

# ***CURRICULUM VITAE***



***Irene Nikandrou, PhD***

**Associate Professor in Corporate Communication and HRM**

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## ***I. ACADEMIC ACTIVITY***

### **A. Employment at the Athens University of Economics and Business**

**Athens University of Economics and Business**, Assistant Professor in Human Resources Management and Organizational Communication Department of Marketing and Communication (August 2009 – today).

**Hellenic Open University**, Facilitator in «Introduction to Management» (DEO11) (October 2010-October 2012).

**Athens University of Economics and Business**, Lecturer, Department of Marketing and Communication (November 2001- January 2009).

**Athens University of Economics and Business**, Visiting Lecturer, Department of Operations Research and Marketing (October 99 – November 2001).

**Athens University of Economics and Business**, Visiting Lecturer, Department of Accounting and Finance (October 99 – February 2000).

**Athens University of Economics and Business**, teaching at the Graduate Programs of Human Resource Management and Marketing and Communication with New Technologies (Full Time and Part Time) (2000-today).

**Athens University of Economics and Business**, teaching at the Graduate Programs of Decision Making Sciences (Full Time and Part Time) and Athens MBA (1999-2002).

### Teaching the Following Courses

#### ➤ Undergraduate Program

- Introduction to Management, Organizational Behavior, Public Relations, Corporate Communication Strategy, Positive Organizational Scholarship.
- Human Resources Management και Public Relations at the AUEB ERASMUS program.

#### ➤ Graduate Programs

- Organizational Psychology and Behavior, Training and Development, and Internal Communication at the Graduate Program in Human Resource Management (Full Time and Part Time Programs), AUEB.
- Human Resource Management Systems at the Executive MBA, AUEB.
- Training and Development at the Graduate Program in Human Resource Management, University of Cyprus.
- Management and Organizational Behavior and Corporate Communication Strategy at the Graduate Program in Marketing and Communication with New Technologies (Full Time and Part Time Programs), AUEB.
- Leadership, at the Graduate Program of Decision Making Sciences (Full Time Program – English), AUEB.
- Preparatory Course in Business Management, at the Graduate Program of Decision Making Sciences (Full Time and Part Time Programs) (English and Greek), AUEB.
- Organizational Behavior and Human Resource Management at the Athens MBA Program (AUEB and National Metsovion Polytechnic).
- Human Resource Management at the MBA Food and Agribusiness-Agricultural University of Athens.

### Distinctions

- **Keynote Speech**, 46<sup>th</sup> International Conference on Improving University Teaching, *The Human Side of Teaching*, Virtual Conference, July 2021.
- **Excellence in Teaching Award**, Athens University of Business and Economics, January 2020.

- **The Ginny and Bill KcKeachie Best Paper Award** for the paper “A Systemic Intervention for Engaging First-Year Students: The Context Matters”, 44<sup>th</sup> International Conference on Improving University Teaching (*IUT*), Mulheim an der Ruhr, Germany, 24-26 July 2019.

### **B. Participation in Research Projects**

- Member of the Greek Team who is coordinating the HORIZON 2020 “TARGETED-MPI” project on Gender Equality Plans (September 2020-today).
- Scientific Coordinator of the Erasmus+ Project “TALENT”, Establishing Master Programmes in HRM and Talent Development in Central Asia (November 2018-today).
- Member of the GNOSIS 2020- Research Network, coordinated by Elena Antonacopoulou, University of Liverpool, UK (September 2016-today).
- Scientific Coordinator of the Research Project on Career and Generation Y (October 2012-today), Athens University of Economics and Business and Kariera.gr.
- Member of the International Research Project for Comparative HRM (CraNet) in 40 countries, coordinated by the Cranfield School of Management, UK (1996-today).
- Member of the Research Project for Women’s Career Advancement in Greek Organizations (January 2003-2008).
- Member of the Research Project for Career Advancement of Men and Women in Greek Organizations (Project Funded by EPEAK- Pythagoras II: “Enhancing Research Teams in Universities, June 2005- December 2007).
- Participation in the International Research Project GLOBE for Leadership and Organizational Culture in 61 countries, coordinated by the Wharton Business School, University of Pennsylvania, USA (2000-2005).
- Participation in the European Research Project FOCUS for Organizational Culture, coordinated by Leuven University, Belgium.
- Participation in the European Project «Benchmarking Human Skills”, financed by the EU and coordinated by the Greek Ministry of Development (2000).

