:**

2010 – 2011: Committee of Academic Standards and Policies (elected)

2010 – 2011: Program Committee (appointed)

**American College of Greece – Deree College** (9/2001 – 3/2011)**Position:** Professor of International Business and European Affairs Department

**Nature of Involvement:** Advisor of the International Business and European Affairs Student Society (2009-2010), Quality Assessment Coordinator of the International Business and European Affairs Department (preparation of assessment instruments and reports), Member of the Departmental Committee assigned with the syllabi revision and introduction of new courses.

#### University of Central Greece (3/2009 – 9/2009)

**Position:** Visiting Assistant Professor in the Department of Regional Economic Development (3/2009 – 9/2009)

**Nature of Involvement:** Academic advising to the students of the Department of Regional Economic Development

### C. PROFESSIONAL EXPERIENCE AND PROVISION OF TRAINING / SEMINARS

#### C.1 PROFESSIONAL EXPERIENCE

**Public Power Corporation S.A** in the Department of Strategic Planning (1/2004 – 8/2009)

**Position:** Strategic Management & Planning Expert

**Nature of Involvement:**

- Member of the project team assigned with the implementation of the corporation's Business Plan for 2009-2013.
- Member of the permanent project team of the corporation exploring new business opportunities in the European energy markets
- Participation in tenders, proposals and projects concerning the expansion of the corporation into foreign markets (Bulgaria, Romania, Serbia - Montenegro and Turkey).
- Member of the permanent project team of the corporation dealing with regulative issues and restructuring procedures.
- Member of the permanent project team of the corporation which is assigned with the formulation of the corporation's environmental strategy in response to the requirements set by the Kyoto Protocol.
- Responsible for the HR issues of the Department of Strategy and Planning.
- Participation in joint research projects with academic institutions and international research centers.

**Planet Ernst & Young S.A** in the Department of Strategic Consultancy (9/2000 – 1/2004)

**Position:** Business Consultant

**Nature of Involvement:**

- Participation in projects concerning the strategic planning and organizational development of various private corporations.
- Participation in public sector projects concerning the management of funds from the 3<sup>rd</sup> European Support Framework.
- Provision of consultancy in HR issues
- Conducting market research and analysis of market trends
- Elaboration of numerous Business Plans.

#### C.2 KEY CONSULTING ACTIVITIES (INDICATIVE)

2020	<b>Optimum Value – Ministry of Foreign Affairs</b> Development of a methodological framework for evaluating the attractiveness of export markets – responsible for the preparation and submission of the technical proposal
2003	<b>Planet Ernst &amp; Young S.A. – Ministry of Employment and Social Protection</b>

- Consultancy for the 3rd EU Framework Program: “Employment and Vocational Training”. - Member of the project team.
- 2003 **Planet Ernst & Young S.A. – Hellenic Railroad Organization**  
Identification of investment opportunities for the effective and efficient handling of GAIAOSE’s real estate. - Member of the project team.
- 2002 **Planet Ernst & Young S.A. – Ministry of Development**  
Consultancy for the 3rd EU Framework Program: “Operational Program of Competitiveness”. - Member of the project team.
- 2002 **Planet Ernst & Young S.A. – University of Piraeus**  
Identification for investment opportunities from the 3<sup>rd</sup> EU Support Framework. - Member of the project team.
- 2001-2002 **Planet Ernst & Young S.A. – Ministry of National Education and Religious Affairs**  
Consultancy for the 3rd EU Framework Program: “Education and Initial Vocational Training”. - Member of the project team.
- 2001 **Planet Ernst & Young S.A. – Ministry of Development**  
Consultancy for the 3rd EU Framework Program: “Information Society” – Member of the project team.
- 2000 **Planet Ernst & Young S.A. – Olympic Airways**  
Privatization of ground handling services in Heraklion, Crete. – Member of the project team.

### C.3 PROVISION OF PROFESSIONAL TRAINING

**Planet Ernst & Young, S.A. – Ministry of National Education and Religious Affairs (2/2001 – 6/2001)**

**Nature of Involvement:** Provision of training to the Management Organization Unit of Community Support Framework employees concerning the monitoring, implementation and evaluation procedures of the Operational Program of Education and Initial Vocational Training, which is funded by the Third European Support Program Framework.

### C.4 LECTURING IN SEMINARS

#### **Eurobank, S.A**

**Position:** Lecturer (January, 2021)

**Nature of Involvement:** Provision of seminars in relation to strategy and HR issues.

#### **Institution: The Hellenic Management Association**

**Position:** Visiting Professor (7/2000 – 12/2000)

**Nature of Involvement:** Lectures in seminars for unemployed students concerning Human Resources and Business Strategy topics.

## D. RESEARCH PUBLICATIONS

### D.1 ARTICLES PUBLISHED IN REFERRED ACADEMIC JOURNALS

Magoutas, A., Choudalas, P., Manolopoulos, D., & Gelardos, N. (2021), “The collapse of the Greek banking system over the period 2009 - 2019”, **Theoretical Economics Letters**, forthcoming (ABS List 1).

