ELEANNA GALANAKI

Associate Professor in Behavior of Organizations

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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
June 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

Sept. 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

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

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

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

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

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

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

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

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

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

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

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

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)

2.13. Alon, I., Boulanger, M., Elston, J.A., Galanaki, E., Martínez de Ibarreta, C., Meyers, J., Muñiz-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

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.

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

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

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 .

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

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

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

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

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

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

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

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 . (3rd most highly downloaded article of the journal in 2011 with a total of 10,393 downloads)

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. and Lazazzara A. (2020). HR Metrics. In: Bondarouk, T., & Fisher, S. (Eds.). Encyclopedia of Electronic HRM. Berlin, Boston: De Gruyter Oldenbourg. doi: https://doi.org/10.1515/9783110633702, pp. 288-292.

3.2. Lazazzara A., and Galanaki E., (2020). Resource-Based View of the Firm. In: Bondarouk, T., & Fisher, S. (Eds.). *Encyclopedia of Electronic HRM*. Berlin, Boston: De Gruyter Oldenbourg. doi: https://doi.org/10.1515/9783110633702, pp. 117-122.

3.3. Galanaki, E. (2021). "Chapter 3: Academic career as an Odyssey: allegories from the work of Homer and personal experiences in modern Greece". In *Becoming an Organizational Scholar*, pp. 31-41. Cheltenham, UK: Edward Elgar Publishing. Retrieved May 26, 2026, from https://doi.org/10.4337/9781839102073.00010

3.4. Pahos, N. and Galanaki, E.(2020). HRM and employee performance for an ageing workforce: A qualitative study. In Galanaki, E., Panayotopoulou, L. and Nikandrou, I. (eds) (2020), *Volume in honor of professor Nancy Papalexandris: An anthology on Human Resource Management*, Organizational Behavior and Special issues in *Management [Τιμητικός Τόμος Καθηγήτριας Νάνσυ Παπαλεξανδρή: Ανθολόγιο Διοίκησης Ανθρώπινου Δυναμικού, Οργανωσιακής Συμπεριφοράς και Διοίκησης Επιχειρήσεων]*. Athens, Editions Benou - http://www.pyxida.aueb.gr/index.php?op=view_object&object_id=7604

3.5. Papagiannakis, G. and Galanaki, E. (2020). Discrepancy between ideal and actual caring culture: Effects on employee commitment and satisfaction. In Galanaki, E., Panayotopoulou, L. and Nikandrou, I. (eds) (2020), *Volume in honor of professor Nancy Papalexandris: An anthology on Human Resource Management, Organizational Behavior and Special issues in Management [Τιμητικός Τόμος Καθηγήτριας Νάνσυ Παπαλεξανδρή: Ανθολόγιο Διοίκησης Ανθρώπινου Δυναμικού, Οργανωσιακής Συμπεριφοράς και Διοίκησης Επιχειρήσεων]*. Athens, Editions Benou- http://www.pyxida.aueb.gr/index.php?op=view_object&object_id=7613

3.6. Stavrou E. and Galanaki, E. (2020). Can old dogs play new tricks in family firms? In Galanaki, E., Panayotopoulou, L. and Nikandrou, I. (eds) (2020), *Volume in honor of professor Nancy Papalexandris: An anthology on Human Resource Management, Organizational Behavior and Special issues in Management [Τιμητικός Τόμος Καθηγήτριας Νάνσυ Παπαλεξανδρή: Ανθολόγιο Διοίκησης Ανθρώπινου Δυναμικού, Οργανωσιακής Συμπεριφοράς και Διοίκησης Επιχειρήσεων]*. Athens, Editions Benou- http://www.pyxida.aueb.gr/index.php?op=view_object&object_id=7623

