

## **Ioannis Nikolaou**

*Professor of Organizational Behaviour & Human Resources Management*  
Department of Management Science and Technology  
Athens University of Economics and Business

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### **ACADEMIC / TEACHING EXPERIENCE**

Oct. 2021 – today	<b>Athens University of Economics and Business – Athens, Greece</b>
June 2014 – Sept. 2021	<b>Department of Management Science and Technology</b>
Nov. 2008 – June 2014	<b>Professor of Organizational Behaviour &amp; HRM</b>
Dec. 2003 – Nov. 2008	<b>Associate Professor in Organizational Behaviour</b>
	<b>Assistant Professor in Organizational Behaviour</b>
	<b>Lecturer in Organizational Behaviour</b>
	<u>Teaching:</u> HRM in the Digital Era (UG, PG), Organisational Psychology (UG), Personal Skills Development (UG, PG), Employee Recruitment and Selection (PG), Managing People at Work (PG), etc.
Oct. 2019 – today	<b>University of Valencia, Spain</b>
	Erasmus Mundus MSc in Work & Organizational Psychology
	Visiting Faculty (Employee Recruitment and Selection)
Sept. 2022 – today	<b>University of Cyprus</b>
	MSc in Human Resource Management
	Visiting Faculty (Employee Selection and Succession Planning)
Jan. 2016 – Sept. 2022	<b>Cyprus International Institute of Management, Cyprus</b>
	MSc in Human Resource Management
	Visiting Faculty (Employee Resourcing Appraisal & Talent Management)
Sept. 2005 – August. 2011	<b>Teaching Fellow</b>
	<b>Greek Open University</b>
	<b>Business &amp; Management</b>
	<i>Teaching Unit:</i> Introduction to Business and Management
Febr. 2003 – July 2003	<b>Teaching Fellow</b>
	<b>Panteion University – Athens, Greece</b>
	MSc in Organisational & Economic Psychology, Department of Psychology
Sept. 2002 – Febr. 2003	<b>Teaching Fellow</b>
	<b>Athens University of Economics and Business – Athens, Greece</b>
	Department of Management Science and Technology
Apr. 2000 – Jul. 2002	<b>University of Manchester, Institute of Science &amp; Technology (UMIST) – Manchester, UK</b>
	Manchester School of Management
	Visiting Research Fellow
Sept. 1996 – Mar. 1999	<b>Occasional Lecturer / Hourly-paid student demonstrator / Seminar leader</b>
	<b>University of Manchester, Institute of Science &amp; Technology (UMIST) – Manchester, UK</b>
	Manchester School of Management

<b>EXTERNALLY FUNDED RESEARCH / CONSULTING PROJECTS</b>
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June 2025 – today	<b>Kariera Group</b> <u>Project title:</u> Annual Survey on Employee Recruitment and Selection practises 2025-6 <u>Position:</u> Project Leader
March 2025 – today	<b>National Intelligence Service</b> <u>Project title:</u> Development of an evaluation and empowerment system of people management. <u>Θέση:</u> Project Leader
May 2024 – March 2025	<b>National Intelligence Service</b> <u>Project title:</u> Development of structured interview process and talent management initiatives <u>Position:</u> Project Leader
May 2024 – June 2025	<b>Kariera Group</b> <u>Project title:</u> Annual Survey on Employee Recruitment and Selection practises 2024 <u>Position:</u> Project Leader
Sept. 2024 – Jan. 2025	<b>Saudi Olympic and Paralympic Committee (SOPC)</b> <u>Project title:</u> Development of structured interview process <u>Position:</u> Project Leader
March 2023 – Dec. 2024	<b>Super Market Sklavenitis</b> (the largest private employer in Greece) <u>Project title:</u> Development of Competency Model and Performance Appraisal Procedure <u>Position:</u> Project Leader
July 2021 – June 2022	<b>Saudi Tourism Authority (STA)</b> <u>Project title:</u> Development of structured interview process <u>Position:</u> Project Leader
May 2019 – Sept. 2023	<b>Athens University of Economics and Business</b> <u>Project title:</u> Technology in employee recruitment and selection <u>Position:</u> Principal Investigator
Jan 2021 – Nov. 2021	<b>Research Center /Athens University of Economics and Business</b> <u>Project title:</u> Development of performance appraisal system <u>Position:</u> Principal Investigator
Sept. 2020 – Dec. 2021	<b>Tsamouris SA.</b> <u>Project title:</u> Development of performance appraisal system <u>Position:</u> Project Leader
Jan. 2019 – Nov. 2021	<b>Adecco SA</b> <u>Project title:</u> Annual Survey on Employee Recruitment and Selection practises <u>Position:</u> Project Leader
Nov. 2016 – Dec. 2018	<b>Athens University of Economics and Business</b> <u>Project title:</u> Gamification in Recruitment and Selection <u>Position:</u> Principal Investigator
Jan. 2015 – Dec. 2016	<b>Athens University of Economics &amp; Business</b>

	<u>Project Title:</u> Developing graduates-job seekers' psychological capital via training <u>Position:</u> Principal Investigator
Nov. 2011 – Jul. 2013	<b>National Bank of Greece</b> <u>Project title:</u> Development of a Situational Judgment Test assessing employees' potential <u>Position:</u> Project Leader
Aug. 2010 – Sept. 2013	<b>General Secretary of Research &amp; Technology (GSRT)– Heraclitus II</b> <u>Project title:</u> Selecting change agents: Their role and contribution in change management. <u>Position:</u> Principal Investigator
Sept. 2011 – May 2012	<b>Hay Group-OMAS – Hellenic Federation of Enterprises</b> <u>Project title:</u> Developing proactive change management and human resource management skills in Greek companies <u>Position:</u> Project Leader
March 2011 – Aug. 2012	<b>Athens University of Economics and Business, Basic Research Funding Program</b> <u>Project title:</u> Resilient Survivors in the Aftermath of Psychological Contract Violation after Disruptive Organizational Changes <u>Position:</u> Principal Investigator
Jan. 2010 – Jan. 2011	<b>Athens University of Economics and Business, Basic Research Funding Program</b> <u>Project title:</u> Positive Psychological Contract during Recession: Utopia or Reality? <u>Position:</u> Principal Investigator
March 2009 – March 2010	<b>Athens University of Economics and Business, Basic Research Funding Program</b> <u>Project title:</u> Exploring the Recent Turbulence in the Financial Sector from a Psychological Contract Perspective <u>Position:</u> Principal Investigator
May 2007 – July 2007	<b>Attica Bank</b> <u>Project Title:</u> Bonus system implementation <u>Position:</u> Project Leader
Jan. 2004 – Oct. 2005	<b>Emporiki Bank</b> <u>Project Title:</u> Implementation of competency-based management in HRM practises <u>Position:</u> Project Leader & Project Team member
Sept. 2004 – Febr. 2005	<b>Metaxas Diagnostics S.A.</b> <u>Project Title:</u> Employee satisfaction and organizational culture survey <u>Position:</u> Project Team member
Mar. 2003 – Dec. 2003	<b>Kantor</b> <u>Project Title:</u> Development of psychological tests for employee selection <u>Position:</u> Project Leader
Dec. 2003	<b>Infote</b> <u>Project Title:</u> Emotional Intelligence Assessment in Infote's salesforce <u>Position:</u> Project Leader