- Chatzopoulou, E., Manolopoulos, D., and Agapitou, V. (2021), "Corporate social responsibility and employee outcomes: Interrelations of external and internal orientations with job satisfaction and organizational commitment", *Journal of Business Ethics*, forthcoming (SSCI Journal, 2020 Impact Factor: 6.030 SJR Scimago Journal Rank 2020: 2.209; ABS List 3, FT-50 Journal List). <https://doi.org/10.1007/s10551-021-04872-7>.
- Liatsikos, E., Tsaturyan, A., Kyriazis, I., Kallidonis, P., Manolopoulos, D., and Magoutas, A. (2021), "Market potentials of robotic systems in medical science: The case of AVATERA robotic system", *World Journal of Urology*, forthcoming (SSCI Journal, 2020 Impact Factor: 4.226). <https://doi.org/10.1007/s00345-021-03809-z>
- Manolopoulos, D., Soderquist, E., and Mamakou, X. (2021), "Performance impacts of innovation outcomes in entrepreneurial new ventures", *Entrepreneurship Research Journal*, forthcoming (SSCI Journal, 2020 Impact Factor: 1.943; SJR Scimago Journal Rank 2020: 0.395; ABS List 2). <https://doi.org/10.1515/erj-2020-0342>
- Manolopoulos, D., Magoutas, A., and Kapnias, Y. (2021), "Governing headquarters – subsidiaries' relationship: An agency perspective", *Journal of Governance and Regulation*, 10(3): 117-127. <https://doi.org/10.22495/jgrv10i3art10>.
- Salavou, H., and Manolopoulos, D. (2021), "Pure and hybrid strategies in social enterprises: An empirical investigation", *EuroMed Journal of Business*, 16(3): 274-289 (SJR Scimago Journal Rank 2019: 0.681, ABS List 1). <https://doi.org/10.1108/EMJB-05-2019-0068>
- Manolopoulos, D., Bitzenis, A., and Tatoglou, E. (2020), "The impact of governance quality on subsidiaries' performance: A survey analysis from Turkey", *Journal of East-West Business*, 26(3): 269-292 (SJR Scimago Journal Rank 2020: 0.271, ABS List 1). <https://doi.org/10.1080/10669868.2019.1708838>
- Kotaridi, C., Giakoulas, D., and Manolopoulos, D. (2019), "Escapism FDI from developed economies: The role of regulatory context and corporate taxation", *International Business Review*, 28(1): 36-47 (SSCI Journal, 2020 Impact Factor: 5.915; SJR Scimago Journal Rank 2020: 1.773; ABS List 3). <https://doi.org/10.1016/j.ibusrev.2018.06.004>
- Manolopoulos, D., Chatzopoulou, E., and Kottaridi, C. (2018), "Resources, home institutional context and SMEs' exporting: Direct relationships and contingency effects", *International Business Review*, 27(5): 993-1006 (SSCI Journal, 2020 Impact Factor: 5.915; SJR Scimago Journal Rank 2020: 1.773; ABS List 3). <https://doi.org/10.1016/j.ibusrev.2018.02.011>
- Manolopoulos, D. (2018), "Entrepreneurship and multinational subsidiaries' performance in an era of financial crisis and economic uncertainty", *Journal of East-West Business*, 24(3): 170-187 (SJR Scimago Journal Rank 2020: 0.271, ABS List 1). <https://doi.org/10.1080/10669868.2018.1427649>
- Sapouna, P., Manolopoulos, D., and Dimitratos, P. (2016), "How do MNC R&D laboratory roles affect employee international assignments", *Management International Review*, 56(5): 759-779 (SSCI Journal, 2020 Impact Factor: 3.721; SJR Scimago Journal Rank 2020: 1.462; ABS List 3). <https://doi.org/10.1007/s1157>

- Manolopoulos, D., Kitsopoulos, C., Kaldellis, J., and Bitzenis, A. (2016), “The evolution of renewable energy sources in the electricity sector of Greece”, **International Journal of Hydrogen Energy**, 41(29): 12659-12671 (SSCI Journal, 2020 Impact Factor: 5.816; SJR Scimago Journal Rank 2020: 1.212). <https://doi.org/10.1016/j.ijhydene.2016.02.115>
- Manolopoulos, D. (2016), “The impact of compensation on the performance of competence-exploiting and competence-creating FDI”, **Global Business and Economics Review**, 18(2): 199-215 (SJR Scimago Journal Rank 2020: 0.189, ABS List 1). <https://doi.org/10.1504/GBER.2016.075509>
- Manolopoulos, D. (2014), “Sources of funding for decentralized R&D activity”, **Multinational Business Review**, 22(1): 34-58 (SSCI Journal, 2020 Impact Factor: 2.886; SJR Scimago Journal Rank 2020: 1.011; ABS List 2). <https://doi.org/10.1108/MBR-06-2013-0032>
- Manolopoulos, D., Dimitratos, P., and Sofokitis, M. (2011), “Predictors of career preferences of MNC knowledge professionals”, **Personnel Review**, 40(4): 466-484 (SSCI Journal, 2020 Impact Factor: 3.434; SJR Scimago Journal Rank 2020: 0.800; ABS List 2). <https://doi.org/10.1108/004834811111133345>
- Manolopoulos, D., Dimitratos, P., and Sapouna, P. (2011), “An investigation into international assignment directions of R&D MNE employees: Evidence from Greece”, **International Journal of Human Resource Management**, 22(5): 1093-1108 (SSCI Journal, 2020 Impact Factor: 5.546; SJR Scimago Journal Rank 2020: 1.378; ABS List 3). <https://doi.org/10.1080/09585192.2011.556784>
- Manolopoulos, D., Soderquist, E., and Pearce, R. (2011), “Coordinating decentralized R&D laboratories: A survey analysis”, **Journal of International Management**, 17(2): 114-129 (SSCI Journal, 2020 Impact Factor: 4.645; SJR Scimago Journal Rank 2020: 1.429; ABS List 3). doi: 10.1016/j.intman.2010.09.012
- Manolopoulos, D. (2010), “Roles of foreign owned subsidiaries in a European peripheral economy”, **Management Research Review**, 33(8): 840-859 (SJR Scimago Journal Rank 2020: 0.561; ABS List 1). <https://doi.org/10.1108/01409171011065644>
- Manolopoulos, D. (2010), “Determinants of Market Orientation of Foreign Operations in Greece: A Meta-Internationalization Analysis from the Subsidiary Perspective”, **Contemporary Management Research**, 6(3): 179-200 (SJR Scimago Journal Rank 2020: 0.192). <https://doi.org/10.7903/cmr.3632>
- Manolopoulos, D., Dimitratos, P., Lioukas, S., and Young, S. (2009), “Technology sourcing and performance of foreign subsidiaries in Greece: The impact of MNE and local Environmental contexts”, **Management International Review**, 49(1): 43-60 (SSCI Journal, 2020 Impact Factor: 3.721; SJR Scimago Journal Rank 2020: 1.462; ABS List 3). <https://www.jstor.org/stable/40658300>
- Manolopoulos, D. (2008), “Does the board know whether it is the money or the love? Employee motivation in the Greek public sector”, **Human Resource Management International Digest**, 16(3): 14-16 (SJR Scimago Journal Rank 2020: 0.143). <https://doi.org/10.1111/j.1540-6210.2011.02411.x>