3.7. Galanaki E., Lazazzara A. and Parry E. (2019). A Cross-National Analysis of E-HRM Configurations: Integrating the Information Technology and HRM Perspectives. In: Lazazzara A., Nacamulli R., Rossignoli C., Za S. (eds) *Organizing for Digital Innovation. At the Interface Between Social Media, Human Behavior and Inclusion*, vol 27, pp 261-276. Springer - https://link.springer.com/chapter/10.1007/978-3-319-90500-6_20 https://www.researchgate.net/publication/326091449_A_Cross-National_Analysis_of_E-HRM_Configurations_Integrating_the_Information_Technology_and_HRM_Perspectives

3.8. Lazazzara, A. and Galanaki, E. (2018). E-HRM adoption and diffusion: a cross-national application of diffusion of innovation and institutional theories. In Rossignoli, C., Virili, F. and Za, S. (Eds) *Digital technology and organizational change: Reshaping technology, people, and organizations towards a global society*. Springer pp 125-140- https://link.springer.com/chapter/10.1007/978-3-319-62051-0_11 , https://www.researchgate.net/publication/320214132_E-HRM_Adoption_and_Usage_A_Cross-National_Analysis_of_Enabling_Factors

3.9. Nikandrou, I. and Galanaki, E. (2016). "Boundaryless career and career outcomes: The mediating role of individual career management behaviors" *Zagreb International Review of Economics and Business*. Volume 19 (2016): Issue s1 (December 2016)- https://reference-global.com/article/10.1515/zireb-2016-0014

3.10. Papalexandris, N. and Galanaki, E. (2012). "Connecting Desired Leadership Styles with Ancient Greek Philosophy: Results from the Globe Research in Greece, 1995 – 2010" in Prastacos, G.P., Wang, F. and Soderquist, K. E. (Eds), *Leadership through the Classics: Learning Management and Leadership from Ancient East and West Philosophy*, Springer-Verlag, Germany. pp. 339-350 - https://link.springer.com/book/10.1007/978-3-642-32445-1 https://www.researchgate.net/publication/312820780_Connecting_Desired_Leadership_Styles_with_Ancient_Greek_Philosophy_Results_from_the_Globe_Research_in_Greece_1995-2010

3.11. Halkias, D.; Galanaki, E.; Juna, N. and Akrivos, P. (2011). "Dreams of My Father: A Father-Daughter Succession Story in a Greek Family Firm" in Halkias, D., Thurman, P., Smith, C., Nason, R., (Eds), *Father-Daughter Succession in Family Business: A Cross-Cultural Perspective*, Gower Publishers, London. - https://www.taylorfrancis.com/chapters/edit/10.4324/9781315582009-25/greece-dreams-father-father%E2%80%93daughter-succession-story-greek-family-firm-daphne-halkias-eleanna-galanaki-norma-juma-patrick-akrivos

3.12. Galanaki, E., and Panayotopoulou, L. (2008). "Adoption and Success of e-HRM in European Firms", *Encyclopedia of Human Resources Information Systems: Challenges in e-HRM*, ed. Torres- Coronas, T. and Arias- Oliva M., Idea Group Publishing, pp. 24-30. https://www.researchgate.net/publication/344252422_Adoption_and_Success_of_E-HRM_in_European_Firms

3.13. Παπαλεξανδρή, Ν., Γαλανάκη Ε. και Μπουραντάς, Δ. (2008). «Αποδοχή και στυλ ηγεσίας της γυναίκας μάνατζερ στην Ελλάδα: Μια διαχρονική Έρευνα», στο *Γυναίκες και διοίκηση επιχειρήσεων: Εμπόδια, μύθοι και προσδοκίες* των Βακόλα Μ. και Αποσπόρη Ε., εκδ. Σιδέρης σελ. 163-189