Apr. 1998 – May 1999	<b>SHL/UMIST Research Centre in Work / Organisational Psychology, Manchester School of Management, UMIST Manchester, UK</b> <u>Project Title:</u> The role of personality in perceptions of service quality <u>Position:</u> Research Assistant (P/T)
May 1996 – Jul. 1996	<b>Manchester School of Management, UMIST – Manchester, UK</b> <u>Project Title:</u> Employee attitudes and perceptions within UMIST <u>Position:</u> Research Assistant (P/T)

## PROFESSIONAL EXPERIENCE

Jan. 2019 – Today	<b>Linq (ex-CollegeLink)</b> <u>Position:</u> Board Member
Jan. 2015 – Today	<b>Owiwi: Hire Once</b> <u>Position:</u> Chief Science Officer
Jan. 2003 – Mar. 2003	<b>Egnatia Bank / Human Resources Development Division Athens, Greece</b> <u>Position:</u> Head of Training Department, Human Resource Division
Jan. 2001 – Dec. 2002	<b>PricewaterhouseCoopers / Global Human Resources Solutions – Athens, Greece</b> <u>Position:</u> Assistant Manager
Sep. 1997 – May 1999	<b>University of Manchester, Institute of Science &amp; Technology (UMIST) / Grosvenor Halls of Residence – Manchester, UK</b> <u>Position:</u> Hall of Residence Tutor
Sep. 1993 – July 1994	<b>Elefsis Shipyards / Personnel Department – Human Relations Office – Elefsina, Greece</b> <u>Position:</u> Psychologist (P/T)
Sep. 1993 – Aug. 1994	<b>Applied Psychology Centre – Athens, Greece</b> <u>Position:</u> Psychologist (P/T)

## EDUCATION

Oct.1995 – Mar. 1999	<b>University of Manchester, Institute of Science &amp; Technology (UMIST) – Manchester, UK</b> Manchester School of Management <b>Ph.D. in Management Sciences</b> Title: The five-factor model of personality and work behaviour in Greece
Sep.1994 – Oct. 1995	<b>University of Manchester, Institute of Science &amp; Technology (UMIST) – Manchester, UK</b> Manchester School of Management <b>M.Sc. in Organisational Psychology</b>
Sep. 1989 – June 1993	<b>University of Crete, School of Social Sciences – Rethymno, Greece</b>  Department of Psychology <b>BSc (Hons) in Psychology</b> , Grade: (8.19/10)

## BOOKS

- 1 **Nikolaou, I.**, Dunlop, P. & McCarthy, J. (in preparation, signed contract). *Research Handbook on the Psychology of Talent Acquisition*. London: Edward Elgar.
- 2 **Nikolaou, I.** & Oostrom, J.K. (Eds.) (2015). *Employee Recruitment, Selection, and Assessment. Contemporary Issues for Theory and Practice*. London: Routledge/Psychology Press.
- 3 Vakola, M. & **Nikolaou, I.** (2019). *Organizational Psychology & Behavior*. Athens: Rossili (2<sup>nd</sup> edition, in Greek).
- 4 **Nikolaou, I.** (2006). *Managing Human Capital. Greek Case Studies*. Athens: Sideris Publications (in Greek).

## JOURNAL ARTICLES

- JA37 **Nikolaou, I.**, & Katsadoraki, A. (2025). Construct validity and applicant reactions of a gamified personality assessment. *Computers in Human Behavior*, 162, 108467. <https://doi.org/10.1016/j.chb.2024.108467>
- JA36 Chatzi, S., **Nikolaou, I.** & Anderson, N. (2023). Team personality composition and team innovation implementation: The mediating role of team climate for innovation. *Applied Psychology: An International Review*, 72(2), 769-796 <http://doi.org/10.1111/apps.12408>
- JA35 Tsouvelas, G., **Nikolaou, I.**, & Koulterakis, G. (2022). Emotional processes, leadership, gender and workplace affect in interdisciplinary teams. *Psychology: The Journal of the Hellenic Psychological Society*, 27(1), 161–174.
- JA34 Potočnik, K., Anderson, N.A., Born, M., Kleinmann, M. & **Nikolaou, I.** (2021). Paving the way for research in recruitment and selection: Recent developments, challenges and future opportunities. *European Journal of Work & Organizational Psychology*, 30, 159-174. <https://doi.org/10.1080/1359432X.2021.1904898>
- JA33 **Nikolaou, I.** (2021). What is the Role of Technology in Recruitment and Selection? *The Spanish Journal of Psychology*, 24, <https://doi.org/10.1017/SJP.2021.6>
- JA32 Gkorezis, P., Georgiou, K. & **Nikolaou, I.** Kyriazati, A. (2021). Gamified or traditional situational judgement test? A moderated mediation model of recommendation intentions via organizational attractiveness. *European Journal of Work & Organizational Psychology*, 30, 240-250. <https://doi.org/10.1080/1359432X.2020.1746827>
- JA31 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*, 20, 106356, <https://doi.org/10.1016/j.chb.2020.106356>
- JA30 Woods, S. A., Ahmed, S., **Nikolaou, I.**, Costa, A. C. & Anderson, N. (2020). Personnel Selection in the Digital Age: A Review of Validity and Applicant Reactions, and Future Research Challenges. *European Journal of Work & Organizational Psychology*, 29, 64-77. <https://doi.org/10.1080/1359432X.2019.1681401>
- JA29 Georgiou, K., Gouras, A., & **Nikolaou, I.** (2019). Gamification in employee selection: The development of a gamified assessment. *International Journal of Selection and Assessment*, 27, 91-103. <https://doi.org/10.1111/ijsa.12240>
- JA28 **Nikolaou, I.**, Georgiou, K., & Kotsarilidou, V. (2019). Exploring the Relationship of a Gamified Assessment with Performance. *The Spanish Journal of Psychology*, 22, 1-10. <https://doi.org/10.1017/sjp.2019.5>
- JA27 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*. <https://doi.org/10.1177/0894845319852425>
- JA26 Georgiou, K., & **Nikolaou, I.** (2019). The influence and development of psychological capital in the job search context. *International Journal for Educational and Vocational Guidance*, 19(3), 391-409.