- Manolopoulos, D. (2008), “Work motivation in the Hellenic extended public sector: An empirical investigation”, **International Journal of Human Resource Management**, 19(9): 1738-1762 (SSCI Journal, 2020 Impact Factor: 5.546; SJR Scimago Journal Rank 2020: 1.378; ABS List 3). doi: 10.1080/09585190802295389
- Manolopoulos, D. (2008), “A systematic review of the literature and theoretical analysis of subsidiary roles”, **Journal of Transnational Management**, 13(1): 23-57 (SJR Scimago Journal Rank 2020: 0.316; ABS List 1). <https://doi.org/10.1080/15475770802059479>
- Manolopoulos, D. (2008), “An evaluation of employee motivation in the extended public sector in Greece”, **Employee Relations**, 30(1): 63-85 (SSCI Journal, 2020 Impact Factor: 2.248; SJR Scimago Journal Rank 2020: 0.546; ABS List 2). <https://doi.org/10.1108/01425450810835428>
- Manolopoulos, D., Papanastassiou, M., and Pearce, R. (2007), “Knowledge-related competitiveness and the roles of multinationals’ R&D in a peripheral European economy: Survey analysis of Greece”, **Management International Review**, 47(5): 661-682 (SSCI Journal, 2020 Impact Factor: 3.721; SJR Scimago Journal Rank 2020: 1.462; ABS List 3). doi: 10.1007/s11575-007-0039-8
- Manolopoulos, D. (2007), “The Coordination Imperative for MNEs: Evidence from Foreign Operations in Greece”, **Contemporary Management Research**, 3(4): 359-390 (SJR Scimago Journal Rank 2020: 0.192).
- Manolopoulos, D. (2006), “Technology decentralization and knowledge-related competitiveness for Asia Pacific MNEs: A survey from the EU periphery”, **Management Research News**, 29 (11): 729-744. <https://doi.org/10.1108/01409170610716034>
- Manolopoulos, D. (2006), “What motivates R&D professionals? Evidence from decentralized laboratories in Greece”, **International Journal of Human Resource Management**, 17(4): 616-646 (SSCI Journal, 2020 Impact Factor: 5.546; SJR Scimago Journal Rank 2020: 1.378; ABS List 3). <https://doi.org/10.1080/09585190600581394>
- Manolopoulos, D. (2006), “The concept of autonomy in the subsidiary management research: A conceptual investigation”, **Journal of Transnational Management**, 11(4): 45-63 (SJR Scimago Journal Rank 2020: 0.316; ABS List 1). [https://doi.org/10.1300/J482v11n04\\_04](https://doi.org/10.1300/J482v11n04_04)
- Manolopoulos, D., Papanastassiou, M., and Pearce, R. (2005), “Technology sourcing in multinational enterprises and the roles of subsidiaries: An empirical investigation”, **International Business Review**, 14(3): 249-267 (SSCI Journal, 2020 Impact Factor: 5.915; SJR Scimago Journal Rank 2020: 1.773; ABS List 3). <https://doi.org/10.1016/j.ibusrev.2005.01.002>

## D.2 BOOKS

- Manolopoulos, D. and Bitzenis, A. (2018), *The International Firm*, Unibooks: Athens (ISBN: 978-618-5304-55-3)
- Manolopoulos D. and Sapouna, P. (2018), *Scientific editing of the academic book co-authored by Griffin R. and Pustay M., entitled ‘International Business: A Managerial Perspective’*. Tziolas: Thessaloniki (ISBN: 978-960-418-770-6)
- Manolopoulos, D. (2006), *FDI Ecosystem: Evidence from Subsidiaries Operations in Greece*, Silloges: Athens (ISBN: 978-960-7463-90-6).



