
Curriculum Vitae

Konstantina (Nadine) Georgiou

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ACADEMIC/TEACHING EXPERIENCE

Athens University of Economics and Business

Sep. 2023 – Today

Assistant Professor of Human Resource Management and Organizational Behavior

Department of Marketing and Communication - School of Business Administration

Hellenic Mediterranean University

Sep. 2022 – Sep. 2023

Assistant Professor of Training & Development of Human Resources

Department of Business Administration and Tourism

Athens University of Economics and Business

Sep. 2018 – Sep. 2022

Instructor, Department of Management Science & Technology

Teaching 3 classes at the undergraduate level: Leadership, Employability in the digital era, and Human Resource Management

Oct. 2017 – Today

Hellenic Open University

Adjunct faculty

Teaching Leadership and Human Resource Management in Sports at the postgraduate level

Teaching Business Administration at the undergraduate level

Supervision of master theses (MBA program)

Jun. 2017 – Dec. 2019

University of Liverpool - Laureate Online Faculty

Honorary Lecturer (Jan.'19 – Dec.'19)

Instructor (Jun.'17 - Dec.'18)

Teaching Human Resource Management and Talent Development at the postgraduate level via Blackboard

Athens University of Economics and Business

Feb. 2016 – Jun. 2022

Instructor, Program & Courses:

- MSc in Human Resource Management: Employee Recruitment, Personal Development & Job Search
- MSc in International Shipping, Finance and Management: Organizational Behavior
- Retail Management Program, AB Vasilopoulos: Teamwork & Motivation
- Retail Management Program, Metro Cash & Carry: Interviewing Skills, Performance Appraisal, Teams, Presentation Skills

Oct. 2016 – Today

Development & Delivery of E-learning Course “Organizational Psychology”

- Material development (presentations, videos, exercises, assessments)
- Platform management and communication

Feb. 2016 – Jun. 2017

Instructor, Program & Courses:

- MSc in Management Science & Technology: Human Resource Management, Personal Development & Employability
- Department of Management Science & Technology: Organizational Behavior, HRM, Personal Development
- Retail Innovation miniMBA: Personal Development
- Youth Entrepreneurship Summer School: Human Resource Management

Oct. 2012 – June 2018 **Business College of Athens (in partnership with Plymouth University)**

Lecturer of Human Resource Management (part-time)

- Human Resource Management in a Global Context (MBA executive)
- Human Resource Management in Shipping Business (undergraduate level)
- Human Resource Management: Strategies & Practice (undergraduate level)
- Management Investigation and Report (undergraduate level)
- Human Resource Strategies (postgraduate level)

RESEARCH PROJECTS

Feb. 2022-Apr. 2022 **National and Kapodistrian University of Athens**

Project Title: Development of tools, skills and work efficiency for candidates' assessment in the Panhellenic written examination of ASEP

Position: Team member - "Definition of work efficiency dimensions"

Nov. 2019– Nov. 2021 **Athens University of Economics and Business**

Department of Management Science and Technology

IKY post-doc scholarship

Title: The use of Gamification in Employee Relection and its impact on Applicant Reactions

Position: Post-Doctoral Researcher

May 2018– Mar. 2019 **Athens University of Economics and Business**

Department of Management Science and Technology

Post-Doctoral Research – Drasi II

Title: Predictive validity of a Gamified Assessment Method

Position: Post-Doctoral Researcher

Feb. 2017– Dec. 2017 **Athens University of Economics and Business**

Department of Management Science and Technology

Post-Doctoral Research – Drasi II

Title: The use of Gamification in the Recruitment and Selection process

Position: Post-Doctoral Researcher

Jan. 2016-Dec 2017 **Owiwi Serious about Gaming**

Project Title: Development of Situational Judgment Test assessing candidates' skills