- JA25 **Nikolaou, I.** & Georgiou, K. (2018). Fairness reactions to the employment interview. *Journal of Work and Organizational Psychology*, 34, 103-111. <https://doi.org/10.5093/jwop2018a13>
- JA24 Ryan, A. M., Reeder, M., Golubovich, J., Grand, J., Inceoglu, I., Bartram, D. Derous, E., **Nikolaou, I.**, Yao, X. (2017) Culture and Testing Practices: Is the World Flat? *Applied Psychology: An International Review*, 66 (3), 434-467. <https://doi.org/10.1111/apps.12095>
- JA23 **Nikolaou, I.** (2014). Social Networking Web Sites in Job Search and Employee Recruitment. *International Journal of Selection and Assessment*, 22 (2), 179-189. <https://doi.org/10.1111/ijsa.12067>
- JA22 Tomprou, M., **Nikolaou, I.** (2013). Exploring the role of social influence in promise beliefs and information acquisition among newcomers. *European Journal of Work and Organizational Psychology*, 22 (4), 408-422.
- JA21 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.
- JA20 Tomprou, M., Nikolaou, I. & Vakola, M. (2012). Experiencing organizational change in Greece: the framework of psychological contract. *International Journal of Human Resource Management*, 23, 385-405. <https://doi.org/10.1080/09585192.2011.561223>
- JA19 Tomprou, M. & **Nikolaou, I.** (2011). A Model of Psychological Contract Creation Upon Organizational Entry. *Career Development International*, 16, 342-363.
- JA18 **Nikolaou, I.** (2011). Core processes and applicant reactions to the employment interview: An exploratory study in Greece. *International Journal of Human Resource Management*, 22, 2185-2201. <https://doi.org/10.1080/09585192.2011.580187>
- JA17 **Nikolaou, I.**, Vakola, M. & Bourantas, D. (2011). The role of silence on employees' attitudes "the day after" a merger. *Personnel Review*, 40 (6).
- JA16 **Nikolaou, I.**, Vakola, M. & Bourantas, D. (2008). Who Speaks up at Work? Dispositional Influences on Employees' Voice Behavior. *Personnel Review*, 37, 666-679.
- JA15 Myers, B., Lievens, F., Schollaert, E., & Van Hove, G., Cronshaw, S.F., Mladinic A., Rodríguez V., Aguinis, H., Steiner, D.D., Rolland, F., Schuler, H., Frintrup, A., **Nikolaou, I.**, Tomprou, M., Subramony S., Raj, S.B., Tzafirir, S., Bamberger, P., Bertolino, M., Mariani, M., Fraccaroli, F., Sekiguchi, T., Onyura, B., Yang, H., Anderson, N., Evers, A., Chernyshenko, O., Englert, P., Kriek, H.J., Joubert, T., Salgado, J.F., König, C.J., Thommen, L.A., Chuang, A., Sinangil, H.K., Bayazit, M., Cook, M., Shen, W., & Sackett, P.R. (2008). International perspectives on the legal environment for selection. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 206-246.
- JA14 Myers, B., Lievens, F., Schollaert, E., & Van Hove, G., Cronshaw, S.F., Mladinic A., Rodríguez V., Aguinis, H., Steiner, D.D., Rolland, F., Schuler, H., Frintrup, A., **Nikolaou, I.**, Tomprou, M., Subramony S., Raj, S.B., Tzafirir, S., Bamberger, P., Bertolino, M., Mariani, M., Fraccaroli, F., Sekiguchi, T., Onyura, B., Yang, H., Anderson, N., Evers, A., Chernyshenko, O., Englert, P., Kriek, H.J., Joubert, T., Salgado, J.F., König, C.J., Thommen, L.A., Chuang, A., Sinangil, H.K., Bayazit, M., Cook, M., Shen, W., & Sackett, P.R. (2008). Broadening international perspectives on the legal environment for personnel selection. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 266-270.
- JA13 Chatzi, S. & **Nikolaou, I.** (2007). Validation of the four-factor Team Climate Inventory in Greece. *International Journal of Organizational Analysis*, 15, 341-357.
- JA12 **Nikolaou, I.**, Gouras, A., Vakola, M. & Bourantas, D. (2007). Selecting change agents: Exploring traits and skills in a simulated environment. *Journal of Change Management*, 7, 291-313.
- JA11 **Nikolaou, I.**, Tomprou, M. & Vakola, M. (2007). Individuals' Inducements and the Role of Personality: Implications for Psychological Contracts. *Journal of Managerial Psychology*, 22, 649-663.
- JA10 **Nikolaou, I.** Judge, T. (2007) Fairness reactions to personnel selection techniques in Greece: the role of core-self evaluations. *International Journal of Selection & Assessment*, 15, 206-219.

- JA9 Tsaousis, I, **Nikolaou, I**, Serdaris, N & Judge, T. (2007). Do the Core Self-Evaluations Moderate the Relationship Between Subjective Well-Being and Physical and Psychological Health? *Personality & Individual Differences*, **42**, 1441-1452.
- JA8 Tsaousis, I. & **Nikolaou, I**. (2005). Exploring the Relationship between Emotional Intelligence and Physical and Psychological Health. *Stress and Health*, **21**, 77-86.
- JA7 Vakola, M. & **Nikolaou, I**. (2005). Attitudes towards Organizational Change: What is the role of employees' stress and commitment? *Employee Relations*, **27**, 160-174.
- JA6 Vakola, M, Tsaousis, I & **Nikolaou, I**. (2004). The role of Emotional Intelligence and Personality Variables on Attitudes toward Organisational Change. *Journal of Managerial Psychology*, **19**, 88-110.
- JA5 **Nikolaou, I**. (2003). Fitting the person to the organization: examining the personality-job performance relationship from a new perspective. *Journal of Managerial Psychology*, **18**, 639-648.
- JA4 **Nikolaou, I**. (2003). The Development and Validation of a measure of Generic Work Competencies. *International Journal of Testing*, **3**, 309-319.
- JA3 **Nikolaou, I** & Tsaousis, I (2002). Emotional Intelligence in the Workplace: Exploring its effects on Occupational Stress and Organisational Commitment. *International Journal of Organizational Analysis. Special Issue on Emotional Intelligence*, **10**, 327-342.
- JA2 **Nikolaou, I.**, & Robertson, I.T. (2001). The Five-Factor Model of Personality and Work Behaviour in Greece. *European Journal of Work and Organizational Psychology*, **10**, 161-186.
- JA1 Tsaousis, I., **Nikolaou, I**. (2001) The Stability of the Five-Factor Model of Personality in Personnel Selection and Assessment. *International Journal of Selection and Assessment*, **9**, 290-301.