### D.3 CHAPTERS IN EDITED BOOKS

Vavoura, Ch., Manolopoulos, D., and Vavouras, I. (2020), “The Interactions between government quality and economic development”. In Vlachos, V., Bitzenis, A., and Sergi, B. (Eds.), Modelling Economic Growth in Contemporary Greece (pp. 105-118), Emerald, Howard House, Wagon Lane (ISBN: 978-1-80071-123-5 (Print) 978-1-80071-122-8 (Online)).

Manolopoulos, D. (2019), “The quality of domestic institutions as a driver for the initiation of firms’ exporting: The case of Greece”. In Vlachos, V., and Bitzenis, A. (Eds.), European Union: Post-Crisis Challenges and Prospects for Growth (pp. 207-230), Palgrave Macmillan, New York (ISBN: 978-3-030-18102-4).

Sofikitis, E., Manolopoulos, D., and Dimitratos, P. (2016), “Single or hybrid career paths of MNC R&D employees”. In Tuselmann, H., Buzdugan, S., Cao, Q., Freund, D., and Golesorkhi, S. (Eds.), Impact of International Business: Challenges and Solutions for Policy and Practice (pp. 178-200), Palgrave Macmillan, London (ISBN: 978-1-137-56945-5).

Sofikitis, E., and Manolopoulos, D. (2012), “Export propensity during the period of economic recession: The impact of home-country factors and firm-level characteristics”. In van Tulder, R., Verbeke, A., and Voinea, L.(Eds.), Progress in International Business Research: New Policy Challenges for European Multinationals (pp. 367-392), Emerald, Howard House, Wagon Lane (ISBN: 978-1-78190-020-8).

Manolopoulos, D., and Dimitratos, P. (2010), “The career orientation of 21<sup>st</sup> century knowledge professionals”. In Dimitratos, P., and Jones, M. (Eds.), Resources, Efficiency and Globalization (pp. 114-130), Palgrave, London (ISBN: 978-0-230-23653-0).

Manolopoulos, D., Papanastassiou, M., and Pearce, R. (2009), “Technology sourcing in multinational enterprises and the roles of subsidiaries: An empirical investigation”. In Papanastassiou, M., and Pearce, R. (Eds.), The Strategic Development of Multinationals: Subsidiaries and Innovation, (pp. 57-77) (reprint of the article in *International Business Review*), Palgrave, London (ISBN: 978-0-230-55133-6).

### D.4 PROJECT REPORTS

Manolopoulos, D. and Kanellopoulos D. (2007), “Hydrogen”. In Enttrans project deliverable under the EU sixth framework programme, Sustainable Low Carbon Technologies for Potential use under the CDM (pp. 65-74)  
(<http://www.jiqweb.org/index.php/projects/climate-policy-projects>)

Manolopoulos, D., Varthalis, A. and Kanellopoulos D. (2007), “Energy Efficiency and Saving in the Cement Industry”. In Enttrans project deliverable under the EU sixth framework programme, Sustainable Low Carbon Technologies for Potential use under the CDM (pp. 185-193)  
(<http://www.jiqweb.org/index.php/projects/climate-policy-projects>)

Manolopoulos, D. and Kanellopoulos D. (2007), “Energy Efficiency and Saving in the Agri-food Industry”. In Enttrans project deliverable under the EU sixth framework programme, Sustainable Low Carbon Technologies for Potential use under the CDM (pp. 194-200)  
(<http://www.jiqweb.org/index.php/projects/climate-policy-projects>)

Manolopoulos, D., Croba, D., Zoganas, N. and Kanellopoulos D. (2007), “Integrated Coal Gasification Combined Cycle Power Plants”. In Enttrans project deliverable under the EU sixth framework programme, Sustainable Low Carbon Technologies for Potential use under the CDM (pp. 262-265)

(<http://www.jiqweb.org/index.php/projects/climate-policy-projects>)

#### **D.5 CONFERENCE PAPERS**

**September, 2021** 9<sup>th</sup> International Conference in Contemporary Marketing Issus, ICCMI, Virtual Conference.

Authors: Sfakianaki, E., Vrechopoulos, A., and Manolopoulos, D.

**Title:** Storytelling Effects on Customer Experience

**June, 2021** ‘Reshaping Capitalism for a Sustainable World’, 21<sup>st</sup> European Academy of Management Annual Conference, EURAM, Montreal, Canada.

Authors: Manolopoulos, D., Mamakou, X.J., Papadopoulos, A., and Chebbi, H.

**Title:** Assessing the Prevalence of Strategic Resources and Internal Capabilities on Firm Decision to Internationalize

**December, 2020** ‘The Business of Now: The Future Starts Here’ 20<sup>th</sup> European Academy of Management Annual Conference, EURAM, Dublin, UK.

Authors: Vartzelis, N., Dimitropoulou, M., Kardaras, D., and Manolopoulos, D.

**Title:** An Exploratory Research on the Role of Organizational Citizenship Behaviour in Idea Generation

**May, 2020** ‘International Business’ 11<sup>st</sup> International Annual Conference in International Business’, ICIB, Thessaloniki, Greece.

Authors: Manolopoulos, D., and Kapnias, I.

**Title:** Decomposing Alignment: Facets of Agency Theory in Headquarters – Subsidiary Relationship

**May, 2019** ‘International Business’ 10<sup>th</sup> International Annual Conference in International Business’, ICIB, Thessaloniki, Greece.

