

ELEANNA GALANAKI
Associate Professor in Behavior of Organizations
Athens University of Economics and Business

Personal Details

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Education:

2001- 2005: Athens University of Economics and Business, Department of Marketing and Communication: **PhD** (Excellent) in the subject "Outsourcing of Human Resource Management functions". The research field of the doctoral thesis combines knowledge of pure economics and human resource management.

The preparation of the doctoral thesis was financially supported by two scholarships: (a) the State Scholarships Foundation and (b) the "Irakleitos" Program in collaboration with the Greek Ministry of Education and Culture and the European Commission. It was also awarded the Highly Commended Award 2006 by the Emerald/EFMD Outstanding Doctoral Research Awards.

1999-2000: University of Newcastle, **Master of Arts** in Human Resource Management. Original thesis subject: "Online Recruitment in IT companies" (Distinction), for which I received the "**Award for the Best Dissertation**, Year 1999-2000" from the University.

March 2000: International Human Resource Management courses, at the Ecole Supérieure de Commerce de Grenoble (collaboration of Newcastle University and the Ecole Sup. de Grenoble).

Jan.-Jul. 1997: Courses at the École Supérieure de Commerce de Marseille, as a European Union scholar with the **Erasmus program**.

1994-1998: Athens University of Economics, **Bachelor of Economics**, General Economics. Degree grade: 7.7. State Scholarship Foundation Scholar for the second year of studies

1994: Highschool completed at the Ecole Greco-Française des Ursulines.

Paid Professional Experience:

Sept. 2024-now **Vice-Rector for Economic Planning and Infrastructure**, Athens University of Economics and Business

Dec. 2022-now: **Associate Professor in Organizational Behavior**, Department of Marketing and Communication, School of Business Administration, Athens University of Economics and Business

Jun. 2020-now: **Director of the Laboratory of Human Resource Management**, Department of Marketing and Communication, School of Business Administration, Athens University of Economics and Business

May 2015-2023: **Assistant Professor in Organizational Behavior**, Department of Marketing and Communication, School of Business Administration, Athens University of Economics and Business (tenured since 2018)

Sep. 2009-May 2015: **Lecturer in Organizational Behavior**, Department of Marketing and Communication, Athens University of Economics and Business

- Sep. 2009-
June 2014:** **Collaborating Educational Staff at the Hellenic Open University**, in the course "Banking Administration" of the Postgraduate Program "Banking" of the Hellenic Open University.
- Feb. 2006-Aug.
2009:** **Lecturer in Human Resources Management with the Presidential Decree 407/80**, at the Athens University of Economics. Courses taught: Human Resources Management - Entrepreneurship - Organizational Behavior - Business Game in Human Resources Management
- Sep. 2006-Jun.
2008:** **Collaborating Teaching Staff at the Hellenic Open University**, in the course "Introduction to Business Administration
- Dec. 2001 –
Aug. 2006:** Employment at the Athens University of Economics and Business as an assistant to Professor Nancy Papalexandri in the student internship program and as a researcher in the programs of the Human Resources Management Laboratory of the AUEB. During this employment, participation in the organization of three international conferences, and support in the organization of the newly established Postgraduate Program in Human Resources Management.
- Jun.-Aug.
2002:** Researcher: Completion of research (literature review, questionnaire and statistical analysis, writing), on Electronic Procurement Systems for the Health Sector, notably European hospitals, funded by the European Union, as part of the "Optimal Public Procurement in the Healthcare Market Place" project.
- Nov. - Dec.
2000** Research Assistant: Participation in research dealing with the use of modern, flexible technologies of production (CAM, CAD, CIM) in the Greek industry. The research was organized by the National Technical University of Athens and the Athens University of Economics and Business and funded by the EU.
- Sep 1998.-Aug
1999:** Employment at the SME "Health-Care"- Importing and wholesale of pharmaceuticals. Major tasks: Economic Department: Accounting and financial tasks (accounts, imports, taxation, payroll, banks, logistics)
- Oct. 1997- Jun
1998:** Conducting educational programs for secondary and primary schools in Athens Museums.
- Jul. 1997:** Participation in a research project conducted by the Athens University of Economics and Business, in the field of fabric and clothing sector in Greece

Taught Courses

Undergraduate:

- Human Resource Management. Athens University of Economics and Business (Department of Accounting and Finance) (2005- 2024: independent teaching)
- Management Consulting. Athens University of Economics and Business (Department of Marketing and Communication) (2016-now: co-teaching)
- Internship course. Athens University of Economics and Business (Department of Marketing and Communication) (2022-now: co-teaching)
- Principles of Business Management. Athens University of Economics and Business (Department of Accounting and Finance) (2017- 2019: co-teaching, 2012-2016 & 2020-2022: independent teaching)
- Entrepreneurship. Athens University of Economics and Business (Department of Marketing and Communication) (2016-2020: co-teaching)
- Entrepreneurship and SMEs. Athens University of Economics and Business (Erasmus program-incoming students, Department of Marketing and Communication) (2005-2016: independent teaching)
- Public Relations. Athens University of Economics and Business (Department of Marketing & Communication) (2011-2014, co-teaching)
- Pedagogical and Teaching Competence Program. Athens University of Economics and Business (2012- 2014: co-teaching)
- Introduction to Management. Athens University of Economics and Business (Department of Marketing and Communication) (2010- 2011, 2012-2013: co-teaching)
- Introduction to Management. Greek Open University (Department of Management of Businesses and Organizations, DEO- EAP) (2006-2008: independent teaching)

- Organisational Behaviour. Athens University of Economics and Business (Erasmus program, incoming students), offered to all university departments (2006-2007)

Postgraduate:

- HR Metrics and Outsourcing, Master's Degree in Human Resources Management of AUEB (Department of Executives and Full-time Department) (2015-present: independent teaching)
- Human Resource Management and Organizational Behavior, International MBA, Athens University of Economics and Business (2012-2015: co-teaching, 2016-2023: independent teaching)
- Human Resources Management, in the interdepartmental MBA, Athens University of Economics and Business (2016-2017: co-teaching)
- Business Game in Human Resources Management (using the simulation method), in the Postgraduate Program in Human Resources Management of AUEB (Department of Executives and Full-time Department) (2006-2015: independent teaching)
- Banking Management, in the Hellenic Open University (Postgraduate Program in Banking) (2009- 2014: independent teaching)
- Cross- Cultural Management, Postgraduate Program in International Marketing (PRIMA), Athens University of Economics and Business (2012: co-teaching)
- Management and Organizational Behavior (Athens University of Economics and Business, Postgraduate MENT, AUEB) (2010-2011: co-teaching)
- Human Resources Management, MBA, Agricultural University of Athens (2005-2009: independent teaching)
- Invitation to lecture to postgraduate and undergraduate students of Rouen Business School within the framework of the International Academic Week 2013 (Lecture topic: Generations and their Career Strategies: Identification and comparison between Baby Boomers and Y-ers, based on a Greek empirical study- April 2013)

Supervision of theses within the framework of the Master's Degree in Human Resources Management and other Master's Degrees of the AUEB and the Master's Degree in Banking of the Hellenic Open University (approximately 80 theses to date).