4. Books

4.1. Galanaki, E. (ed.) with Zografou, I. (ass. ed.) (2023). *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

4.2. Galanaki, E., Nikandrou, I. and Panayotopoulou, L. (eds) (2020). *Volume in honor of Professor Nancy Papalexandris: An anthology on Human Resource Management, Organizational Behavior and Special issues in Management*. Athens, Editions Benou, ISBN: 978-960-359-157-3, available at http://www.pyxida.aueb.gr/index.php?op=view_object&object_id=7591 [Γαλανάκη Ε., Νικάνδρου Ε. και Παναγιωτοπούλου Λ. (eds) (2020). *Τιμητικός Τόμος Καθηγήτριας Νάνσυ Παπαλεξανδρή: Ανθολόγιο Διοίκησης Ανθρώπινου Δυναμικού*, Οργανωσιακής Συμπεριφοράς και Διοίκησης Επιχειρήσεων. Αθήνα, Εκδόσεις Μπένου, ISBN: 978-960-359-157-3, διαθέσιμο στο http://www.pyxida.aueb.gr/index.php?op=view_object&object_id=7591]

4.3. Jones, G. and George, J. (2019). *Σύγχρονη Διοίκηση*. Επιστημονική επιμέλεια για την Ελληνική γλώσσα, Ε. Γαλανάκη, Φ. Κίτσιος, Β. Μπέλλου και Π. Χατζόγλου. 1η έκδοση. Αθήνα, Εκδόσεις Broken Hill

4.4. Scarborough N. (2018). *Επιχειρηματικότητα και Διοίκηση Μικρομεσαίων Επιχειρήσεων*. Επιστημονική επιμέλεια για την Ελληνική γλώσσα, Ελεάννα Γαλανάκη. 1η έκδοση. Αθήνα, Εκδόσεις Μ. Παρίκου (ΙΩΝ)

4.5. Galanaki, E. and Panagiotopoulou, L. (2017). "*Management Consulting*", University lecture notes, Athens University of Economics and Business.

4.6. Papalexandri, N., Galanaki, E., and Panagiotopoulou, L. (2016). "*25 years of research in Human Resource Management in Greece and Europe: Trends, comparisons, proposals*", Athens, Benou Publications. Also available at: https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2873465

4.7. Papalexandri, N., Galanaki, E., and Panagiotopoulou, L. (2012). "*Comparative Research on Human Resource Management Practices in Greece and Europe*", Athens, Benou Publications.

4.8. Papalexandri, N., Galanaki, E., and Panagiotopoulou, L. (2008). "*Comparative Research on Human Resource Management Practices in Greece and Europe*", Athens, Publications of the Athens University of Economics and Business.

5. Publications in peer-reviewed international conference proceedings

5.1. Chousmekeridou, R. .; Galanaki, E. & Mamakou , X. (2025). From Data to Competitive Success through People. The AMO Framework. *LEADING AND MANAGING IN THE DIGITAL ERA:Shaping the future with AI and Data Analytics*, Athens, June 13-14, 2025

5.2. Kousina, E. ; Deligianni I. ; Voudouris, I. & Galanaki, E. (2025). Resolving the puzzle: How does employee psychological ownership over the organisation matter? *25th European Academy of Management Conference,* Florence, Italy, 22-25 June 2025

5.3. Kousina, E. ; Deligianni I. ; Voudouris, I. & Galanaki, E. (2024). How does psychological ownership in the public sector matter? The mediating role of territoriality. *International Symposium in Finance (ISF2024) in partnership with British Academy of Management,* Preveza, Greece, July 26-28, 2024

5.4. Zografou I.; Galanaki, E. & Pahos, N. (2024). Do open communication and job crafting enable innovative work performance? The role of employer branding. *6th Global Conference on International Human Resource Management,* Gothenburg University, Sweden, June 13-14, 2024

5.5. Chousmekeridou R. & Galanaki, E. (2023). Gender representation across HR Analytics teams. *Leading and Managing in the Digital Era* (*LMDE) 2023,* Athens, 19-20 June 2023

5.6. Galanaki, E. & Zografou I. (2023). Employer Branding Intention, Discrepancy, and HRM: Multilevel Performance Outcomes. *23rd European Academy of Management Conference,* Dublin, Ireland, 14-16 June 2023

5.7. Zografou I. & Galanaki, E. (2023). Reconsidering Supportive Organizational Culture and Employees' Affective Commitment: The role of Employer Branding. *23rd European Academy of Management Conference,* Dublin, Ireland, 14-16 June 2023