### **C. Publications**

- 20.** Tsachouridi, I., & **Nikandrou, I.** (2020), "The role of prosocial motives and social exchange in mediating the relationship between organizational virtuousness' perceptions and employee outcomes", *Journal of Business Ethics*, 166, 535-5511-17. (5 year impact factor: 7.830).
- 19.** Tsachouridi, I., & **Nikandrou, I.** (2019), "Integrating Social Comparisons into Perceived Organizational Support (POS): The construct of Relative Perceived Organizational Support (RPOS) and its relationship with POS, Identification and employee outcomes". *Applied Psychology: An International Review*, 68(2), 276-310 (impact factor: 3.712).
- 18.** Tsachouridi, I., & **Nikandrou, I.** (2016), "Breach and Willingness to support the organization: An Attribution and Social Exchange Perspective", *Management Research Review*, 39(10), 1336-1351 (CiteScore 2020: 3.7).
- 17.** Tsachouridi, I., & **Nikandrou, I.** (2016), "Organizational Virtuousness and Spontaneity: A Social Identity View", *Personnel Review*, 45(6),1302-1322 (5 year impact factor 2020: 4.034).
- 16.** **Nikandrou, I.**, & Tsachouridi, I. (2015), "Towards a better understanding of the "buffering effects" of organizational virtuousness' perceptions on employee outcomes", *Management Decision*, 53(8), 1823-1842 (5 year impact factor 2020: 4.816).
- 15.** Giannikis, S., & **Nikandrou, I.** (2013), "The Impact of Corporate Entrepreneurship and High-Performance Work Systems on Employees' Job Attitudes: Empirical evidence from Greece during the economic downturn". *International Journal of Human Resource Management*, Vol.24 (19), pp.3644-3666.
- 14.** Panayotopoulou, L., **Nikandrou, I.**, & Papalexandris, N. (2010), "The Choice between Internalization and Externalization of employment and its impact on firm performance : evidence from five south-eastern European countries". *International Journal of Human Resource Management*, Vol.21 (14), pp.2547-2567 .

13. **Nikandrou, I.**, Brinia, V., & Bereri, E. (2009), "Training Perceptions of Training Transfer: An empirical analysis". *Journal of European Industrial Training*, Vol.33(3), pp.255-270.
12. **Nikandrou, I.**, Apospori, E., Panayotopoulou, L., Stavrou, E. & Papalexandris, N. (2008). "Training and Firm Performance: The Impact of National and Organizational Characteristics". *International Journal of Human Resource Management*, Vol.19 (11), pp.2057-2078.
11. **Nikandrou, I.**, Apospori, & 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.
10. Apospori, E., **Nikandrou, I.**, & Papalexandris, N. (2008), "Comparing Northern and Southern European Countries: The Differential Impact of Strategic HR Practices on Organizational Performance". *International Journal of Human Resource Management*, Vol.19(7), pp.1187-1207.
9. **Nikandrou, I.**, Panayotopoulou, L., & Apospori, E. (2008), "The Impact of Individual and Organizational Characteristics on Work-Family Conflict and Career Outcomes". *Journal of Managerial Psychology*, special issue of "Work and Family: Multi-level Perspectives" Vol.23(5), pp.576-598.
8. **Nikandrou, I.**, & Papalexandris, N. (2008), "Employee Responses to Acquisitions: Evidence from Greek Firms". *Employee Relations*, Vol.30(2), pp.105-120.
7. **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.
6. Apospori, E., **Nikandrou, I.**, & Panayotopoulou, L., (2006), "Mentoring and Women's Career Advancement in Greece". *Human Resource Development International*, Vol. 9(4), pp.509-527.

5. **Nikandrou, I.**, Apospori, E., & Papalexandris, N., (2005), “Changes in HR in Europe: A Longitudinal Comparative Study among Eighteen European Countries”. *Journal of European Industrial Training*, Vol. 29(7), pp.541-560.
4. **Nikandrou, I.**, Apospori, E., & Papalexandris, N., (2003), “Cultural and Leadership Similarities and Variations in the Southern Part of the European Union”. *Journal of Leadership and Organizational Studies*, Vol. 9 (3), pp.61-84.
3. Papalexandris, N., & **Nikandrou, I.**, (2000), “Benchmarking Employee Skills: Results from Best Practice Firms in Greece”. *Journal of European Industrial Training*, Vol.24 (7), pp.391-402.
2. **Nikandrou, I.**, Bourantas, D., & Papalexandris, N., (2000), “Gaining Employee Trust after Acquisition: Implications for Managerial Action”. *Employee Relations*, Vol.22 (4), pp.334-355.
1. Bourantas, D., & **Nicandrou, I.** (1998). “Modelling post-acquisition employee behavior: typology and determining factors”. *Employee Relations*, Vol.20 (1), pp.73-91.