Authors: Manolopoulos, D., Peitzika, E., and Kapnias, I.

**Title:** Hotel Employees’ Turnover Intentions and Work-related Attitudes from a Psychological Contract Perspective: The Moderating Role of Contract Type

**April, 2018** ‘International Business Strategies in a Commercial and Business Landscape’, 45<sup>th</sup> Academy of International Business (UK and Ireland) Annual Conference, Birmingham, UK.

Authors: Dimitropoulou, M., Martidou, M., and Manolopoulos, D.

**Title:** Beyond Location Theories: The Way Forward

**April, 2018** ‘International Business Strategies in a Commercial and Business Landscape’, 45<sup>th</sup> Academy of International Business (UK and Ireland) Annual Conference, Birmingham, UK.

Authors: Dimitropoulou, M., Martidou, M. and Manolopoulos, D.

**Title:** Revisiting Dunning: A Conceptual Overview of Typology of Location Studies

**May, 2017** ‘International Business’ 8<sup>th</sup> International Annual Conference in International Business’, ICIB, Thessaloniki, Greece.

Authors: Dimitropoulou M., and Manolopoulos, D.

**Title:** Comparative Study of European Industrial Relations: The Case of Greece

**December, 2016** ‘Liabilities of Foreignness vs the Value of Diversity’, 42<sup>nd</sup> European and International Business Academy Annual Conference EIBA, Vienna, Austria.

Authors: Giakoulas, D., Kottaridi, C., and Manolopoulos, D.

**Title:** The Eclectic Paradigm Revisited: Complementarities and Substantiality between Ownership and Locational Advantages in Outward FDI.

**April, 2016** ‘International Business in a Multi Speed Global Economy: Markets and Networks’, 43<sup>rd</sup> Academy of International Business (UK and Ireland) Annual Conference, AIB, London, UK.

Authors: Manolopoulos, D.

**Title:** The Relationship Between Technology Sourcing and Subsidiaries’ Financial Performance: A Neural Network Approach

**April, 2016** ‘International Business in a Multi Speed Global Economy: Markets and Networks’, 43<sup>rd</sup> Academy of International Business (UK and Ireland) Annual Conference, AIB, London, UK.

Authors: Dimitropoulou, M., Goniotaki, E., Ntourantzi, A., Papanikolaou, K., Manolopoulos, D.

**Title:** The Moderating Role of Competition Intensity on Subsidiaries’ Adoption of Environmental Practices

**October, 2015** 3<sup>rd</sup> European Conference on ‘Renewable Energy Systems’ ECRES, Antalya, Turkey.

Authors: Manolopoulos, D., Kitsopoulos, K., Kaldellis, J., and Bitzenis A.

**Title:** The Evolution of Renewable Energy Sources in the Electricity Sector of Greece.

**May, 2015** ‘International Business’ 6<sup>th</sup> International Annual Conference in International Business’, ICIB, Thessaloniki, Greece.

Authors: Manolopoulos, F., and Manolopoulos, D..

**Title:** Determinants of Corruption in the Post-War Reconstruction Settings

**April, 2015** ‘International Business Research: For the Bookshelf or the Boardroom and Corridors of Power?’, 42<sup>nd</sup> Academy of International Business (UK and Ireland) Annual Conference, AIB, Manchester, UK.

Authors: Sofikitis, E., Manolopoulos, D. and Dimitratos, P.

**Title:** Single or Hybrid Career Paths of MNC RD&E Employees?

**December, 2014** ‘The Future of Global Organizing’, 40<sup>th</sup> European and International Business Academy Annual Conference, EIBA, Uppsala, Sweden.

Authors: Manolopoulos, D., and Kottaridi, C.

**Title:** The Impact of Institutional Context on Firms’ Export Behavior.

**September, 2014** ‘The Role of Business School in Supporting Economic and Social Development’, 27<sup>th</sup> British Academy of Management Annual Conference, BAM, Dublin, UK.

Authors: Sapouna, P., Manolopoulos, D., and Dimitratos, P.

**Title:** Determinants of the International Mobility of R&D Professionals in Multinational Corporations.

**May, 2014** ‘International Business’ 5<sup>th</sup> International Annual Conference in International Business’, ICIB, Thessaloniki, Greece.

Authors: Manolopoulos, D., and Soulis, C.

**Title:** The Concept of Technology in International Business Research.

**December, 2013** ‘Transnational firms, Markets and Institutions’, 39<sup>th</sup> European and International Business Academy Annual Conference, EIBA, Bremen, Germany.

Authors: Dimitratos, P., Manolopoulos, D., and Plakoyannaki, E..

**Title:** The Effect of Firm Characteristics, Industry Drivers and Environmental Influences on Export Intensity of MNE Subsidiaries.

**May, 2013** ‘International Business’ 4<sup>th</sup> International Annual Conference in International Business’, ICIB, Thessaloniki, Greece.

Authors: Manolopoulos, D.

**Title:** Extent of Technology Adaptation in MNE Subsidiaries.

**December, 2012** ‘International Business and Sustainable Development’, 38<sup>th</sup> European and International Business Academy Annual Conference, EIBA, Brighton, UK.

Authors: Dimitratos, P., Manolopoulos, D., and Thanos, I.