Funded by: Owiwi

Position: Principal Researcher

Sep. 2016 – Oct. 2016 **Biorythmos**

Project Title: Organizational Climate & Job Satisfaction Survey

Funded by: Biorythmos

Position: Project team member

Jan. 2014-Oct. 2015 **Athens University of Economics and Business**

Project Title: Digital Services of Athens University of Economics & Business

Funded by: Research Center AUEB, European Regional Development Fund

Position: Project team member

May 2013-May 2015 **TEMPUS**

Project Title: Partenariat pour les Compétences et l' Emploi (PACOME)

Funded by: European Commission

Position: Research Assistant

Mar. 2012-Sept. 2013 **National Bank of Greece**

Project Title: Development of a questionnaire (Situational Judgment Test) assessing human resource potential

Funded by: National Bank of Greece

Position: Project team member

Mar. 2011-Sept. 2012 **Athens University of Economics and Business**

Project title: Resilient Survivors in the Aftermath of Psychological Contract Violation after Disruptive Organizational Changes
Funded by: Athens University of Economics and Business Basic Research Funding Program
Position: Project team member

CONSULTING & PROFESSIONAL EXPERIENCE

Mar. 2020- Jan. 2021 **GivMed Share Medicine Share Life**

Project Title: Human Resource Management and Development

Position: Consultant

Apr. 2010 – Aug. 2010 **Beiersdorf Hellas**

Human Resources Assistant

Jul. 2009 – Aug. 2009 **Beiersdorf Hellas**

Human Resources Intern

January 2008 - February 2008 **Hachette Rizzoli Magazines**

Marketing Intern

December 2007- January 2008 **Pegasus Editions**

Account Intern

PEER REVIEWED JOURNAL ARTICLES

1. **Georgiou, K.**, Lievens, F. (2022). Gamifying an assessment method: what signals are organizations sending to applicants? *Journal of Managerial Psychology*, 37 (6), 559-574
2. **Georgiou, K.** (2021). Can explanations improve applicant reactions towards gamified assessment methods? *International Journal of Selection and Assessment*, 29 (2).
3. Gkorezis, P., **Georgiou, K.**, Nikolaou, I. & Kyriazati, A. (2020). Gamified or situational judgement test? A moderated mediation model of recommendation intentions. *European Journal of Work and Organizational Psychology*, 1-11.
4. **Georgiou, K.** & Nikolaou, I. (2020). Are applicants in favor of traditional or gamified assessment methods? Exploring applicant reactions towards a gamified selection method. *Computers in Human Behavior*, 109.
5. **Georgiou, K.**, Gouras, A., Nikolaou, I. (2019). Gamification in employee selection: The development of a game-based assessment. *International Journal of Selection and Assessment*, 27:91–103. **(AWARD: IJSA's most downloaded paper 2019)**
6. **Georgiou, K.**, Nikolaou, I., Turban, D. B. (2019). The Impact of a Training Intervention developing Psychological Capital on Job Search Success. *Journal of Career Development*, 1-16.
7. Nikolaou, I., **Georgiou, K.**, Kotsaralidou, V. (2019). Exploring the relationship of a game-based assessment with performance. *The Spanish Journal of Psychology*, 22.
8. **Georgiou, K.**, Nikolaou, I. (2018). The influence and development of psychological capital in the job search context. *International Journal for Educational and Vocational Guidance*, 1-9.
9. Nikolaou, I. & **Georgiou, K.** (2018). Fairness reactions to the employment interview. *Journal of Work and Organizational Psychology*, 34, 103-111.
10. **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.