Supervision of theses

- Dr. Nikos Pachos, “High Performance Work Systems for an Ageing Workforce”: 2016–2020
- Dr. Irene Zografou, “Human Resource Management and Employer Branding for High-Performing Small and Medium-Sized Enterprises”: 2020–2023
- Dr. Rafailia Chousmekeridou, “Human Resource Analytics, Operational Performance, and Business Outcomes”, 2021-2026

Participation / Invitation to Evaluation Committees:

12 doctoral dissertations, including:

- 2 at international universities:
 - Vilnius University (invitation by Prof. Dr. Ilona Bučiūnienė, 2018)
 - University of St. Gallen (invitation by Prof. Dr. Robert Winter, 2024)
- 1 at the University of Piraeus (invitation by Prof. Fotini Paraskeva, 2019)
- 4 at other departments of the Athens University of Economics and Business

Participation in the supervision and evaluation of more than 100 Master’s theses.

Seminars, continuing education, and eLearning:

- Digital transformation of human resources – Challenges arising from the implementation of flexible forms of collaboration for insurance professionals (for Eurolife Insurance, January 2021)
- Human Resource Management in continuing education programs of the National and Kapodistrian University of Athens (NKUA), for executives of TYPET (April 2017) and for members of the Athens Medical Association (December 2018, May 2019)
- Leadership in Social Enterprises at the Continuing Education Center (KEK) of the Athens University of Economics and Business, Diploma in Social Entrepreneurship (2016–2017: independent teaching)
- Management, Communication, Leadership and Team Dynamics (University of Athens, Master’s in E-Commerce) (2003–2004: independent teaching)
- Human Resource Management at the Continuing Education Center (KEK) of the Athens University of Economics and Business, Business Administration Program for Executives (2003–2005: independent teaching)

- Microeconomics and Macroeconomics – Economics for Non-Economists (KEK ELTA) (2003–2004)

Distance and Online Continuing Education (E-learning):

- Human Resource Metrics (HR Metrics), e-learning program of the Centre for Lifelong Learning, Athens University of Economics and Business (Scientific Coordinator, 2019–present)
- Management of Small and Medium-Sized Service Enterprises, e-learning program of the Centre for Lifelong Learning, Athens University of Economics and Business (Scientific Coordinator, 2018–present)
- Business Administration, distance learning seminar, Hellenic Open University (2012–2013: independent teaching)
- Human Resource Management, distance learning seminar, Hellenic Open University (2012–2013: independent teaching)

1. Awards – Scholarships

- For the article “Multi-level effects of human resource bundles on the performance of aging employees”, *Human Resource Development Quarterly*, 35(2), 165–188 (with Pahos, N. & van der Heijden, B.), **Richard A. Swanson Research Excellence Award 2024**, Academy of Human Resource Development (2025)
- For the same article (*HRDQ*, 35(2), 165–188), Certificate of Achievement – **2023 Top Cited Article**, Wiley, *Human Resource Development Quarterly* (2025)
- Contribution to the GLOBE 2020 research network, “**Go Getter Award – Certificate of Excellence in Data Collection Turnaround Speed**” (2023)
- For the paper “Maintenance and Growth-enhancing HRM bundles for an ageing workforce: A multi-level study” (with Pahos, N. & van der Heijden, B.), presented at the European Academy of Management Conference 2021, **nominated for Best Paper (ST09_01 HRM Track, Runner-up)** (Online conference, 16–18 June 2021)
- Contribution to the GLOBE 2020 research network, **Certificate of Excellence in Cross-Cultural Research** (2020)
- For the article “Assessing cross-national invariance of the three-component model of organizational commitment: a cross-country study of university faculty”, **Outstanding Paper Award, Emerald Literati Awards** (2020)
- For the article “The decision to recruit online: a descriptive study”, **3rd most downloaded article in *Career Development International*** in 2011, with a total of 10,393 downloads (2012)
- **Emerald/EFMD Outstanding Doctoral Research Awards – Highly Commended Award** (2006)
- For PhD studies: Scholarship from the “**Heraclitus: Research Scholarships with Priority in Basic Research**” Programme (2004)
- **State Scholarships Foundation (IKY) Scholarship** for doctoral studies (2001)
- **Best Dissertation Award**, Master’s Degree (1999–2000)
- **State Scholarships Foundation (IKY) Scholarship**, 2nd year of studies, Department of Economics, Athens University of Economics and Business (1995–1996)

Citations: 2537, h-index: 21, i-10 index: 30 (based on Google Scholar) – May, 2026

2. Publications (Scholarly Peer- Reviewed Journals):

- 2.1. Papagiannakis, G.; Wood, G.; Ioakeimidou, M., Chousmekeridou, R. and Galanaki, E. (in-print). The Unintended Consequences of Enforcement of Labor Regulations: Spillover Effects on Competitors’ HRM Practices, *Academy of Management Discoveries*. <https://journals.aom.org/doi/abs/10.5465/amd.2024.0140> (5-yr I.F. 2024: **6.2**, JCI **72.9%** in MANAGEMENT / **AJG2024 (ABS): 3** / CiteScore 2024: **7.5 - 89%**, 7/61 in Industrial Relations)
- 2.2. Galanaki, E; Papalexandris, N.; Zografou, I. & Pahos, N. (2024). “Nothing personal, it’s the Organization. Links between Organizational Culture, Workplace Bullying and Affective Commitment”, *Frontiers in Psychology*, Volume 15 - 2024 | doi: [10.3389/fpsyg.2024.1293610](https://doi.org/10.3389/fpsyg.2024.1293610) (5-yr I.F. 2024: 3.5, JCI **71.5%** in PSYCHOLOGY MULTIDISCIPLINARY / CiteScore 2024: 6.3 - **83%**, 36/218 in General Psychology)
- 2.3. Zografou, I. and Galanaki, E. (2024). “To “Talk the Walk” or to “Walk the Talk”? Employer Branding and Human Resource Management Synergies in Small and Medium-sized Hotels”. *EuroMed Journal of Business*, <https://doi.org/10.1108/EMJB-09-2023-0259> (5-YR I.F. 2024: 4.6, JCI **61.4%** in BUSINESS / **AJG2024 (ABS): 2** / CiteScore 2024: 10.5, **93%**, 23/333 in Finance)