**Title:** Funding Sources for Decentralized R&D Activity: Evidence from MNE Subsidiaries in the European Periphery.

**December, 2012** ‘International Business and Sustainable Development’, 38<sup>th</sup> European and International Business Academy Annual Conference, EIBA, Brighton, UK.

Authors: Manolopoulos, D., Sapouna, P., and Sofikitis, E.

**Title:** Global Staffing Practices for Knowledge Professionals: Key Drivers for the Selection of International Assignees.

**October, 2012** ‘Strategy in Transition’ 32<sup>nd</sup> International Annual Conference of the Strategic Management Society’, SMS, Prague, Czech Republic.

Authors: Manolopoulos, D., and Thanos, I.

**Title:** The Influence of Postmodernism on Strategic Decision – Making Process.

**December, 2011** ‘Taking IB in Europe to the Next Level: Emerging Issues, Strategies and Economies’, 37<sup>th</sup> European and International Business Academy Annual Conference, EIBA, Bucharest, Romania.

Authors: Sofikitis, E., Manolopoulos, D., Chouliara, L., and Lianos, P.

**Title:** Export Propensity: The Impact of Domestic Country Factors and Organizational Determinants during the Period of Economic Recession.

**December, 2011** ‘Taking IB in Europe to the Next Level: Emerging Issues, Strategies and Economies’, 37<sup>th</sup> European and International Business Academy Annual Conference, EIBA, Bucharest, Romania.

Authors: Sapouna, P., Manolopoulos, D., Sofikitis, E., Alexopoulos, G., and Perfilva, E.

**Title:** Environmental Considerations of Subsidiaries' Corporate Strategy: The Impact of the Organizational Context.

**December, 2010** ‘IB’s Role in Building a Better and Stronger Global Economy’, 36<sup>th</sup> European and International Business Academy Annual Conference, EIBA, Lisbon, Portugal.

Authors: Sapouna, P., Manolopoulos, D., and Dimitratos, P.

**Title:** Being an Expatriate: Influential Factors in MNC Subsidiaries

**December, 2009** 'Reshaping the Boundaries of the Firm in an Era of Global Interdependence', 35<sup>th</sup> European and International Business Academy Annual Conference, EIBA, Valencia, Spain.

Authors: Manolopoulos, D., Dimitratos, P., and Sapouna, P.

**Title:** International Assignment Directions of R&D Employees in Multinational Enterprise Subsidiaries

**July, 2009** 'Management Challenges in an Environment of Increasing Regional and Global Concerns' 18<sup>th</sup> World Business Congress of the International Management Development Association (pp. 414-422), IMDA, Tbilisi, Georgia.

Authors: Chasiotis, M., and Manolopoulos, D.

**Title:** Inter-Departmental Differences in Employees' Expected Motivation: A Survey from Subsidiaries' HR and R&D Departments

**June, 2009** 'Environmental Management, Engineering, Planning and Economics' 2<sup>nd</sup> International CEMEPE & SECOTOX Conference, Mykonos, Greece

Authors: Manolopoulos, D., Chasiotis, M., Kitsopoulos, K., Kouldakou, M., and Sarantos, M.

**Title:** The Corporate Strategic Imperative for GHG Management and RES Technologies

**June, 2009** 'Environmental Management, Engineering, Planning and Economics' 2<sup>nd</sup> International CEMEPE & SECOTOX Conference, Mykonos, Greece.

Authors: Kitsopoulos, K., and Manolopoulos, D.

**Title:** The Evolution of Renewable Energy Resources (RES) Projects in Greece: The 2010 and 2020 Milestones and the Need for a Real-time Management Information System Tool

**April, 2009** 'Resources, Efficiency and Globalization', 36<sup>th</sup> Academy of International Business (UK and Ireland) Annual Conference, AIB, Glasgow, Scotland.

Authors: Manolopoulos, D., Dimitratos, P., and Sinanoglou, V.

**Title:** Career Preferences of Knowledge Professionals in the Multinational Company

**December, 2008** 'IB and the Catching Up Economies: Challenges and Opportunities', 34<sup>th</sup> European and International Business Academy Annual Conference, EIBA, Tallinn, Estonia.

Authors: Manolopoulos, D., and Dimitratos, P.

**Title:** Employee Scientific Movements within Multinational Corporations

**April, 2008** 'Challenges to International Business', 35<sup>th</sup> Academy of International Business (UK and Ireland) Annual Conference, AIB, Portsmouth, UK.

Authors: Manolopoulos, D., and Dimitratos, P.

**Title:** Entrepreneurship-related Variables and Performance in Multinational Subsidiaries

**July, 2007** 'Beyond Borders: New Global Management Development Challenges and Opportunities' 16<sup>th</sup> World Business Congress of the International Management Development Association (pp. 46-53), IMDA, Maastricht, Netherlands.

Authors: Manolopoulos, D., and Soulis, C.

**Title:** Strategies for Entering and Competing in the Emerging Phase of the Industry Life Cycle

**July, 2007** 'Beyond Borders: New Global Management Development Challenges and Opportunities' 16<sup>th</sup> World Business Congress of the International Management Development Association (pp. 54-60), IMDA, Maastricht, Netherlands.

Authors: Manolopoulos, D., and Chasiotis, M.

**Title:** The Implications of Postmodern Paradigm in Global Management and International Strategies

**June, 2007** 'Environmental Management, Engineering, Planning and Economics' 1<sup>st</sup> International CEMEPE & SECOTOX Conference, Skiathos, Greece.