## CONFERENCE PRESENTATIONS

- CP69 Tsoni, E. & Nikolaou, I. (2024). Applicants' reactions in Asynchronous Video Interviews (AVIs) and their online engagement intentions via eWOM. *ENESER-EAWOP Meeting on Job Search, Attraction, and Selection, Brussels, Belgium*.
- CP68 Tsoni, E. & **Nikolaou, I**. (2023). Applicants' reactions to traditional and digital interviewing and the impact of inappropriate questions. *21<sup>st</sup> Congress of the European Association of Work and Organizational Psychology (EAWOP), Katowice, Poland*.
- CP67 Katsadoraki, A. & **Nikolaou, I**. (2023). The Development of HEXACO-RUSH; Concurrent Validity and Applicant Reactions of a Gamified Personality (HEXACO) Assessment. In R. Landers et al.: Grounding Gamification: Comparing Gamified Measures to Traditional Standards. *38<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Boston, USA*.
- CP66 **Nikolaou, I**. (2022). Algorithmic employee among university graduates. Small group meeting on "AI and Machine-Learning Algorithms in Personnel Recruitment, Selection, and Assessment", Amsterdam, The Netherlands.
- CP65 Georgiou, K. & **Nikolaou, I**. (2022). Gamification in employee recruitment and selection. In I. Nikolaou: Symposium of the Division of Work/Organizational psychology – Recruitment and Selection in the Digital Era. *18<sup>th</sup> Panhellenic Conference of Psychological Research, Athens, Greece*.
- CP64 Tsoni, E. & **Nikolaou, I**. (2022). The impact of employer review sites on organizational attractiveness. In I. Nikolaou: Symposium of the Division of Work/Organizational psychology – Recruitment and Selection in the Digital Era. *18<sup>th</sup> Panhellenic Conference of Psychological Research, Athens, Greece*.
- CP63 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. *36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, USA*.
- CP62 Tsoni, E. & **Nikolaou, I**. (2021). Applicants' Reactions in Selection and the Intention to go online via eWOM. *ENESER-EAWOP Meeting on Job Search, Attraction and Selection: Challenges for the*

*next Decade, Zurich.*

- CP61 **Nikolaou, I. & Gaitanarou, A. (2019).** The role of applicants' negative information on social media in employee selection. *Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, USA*
- CP60 Montefiori, L., Close, L. M., **Nikolaou, I. & Warszta, T. (2019).** Effect of Age and Game Experience on Candidates' Reactions to Game-Based Assessment. *Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, USA*
- CP59 **Nikolaou, I. (2019).** The War for Talent: Managing Applicant Reactions in the Age of Technology. *Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, USA*
- CP58 **Nikolaou, I. (2019).** Gamification and AI in hiring. In E. Sydel; A New Reality - Gamification and AI in hiring. 19th Congress of the European Association of Work and Organizational Psychology (EAWOP), Turin, Italy.
- CP57 **Nikolaou, I. (2019).** Gamification in Employee Recruitment and Selection. 16th European Congress of Psychology, Moscow, Russia.
- CP56 Georgiou, K. & **Nikolaou, I. (2018).** Can a Gamified Assessment Method Predict Performance? ENESER-EAWOP Meeting on Recent Developments in Recruitment and Selection, Edinburg, Scotland
- CP55 Gouras, A., **Nikolaou, I. & Vakola M. (2018).** Development and validation of situational judgement tests to select change agents. *Annual European Academy of Management Conference, Reykjavik, Iceland.*
- CP54 Georgiou, K., & **Nikolaou, I. (2017).** The impact of a training intervention developing Psychological Capital on job search success. *Annual Meeting of the Academy of Management, Atlanta, USA.*
- CP53 Georgiou, K. & **Nikolaou, I. (2017).** Serious gaming in employees' selection process. In I. **Nikolaou (2017): Alliance for Organizational Psychology Invited Symposium-The Impact of Technology on Recruitment and Selection: An International Perspective. 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, USA**
- CP52 Georgiou, K. & **Nikolaou, I. (2017).** The impact and development of Psychological Capital on job seekers. *32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, USA.*
- CP51 **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. *32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, USA*
- CP50 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.**
- CP49 Georgiou, K. & **Nikolaou, I. (2017).** Psychological Capital and job search behaviors along the different recruitment stages. *18th congress of the European Association of Work and Organizational Psychology (EAWOP), Dublin Ireland.*
- CP48 **Nikolaou, I, Georgiou, K. & Vakola, M. (2016).** Applicant Reactions to Social Networking Websites. *ENESER-EAWOP Meeting on Applicant Behavior, Amsterdam, The Netherlands.*
- CP47 Georgiou, K., **Nikolaou, I. & Vakola, M. (2016).** Psycap: Between recruitment and job search. *ENESER-EAWOP Meeting on Applicant Behavior, Amsterdam, The Netherlands.*
- CP46 **Nikolaou, I. (2016).** Exploring the impact of the crisis on employment relationships in Greece. 12<sup>th</sup> European Academy of Occupational Health Psychology Conference, Athens, Greece
- CP45 **Nikolaou, I., Bauer, T., & Truxillo, D. (2015).** Applicant Reactions to Selection Methods: Where are we now and a look to the future. In I. **Nikolaou & J.K Oostrom (2015): European Network of Selection Researchers (ENESER) Symposium on Employee Recruitment, Selection, and**



Assessment: Contemporary Issues for Theory and Practice. *17th congress of the European Association of Work and Organizational Psychology (EAWOP)*, Oslo, Norway.