- 2.4. Zografou, I., Galanaki, E., Pahos, N. and Deligianni, I. (2024), "Not a single path to success: alternative HRM configurations for well-performing small and medium-sized hotels", *Employee Relations*, Vol. 46 No. 9, pp. 21-41. <https://doi.org/10.1108/ER-06-2023-0295> (5-yr I.F. 2024: 3.8, JCI 66.35% in INDUSTRIAL RELATIONS & LABOR, JCI **70.90%** in MANAGEMENT / AJG2024 (ABS): 2 / CiteScore 2024: 7.1 - **86%**, 9/61 in Industrial Relations)
- 2.5. Pahos, N., Galanaki, E., & van der Heijden, B. I. J. M. (2024). Multi-level effects of human resource bundles on the performance of aging employees. *Human Resource Development Quarterly*, 35(2), 165–188. <https://doi.org/10.1002/hrdq.21501> (5-yr I.F. 2024: **5.5**, JCI **83.65%** in INDUSTRIAL RELATIONS & LABOR, JCI **79.22%** in MANAGEMENT, JCI **83.04%** in PSYCHOLOGY APPLIED / AJG2024 (ABS): 2 / CiteScore 2024: 10.2 - **98%**, 12/630 in Arts and Humanities (miscellaneous)
- 2.6. Pahos, N., & Galanaki, E. (2022). Performance Effects of High Performance Work Systems on Committed, Long-Term Employees: A Multilevel Study. *Frontiers in Psychology*, 13. doi: 10.3389/fpsyg.2022.825397-<https://www.frontiersin.org/articles/10.3389/fpsyg.2022.825397/full> (5-yr I.F. 2024: 3.5, JCI **71.5%** in PSYCHOLOGY MULTIDISCIPLINARY / CiteScore 2024: 6.3 - **83%**, 36/218 in General Psychology)
- 2.7. Pahos, N.; Galanaki, E.; Van der Heijden, B.; and de Jong, J. (2021). The Moderating Effect of Age on the Association Between High-Performance Work Systems and Employee Performance in Different Work Roles, *Work Aging and Retirement*, Volume 7, Issue 3, July 2021, Pages 214–228, <https://doi.org/10.1093/workar/waaa032> (5-YR I.F. 2024: 3.0, JCI 50.97% in INDUSTRIAL RELATIONS & LABOR , JCI 59.74% in MANAGEMENT, 55.24% in PSYCHOLOGY, APPLIED / AJG2024 (ABS): 2 / CiteScore 2024: 5.9 , **90%** - 141/1497 in Sociology and Political Science)
- 2.8. Galanaki, E. (2020), "A hidden deterioration in equal pay achievements? The case of employee benefits during the Greek recession", *Gender in Management*, Vol. 35 No. 5, pp. 423-444. <https://doi.org/10.1108/GM-09-2019-0150> (5-YR I.F. 2024: 3.5, JCI 64.20% in BUSINESS, JCI 63.06% in MANAGEMENT , JCI 62.14% in WOMEN STUDIES / AJG2024 (ABS):1 / CiteScore 2024: 5.3 - **91%**, 20/227 in Gender Studies)
- 2.9. Galanaki E., Papagiannakis, G. and Rapti A. (2020). "Good is not good, when better is expected: Discrepancies between ideal and actual collectivism and their effect on employee attitudes", *European Management Review*, Vol.17, Issue 1, pp. 171– 184. <https://doi.org/10.1111/emre.12347> (5-YR I.F. 2024: 3,7, JCI 54.04% in MANAGEMENT / **AJG2024 (ABS):3** / CiteScore 2024: 7.2, **76%**, 106/451 in Business and International Management)
- 2.10. Galanaki E. (2020). "Effects of employee benefits on affective and continuance commitment during times of crisis", *International Journal of Manpower*, Vol. 41 No. 2, pp. 220-238. <https://doi.org/10.1108/IJM-08-2018-0270> (5-YR I.F. 2024: **5,2**, JCI **87.5%** in INDUSTRIAL RELATIONS & LABOR, JCI **80.40%** in MANAGEMENT / AJG2024 (ABS):2 / CiteScore 2024: 10.6, **90%**, 22/234 in Organizational Behavior and Human Resource Management)
- Galanaki, E., Parry, E., Bučiūnienė, I. and Panayotopoulou, L. (2019), "Demographic challenges for management: fad or reality?" Editorial, *Evidence-based HRM*, Vol. 7 No. 1, pp. 2-7. <https://doi.org/10.1108/EBHRM-04-2019-065> (5-YR I.F. 2024: 1.9, JCI 35.99% in MANAGEMENT / AJG2024 (ABS):1 / CiteScore 2024: 3.2, 69%, 79/261 in Economics, Econometrics and Finance (miscellaneous)
- 2.11. Pahos, N, and Galanaki, E. (2019). "Staffing practices and employee performance: the role of age", *Evidence-based HRM: a Global Forum for Empirical Scholarship*, Vol.7, No. 1, <https://doi.org/10.1108/EBHRM-01-2018-0007> (5-YR I.F. 2024: 1.9, JCI 35.99% in MANAGEMENT / AJG2024 (ABS):1 / CiteScore 2024: 3.2, 69%, 79/261 in Economics, Econometrics and Finance (miscellaneous)
- 2.12. Nandan, S., Halkias, D., Thurman, P. W., Komodromos, M., Alserhan, B.A., Adendorff, C., Yahaya Alhaj, N.H.Y, De Massis, A. Galanaki, E., Juma, N., Kwesiga, E., Nkamnebe, A.D., Seaman, C., (2018) " "Assessing cross-national invariance of the three-component model of organizational commitment: a cross-country study of university faculty", *EuroMed Journal of Business*, Vol. 13 Issue: 3, pp.254-279, <https://doi.org/10.1108/EMJB-09-2017-0031> (elected by the editorial team as an Outstanding Paper in the 2019 Emerald Literati Awards) (5-YR I.F. 2024: 4.6, JCI **61.4%** in BUSINESS / AJG2024 (ABS): 2 / CiteScore 2024: 10.5, **93%**, 23/333 in Finance)
- 2.13. Alon, I., Boulanger, M., Elston, J.A., Galanaki, E., Martínez de Ibarreta, C., Meyers, J., Muñoz-Ferrer, M. and Vélez-Calle, A. (2018), Business Cultural Intelligence Quotient: A Five-Country Study. *Thunderbird International*