Authors: Manolopoulos, D., Kanellopoulos, D., and Papakonstantinou, D.

**Title:** The Contribution of National Allocation Plans in Achieving CO<sub>2</sub> Emissions Reduction: A Review of Empirical Reality and an Assessment for the Future

**April, 2007** 'Corporate Governance and International Business', 34<sup>th</sup> Academy of International Business (UK and Ireland) Annual Conference, AIB, London, UK.

Authors: Dimitratos, P., Manolopoulos, D. and Young, S.

**Title:** The Impact of Technology Sourcing on Subsidiaries' Performance: A Survey Analysis from Greece

**December, 2006** 'Regional and National Drivers of Business Location and Competitiveness', 32<sup>nd</sup> European and International Business Academy Annual Conference, EIBA, Fribourg, Switzerland.

Authors: Manolopoulos, D.

**Title:** Coordination in Decentralized R&D Laboratories: A Survey Analysis from Greece

**December, 2006** 'Regional and National Drivers of Business Location and Competitiveness', 32<sup>nd</sup> European and International Business Academy Annual Conference, EIBA, Fribourg, Switzerland.

Authors: Manolopoulos, D.

**Title:** Multinational Subsidiary Roles: A Systematic Review and Analysis of the Literature

**July, 2006** 'Technology, Structure, Environment and Strategy Interfaces in a Changing Global Business Arena', 15<sup>th</sup> World Business Congress of the International Management Development Association (pp. 32-40), IMDA, Sarajevo, Bosnia and Herzegovina.

Authors: Manolopoulos, D.

**Title:** Decentralized Technology Strategies for Asia Pacific MNEs: A Survey Analysis from the Balkan Countries

**July, 2006** 'Technology, Structure, Environment and Strategy Interfaces in a Changing Global Business Arena' 15<sup>th</sup> World Business Congress of the International Management Development Association (pp. 265-274), IMDA, Sarajevo, Bosnia and Herzegovina.

Authors: Manolopoulos, D., and Soulis, C.

**Title:** Sources of Technology and the Strategic Roles of Subsidiaries: Evidence from Pharmaceuticals and Chemicals

**December, 2005** 'Landscapes and Mindscapes in a Globalised World', 31<sup>st</sup> European and International Business Academy Annual Conference, EIBA, Oslo, Norway.

Authors: Manolopoulos, D., and Pearce, R.

**Title:** Pav(y)ing the Way to Success: The Impact of Compensation in Pharmaceuticals' R&D Performance

**December, 2003** 'MNC as a Knowing Organization', 29<sup>th</sup> European and International Business Academy Annual Conference, EIBA, Copenhagen, Denmark.

Authors: Manolopoulos, D., and Papanastassiou, M.

**Title:** Market Orientation of Multinational Enterprise (MNE) Subsidiaries

## E. RESEARCH ACTIVITIES AND INTERESTS

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### E.1 RESEARCH INTERESTS

- **The Strategic Bases of MNE Expansion:** Factors affecting firm internationalization. International strategies. Organizational structures of the multinational network. Coordination and control mechanisms.
- **Subsidiary Development:** Subsidiary roles in host countries. Subsidiary autonomy. Decentralized technology strategies and R&D laboratories.
- **Corporate Strategy and Competitive Advantage:** The role of technology in corporate competitiveness. Internationalization as a growth strategy. The impact of RBV on sustained competitiveness
- **Human Resource Management:** Motivation and career planning of human resources

### E.2 MEMBER OF RESEARCH LABORATORIES

- Member of the ‘Business Strategy Laboratory’, Department of Business Administration, Athens University of Economics and Business  
Address: 80, Patision Street, Athens, PC: 104-34, Greece  
Tel: 0030-210-8203737  
<http://www.lbs.aueb.gr>
- Member of the ‘Management Laboratory’, Department of Business Administration, Athens University of Economics and Business  
Address: 76, Patision Street, Athens, PC: 104-34, Greece  
Tel: 0030-210-8203553  
<http://ml.aueb.gr.185-25-21-7.linux7.name-servers.gr/contact>
- Cooperative member of the ‘Management Science Laboratory’, Department of Management Science and Technology, Athens University of Economics and Business  
Address: Evelpidon 47<sup>A</sup> and Lefkadas, Athens, PC: 113-62, Greece  
Tel: 0030-210-8203805  
<http://www.msl.aueb.gr/srf.html>
- Cooperative member of «RISG - Recherche sur l'Innovation Stratégique et la Gouvernance» Laboratory, Université du Québec au Canada  
Address: 315, rue Sainte-Catherine Est. Montréal (Québec) H2X 3X2  
Tel: 514-987-3000 poste 5258  
<https://grisg.esg.uqam.ca/>

### E.3 RESEARCH ACTIVITIES

#### European Commission (SSP6 – 022673) – ENTTRANS Project

**Description:** The scope of the project was to investigate the potential of transferring and implementing sustainable energy technology through the Clean Development Mechanisms (CDM). In this regard, the project team conducted an extensive overview and evaluation of the state of play with the CDM and prepare an assessment of the state-of-play regarding the major technology options. Results were disseminated to policy makers in both EU and developing countries. The project has been implemented through a consortium of the following universities

and research centers: Intermediate Technology Development Group (East Asia), National Technical University of Athens (Greece), Interdisciplinary Center for Technological Analysis and Forecasting – Tel Aviv University (Israel), Asian Institute of Technology (Thailand), University of Edinburgh (Scotland), Foundation Joint Implementation Network (Netherlands), Cambio Climatico y Desarrollo (Chile), Kunming University of Science and Technology (China).