#### **Work Under Review**

- **Nikandrou, I.**, “Understanding Collective Learning: An experiential OB learning event as a complex adaptive system”. Paper under review at the *Journal of Organizational Behavior Education*.
- Tsachouridi, I., & **Nikandrou, I.**, “Combining employee attributions and social comparisons in the formation of turnover intention”. Paper under review at *Human Resource Management*.
- Tsachouridi, I., & **Nikandrou, I.**, “The interplay of breach and obstruction in employee reactions during tough times”. Paper under review at *Management Research Review*.
- Tsachouridi, I., & **Nikandrou, I.**, “Integrating Social and Temporal Comparisons into POS-Outcome Relationship”. Paper under review at the *Personnel Review*.

### **Work in Process**

- **Nikandrou, I.**, “Training and development in the hotel industry in Greece: The impact of impact of the pandemic”.
- Kontos, P., **Nikandrou, I.**, & Papachristopoulos, K., “The importance of autonomy support and the mediating role of Employer Brand Identification for job seekers’ intentions towards employer brands: A test of Self-Determination Theory”.
- Tsachouridi, I., & **Nikandrou, I.**, “Integrating Social and Temporal Comparisons into POS-Outcome Relationship”.
- Tsachouridi, I., & **Nikandrou, I.**, “Is my organization more supportive than others?: Social comparison processes and employee outcomes”.
- Tsachouridi, I., & **Nikandrou, I.**, “Community-focused climate and employee outcomes: The moderating impact of supervisor treatment”.
- Panayotopoulou, L., & **Nikandrou, I.**, “A systemic intervention for engaging first-year students: The context matters”.
- **Nikandrou, I.**, Panayotopoulou, L., & Tomic, J., “Using systemic interventions to humanize the classroom”.

### **Books**

- Galanaki, E., **Nikandrou, I.**, & Panayotopoulou, L. (eds) (2020). Volume in honor of Professor Nancy Papalexandris: An anthology on Human Resource Management, Organizational Behavior and Special issues in Management. Athens, Editions Benou, ISBN: 978-960-359-157-3, available at [http://www.pyxida.aueb.gr/index.php?op=view\\_object&object\\_id=7591](http://www.pyxida.aueb.gr/index.php?op=view_object&object_id=7591).
- **Nikandrou, I.** (2011), Slocum, J.W., Jackson, S.E., and Hellriegel, D., *Competency-Based Management*. Scientific revision of translation in Greek, Athens: P.I.Publishing.

### **Chapters in Peer reviewed Books/ Collective Volumes**

8. **Nikandrou, I.** (2019), “Using Epic Poems and Creative Drama to Develop Realistic Optimism among Undergraduate Students in Greece”, in



Antonacopoulou, E.P. & Taylor, S.S. (Eds.), *Sensuous Learning for Practical Judgment in Professional Practice*, Cham: Palgrave Macmillan.