- CP44 Georgiou, K. & **Nikolaou, I.** (2015). The role of psychological capital on job seekers performance. In J. Ramos (2015) Invited symposium Recent research on Unemployment, underemployment and job search. *17th congress of the European Association of Work and Organizational Psychology (EAWOP)*, Oslo, Norway.
- CP43 Vakola, M., **Nikolaou, I.** & Kyriakou, O. (2015). Dealing with unemployment through job-pairing. In A. Carter (2015): We need to tackle youth employment in other ways. *17th congress of the European Association of Work and Organizational Psychology (EAWOP)*, Oslo, Norway
- CP42 **Nikolaou, I.** & Vakola, M. (2014). Exploring fairness reactions to the employment interview: the role of applicants' individual characteristics. *EAWOP Small Group Meeting Recruitment and Selection 2.0*, Gent, Belgium.
- CP41 Georgiou, K. **Nikolaou, I.** (2014). The impact of psychological capital development on the job search process. *28<sup>th</sup> International Congress of Applied Psychology (IAAP)*, Paris, France
- CP40 **Nikolaou, I.** & Chatzi S. (2014). Selecting for teamwork: using complementary and supplementary fit theories to explain the team composition-team performance relationship. *28<sup>th</sup> International Congress of Applied Psychology (IAAP)*, Paris, France
- CP39 **Nikolaou, I.** (2013). Exploring the consequences of the financial crisis on employment relationships in Greece. In I. **Nikolaou** (2013) Invited symposium: "You're fired! Exploring the impact of financial crisis on people of Europe". *16th congress of the European Association of Work and Organizational Psychology (EAWOP)*, Munster, Germany.
- CP38 **Nikolaou, I.**, Bauer, T., Costa, A., Erdogan, B. McCarthy, J., Rodopman, B., & Truxillo. T. (2013). Cross-cultural Examination of Applicant Reactions to the Employment Interview. In I. **Nikolaou** & N. Anderson (2013): European Network of Selection Researchers (ENESER) Symposium on Selection & Assessment in Europe. *16th congress of the European Association of Work and Organizational Psychology (EAWOP)*, Munster, Germany.
- CP37 Georgiou, K. & **Nikolaou, I.** (2013). The role of positive psychological characteristics during the job search process. *14<sup>th</sup> Panhellenic Conference of Psychological Research*, Alexandroupolis, Greece.
- CP36 Chatzi, S. & **Nikolaou, I.** (2013). The role of employee selection in innovative behavior in teamwork settings. *14<sup>th</sup> Panhellenic Conference of Psychological Research*, Alexandroupolis, Greece.
- CP35 Gouras, A., **Nikolaou, I.** & Vakola, M. (2012). Selecting for change: Developing a SJT to measure change agent's behaviours. Paper presented at the Symposium entitled: "*Advances in testing and measurement: Job performance, change and innovation*", chaired by Neil Anderson & Kristina Potocnik of the *8th Conference of the International Test Commission*, Amsterdam, The Netherlands
- CP34 Tomprou, M., **Nikolaou, I.** Nezelek, J. & Rousseau, D.M. (2011). Promise Exchange between Newcomers and Their Employer: Building Blocks of the Psychological Contract. *Annual Meeting of the Academy of Management*, San Antonio, USA.
- CP33 **Nikolaou, I.** (2011). Applicants' Personality in Interview Perceptions and Organizational Justice in Greece. *Annual Meeting of the Society for Industrial & Organizational Psychology*, Chicago, USA.
- CP32 **Nikolaou, I.** (2011). Symposium in Recruitment, selection and applicant reactions: An international perspective. *15th European Congress of Work and Organizational Psychology*, Maastricht, Holland.
- CP31 **Nikolaou, I.** & Tomprou, M. (2011). Applicants' Personality in Interview Perceptions in Greece. *15th European Congress of Work and Organizational Psychology*, Maastricht, Holland.
- CP30 Georgiou, K., **Nikolaou, I.** & Tomprou, M. (2011). Exploring the effects of job seekers' activities on daily mood: A diary study and a conceptual model. *EAWOP Small Group Meeting on Selection & Assessment in Europe*, Athens, Greece.
- CP29 Tomprou, M., **Nikolaou, I.** (2010). A longitudinal study on newcomers' expectations, promises, information and social exchanges. *Annual Meeting of the Academy of Management*, Montreal, Canada.

- CP28 Tomprou, M., **Nikolaou**, I. & Bourantas, D. (2009). Psychological Contract Creation of Newcomers: A Diary Study exploring the Role of Social Influence. *Annual Meeting of the Academy of Management, Chicago, USA*.
- CP27 Tomprou, M. & **Nikolaou**, I. (2009). Psychological Contract Creation: A diary study in newcomers' first days at work. *14th European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain*.
- CP26 Tomprou, M. & **Nikolaou**, I. (2009). The effect of Contract Makers and Facilitators on psychological contract creation; the role of exchange ideologies. *14th European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain*.
- CP25 **Nikolaou**, I. & Tomprou, M. (2008). Dynamics of the psychological contract: Experiencing organizational change in a changing work environment. *Institute of Work Psychology Conference, University of Sheffield, UK*.
- CP24 Myors, B., Lievens, F., Schollaert, E. et al. (2008). International Perspectives on the Legal Environment for Selection. *Annual Meeting of the Society for Industrial & Organizational Psychology, San Francisco, USA*.
- CP23 Tomprou, M., **Nikolaou**, I. & Bourantas, D. (2007). The Potential Dynamics Of Psychological Contracting During Selection And Socialization. *Annual Meeting of the Academy of Management, Philadelphia, USA*.
- CP22 **Nikolaou**, I. & Judge, T. (2007). Core self-evaluations in Greece: relative effects on life satisfaction, affective disposition and employee attitudes. *13<sup>th</sup> European Conference of Work & Organisational Psychology, Stockholm, Sweden*.
- CP21 **Nikolaou**, I. & Tomprou, M. (2007). Dynamics of the psychological contract; The role of selection practices and individual characteristics in the Greek banking sector. *13th European Conference of Work & Organisational Psychology, Stockholm, Sweden*.
- CP20 Tomprou, M. and **Nikolaou**, I. (2007). A diary study exploring the processes of psychological contract creation. *EAWOP Small Group Meeting on Psychological Contracts, Zurich, Switzerland*.
- CP19 Vakola, M., **Nikolaou**, I. & Bourantas, D. (2006). Who Remains Silent at Work? The Role of Personality Characteristics in Organizational Silence. *Annual Meeting of the Academy of Management, Atlanta, USA*.
- CP18 Vakola, M. & **Nikolaou**, I. (2006). Exploring Individual Readiness to Organizational Change. *Annual Meeting of the Academy of Management, Atlanta, USA*.
- CP17 **Nikolaou**, I. (2006). Applicant reactions to personnel selection methods: Does personality matter? *26th International Congress of Applied Psychology, Athens, Greece*.
- CP16 **Nikolaou**, I. & Roumpis, D. (2006). Employment interview context in Greece: the interviewer perspective. *26th International Congress of Applied Psychology, Athens, Greece*.
- CP15 Vakola, M. & **Nikolaou**, M. (2006). Exploring a multilevel approach to individual readiness to organizational change. *26th International Congress of Applied Psychology, Athens, Greece*.
- CP14 Tomprou, M. & **Nikolaou**, I. (2006). Exploring the dynamics of newcomers' psychological contract creation; An alternative socio-cognitive approach. *26th International Congress of Applied Psychology, Athens, Greece*.
- CP13 **Nikolaou**, I., Robertson, I.T., Salgado, J.F. (2005). Symposium in Organizational Convivence: The role of Employee Selection and Assessment - Focus on Selection practices. *12th European Conference of Work & Organisational Psychology, Istanbul, Turkey*.
- CP12 **Nikolaou**, I., Robertson, I.T., Salgado, J.F. (2005). Symposium in Organizational Convivence: The role of Employee Selection and Assessment - Focus on equal opportunities and diversity. *12th European Conference of Work & Organisational Psychology, Istanbul, Turkey*.
- CP11 Chatzi, S., **Nikolaou**, I. & Anderson, N. (2005). Team Climate Inventory: Four or five factors? *12th European Conference of Work & Organisational Psychology, Istanbul, Turkey*.
- CP10 Vakola, M., **Nikolaou**, I., & Bourantas, D. (2004). The Role of Organizational Silence on