CONFERENCE PRESENTATIONS

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- Georgiou, K. (2022). The use of gamification in employee selection. *18th Panhellenic Conference of Psychological Research, Athens, Greece.*
 - Georgiou, K. (2021). Exploring the use of gamification in assessment: A signaling mechanism. *81st Annual Meeting of the Academy of Management (AOM) Conference, Online.*
 - Georgiou, K. (2021). Exploring the impact of a gamified assessment to applicants' justice perceptions. *2021 European Academy of Management (EURAM) Conference, Online.*
 - Georgiou, K. & Nikolaou, I. (2021). Exploring the use of a gamified assessment method and its impact on symbolic organizational traits. In M. Raghavan et al.: *Gaming Selection: Evaluating the Validity and Usability of Game-Based Assessments. 36th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), New Orleans, USA.*
 - Georgiou, K. & Papadopoulos, P. (2020). What do the characteristics of the gamified assessment methods signal to applicants? *ENESER-EAWOP Meeting on Job Search, Attraction, and Selection: Challenges for the Next Decade, Zurich.*
 - Gkorezis, P., Georgiou, K., Nikolaou, I., Perperidou, S. (2019). Game-Based Assessment vs Situational Judgment Test: Applicant outcomes through a moderated mediation model. *18th congress of the European Association of Work and Organizational Psychology (EAWOP), Turin.*
 - Georgiou, K. & Nikolaou, I. (2018). Can a Gamified Assessment Method Predict Performance? *ENESER-EAWOP Meeting on Recent developments in recruitment and selection, Edinburgh.*
 - Georgiou, K., Gouras, A. & Nikolaou, I. (2018). A gamified assessment method expanding existing selection methods frontiers. *2018 European Academy of Management (EURAM) Conference, Reykjavik, Iceland.*
 - Georgiou, K., Nikolaou, I. & Gouras, A. (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.*
 - 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.*
 - Georgiou, K. & Nikolaou, I. (2017). The impact of a training intervention developing Psychological Capital on job search success. *77th Annual Meeting of the Academy of Management, Atlanta, USA.*
 - 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.*
 - 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.*
 - Nikolaou, I., Georgiou, K. & Vakola, M. (2016). Applicant Reactions to Social Networking Websites. *ENESER-EAWOP Meeting on Applicant Behavior, Amsterdam, the Netherlands.*
 - Georgiou, K., Nikolaou, I., & Vakola, M. (2016). Psychological Capital: between recruitment and job search. *EAWOP Small Group Meeting on Applicant Behavior. Amsterdam, the Netherlands.*
 - Georgiou, K., Nikolaou, I. (2015). The role of Psychological Capital on the 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. Oslo, Norway.*

- Georgiou, K., Nikolaou, I. (2014). The impact of Psychological Capital development on the job search process. *28th International Congress of Applied Psychology. Paris, France.*
- Georgiou, K. & Nikolaou, I. (2013). The role of positive psychological characteristics during the job search process. *14th Panhellenic Conference of Psychological Research, Alexandroupolis, Greece.*
- Georgiou, K., Nikolaou, I., & Tomprou, M. (2011). Personality and job-seeking outcomes in Greece: A diary study and a conceptual model. *EAWOP Small Group Meeting on Selection and Assessment in Europe. Athens, Greece.*

BOOK CHAPTERS

- Nikolaou, I. Georgiou, K., Bauer, T.N, Truxillo, D. M. (2019). Technology and Applicant Reactions. In R. N. Landers (Ed.). *Cambridge Handbook of Technology and Employee Behavior.* Cambridge: Cambridge University Press.
- Shen, W., Sackett, P., Lievens, F., Schollaert, E., Van Hoye, G., Steiner, D., Rolland, F., Georgiou, K., Nikolaou, N., Tomprou, M., Tzafirir, S., Bamberger, P., Bertolino, M., Mariani, M., Fraccaroli, F., Sekiguchi, T., Onyura, B., Yang, H., Oostrom, J., Englert, P., Chernyshenko, O., Kriek, H., Joubert, T., Salgado, J., Wilhelmy, A., König, C., Chuang, A. and Cook, M. (2017). 29 Updated Perspectives on the International Legal Environment for Selection. In J. L Farr and N. T. Tippins (Eds.) *Handbook of Employee Selection* (pp. 651-677). New York: Taylor & Francis.