- Business Review*, 60: 237-250. <https://doi.org/10.1002/tie.21826> (5-YR I.F. 2024: 2.6, JCI 34.23% in BUSINESS/ AJG2024 (ABS):2/ CiteScore 2024: 4.8, **89%** - 76/738 in Political Science and International Relations)
- 2.14. Galanaki, E. and Papalexandris, N. (2017). "Demographic challenges for the future business leader: Evidence from a Greek survey", *Evidence-based HRM: a global forum for empirical scholarship*, Vol. 5 Issue: 3, pp.297-310, <https://doi.org/10.1108/EBHRM-03-2017-0019>. (5-YR I.F. 2024: 1.9, JCI 35.99% in MANAGEMENT / AJG2024 (ABS):1 / CiteScore 2024: 3.2, 69%, 79/261 in Economics, Econometrics and Finance (miscellaneous))
- 2.15. Galanaki, E. and Papalexandris, N. (2013). "Measuring Workplace Bullying in Organisations", *International Journal of Human Resource Management*, Vol. 24, No.11, pp. 2107-2130, DOI:10.1080/09585192.2012.725084 (5-YR I.F. 2024: **6.9**, JCI **72.09%** in MANAGEMENT / **AJG2024 (ABS):3**, / CiteScore 2024: 13.3, **96%**- 9/234 in Organizational Behavior and Human Resource Management)
- 2.16. Alas, R., Papalexandris, N., Niglas, K., and Galanaki, E. (2011). "Managerial Values and Employee Commitment in a Cultural Context," *Transformations in Business & Economics*, 10, 42-59. <http://www.transformations.knf.vu.lt/23/article/mana> (5-YR I.F. 2024: 1.1, JCI 32,2% in BUSINESS, JCI 41,05% in ECONOMICS/ CiteScore 2024:2.3, **68%** - 231/738 Political Science and International Relations)
- 2.17. Panayotopoulou, L., Galanaki, E. and Papalexandris, N. (2010). "Adoption of electronic systems in HRM: Is national background of the firm relevant?" *New Technology Work and Employment*, <https://doi.org/10.1111/j.1468-005X.2010.00252.x> Vol. 25, No.3, pp. 253-269, <https://doi.org/10.1111/j.1468-005X.2010.00252.x> . (5-YR I.F. 2024: **7.2**, JCI **90.00%** in ERGONOMICS, JCI **83.25%** in MANAGEMENT/ **AJG2024 (ABS):3**/ CiteScore 2023: 11.2, **92%**- 4/49 in Human Factors and Ergonomics)
- 2.18. Galanaki, E., Papalexandris, N. and Chalikias J. (2009). "Revisiting leadership styles and attitudes towards women as managers in Greece: 15 years later", *Gender in Management: An International Journal*, Vol. 24, No 7, pp.484-504, <doi/10.1108/17542410910991782> (5-YR I.F. 2024: 3.5, JCI 64.20% in BUSINESS, JCI 63.06% in MANAGEMENT , JCI 62.14% in WOMEN STUDIES / AJG2024 (ABS):1 / CiteScore 2024: 5.3 - **91%**, 20/227 in Gender Studies)
- 2.19. Papalexandris, N. and Galanaki, E. (2009). "Leadership's Impact on Employee Engagement: Differences among Entrepreneurs and Professional CEOs", *Leadership and Organization Development Journal*, Vol. 30, No. 3-4, pp.365-385, <doi/10.1108/01437730910961685> (5-YR I.F. 2024: **5.2**, 67.34% in MANAGEMENT/ AJG2024 (ABS): 1/CiteScore 2023: 7.4- **87%**, 27/208 in Business, Management and Accounting)
- 2.20. Galanaki, E., Bourantas, D. and Papalexandris, N., (2008). "A decision model for outsourcing training functions: distinguishing between generic and firm/job specific training content", *International Journal of Human Resource Management*, Vol. 19, No. 12, pp. 2332 – 2351, <doi/full/10.1080/09585190802479579> (5-YR I.F. 2024: **6.9**, JCI **72.09%** in MANAGEMENT / **AJG2024 (ABS):3**, / CiteScore 2024: 13.3, **96%**- 9/234 in Organizational Behavior and Human Resource Management)
- 2.21. Panayotopoulou, L., Vakola, M. and Galanaki, E., (2007). "E-HR Adoption and the Role of HRM: Evidence from Greece", *Personnel Review*, Vol. 36, No. 2, p.p. 277 – 294, <doi/10.1108/00483480710726145> (5-YR I.F. 2024: 4.8, JCI **74.04%** in INDUSTRIAL RELATIONS & LABOR , JCI **77.55%** in MANAGEMENT/ AJG2024 (ABS):2/ CiteScore 2024:9 -**94%**, 4/61 in Industrial Relations)
- 2.22. Galanaki, E. and Papalexandris, N. (2007). "Internationalisation as a determining factor of HRM outsourcing", *International Journal of Human Resource Management*, Vol. 18, No. 8, pp. 1557 – 1567, <doi:10.1080/09585190701502687> (5-YR I.F. 2024: **6.9**, JCI **72.09%** in MANAGEMENT / **AJG2024 (ABS):3**, / CiteScore 2024: 13.3, **96%**- 9/234 in Organizational Behavior and Human Resource Management)
- 2.23. Galanaki, E. and Papalexandris, N. (2005). "Outsourcing of Human Resource Management Services in Greece", *International Journal of Manpower*, Vol. 26, No. 4, pp. 382-396, <doi/10.1108/01437720510609564>(5-YR I.F. 2024: **5.2**, JCI **87.5%** in INDUSTRIAL RELATIONS & LABOR, JCI **80.40%** in MANAGEMENT / AJG2024 (ABS):2 / CiteScore 2024: 10.6, **90%**, 22/234 in Organizational Behavior and Human Resource Management)
- 2.24. Apospori, E., Papalexandris, N. and Galanaki, E., (2005). "Entrepreneurial and Professional CEOs: Differences in Motive and Responsibility Profile", *Leadership and Organization Development Journal*, Vol. 26, No. 2, pp. 141-162, <doi/10.1108/01437730510582572> (5-YR I.F. 2024: **5.2**, 67.34% in MANAGEMENT/ AJG2024 (ABS): 1/CiteScore 2023: 7.4- **87%**, 27/208 in Business, Management and Accounting)

- 2.25. Galanaki, E. (2002). "The decision to recruit online: a descriptive study", *Career Development International*, Volume 7, Issue 4, pp. 243-251, [doi/10.1108/13620430210431325](https://doi.org/10.1108/13620430210431325) . (3rd most highly downloaded article of the journal in 2011 with a total of 10,393 downloads) (5-YR I.F. 2024: 4.2, JCI **69.24%** in MANAGEMENT, JCI **70.00%** in PSYCHOLOGY, APPLIED/ AJG2024 (ABS):2/ CiteScore 2023:5.4 - **92%**, 47/604 in Social Sciences)

Currently under review or close to submission:

“The New GLOBE Integrative Model of Outstanding Leadership: A Springboard for Large Scale Comparative Research in 134 Societies” This collective authorship paper has been officially accepted at the Journal of World Business.