7. Tsachouridi, I., & **Nikandrou, I.** (2018), “Organizational virtuousness and employee outcomes: The role of psychological safety and pro-social motives”, in Stachowicz-Stanusch, A. & Amann, W. (Eds.), *Academic Social Responsibility - Sine Qua Non for Corporate Social Performance*, Charlotte: Information Age Publishing, available at [https://books.google.gr/books?hl=el&lr=&id=8nNVDwAAQBAJ&oi=fnd&pg=PA197&dq=tsachouridi+and+nikandrou&ots=PFEWuQMIAW&sig=eCcVXYQnsONPeO2D8wsyV2z\\_E&redir\\_esc=y#v=onepage&q=tsachouridi%20and%20nikandrou&f=false](https://books.google.gr/books?hl=el&lr=&id=8nNVDwAAQBAJ&oi=fnd&pg=PA197&dq=tsachouridi+and+nikandrou&ots=PFEWuQMIAW&sig=eCcVXYQnsONPeO2D8wsyV2z_E&redir_esc=y#v=onepage&q=tsachouridi%20and%20nikandrou&f=false).
6. **Nikandrou, I.**, & Tsachouridi, I. (2017), “The Dark Side of Being too Good in Organizational Settings”. In Stachowicz-Stanusch, A., and Mangia, G. (Eds), *Organization Social Irresponsibility: Tools and Theoretical Insights*. Charlotte: Information Age Publishing.
5. **Nikandrou, I.**, & Galanaki, E. (2016), “Boundaryless career and career outcomes: The mediating role of individual career management behaviors” *Zagreb International Review of Economics and Business*. Special Conference Issue, 8<sup>th</sup> International Conference best papers “An Enterprise Odyssey: Saving the Sinking Ship through Human Capital”, December 2016.
4. **Nikandrou, I.** & Tsachouridi, I. (2015), “Does Being “Good” Pay off Even During Periods of Crisis?: An Employee Perspective”. In Stachowicz-Stanusch, A., *Corporate Social Performance: Paradoxes, Pitfalls and Pathways to the Better World*, Charlotte: Information Age Publishing.
3. **Nikandrou, I.**, Apospori, E., Panayotopoulou, L., Stavrou, E.T., & Papalexandris, N. (2012), “Training and firm performance in Europe: The impact of national and organizational characteristics”. In Lazarova, M.B., Morley, M.J., and Tyson, S., *International Human Resource Management: Policy and Practice*. Oxon: Routledge.
2. **Nikandrou, I.**, & Panayotopoulou, L. (2011). “Recruitment and Selection in Context”. In Brewster, C., and Mayrhofer, W.W., *Handbook of Research in*

*Comparative Human Resource Management*. Williston: Edward Elgar Publishing.

1. **Nikandrou, I.**, Cunha, R., & Papalexandris, N. (2006) “HRM in Europe and organizational success/performance”, in Larsen, H.H., and Mayrhofer, W., *Human Resource Management in Europe, ch.9, pp. 177-196. Abingdon, Oxon: Routledge*.

#### **Contribution to Books (by Invitation)**

6. Farndale, E., Nikandrou, I., & Panayotopoulou, L. (2020), “Talent Inflow Across Countries”, in Galanaki, E., Nikandrou, I., & Panayotopoulou L. (Eds.), *Volume in Honor of Professor Nancy Papalexandris: An anthology on Human Resource Management, Organizational Behavior and Special issues in Management*, Athens: Ekdoseis Benou, pp.40-57.
5. Nikandrou, I., & Panayotopoulou, L. (2020), “Exploring the concept of HR Image through Line Managers’ Perception of HRM”, in Galanaki, E., Nikandrou, I., & Panayotopoulou L. (Eds.), *Volume in Honor of Professor Nancy Papalexandris: An anthology on Human Resource Management, Organizational Behavior and Special issues in Management*, Athens: Ekdoseis Benou, pp.85-105, ISBN: 978-960-359-157-3, available at [http://www.pyxida.aueb.gr/index.php?op=view\\_object&object\\_id=7591](http://www.pyxida.aueb.gr/index.php?op=view_object&object_id=7591).
4. Tsachouridi, I., & **Nikandrou, I.** (2020), “Perceived Disinterested Support and Outcomes: A view through the lenses of Perceived Organizational Support and Organizational Virtuousness’ perceptions”, in Galanaki, E., Nikandrou, I., & Panayotopoulou L. (Eds.), *Volume in Honor of Professor Nancy Papalexandris: An anthology on Human Resource Management, Organizational Behavior and Special issues in Management*, Athens: Ekdoseis Benou, ISBN: 978-960-359-157-3, available at [http://www.pyxida.aueb.gr/index.php?op=view\\_object&object\\_id=7591](http://www.pyxida.aueb.gr/index.php?op=view_object&object_id=7591).
3. Papalexandris, N. & **Nikandrou, I.** (2017), “Linking Sustainability with HR practices: A new road to competitiveness”. Paper submitted for Poutsma E. Liber Amicorum.
2. **Nikandrou, I.** (2011), “Women’s Career Development in Greek Organizations”. In Maganara, I. Κεφάλαιο στο βιβλίο της Μαγγανάρα, I., *Discrimination against*

*Women at Work and European Union Policies to combat them Discrimination against Women at Work and Policies of the European Union to alleviate the problem.* Athens: Greek Association for Women’s Rights, Odyssey Publishing Co.

1. **Nikandrou, I., & Panayotopoulou, L.** (2008) “Men and Women Managers: Are they different?”. In Vakola, M., and Apospori, E., *Women in Management*, Athens: Sideris, in Greek.