Employees' Trust and Attitudes in a Post Merger-Stage. *Annual Meeting of the Academy of Management, New Orleans.*

- CP9 Vakola, M., Tsaousis, I., & **Nikolaou, I.** (2003). The role of emotional intelligence on employees' attitudes towards organisational change. *9th Panhellenic Conference of Psychological Research, Rhodes, Greece.*
- CP8 **Nikolaou, I.** (2003). Personality characteristics and Work Behaviour in Greek SMEs. *9th Panhellenic Conference of Psychological Research, Rhodes, Greece.*
- CP7 **Nikolaou, I.**, Tsaousis, I., Papadimitriou, M. & Bosinaki, I. (2003). The relationship between emotional intelligence and occupational stress. *9th Panhellenic Conference of Psychological Research, Rhodes, Greece.*
- CP6 **Nikolaou, I.** & Tsaousis, I. (1999). The stability of the five-factor model in personnel selection and assessment. *9th European Conference of Work & Organisational Psychology, Helsinki, Finland.*
- CP5 Robertson, I.T., Lewis, B., **Nikolaou, I.** & Bardzil, P. (1999). Stability and change in customers' assessment of service quality. *Annual Conference of British Academy of Management, Manchester, UK.*
- CP4 Robertson, I.T., Lewis, B., **Nikolaou, I.** & Bardzil, P. (1999). The influence of personality on customers' perceptions of service quality. *9th European Conference of Work & Organisational Psychology, Helsinki, Finland.*
- CP3 Robertson, I.T. & **Nikolaou, I.** (1999). The influence of employees' work competencies and contextual behaviour on managers' performance appraisals. *9th European Conference of Work & Organisational Psychology, Helsinki, Finland.*
- CP2 **Nikolaou, I.** & Robertson, I.T (1998). A social-cognitive approach to personality in personnel assessment. *9th European Conference on Personality, Surrey, England.*
- CP1 Kantas, A., Kalogera, S. & **Nikolaou, I.** (1997) Recruitment and selection: Managerial practices and perceptions in the Greek private sector. *8th European Conference of Work & Organisational Psychology, Verona, Italy.*

## BOOK CHAPTERS

- BC14 Georgiou, K, **Nikolaou, I.** and Tsoni, E. (2025) 'Twenty Questions about Employment Testing and Fairness and Bias in Greece' In J. W. Arthur, D. Doverspike, & B. D. Schulte (eds.) (2025). *Global Perspectives on the Definition, Assessment, and Reduction of Bias and Unfairness in Employment Testing.* Cambridge: Cambridge University Press
- BC13 Gaitanarou, A., Tsoni, E. & **Nikolaou, I.** 'Social Networking Websites and Applicants' Reactions in Recruitment and Selection'. In E. Galanaki, I. Nikandrou and L. Panayotopoulou (eds) (2020). *Volume in honor of professor Nancy Papalexandris: An anthology on Human Resource Management, Organizational Behavior and Special issues in Management* (pp. 189-238). Athens: Benou Publications
- BC12 **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.
- BC11 **Nikolaou, I.** & Tsoni, E. (2018). Internet Recruitment. In B. Warf (Ed.), *The SAGE Encyclopedia of the Internet.* London: Sage.
- BC10 **Nikolaou, I.** & Foti, K. (2018) Personnel Selection and Personality. In V. Zeigler-Hill & T. Shackelford (Eds.). *The SAGE Handbook of Personality and Individual Differences.* (pp. 659-677). London: Sage.
- BC9 Shen, W., Sackett, P.R. et al. (2017). Updated Perspectives on the International Legal Environment for Selection. In J. L Farr and N. T. Tippins (Eds.) *Handbook of Employee Selection* (pp. 659-677). New York: Taylor & Francis.

- BC8 **Nikolaou, I.**, Bauer, T.N & Truxillo, D.M. (2015). Applicant Reactions to Selection Methods: An overview of recent research and suggestions for the future. In I. **Nikolaou** & J. K. Oostrom (Eds.) *Employee Recruitment, Selection, and Assessment. Contemporary Issues for Theory and Practice* (pp. 80-96). Hove, East Sussex: Routledge.
- BC7 Ryan, A. M., Inceoglu, I., Bartram, D., Golubovich, J., Grand, J., Reeder, M., Derous, E., **Nikolaou, I.** Yao, X. (2015). Trends in Testing: Highlights of a global survey. In I. **Nikolaou** & J. K. Oostrom (Eds.) *Employee Recruitment, Selection, and Assessment. Contemporary Issues for Theory and Practice* (pp. 136-153). Hove, East Sussex: Routledge.
- BC6 Sackett, P.R., Shen, W. et al. (2010). Perspectives from twenty-two countries on the legal environment for selection. In J. L Farr and N. T. Tippins (Eds.) *Handbook of Employee Selection* (pp. 651-676). New York: Taylor & Francis.
- BC5 **Nikolaou, I.** (2008). "No strings attached". Keeping the people balance in organizations. In Neumaier, O., Schweiger, G. & Sedmak, C. (eds.): *Perspectives on Work. Impulses from Salzburg*. Munster etc.: LIT Verlag.
- BC4 **Nikolaou, I.**, Vakola, M. & Robertson, I.T. (2006). 360 degree feedback and leadership development. In R. Burke & C. L. Cooper (Eds.) *Inspiring Leaders* (pp. 305-319). London: Taylor & Francis.
- BC3 Vakola, M., & **Nikolaou, I.** (2002). Organisational readiness for organisational change: The role of strategy, culture and human resource management. In F. Analoui (Ed.) *The Changing Patterns of Human Resource Management* (pp. 270-283). Aldershot: Ashgate Publishing.
- BC2 **Nikolaou, I.**, Robertson, I.T (1999). The influence of employees' work competencies and contextual behaviour on managers' performance appraisals. In Jansen, P.G.W., Pepermans, R. (Eds.), *Empirical studies of managerial behaviour, development and socialisation* (pp. 79-94). Leuven: Acco.
- BC1 Kantas, A., Kalogera, S. & **Nikolaou, I.** (1997). Recruitment and selection: Managerial practices and perceptions in the Greek private sector. In Pepermans, R., Buelens, A., Vinkenbure, G.J. & Jansen, P.G.W. (Eds.), *Managerial Behaviour and Practices. European Research Issues*. (pp. 81-90) Leuven: Acco.