“Cultural norms of the world: The GLOBE study of 144 societies.” This collective authorship manuscript is under review at the Journal of International Business Studies.

“A World of Cultural Complexity in 17 Clusters: A GLOBE Map of 144 Societies” This collective authorship manuscript is under review at the Journal of International Business Studies

“Individual and societal drivers of outstanding leadership perceptions”. This collective authorship paper has been submitted to the Leadership Quarterly

Chousmekeridou, R.F., Galanaki, E. and Mamakou, X.J. The AMO Beneficial Chain between Evidence-Based Management and HR Analytics, under review.

Zografou, I. and Galanaki, E. “Employer Branding Intention, Discrepancy, and HRM: Multilevel Performance Outcomes” under review

Kousina, E.; Deligianni, I.; Voudouris, I. and Galanaki, E. “How does psychological ownership in the public sector matter? The mediating role of territoriality”, under review

Lazazzara A.; Galanaki E.; Parry E. and Meuer J. “Configurations of HRM delivery mechanisms and strategic HRM”

Chousmekeridou R.; Galanaki, E. & Baltas A. “Gender representation across HR Analytics teams”.

Chousmekeridou R. and Galanaki, E. “A qualitative analysis of the HR analytics insight: experiences from the line.”

3. Publications in peer-reviewed edited volumes

- 3.1. Galanaki, E. (2023). The HRMinSMEs Study: Background, Methodology, and Sample. In: Galanaki, E. (ed.) with Zografou, I. (ass. ed.), *Human Resource Management, Business Performance, and Innovation in Small and Medium Enterprises*. Athens, Editions of the Athens University of Economics and Business, ISBN: 978-618-83313-9-6, available at: https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4720837, pp. 17-42.
- 3.2. Galanaki, E. (2023). HRM Practices in SMEs II: Performance Management and Compensation & Benefits. In: Galanaki, E. (ed.) with Zografou, I. (ass. ed.), *Human Resource Management, Business Performance, and Innovation in Small and Medium Enterprises*. Athens, Editions of the Athens University of Economics and Business, ISBN: 978-618-83313-9-6, available at: https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4720837, pp.58-64.
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6. Book Chapters

- 6.1. Galanaki, E., and Chousmekeridou, R.F. (2025). “Quantitative mapping and analysis of human resources.” In D. Iordanoglou and L. Panagiotopoulou (Eds.), *Human Resource Management in the Digital Age* (Chapter 9, pp. 343–368). Tziola Publications. <https://www.tziola.gr/book/dioikisi-anthropinou-dynamikou/>
- 6.2. Galanaki, E. and Stavrou, E. (2017). Chapter 7: Work Life Balance. *CRANET Survey on Comparative Human Resource Management International Executive Report 2017*, pp. 76- 86, <https://cbs-executive.dk/wp-content/uploads/2018/01/Cranet-International-Report-2017-FINAL-160118.pdf>
- 6.3. Galanaki, E. (2014). “Internal Communication and Employee Relations”, in *Public Relations*, edited by Papalexandri, N. and Lymperopoulos, D., Athens, Benou Publications.
- 6.4. Galanaki, E. (2014). “Ethics and Deontology in Public Relations”, in *Public Relations*, edited by Papalexandri, N. and Lymperopoulos, D., Athens, Benou Publications.

7. Research reports-Monographs

- 7.1. Galanaki, E. (2022). *Teleworking: Is it here to stay? Research results report 2021 and comparison with 2020*. https://www.dept.aueb.gr/sites/default/files/hrmlab/attachments/covid/report_digital_covid_public_2021.pdf
- 7.2. Galanaki, E. (2021). *Pandemic and digital adaptation in HRM: teleworking & e-learning. Research results report 2020*. https://www.dept.aueb.gr/sites/default/files/hrmlab/attachments/covid/report_digital_covid_public.pdf
- 7.3. Galanaki, E. (2015). *Human Resource Metrics. Research results report 2015*. https://www.dept.aueb.gr/sites/default/files/hrmlab/attachments/hr_metrics/exec_report_hr_metrics_research_2015.pdf

8. Other Publications:

- 8.1. Galanaki, E. (2024). *HR Metrics & Analytics*, HR case study series, Anniversary issue “20 Years Ahead in HR”.
- 8.2. Galanaki, E. (2022). *HR Metrics & Analytics at micro-, middle-, and macro-levels*, HR Professional [Professor’s View], January 2022, Issue 192, p. 58. https://issuu.com/boussiascommunications/docs/hr_192e_final?fr=sMmNkNzMyODI1OTU
- 8.3. Galanaki, E. (2021). *E-learning: Employees chose professional topics*, Oikonomikos Tachydromos, 20/04/2021. <https://www.ot.gr/2021/04/20/academia/oikonomiko-panepistimio-athinon/tilekpaideysi-oi-ergazomenoi-dialeksan-epaggelmatika-themata/>
- 8.4. Galanaki, E. (2021). *Teleworking: Is it here to stay?*, OPANews, Issue 39, Jan–Feb 2021, p. 3. <https://www.aueb.gr/el/opanews/tilergasia>
- 8.5. Galanaki, E. (2018). *Universities are changing – New era and challenges for higher education*, OPANews, Issue 22, Apr–May 2018, pp. 8–9. https://www.aueb.gr/sites/default/files/2018-06-12_opanews-apr-maios_teuxos22.pdf

- 8.6. Galanaki, E. (2017). *Organizations now review social media before selecting partners: Key findings from a major AUEB HRM study*, OPANews, Issue 14, Jan–Feb 2017, pp. 14–15. https://www.aueb.gr/sites/default/files/OPANEWS_14.pdf
- 8.7. Galanaki, E. (2016). *Long-term and international research in Human Resource Management*, HR Professional, December 2016, p. 9.
- 8.8. Galanaki, E. (2014). *Non-monetary rewards and employer choice*, Hominum Opus, Kariera.gr.
- 8.9. Galanaki, E. (2014). *Fringe benefits for employee loyalty and satisfaction*, ON HR MANAGEMENT Newsletter, EEDE–HIMAD, No. 2, December 2014, pp. 6–7.
- 8.10. Papalexandris, N., & Galanaki, E. (2011). *Workplace bullying: Affects employees and harms organizational climate even in Greek companies*, People Matters, Issue 42, 31 March 2011.
- 8.11. Galanaki, E., & Panayotopoulou, L. (2009). *Human Resource Information Systems (HRIS): The paradox between decentralization and increased HR control*, HR Professional, March 2009, pp. 54–55. <https://hrpro.gr/pliforiaka-systimata-diikisis-anthropinou-dynamikou-hris/>
- 8.12. Galanaki, E. (2007). *The outside arm of managing people*, Communication Director, May 2007. <https://www.communication-director.com/issues/quid-pro-quo/outside-arm-managing-people/#.Yh-CPZaxVPY>
- 8.13. Papalexandris, N., & Galanaki, E. (2007). *Speaking with an Internal Voice*, Communication Director, February 2007.
- 8.14. Galanaki, E. (2002). *Greek doctoral students: facing an uncertain future*, Science’s Next Wave. http://sciencecareers.sciencemag.org/career_magazine/previous_issues/articles/2002_03_08/nodoi.9369627738536417430
- 8.15. Galanaki, E. (2002). *Doctoral Education in Greece*, Science’s Next Wave. http://sciencecareers.sciencemag.org/career_magazine/previous_issues/articles/2002_03_08/nodoi.18357901705710791613