**Contribution to Major Projects for Organizations/Other Publications**

- **EKPIZO “Consumers’ Association The Quality of Life”, Scientific Coordinator**, Trainer and Communication Consultant. Project Funded from BEUC. Project Title: Capacity building programme on Collective Action and Communication Activities – CACOCA (January 2020- today).
- **Athens University of Economics and Business, Scientific Coordinator**, Training Needs Analysis, and Training Plan of Administrative Staff of the Athens University of Economics and Business (Winter 2016-Winter 2017).
- **EKPIZO “Consumers’ Association The Quality of Life”, Scientific Coordinator**, Development of Human Resource Management Systems for Volunteers (May 2015 – May 2016). Project Funded from Mpodosakis Foundation
- **Athens University of Economics and Business – Research Center (RC), Scientific Coordinator**, Training Needs Analysis of Administrative Staff of the RC (January – May 2012).
- **Athens University of Economics and Business – Unit of Innovation and Entrepreneurship. Scientific Coordinator**, Case Study on Social Entrepreneurship “Klimax Plus” (April 2011-January 2012).
- **National Centre for Public Administration and Local Government, Member** of the Scientific Team for the project “Human Resource Development Plans in Ministries, General Secretariats and LEPL, and pilot support of their implementation in selected institutions”, Athens, May 2008-2009.

#### **D. Publications in Conference Proceedings (with Peer Review)**

45. **Nikandrou**, I., Panayotopoulou, L., & Tomic, J., (2021), “Using systemic interventions to humanize the classroom”. Keynote speech, 46<sup>th</sup> International Conference on Improving University Teaching, *The Human Side of Teaching*, Virtual Conference.
44. **Nikandrou**, I., & Kontos, P. (2019), “Job seeker’s Intentions to apply and accept a job through the lens of Self – Determination Theory: The mediating role of Identification with Employer Brand”, 11<sup>th</sup> Biennial International Conference of the Dutch HRM Network “*The Societal Impact of HRM*”, Tillburg, Holland, 13-15 November.
43. Panayotopoulou, L., & **Nikandrou**, I. (2019), “A Systemic Intervention for Engaging First-Year Students: The Context Matters”, 44<sup>th</sup> International Conference on Improving University Teaching (*IUT*), Mulheim an der Ruhr, Germany, 24-26 July (**The Ginny and Bill KcKeachie Best Paper Award**).
42. Tsachouridi, I., & **Nikandrou**, I. (2019), “The Role of Social and Temporal Comparisons in POS-Outcome Relationship”, 19<sup>th</sup> *European Congress of Work and Organizational Psychology (EAWOP)*, Turin, Italy, 29 May-1 June.
41. Tsachouridi, I., & **Nikandrou**, I. (2017), “Is it fair to receive more support than the others? Integrating fairness evaluations into social comparison processes”, 31<sup>st</sup> *British Academy of Management (BAM) Conference*, Coventry, UK, 5-7 September.
40. Tsachouridi, I., & **Nikandrou** I. (2017), “Transferring Aristotelian Grand Mean into the study of employee attitudes and behaviors”, 33<sup>rd</sup> *EGOS Colloquium*, Copenhagen, Denmark, 6-8 July.
39. Tsachouridi, I., & **Nikandrou**, I. (2017), “Integrating social and temporal comparisons into POS-outcome relationship”, 17<sup>th</sup> *European Academy of Management (EURAM) Conference*, Glasgow, UK, 21-24 June.
38. Tsachouridi, I., & **Nikandrou**, I. (2016), “The Moderating Role of Social Comparisons in the Relationship between Psychological Contract Breach and