## OTHER PUBLICATIONS

- Nikolaou, I.** (2019). Editorial - Current State and the Future of International Journal of Selection & Assessment. *International Journal of Selection and Assessment*, 27(4), 297-298. <https://doi.org/10.1111/ijsa.12272>
- Bozionelos, N., & **Nikolaou, I.** (2010). Research Brief: Happiness Around the World: More to it than Money? *Academy of Management Perspectives*, 24 (4), 96-98.
- Bozionelos, N., & **Nikolaou, I.** (2010). Research Brief: Does Treating the Permanent Workforce Well Matter to Temporary Employees? *Academy of Management Perspectives*, 24(1), 84-86.
- Nikolaou, I.**, Vakola, M. & Kantas, A. (2009). History and Development of Industrial Work & Organizational Psychology in Greece. *The Industrial-Organizational Psychologist*, 47(2), 87-91.
- Vourou, Th. & **Nikolaou, I.** (2008). Moderators in the personality-job performance relationship (in Greek). *Astrolavos*, 9, 58-83.
- Nikolaou, I.** (1998). Book review of 'Delivering on the Promise. How to Attract, Manage, and Retain Human Capital by B. Friedman, J. Hatch, D. Kalker. The Free Press: New York. 226 pp. *International Journal of Manpower*, 20, pp. 388-390.
- Robertson, I.T., Lewis, B., Bardzil, P., **Nikolaou, I.** (1999). The influence of personality factors on customers' assessments of service quality. Working Paper Series No 9910 (ISBN: 1-86115-0598). Manchester School of Management, UMIST, UK.
- Robertson I.T., Smythe, J.F., Gibbons, P., Kurz, R., **Nikolaou, I.**, Roberts, S., & Yang, Z. (1996). Research in progress report: The Occupational Psychology Research Group, Manchester School of Management, UMIST, UK. *International Journal of Selection and Assessment*, 4, 49-52.

## SPECIAL ISSUES

1. Potocnik, K., Anderson, N., Born, M., Kleinmann, M. & **Nikolaou, I.** (2021) Recent Developments in Recruitment and Selection: European Perspectives and Advances. *European Journal of Work and Organizational Psychology*.
2. **Nikolaou, I.**, Anderson, N. & Salgado, J. (2012). Special Issue on Advances in Selection & Assessment in Europe. *International Journal of Selection & Assessment*, **20** (4).

#### CITATIONS:

- [Google Scholar](#): 7516 citations, h-index: 32
- [Scopus](#): 1967 citations, h-index: 21

#### INVITED / KEYNOTE SPEAKER

1. **Nikolaou, I.** (February 2025). A brief Research overview. Society of Organizational Behaviour Australia Annual Conference. University of Sydney, Australia.
2. **Nikolaou, I.** (June 2023). Recent trends and challenges in employee recruitment and selection: The role of technology. Annual Conference of the Romanian Psychological Association, Constantza, Romania.
3. **Nikolaou, I.** (2019). Technology in Recruitment and Selection; Past, present and the future. Boussias Recruitment Conference, Athens, Greece
4. **Nikolaou, I.** (2018). Technology in Recruitment and Selection; Recent developments in the field. Invited speaker to the 5<sup>th</sup> Conference of the Work and Organizational Psychology Division of the Hellenic Psychological Society, University of Piraeus.
5. **Nikolaou, I.** (2018). “Technology in Employee Recruitment and Selection”. Invited Keynote Presentation at the Universidad Popular Autonoma Del Estado De Puebla Conference, Puebla, Mexico.
6. **Nikolaou, I.** (2018). “Technology in Employee Recruitment and Selection: Where are we now and where are we going?” Invited Keynote Presentation at the Future of Work and Organizational Psychology Advanced International Seminar, Universidad Complutense Madrid.
7. **Nikolaou, I.** (2017). “Recent developments in the field of recruitment and selection; the role of technology”. Invited keynote to the 1<sup>st</sup> International Conference the Supreme Council for Civil Personnel Selection, Athens, Greece.
8. **Nikolaou, I.** (2017). “Technology in Employee Recruitment and Selection”. Invited Keynote Presentation at the Recruitment and Selection Symposium “New Trends and Boundary Conditions in Recruitment and Selection Procedures”, Surrey Business School, Surrey, UK
9. **Nikolaou, I.** (2017): Alliance for Organizational Psychology Invited Symposium-The Impact of Technology on Recruitment and Selection: An International Perspective. 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, USA
10. **Nikolaou, I.** (2017). New trends in recruitment – Research evidence from Greece. Boussias Recruitment Conference, Athens, Greece.
11. **Nikolaou, I.** (May 2013). “You’re fired! Exploring the impact of financial crisis on people of Europe”. Invited symposium at 16th congress of the European Association of Work and Organizational Psychology (EAWOP), Munster, Germany.
12. **Nikolaou, I.** (November 2011). The Big HR Debate. Hellenic Management Association & Boussias Conferences.
13. **Nikolaou, I.** (November 2010). The Big HR Debate. Hellenic Management Association & Boussias Conferences.
14. **Nikolaou, I.** (April 2010). The use and effectiveness of social media in Greece. Greek People Management Association Annual Conference (GPMA).
15. **Nikolaou, I.** (December 2009). Personality and Career Choices. Mindset Conference (Orizontes)
16. **Nikolaou** (2009). *Psychological Contract Development and Employee Attitudes*. Invited Symposium. Chair of Invited Symposium. 14th European Congress of Work and Organizational Psychology. Santiago de Compostela, Spain.
17. **Nikolaou** (2007). *No strings attached; Keeping the people balance in organizations*. Center for Ethics and Poverty Research, University of Salzburg, Austria.
18. **Nikolaou, I.** (2006). *Emotional Intelligence Research in Greece*. Symposium on Emotional Intelligence chaired by Dr Daniel Coleman, Athens, Greece.
19. **Nikolaou, I.** & Georgiadou, M. (2004). *Human Resource Practises in Greece*. 4<sup>th</sup> International Human Resources Conference, PricewaterhouseCoopers, Athens, Greece.