9. Invited Talks (non-peer reviewed)

- 9.1. Galanaki, E. (2026). “Σύμπραξη δυνάμεων για την Ισότητα Πρόσβαση: Η εμπειρία του Οικονομικού Πανεπιστημίου Αθηνών”, Kavouri, 111th Greek Rectors’ Summit, Univeristy of Piraeus, 2 April 2026.
- 9.2. Galanaki, E. (2024). “AI, Big Data, 4th Industrial Revolution, etc.: Challenges for Human Resources?”, Athens, 14th Pharmaceutical Management Conference, “*Pharmadise Leading healthcare intelligence*”, 3–4–5 April 2024.
- 9.3. Galanaki, E. (2022). “Practice and Challenges of Human Resource Management in SMEs and Large Enterprises in Greece: empirical evidence 2021–22”, Athens, Conference of the Department of Public Administration, Panteion University, “*Public Administration Today: Challenges and Perspectives*”, 10–11 November 2022.
- 9.4. Galanaki, E. (2021). “Older employees. Challenges and opportunities for performance and integration”, invited lecture at the Act45 event: *Promoting employability and lifelong learning for people over 45*, Athens, March 2021.
- 9.5. Galanaki, E. (2018). “Why do age differences matter at work? Demographic changes & challenges for Greek companies”, invited lecture at the event “*Personnel Management & Age Diversity at Work: Opportunities and Challenges for HR Managers*”, Athens, September 2018.
- 9.6. Galanaki, E. (2018). “HRM Outsourcing in Greece and internationally: Data, issues, perspectives”, *invited presentation at a workshop* organized by SEV on “*Outsourcing of Human Resource Management Services: Trends, approaches, challenges*”, Athens, 12 July 2018.
- 9.7. Galanaki, E. (2018). “Workforce Ageing: What are the challenges for HRM?”, *9th Human Resource Management Conference in Greece: “Looking to the future”*, Athens, 14 June 2018.
- 9.8. Galanaki, E. (2016). “Compensation and Flexible Employment Practices”, “*25 Years of Comparative Research in Human Resource Management. Trends and Challenges*”, evening event at the Athens University of Economics and Business, Athens, 12 December 2016.
- 9.9. Galanaki, E. (2016). “HR Metrics: usefulness and application in Greece in 2016”, *8th Human Resource Management Conference: “Practical Solutions to New Problems”*, Athens, 7 June 2016.
- 9.10. Pachos–Fokialis, N. and Galanaki, E. (2015). “Grey Tsunami in Entrepreneurship and Productivity: Myths, Trends and Research Framework”, *12th Student Conference of Management Science and Technology*, Athens, 14 May 2015.
- 9.11. Galanaki, E. (2014). “The role of non-financial rewards in organizational commitment and employee satisfaction”, *7th International Conference “Human Resource Management in Europe: Trends & Challenges”*, Athens, 12 June 2014.
- 9.12. Galanaki, E. (2012). “Non-financial benefits in Europe over the last 10 years: are employers substituting social policy?”, *6th International Conference “Human Resource Management in Europe: Trends & Challenges”*, Athens, 3 May 2012.

- 9.13. Galanaki, E. (2010). “Flexible Working Patterns in Greece and Europe”, *5th International Conference “Human Resource Management in Europe: Trends & Challenges”*, Athens, 27 May 2010.
- 9.14. Apospori, E. and Galanaki, E. (2008). “Bullying/Harassment in the workplace: Dimensions, impacts, causes”, *4th International Conference “Human Resource Management in Europe: Trends & Challenges”*, Athens, 30 May 2008.
- 9.15. Panayotopoulou, L. and Galanaki, E. (2005). “Adoption of HR Information Systems in Greece”, *3rd International Conference “Human Resource Management in Europe: Trends & Challenges”*, Athens, Greece, 19 May 2005.

10. Publications in Proceedings of International Workshops (peer-reviewed)

- 10.1. Galanaki, E. (2003). “Outsourcing of Services in four EU Countries: Current Trends”, *“1st Interknow Workshop”*, Eisenstadt, Austria, 14-17 Μαΐου 2003
- 10.2. Galanaki, E. (2002). “Outsourcing of Human Resource Management Functions: A literature review”, *“Impact of young economists on European integration”*, organised by the University of Poznan, Lubniewice, Poland. 18-21 Μαΐου 2002

11. Other Writing Experience

2017: University lecture notes: *“Business Consulting (Management Consulting)”*, in collaboration with Assistant Professor Lida Panagiotopoulou.

2015: Development of an interactive e-case study, *“Cretan Paradise”*.

2011: Development, in collaboration with PhD candidate Cleopatra Nteliou, of a standard electronic business plan for service enterprises, under the coordination of the Innovation and Entrepreneurship Unit of the Athens University of Economics and Business (scientific supervisor: Prof. S. Lioukas).

2008: Contribution to the preparation of the textbook *“Human Resource Management”* by Prof. Nancy Papalexandri for the corresponding postgraduate course in Banking at the Hellenic Open University.

2005–present: Various lecture notes, exercises, and educational materials within the framework of all taught courses.