- Intent to Quit”, *30<sup>th</sup> British Academy of Management (BAM) Conference*, Newcastle upon Tyne, UK, 6-8 September.
37. Tsachouridi, I., & **Nikandrou, I.** (2016), “Organizational virtuousness and employee outcomes: The role of prosocial motives and social exchange”, *30<sup>th</sup> British Academy of Management (BAM) Conference*, Newcastle upon Tyne, UK, 6-8 September.
36. Tsachouridi, I., & **Nikandrou, I.** (2016), “Community-focused climate and employee outcomes: The moderating role of supervisor treatment”, *30<sup>th</sup> British Academy of Management (BAM) Conference*, Newcastle upon Tyne, UK, 6-8 September.
35. Tsachouridi, I., & **Nikandrou, I.** (2016), “Examining the Effects of Social and Temporal Comparisons on Employee Reactions”, *76<sup>th</sup> Annual Meeting of the Academy of Management*, Anaheim, California, USA, 5-9 August.
34. Tsachouridi, I., & **Nikandrou, I.** (2015), “The Role of Social Comparisons in Moderating the Relationship between Perceived Disinterested Support and Intent to Quit”, *29<sup>th</sup> British Academy of Management (BAM) Conference*, Portsmouth, UK, 8-10 September.
33. Tsachouridi, I., & **Nikandrou, I.** (2015), “Organizational virtuousness and intent to quit: The role of social exchange and organizational identification”, *29<sup>th</sup> British Academy of Management (BAM) Conference*, Portsmouth, UK, 8-10 September.
32. Tsachouridi, I., & **Nikandrou, I.** (2015), “Organizational Support and Outcomes: The mediating role of Identification and Virtuousness”, *29<sup>th</sup> British Academy of Management (BAM) Conference*, Portsmouth, UK, 8-10 September.
31. **Nikandrou, I.**, Galanaki, E., & Tsachouridi, I. (2015), “Greek Crisis’ Effects on Employee Reactions and HRM”. Paper accepted at the Academy of Management, 7-11 August, Vancouver, British Columbia, Canada.
30. Tsachouridi, I., & **Nikandrou, I.** (2015), “Is my Organization more Supportive than Others? Social Comparison Processes and Employee Outcomes”. Paper accepted at the Academy of Management, 7-11 August, Vancouver, British Columbia, Canada.

29. **Nikandrou, I.** (2015), "The Power to Find One's Self as a Journey to Career Calling: Lesson from the Myth of Heracles". Paper presented at the 31<sup>st</sup> EGOS Colloquium, *Organizations and the Examined Life: Reason, Reflexivity and Responsibility*, 2-4 July, Athens, Greece.
28. Tsachouridi, I., & **Nikandrou, I.** (2015), "What are the Implications of Non-Fulfilled Employer Obligations for Subsequent Employee Reactions?". Paper presented at the 31<sup>st</sup> EGOS Colloquium, *Organizations and the Examined Life: Reason, Reflexivity and Responsibility*, 2-4 July, Athens, Greece.
27. Tsachouridi, I., and **Nikandrou, I.** (2015), "Examining the relationship between employer obligation fulfillment and intent to quit through the lenses of social exchange and social comparison". Paper presented at the 17<sup>th</sup> Annual Conference of the European Association of Work and Organizational Psychology (EAWOP), 20-23 May, Oslo, Norway.
26. Tsachouridi, I, & **Nikandrou, I.** (2014), "Perceived disinterested support and outcomes: A view through the lenses of perceived organizational support and organizational virtuousness' perceptions", *28<sup>th</sup> British Academy of Management Conference*, Belfast Waterfront, UK, 9-11 September.
25. Tsachouridi, I, & **Nikandrou, I.** (2014), "Perceiving virtuousness in tough times", *28<sup>th</sup> British Academy of Management Conference*, Belfast Waterfront, UK, 9-11 September.
24. Tsachouridi, I, & **Nikandrou, I.** (2014), "Linking organizational virtuousness and spontaneity through the lens of social identity theory", *28<sup>th</sup> British Academy of Management Conference*, Belfast Waterfront, UK, 9-11 September.
23. Tsachouridi, I, & **Nikandrou, I.** (2014), "Social Comparison Processes and Intent to Quit: The Mediating Role of POS and Identification", *74<sup>th</sup> Annual Meeting of the Academy of Management*, Philadelphia, USA, 1-5 August.
22. **Nikandrou, I.**, & Panayotopoulou, L. (2013). "Understanding generational groups at the workplace: The key to inclusive leadership development". Equality, Diversity and Inclusion 2013 Conference, Athens, Greece, July.