**Position:** Project Manager and Main Researcher on the behalf of PPC

**Duration:** 24 months (from 1/1/2005 – 31/12/2006)

#### ExternE

**Description:** The project has been implemented through a joint collaboration between PPC and National Technical University of Greece. The scope of the project was to elaborate a cost-benefit analysis of the Hellenic electricity system and evaluate its impact on the environment.

**Position:** Member of the PPC project team

**Duration:** 18 months (from 11/4/2006 – 30/10/2007)

#### Elidek – Action II

**Description:** The project refers to the investigation of subsidiary autonomy determinants and in particular the cognitive and trait characteristics of their CEOs.

**Position:** Academic supervisor

**Duration:** 29 months (from 1/11/2019 – 31/3/2022)

### E.4 REVIEWER

#### E.4.1 Scientific Journals

**Ad hoc reviewer for:** ‘Journal of World Business’, ‘International Business Review’, ‘Management International Review’, ‘Journal of Common Market Studies’, ‘European Management Review’, ‘European Management Journal’, ‘Service Industries Journal’, ‘Employee Relations’, ‘Global Business and Economics Review’, ‘Equality, Diversity and Inclusion: An International Journal’, ‘Management Research News’, ‘Emerging Markets Finance and Trade’, ‘Management Research Reviews’, ‘Euro Med Journal of Business’, ‘International Journal of Economics and Business Research’, και ‘Contemporary Management Research’.

#### E.4.2 International Conferences

**Ad hoc reviewer for the annual conferences of:**

- European International Business Academy (EIBA): 2015 – (Rio de Janeiro, Brazil); 2014 – (Uppsala, Sweden); 2013 – (Bremen, Germany); 2011 – (Bucharest, Romania); 2010 – (Porto, Portugal); 2009 – (Valencia, Spain); 2006 – (Fribourg, Switzerland); 2005 – (Oslo, Norway); 2004 – (Ljubljana, Slovenia).
- Academy of International Business (AIB): 2018 (Birmingham, UK); 2016 (London, UK); 2014 – (York, UK).
- British Academy of Management (BAM): 2019 – (Birmingham, UK); 2018 – (Bristol, UK); 2017 – (Warwick, UK); 2016 – (Newcastle, UK); 2015 – (Portsmouth, UK); 2014 – (Dublin, UK).
- European Academy of Management (EURAM): 2010 – (Rome, Italy).

### E.5 ORGANIZATION OF INTERNATIONAL CONFERENCES

Member of the Scientific Committee for the organization of the 4<sup>th</sup>, 5<sup>th</sup>, 6<sup>th</sup> and 7<sup>th</sup> International Conference in International Business, University of Macedonia, Thessaloniki, May, 2013-2016.

### E.6 PH.D. CANDIDATES

Ph.D Candidate: Michael Xenakis



*Title of Ph. D. Thesis: Business Models and Corporate Performance*

Ph.D Candidate: Yiannis Kapnias

*Title of Ph. D. Thesis: The Impact of Corruption on Corporate Competitiveness and Sustainability*

Ph.D Candidate: Matina Dimitrakopoulou

*Title of Ph. D. Thesis: CEO Personality Traits, Cognitions and Subsidiary Autonomy*

## F. AWARDS AND DISTINCTIONS

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- Teaching excellence awards from the full-time, “Master in Business Administration (MBA)” program offered by Athens University of Economics and Business (2015-2017, 2016-2018, 2017-2018 and 2018-2020)
- Teaching excellence awards from the part-time, “Master in Business Administration (MBA)” program offered by Athens University of Economics and Business (2010-2012, 2012-2014, and 2018-2020)
- Teaching excellence award from the part-time, “Master in Management Science and Technology” program offered by Athens University of Economics and Business (2017-2019)
- The article An Evaluation of Employee Motivation in the Extended Public Sector in Greece, which has been published in *Employee Relations*, has been selected by Emerald Publishing House as one of the best studies in HR issues for 2008. A synopsis of the paper has been published in ‘Human Resource Management: International Digest’ under the title: “Does the board know whether it is the money, or the love?: Employee motivation in the Greek public sector”. Vol. 16 Issue: 3, pp. 14-16.
- The article “Hotel Employees’ Turnover Intentions and Work-related Attitudes from a Psychological Contract Perspective: The Moderating Role of Contract Type”, received the best paper award at the 10<sup>th</sup> International Business Conference hosted by University of Macedonia.
- Nominated as a superior reviewer for 2008 for Contemporary Management Research, a peer reviewed academic journal.

## G. FOREIGN LANGUAGES

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<b>English</b>	<b>Fluent</b> Certificate of Proficiency from the University of Cambridge. (Teaching License).
<b>French</b>	<b>Fluent</b> Diplôme d' études supérieures from the Institut Français d' Athènes. (Teaching License).
<b>Italian</b>	<b>Very Good</b> <ul style="list-style-type: none"> <li>• Certificato Superiore, a Degree awarded by the Panhellenic Association of Language School Owners.</li> <li>• Certificato di Conoscenza della Lingua Italiana (CELI 3), from the University of Perugia.</li> </ul>