12. Reviewing and Participation in Editorial Boards of Academic Journals & Conferences

- Guest Editor at the *Evidence-based HRM: a global forum for empirical scholarship* for the Special Issue: *Demographic Challenges for Human Resource Management* (2017-2018)
- Member of the Editorial Board of the *International Journal of Human Resource Management* (I. F.2020: 5.55, 2013-)
- Member of the Editorial Advisory Board (EAB) of *Employee Relations* (2013-)
- Member of the Scientific Council of the European Academy of Management (2020-)
- General Organizational Behavior Track and Program Chair for the EURAM annual conference, 2018, 2019, 2020
- Track Chair at the European Academy of Management 2017 conference. Topic: “Demographic Challenges for Management”
- Ad-hoc reviewer at *Human Resource Management* (the journal), *Personnel Review*, *Gender in Management: an International Journal*, *International Journal of Manpower*, *Evidence-Based HRM*, *Leadership and Organizational Development Journal*, *Thunderbird International Business Review*, *International Journal of Organizational Analysis*)
- Reviewer at the *European Academy of Management (EURAM) Conference* (2010-2011-2012-2013-2015-2016-2017)
- Reviewer at the *International Human Resource Management Conference* (2009-2011-2013)

13. Participation in Research/ Consulting/ Voluntary Projects and Activities

- Scientific Coordinator of the project *“HRMinSMEs”*, funded by ELIDEK under the action “1st Call for ELIDEK research projects for the support of faculty members and researchers and the procurement of high-value research equipment” (2019–2023)- <https://www.dept.aueb.gr/en/HRMlab/HRMinSMEs> .
- Participation in the research activities of the international research network CRANET – www.cranet.net – focusing on Human Resource Management practices, under the scientific supervision of Professor Nancy Papalexandri and within the Human Resource Management Laboratory of the Athens University of Economics and Business (2002–present, and particularly in the research waves of 2004, 2009, and 2014–2015).
- Participation in the research activities of the international research network GLOBE – <https://globeproject.com> – focusing on organizational and national culture and leadership styles, under the scientific supervision of Professor Nancy Papalexandri and within the Human Resource Management Laboratory of the Athens University of Economics and Business (2002–present, mainly in the second and third phases of the research project). Since 2019, participation as the main national representative in the GLOBE 2020 project – <https://globeproject.com/about>.

- Scientific Coordinator of the project “*Human Resource Management for an Ageing Workforce*”, funded by the action “Ways to Strengthen Research at AUEB to Promote Extroversion and Excellence – Action 1: Strengthening of Early-Career Faculty Members” of the Athens University of Economics and Business (2016–2018).
- Scientific coordinator and AUEB representative in the project “*Enhancing Quality of Doctoral Education at Higher Education Institutions in Uzbekistan – UZDOC*”, Tempus Programme – Structural Measures (EU funding: 2013–2016).
- Scientific Coordinator of the project “*The impact of non-monetary remuneration on employee attitudes during the current economic crisis in Greece*”, funded by the action “Ways to Strengthen Research at AUEB to Promote Extroversion and Excellence – Action 1: Strengthening of Early-Career Faculty Members” of the Athens University of Economics and Business (2013–2015).
- Participation in the international research network on Cross-Cultural Intelligence, under the scientific supervision of Professors Ilan Alon (Rollins College) and Judith Meyers (University of California) (2012–2016).

14. Administrative Work

- Director of the Human Resource Management Laboratory, Athens University of Economics and Business (June 2020–present).
- Coordinator and member of the Equal Access Committee, Athens University of Economics and Business (2022–present).
- Representative of the Athens University of Economics and Business in the Communication and Cooperation Network of the Ministry of Education and Religious Affairs with Higher Education Institutions and Higher Ecclesiastical Academies, for ensuring equal access of persons with disabilities to higher education.
- Member of the OMEA Committee, Department of Marketing and Communication, AUEB (2022–present).
- Member of the Gender Equality Committee, AUEB (2021–present).
- Member of the Research and Teaching Awards Committee, Department of Marketing and Communication, AUEB (2014–present).
- Member of the Committee for Course Recognition and Exemptions for students admitted through entrance examinations, Department of Marketing and Communication, AUEB (2014–present).
- Member of the Entrance Examination Committee, Department of Marketing and Communication, AUEB (2016–2022).
- Member of the Interdepartmental Steering Committee of the MSc in Human Resource Management, AUEB (2010–present).
- Member of the Library Committee of AUEB for the Department of Marketing and Communication (2013–2021).
- Member of the Appeals Committee, Hellenic Foundation for Research and Innovation (ELIDEK), Social Sciences, Innovation and Entrepreneurship scientific areas (2020–2021).
- Member of the Coordination Committee for Innovation and Entrepreneurship, Department of Marketing and Communication (alternate member: 2014–2015; full member: 2016–2018).
- Alternate member of the Interdepartmental Steering Committee of the MBA program of the Departments of Business Administration and Marketing & Communication, AUEB (2013–present).
- Contribution to the preparation of internal and external reviewer registers for faculty recruitment and promotion in the field of “Human Resource Management and Organizational Behavior”, Department of Marketing and Communication (2014).
- Alternate member of the Student Welfare Committee, Department of Marketing and Communication (2013–2014).
- Various administrative roles as committee member (e.g., procurement and evaluation committees for equipment and projects under ELKE, graduate admissions committees, electoral committees, etc.).
- Development of the new website for the MSc in Human Resource Management, AUEB (2010–2011).

15. Other Activities:

- Organization of an open scientific event entitled: “Human Resources in Small and Medium-sized Enterprises – HRMinSMEs” – <https://www.dept.aueb.gr/el/HRMlab/conference-HRMinSMEs> – 250 participants (2023-11-30)
- General Track and Programme Chair at the **European Academy of Management’s Organizational Behavior Significant Interest Group** (2017–2023)
- Member of the Scientific Council of the European Academy of Management (2020–2022)
Member of the judging committee of the HR Awards competition organized by HR Professional – <http://www.hrwards.gr/> (2017, 2019, 2020, 2021, 2022)
- Member of the appeals committee of ELIDEK (scientific areas: Social Sciences, Innovation and Entrepreneurship, 2020–2021)

- Member of evaluation committees as an expert (Supreme Council for Civil Personnel Selection – ASEP), 2018, 2019
- Member of the Board of Directors of the **European Academy of Management** as the representative of Greece (2015–2017, 2018–2020)
- Member of the judging committee of the “Nikos Analytis” competition organized by CSR Hellas – <https://www.csrhellas.net/csrh-actions/foititikos-diagonismos/> (2017)
- Conference track chair and discussant at various conferences (EURAM, ESA, International Conference on HRM)
- Participation in the management team of the volunteer initiative of the Athens University of Economics and Business “**Supporting Small Businesses – SSB**” (2013)
- **Evaluation of business proposals** within the “Greece Innovates” competition (2012)
- **Evaluation of research/academic proposals** for corresponding national research organizations/institutes in foreign countries (Romania, Kazakhstan) (2011–2012–2014)
- 2011: Consulting for the development of questions for the GCL – Global Commerce License – <http://www.gcl.nu/english/participants.html>
- **Chair of the Organizing Committee** of the 4th European Doctoral Conference, held at the Athens University of Economics and Business, with 200 participants, 18–21 March 2004
- From April 2003 to 2005, **President and founding member of the Greek Scientific Association of Doctoral Candidates** (ΕΙ.Επ.Ετ.Υ.Δ.) and liaison with the European Doctoral Candidates Association Eurodoc. Service as ordinary Board member of ΕΙ.Επ.Ετ.Υ.Δ. for 2005–2006. Since 2007, **Honorary Member of the Association**.
- **Member of the Board of Directors** of the European Doctoral Candidates Association Eurodoc for 2004–2005 and **Head of Communications** of Eurodoc for 2005–2006 (www.eurodoc.net)