21. **Nikandrou, I.,** & Tsachouridi, I. (2013). “Is Organizational virtuousness the key to satisfied and committed employees?”. European Academy of Management (EURAM) 13<sup>th</sup> on Democratizing Management, Istanbul, Turkey, June.
20. **Nikandrou, I.,** & Panayotopoulou, L. (2012), “A theoretical framework for studying HR Image”. 12th International HRM Conference on Dream discover Innovation in the Global Village, India, December.
19. **Nikandrou, I.,** & Panayotopoulou, L. (2012), “Career and Generation Y”. 6<sup>th</sup> International HR Conference, *Human Resource Management in Europe: Trends and Challenges*, Athens, Greece, May.
18. **Nikandrou, I.,** & Panayotopoulou, L. (2011), “Exploring Line Managers’ Perceptions of HRM: The Concept of HR Image”. International Conference of Global HRM, Israel, November.
17. **Nikandrou, I.,** & Panayotopoulou, L. (2011), “The Concept of HR Image”. 10<sup>th</sup> International Academy of Management and Business (IAMB), *Management Challenges in Global Economy*, Istanbul, June.
16. **Nikandrou, I.,** & Papalexandris, N. (2008), “Employee Communication and Consultation: Continuity and Change”. Paper presented at the International Conference of International Sociological Association, Barcelona, July.
15. **Nikandrou, I.,** & Panayotopoulou, L. (2008), “HRM: Line Managers’ Perceptions”. Paper presented at the International Conference, *Global Insights in People Management*, Nicosia, May.
14. **Nikandrou, I.,** Apospori, E., Panayotopoulou, L., Stavrou, E., & Papalexandris, N. (2007), “Training and Firm Performance in Europe: a contextual approach”. Paper presented at the International Conference, *The Art of Human Capital Management*, Tech Gate, Vienna, November.
13. Panayotopoulou, L., **Nikandrou, I.,** & Papalexandris, N. (2007), “HRM and Firm Performance in the Competing Values Framework”. Paper presented at the 9<sup>th</sup> International Human Resources Management Conference, Tallinn, June.
12. Apospori, E., **Nikandrou, I.,** Panayotopoulou, L., & Rafailidou, M. (2007), “Work- family Conflict from a Multi-level Perspective: Comparing Female and Male Managers”. Paper presented at the 2<sup>nd</sup> International Conference of Work

and Family “Harmonizing work, family, and personal life: strategies for crossing boundaries”, Barcelona, July.

11. **Nikandrou, I.**, Apospori, E., & Papalexandris, N. (2005), “HRM and Firm Performance: The Context Matters”. Paper presented at the Academy of Management, Hawaii, USA, August 5-10.
10. Apospori, E., **Nikandrou, I.**, & Panayotopoulou, L. (2005), “Women’s Mentoring and Career Advancement in Greece”. Paper presented at the 3<sup>rd</sup> International Conference in Greece, *Human Resource Management in Europe: Trends and Challenges*, Athens, May.
9. Apospori, E., **Nikandrou, I.**, Papalexandris, N., & Stavrou, E., (2004), “HRM in the South-Eastern Mediterranean Corner of Europe”. Paper presented at the Academy of Management Conference, New Orleans, HPA, August 6-11.
8. **Nikandrou, I.**, & Apospori, E., (2004), “European Human Resource Management Transitions: A longitudinal comparative study among eighteen European countries”. Paper presented at the EGOS Colloquium, *The Organisation as a Set of Dynamic Relationships* , Slovenia, July 1-3.
7. **Nikandrou, I.**, Apospori, E., & Papalexandris, N., (2004), “Training and Development in Transition”. Paper presented at the Conference *Human Resource Management in a Knowledge based Economy*, Ljubljana, Slovenia, June. Paper under review.
6. **Nikandrou, I.**, & Apospori, E., (2004), “ Strategic Human Resource Management: Are European countries converging or diverging in the 90s?”. Paper presented at the International HRM Conference, Paderborn, Germany, February. Paper under review.
5. Apospori, E., & **Nikandrou, I.**, (2003), “HR Practices and their Impact on Organizational Performance : Differences between North and South European Countries. Paper presented at the Academy of Management, Seattle, August. Paper under review.



4. **Nikandrou, I.**, & Apospori, E., (2003), “Trends in HRM in Europe”. Paper presented at the International Human Resource Conference, Limerick, Ireland, June.
3. Papadakis, V., & **Nikandrou, I.** (2002), “Mergers and Acquisitions in Greece: The role of HRM in the Communication Process”. Paper presented at the 2<sup>nd</sup> International Conference in Greece, *Human Resource Management in Europe: Trends and Challenges*, Athens, Greece, October.
1. Papalexandris, N., & **Nikandrou, I.**, (2001), “The Role of HRM in Mergers and Acquisitions”. Paper presented at the Cranet Conference, *New Dimensions in Human Resource Management*, Nicosia, Cyprus, November.
1. **Nikandrou, I.** (2001), “The Acquisition Process and Its Impact on Employee-Management Relations: Local versus Foreign-owned companies in Greece”. Paper presented at the International Human Resource Conference *Global 2001*, Barcelona, June.