REVIEWER

Editorial Review Board Member:

- International Journal of Selection and Assessment (2018-today)
- Journal of Managerial Psychology (2022- today)

Reviewer in:

- Journal of Personality Assessment (2021- today)
- European Management Journal (2021- today)
- European Academy of Management Conference (2021- today)
- Human Resource Management Journal (2020-today)
- Sage open (2020- today)
- International Journal Workplace Health Management (2019- today)
- Journal of Managerial Psychology (2018- today)

EDUCATION

2016 **Athens University of Economics and Business** **Athens, Greece**

Department of Management Science & Technology

PhD in Organisational Behavior and Human Resource Management

PhD Thesis: Job search and employment: A training intervention from a positive organizational behavior perspective

2010 **Athens University of Economics and Business** **Athens, Greece**

Department of Marketing & Communication / Department of Management Science & Technology

M.Sc. in Human Resource Management (with honors)

Dissertation Thesis: Individual differences and job search behaviors; the effects on recent graduates' psychological state

2008 **Athens University of Economics and Business** **Athens, Greece**

Department of Business Administration

B.Sc. in Business Administration

Major: Marketing

2007 **University of Paris X – Nanterre** **Paris, France**

One - semester exchange program under an Erasmus scholarship

OTHER SKILLS

Languages:

Greek (Native), English (Fluent: Proficiency of Michigan, 2004 / GMAT, 2008), French (Fluent: DALF C2, 2007)

Computing skills:

MS Windows, MS Office: Excel, Word, PowerPoint, Outlook, SPSS statistical tool, Amos, Endnote

FELLOWSHIPS/PRIZE/AWARDS

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|---|--|--------------------------|
| 2019 | Athens University of Economics and Business | Athens, Greece |
| Postdoc-Research Scholarship IKY (State scholarships foundation) | | |
| 2019 | International Journal of Selection and Assessment | |
| Top downloaded paper 2019: Georgiou, K., Gouras, A., Nikolaou, I. (2019). Gamification in employee selection: The development of a game-based assessment. <i>International Journal of Selection and Assessment</i> , 27:91–103. | | |
| 2018 | Athens University of Economics and Business | Athens, Greece |
| Drasi 2 – Support of Postdoctoral Research: Predictive Validity of a Gamified Assessment Method | | |
| 2017 | Athens University of Economics and Business | Athens, Greece |
| Drasi 2 – Support of Postdoctoral Research: Gamification in Recruitment and Selection | | |
| 2015 | Start-Up Scrum EU-XCEL Virtual Accelerator | Poznan, Poland |
| Successfully completed the EU-XCEL startup scrum and virtual accelerator program and being selected as one of the short-listed finalist startup teams. | | |
| 2014 | 4th EAWOP Early Career Summer School | Azeitao, Portugal |
| Selected among many young scientists from 16 European countries to participate in the summer school. | | |
| 2012 | Athens University of Economics and Business | Athens, Greece |
| Best Paper Award: Vasilopoulou, C. & Georgiou, K. (2012). The effect of individual differences on the job search process. <i>9th Academic Students Conference in Management Science & Technology</i> . | | |
| 2010 | Athens University of Economics and Business | Athens, Greece |
| Graduated with Highest Distinction from M.Sc. in Human Resource Management. | | |

ORGANIZATION OF CONFERENCES, WORKSHOPS, EVENTS

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|---|---|-------------------------|
| Jan. 2017-Jun. 2018: | 6th EAWOP Early Career Summer School | Heraklion, Crete |
| Role: Organizing committee | | |
| • Responsible for the organization of the 6 th European Association of Work and Organizational Psychology's (EAWOP) summer school consisting of 36 participants from nearly all European countries and six invited senior scholars | | |
| Jun. 2014-Jun. 2016: | HR Society (Alumni association of HRM graduates) | Athens, Greece |
| Role: President of HR Society | | |
| • May 2016: Organization of Workshop in Payroll | | |
| • Jan. 2016: Organization of New Year's Eve Event | | |
| • Nov. 2015: Organization of Seminar in LinkedIn | | |
| • Jan. 2015: Organization of New Year's Eve Event | | |
| • Nov. 2014: Organization of Conference "Big Data in HRM" | | |
| • Jun. 2014: Organization of Summer Event | | |
| Apr. 2013 – Jan. 2014 | Center of Research in Organizational Behavior & Leadership | Athens, Greece |
| • Organization and delivery of 36 workshops about the job seeking process: job search techniques, CV writing, cover letter, interview skills, social media, etc. | | |