16. Interviews

- 17/12/2023: Interview in OPA News with Lizeta Spanou: “[How can medium and small enterprises in Greece be saved?](#)” – December 2023, issue 50
- 9/2023: Participation in webcast on “Small Greek Family Businesses that Became Large (AUEB Cast)” – <https://www.youtube.com/watch?v=0QhYdyC-a2g>
- 18/2/2022: Interview in the newspaper Political with Kostas Pappas on telework (p. 15): “[Greeks vote ‘strongly’ in favour of telework](#)”
- 5/2/2022: Interview with the Athens-Macedonian News Agency and M. Kiaou on telework: “AUEB study: Telework ‘yes’, but in moderation”
- 2/2/2022: Interview on Real 97.8 radio with Alexandros Kontis on telework
- 24/9/2021: Interview on SKAI 100.3 with Katerina Drakou on the [Gender Pay Gap](#) (00:35’–00:48’)
- 31/3/2021: Interview with Takis Skrivanos on the article “Telework has entered our lives. But under what conditions?”, Athens Voice. https://www.athensvoice.gr/greece/708007_i-tilergasia-mpike-sti-zoi-mas-alla-me-poiouys-oroys
- 9/3/2021: Radio interview on telework with [MIIE](#) and Sotiris Kyriakidis and Anastasia Karipidou ([audio](#))
- 4/2/2021: Interview with the Athens News Agency and Faii Doulgeri on [telework](#)
- 28/1/2021: Radio interview on telework with [ANA-MPA](#) and Sotiris Kyriakidis and Anastasia Karipidou ([audio](#))

17. Other Participation in Conferences / Workshops – Invited Talks – Conference Organization Participation

- | | |
|-------------------|---|
| 11/10/2023 | Invited lecture at the 3rd Scientific Conference of the Network of Economic Libraries (Di.O.VI.), on the topic: “The 4th Industrial Revolution: a need for new professional skills?” |
| 8/7/2023 | Invited lecture at the award ceremony within the project “Cepal Meets AUEB”, SNFCC |
| 12/7/2018 | Invited lecture and participation in a thematic working group on “Outsourcing Human Resource Management Services: Trends, approaches, challenges”, organized by SEV (Hellenic Federation of Enterprises). |
| 23/3/2018 | Invited lecture on Greek postgraduate studies at the “Let’s Go to Postgraduate Studies” event by Orientum |
| 8/5/2017 | Invited lecture on “The role of remuneration in women’s career advancement”, as part of the event “Advancement of women into leadership positions: barriers and good practices in Greece”, organized by the Athens University of Economics and Business in collaboration with the Hellenic Association of Women University Professors. |
| 3/12/2015 | Invited lecture on “Entrepreneurship as a career choice”, as part of the event “Career Guidance and Human Resource Development: Supporting lifelong personal and professional development”, organized by the EOPPEP and the Athens Chamber of Commerce and Industry. |

7/4/2015	Presentation of research on “Employee benefits” at the workshop “Taxation of Benefits and Insurance Regulations”, organized by the Hellenic Institute of Human Resource Management (EEDE)
28/1/2015	Invited lecture and participation in the working group “Remuneration systems at enterprise level”, organized by SEV in collaboration with EEDE and SDADE
25/10/2014	Participation in the panel “Cultural Intelligence: Can It Be Measured and Taught Universally?” at the Annual Meeting of the Academy of International Business – Southeast USA, Miami.
4/6/2014	Panel participation as AUEB representative at the conference “Outsourcing Conference 2014: Strategize, Maximize and Save”, organized by Ethos Events with the scientific support of the Athens University of Economics and Business.
11/12/2013	Participation in a panel discussion at the event “Employment and Professional Development of Women in the Fields of Economics and Management: Barriers, Opportunities, Challenges”, organized by the Career Office of the Athens University of Economics and Business in collaboration with the Hellenic Association of Women University Professors.
23/5/2013	Invited lecture on “Outsourcing HR Services”, within the event “Enabling the HR Manager to Craft & Implement Strategy”, organized by DCW & Exelsys
21/5/2012	Talk on “A longitudinal examination of women executives’ leadership styles”, within the event “Professional Development of Women in Economics and Management”, organized by AUEB Career Office in collaboration with the Hellenic Association of Women University Graduates
5/7/2005	Participation in a panel (alongside Prof. I. Gerothanassis, Vice-Rector of the University of Ioannina, Dr. D. Niarchos, President of NCSR Demokritos, and A. Drouza, President of the Greek Marie Curie Fellows Association) at the event “Researchers’ mobility in the context of the European Research Area: The contribution of Greece”, held at Zappeion Megaron, as part of Research and Technology Week, under the auspices of the Hellenic Ministry of Development.
19/5/2005	Athens, “3rd International Conference ‘Human Resource Management in Europe: Trends and Challenges’”, Athens, Greece. Participation in the organization and attendance of the conference proceedings – http://www.mbc.aueb.gr/hrm/conf/
28–30/10/2004	“EUA Conference: Research Training as a Key to a Europe of Knowledge”, participation as a Eurodoc Executive Board member – http://www.unimaas.nl/eua/general.htm
30/6/2004	“Brain Drain, Brain Gain: New Challenges”, Paris. Speaker in the first panel – http://europa.eu.int/comm/research/fp6/mariecurie-actions/pdf/brain_gain_bil_fr_en.pdf
18–21/3/2004	Annual Eurodoc Conference – Chair of the Organizing Committee
20–23/2/2003	Utrecht, The Netherlands, Eurodoc 2003. Council for European Doctoral and Postdoctoral Students. Presentation of data regarding doctoral studies in Greece.
16–17/10/2002	Athens, “2nd International Conference: Human Resource Management in Europe – Trends and Challenges”. Participation in the organization and attendance of the conference proceedings.
31/1–3/2/2002	Girona, Spain, Eurodoc 2002. Council for European Doctoral and Postdoctoral Students. Presentation and paper : “Doctoral Studies in Greece: Lack of Funding and Legal Regulation”.
1–4/3/2001	Uppsala, Sweden: First meeting of European PhD students (Eurodoc 1). Presentation : “PhD Studies in Greece”.

18. Professional Associations and Certifications

- Chartered Member of the Chartered Institute of Personnel and Development (CIPD), UK
- Certified Continuing Vocational Training Instructor (EKEPIS Register – Reg. No. 415831)
- Member of the Economic Chamber of Greece