**E. Reviewer/ Editorial service at:**

- Member of the Editorial Board of Industrial and Commercial Training Journal
- Ad -hoc reviewer at Journal of Managerial Psychology, International Journal of HRM, Management Research Review, International Journal of Manpower, Personnel Review.
- Reviewer and chairperson at the Academy of Management Conference (2013-2016)
- Reviewer at the British Academy of Management Conference (2014-2017)

**F. Academic Administrative Work – Social Activity/ Volunteerism in AUEB**

- Scientific Coordinator of the Internship and Career Unit, AUEB (Oct.2020-today)
- Deputy Scientific Coordinator of the Internship and Career Unit, responsible for the Career Office at AUEB (Jan.2018-Sept.2020).
- Member of the Governing Committee of the MSc in Human Resource Management (HRM).

- Member of the Committee for the Accreditation of the Athens University of Economics and Business.
- Scientific Coordinator of the Internship Program of the Department of Marketing and Communication.
- Member of the Public Relations Committee of the Department of Marketing and Communication.
- Member of the Steering Committee of the Study Programme in Education and Training.
- Member of Dissertations' Evaluation Committee for the MSc in HRM and MSc in Marketing and Communication with New Technologies.
- Founding Member of the Network for Social Impact of AUEB – Edusupport (since 2012).
- Founder and Supervisor of students' volunteering team "Get Involved" which mobilizes AUEB's students with events, discussions and volunteering actions, as well as the social community in Greece, through creating platforms of interaction between NGOs and students.

## **G. Education**

**Athens University of Economics and Business, Doctor of Philosophy** in Management with emphasis on Organizational Behavior, Department of Operations Research and Marketing. Dissertation: **The Human Factor in Acquisitions** (with Honors) (June 98).

**University of Massachusetts at Boston, Master in Business Administration (MBA)**. Major: Human Resources Management - Finance (GPA:3.8/4.0). College of Management and Human Services Department (Assistanships) (June 88) (DIKATSA).

**Boston College, Master of Arts and Sciences in Sociology (MA)**,. Major: Industrial Relations, Sociology of Work, Social Research (GPA: 3.95/4.0). Master Paper: **Industrial Democracy in the EEC**. (January 88) (DIKATSA).

**University of Piraeus (ex ABSP)**. Department of Economics (Excellent: 8.78/10) (1980 – 1985).

*A' Tositseio Arsakeio Lyceum Ekalis*, Excellent, (1980).

## **II. NON ACADEMIC PROFESIONAL ACTIVITY**

### **A. Consulting- Seminars**

Since 1990 I have been participating in numerous consulting projects in private organizations and teaching several courses in Management, Organizational Behavior and Human Resources Management in both private and public organizations, indicatively:

Lidl: *“Career and Learning Paths at Lidl”*.

TITAN: *“3D-Leader” Management Development System.*

*Employee Satisfaction, Climate and Opinion Surveys* in Xalyps, Schneider Electric, Minerva, Nestle Hellas.

*Job Descriptions, Internal Process Manuals, Restructuring* in Hellenic Management Association (EEAE), Athens University of Economics and Business – Research Center, EKPOIZO.

*Bank of Greece, Seminars: Culture and Interpersonal Relations, Effective Communication, Goal Setting.*

*Panafon, Seminar Presentation Skills*

*AUEB Research Institute and KEK Kranidiou,*

*Seminars* Train the Trainer, Human Resource Management, Communication and Interpersonal Relations in Organizations, Teams and Decision Making.

*KEK ELTA, Seminars* Principles of Management, Motivation and Leadership, Employee Training and Performance Appraisal.

*Institute of Bank Managers, Ioniki Training Division, January 1998 – March 1998*

**Courses:** Introduction to Management, and Human Resource Management.

*EEDE, National School of Public Administration, Institute of Peripheral Development Panteion University, March 1993 – December 1996*

**Courses:** Organizational Behavior, and Human Resource Management .

«*Mitera*» *Hospital*, May – November 1990

**Seminars:** Organizational Communication, Supervisor-Employee Relations.

**B. Member**

Member of the Board of ELEGYP (2020-today)

Member of the: Academy of Management (AoM), British Academy of Management (BAM), European Association of Work and Organizational Psychology (EAWOP), European Academy of Management (EURAM)

Member of the Institute of Greek Women Managers and Entrepreneurs (iagme),  
EEDE

Association for Women's Rights

Hellenic Management Association (EEDE)

**Foreing Languages**

English, French