20. Nikolaou, I. & Tsaousis, I. (2003). *Emotional Intelligence and Management Development*. 3<sup>rd</sup> International Human Resources Conference, PricewaterhouseCoopers, Athens, Greece.
21. Nikolaou, I. & Papathanasiou, D. (2002). *Organizational culture*. 2<sup>nd</sup> International Human Resources Conference. PricewaterhouseCoopers, Athens, Greece.

## GRADUATE (PHD) STUDENTS SUPERVISED

### Chair (Supervisor)-DMST-AUEB

1. Tomprou Maria. *The Potential Dynamics of Newcomers' Psychological Contract Creation during Selection and Socialization*. Completed (September 2009).
2. Chatzi Sofia. *Team-based Employee Selection: The role of individual differences on team innovation*. Completed (February 2013)
3. Gouras Athanasios. *Change Agency Selection Criteria: their role in attitude Formulation and Change Success*. Completed (September 2013)
4. Georgiou Konstantina. *Individual differences and job search behaviors; The effects on recent graduates' emotional and psychological state*. Completed (December 2015)
5. Afroditi Gaitanarou: *Social Networking Websites in Recruitment and Selection – the role of negative information* Completed (June 2023)
6. Evdokia Tsoni: *Applicant Reactions in Recruitment and Selection – the role of technology* Completed (September 2023)

### Doctoral students committees-DMST-AUEB

1. Karli Marina, Department of Marketing and Communication, AUEB (Completed 2021)
2. Agapitou Vasia. Department of Management Science & Technology, AUEB (Completed 2016)
3. Kardasi Ourania. Department of Management Science & Technology, AUEB (Completed 2016)
4. Bina Maria. Department of Management Science & Technology, AUEB (completed)
5. Brahos Dimitrios. Department of Management Science & Technology, AUEB (completed)
6. Dalakoura Aphrodite. Department of Management Science & Technology, AUEB (completed)
7. Iordanoglou Dimitra. Department of Marketing & Communication, AUEB (completed)
8. Kapoutsis Ilias. Department of Business Administration, AUEB (completed)
9. Kostopoulos Kostas. Department of Management Science & Technology, AUEB (completed)

## CONFERENCE ORGANIZATION

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

## EDITORIAL REVIEW BOARD MEMBER

- International Journal of Selection and Assessment | **Editor-in-Chief (2018 – 2024)**
- Journal of Business and Psychology (2017-today)

- Personnel Assessment and Decisions (2014-today)
- International Journal of Selection & Assessment (2012-σήμερα)
- Review of Work and Organizational Psychology-Revista de Psicología del Trabajo y las Organizaciones (Consulting Editor) (2009- today)
- Journal of Personnel Psychology (2009-2024)
- Journal of Managerial Psychology (2007-2023)
- Employee Relations (2013-today)
- Leadership & Organization Development Journal (2007-2012)

#### REVIEWER IN:

- Journal of Applied Psychology
- Applied Psychology: An International Review
- European Journal of Work and Organizational Psychology
- Human Resource Management
- International Journal of Human Resource Management
- Journal of Organizational Behaviour
- Journal of Personnel Psychology
- Journal of Applied Social Psychology
- Academy of Management Annual Conferences (OB-HRM divisions)
- Society of Industrial and Organizational Psychology Annual Conferences
- Ψυχολογία (“Psychology”)

#### PROFESSIONAL MEMBERSHIPS

- Greek Academy of Human Resources Management (Board Chairman 2024-today)
- Society for Industrial and Organizational Psychology (SIOP)
- European Association of Work and Organisational Psychology (EAWOP)
- European Network of Organizational Psychologists (ENOP, Greek representative)
- European Network of Selection Researchers (ENESER, Founding member)
- International Association of Applied Psychology (IAAP)
- Consortium for Emotional Intelligence Research in Organizations (EI Consortium)
- Hellenic Psychological Society

#### AWARDS-DISTINCTIONS

- Teaching Award for “Personal Skills Development” course, 2023-2024 (**3.000€ research grant**), Department of Management Science & Technology, Athens University of Economics & Business.
- Teaching Award for “Personal Skills Development” course, 2020-2021 (**3.000€ research grant**), Department of Management Science & Technology, Athens University of Economics & Business.
- Teaching Award 2023-2024, 2014-2015 & 2006-2007, MBA International, Athens University of Economics & Business.
- Teaching Award 2015-2016, MSc in Management Science and Technology, Athens University of Economics & Business.
- Teaching Award for “Personal Skills Development” course, 2013-2014, 2012-2013, 2003-2004, Department of Management Science & Technology, Athens University of Economics & Business.
- External evaluator of the Faculty of Psychology and Educational Sciences (Personality and Social Psychology, Human Resources Management and Organizational Behavior Group) at Ghent University, Belgium (October 2013)
- State Scholarships Foundation of Greece (IKY) scholarship in Work & Organizational Psychology for postgraduate studies in the UK (1994-1998)

#### CONSULTING AND EXECUTIVE TRAINING

- Ideal Holdings, Yodeck, Sklavenitis, Tsamouris-Douzolgou, Peoplecert, GaiaOse, Public Power Corporation, Menarini, Kotsovolos/Dixons, Groupama, Metro, EFG Eurobank, Misko-Barilla, Pfizer, SEAT, Kantor Consulting, Lion Hellas, Infote, Dodoni Dairy, Greek Railways Organization (OSE), Intracom Telecommunications, AB Vasilopoulos, etc. on Organizational Behavior, Leadership Development and Human Resource Management topics.

<b>OTHER ROLES</b>
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- |  |
|--|
| <ul style="list-style-type: none"> <li>• Head of the Department of Management Science and Technology, School of Business, Athens University of Economics and Business (Sept. 2025-today)</li> <li>• Course Director of the MSc in Human Resources Management, Athens University of Economics and Business (Sept. 2015-Sept. 2022)</li> <li>• President of the Board of the Greek Academy of Human Resources Management (2024-today)</li> <li>• Co-founder of the European Network of Selection Researchers (ENESER-<a href="http://www.eneser.org">www.eneser.org</a>) (June 2011-today)</li> <li>• Chairman of the HR Awards selection Committee (2023-today)</li> <li>• Executive Committee member of the European Association of Work &amp; Organizational Psychology (EAWOP) (May 2013-May 2017)</li> <li>• Career Office Academic Director, Athens University of Economics and Business (June 2014-Dec. 2017)</li> <li>• Co-founder of the not-for-profit Mentoring Organization Job-Pairs (<a href="http://www.job-pairs.gr">www.job-pairs.gr</a>).</li> <li>• Member of the Board of Advisors of AIESEC Greece (2011-2012)</li> </ul> |
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