5.8. Chousmekeridou R. & Galanaki, E. (2023). A qualitative analysis of the HR analytics insight: experiences from the line. *23rd European Academy of Management Conference,* Dublin, Ireland, 14-16 June 2023

5.9. Zografou I.; Galanaki, E. & Papalexandris, N. (2022). HRM in Greece: differences between SMEs and large firms. *Cranet Cyprus Conference & Meeting:MAPPING THE HR LANDSCAPE, Nicosia,* 30 June -1 July 2022

5.10. Zografou I. & Galanaki, E. (2022). Talk the Walk or Walk the Talk? Employer Branding and HRM partnership in Small and Medium-sized Hotels. *22nd European Academy of Management Conference,* Winterthur, Switzerland, 12-15 June 2022

5.11. Zografou I.; Galanaki, E.; Pahos, N. & Deligianni I. (2021). HRM configurations for Performance in hospitality SMEs. *Academy of Management Conference,*30/07/2021 -03/08/2021- https://journals.aom.org/doi/abs/10.5465/AMBPP.2021.11970abstract

5.12. Pahos, N.; Galanaki, E. & van der Heijden, B. (2021). Maintenance and Growth-enhancing HRM bundles for an ageing workforce: A multi-level study. *European Academy of Management Conference,* Online Conference held 16-18 June 2021

5.13. Zografou I.; Galanaki, E.; Pahos, N. & Deligianni I. (2021). HRM configurations for Performance in hospitality SMEs. *European Academy of Management Conference,* Online Conference held 16-18 June 2021

5.14. Pahos, N.; Galanaki, E.; van der Heijden, B. & de Jong, J. (2020). The moderating effect of age on the association between HPWS and employee performance in different job roles. *European Academy of Management Conference: "The Business of Now: the future starts here",* December 4-6, 2020 (conference postponed and went digital, due to the pandemic)

5.15. Pahos, N., Galanaki, E., Van der Heijden, B., & De Jong, J. (2020). The Moderating Effect of Age on the Association Between HPWS and Employee Performance Roles, *Academy of Management Proceedings, https://journals.aom.org/doi/abs/10.5465/AMBPP.2020.13966abstract*

5.16. Lazazzara, A., Galanaki, E, Meurer J., and Parry, E. (2019). Configurations of HR delivery mechanisms and strategic HRM. *11th Biennial International Conference of the Dutch HRM Network: "The Societal Impact of HRM",* Tilburg, The Netherlands, 13-15 November 2019

5.17. Pahos, N.; Galanaki, E.; van der Heijden, B. & de Jong, J. (2019). HPWS for an ageing workforce: a Role-based approach. *11th Biennial International Conference of the Dutch HRM Network: "The Societal Impact of HRM"*, Tilburg, The Netherlands, 13-15 November 2019

5.18. *Pahos*, N. and Galanaki, E. (2019). HRM and employee performance for an ageing workforce: A qualitative study. *2019 European Academy of Management Conference*, Lisbon, Portugal, 26- 28 June 2019

5.19. *Lazazzara*, A., Galanaki, E, Meurer J., and Parry, E. (2018). How does technology matter? Configurations of HR delivery mechanisms and HRM effectiveness. *7th International E-HRM Conference.* Milan, 29-30 November 2018

5.20. Pahos, N. and Galanaki, E. (2018). Staffing practices and employee performance: The role of age. *2018 European Academy of Management Conference*, Reykjavik, Iceland, 19- 22 June 2018

5.21. Stavrou-Costea E., Galanaki E., Maniatopoulou- Hadjipanayi, E. and Savvides-Syrimis E. (2018). Can old dogs play new tricks in family firms? *2018 European Academy of Management Conference*, Reykjavik, Iceland, 19- 22 June 2018

5.22. Galanaki E. (2017). Outcomes of fringe benefits in turbulent times. *6th Reward Management Conference (RMC 2017) The New Pay Revisited: Promises Fulfilled or Unrequited?*, Brussels, Belgium, December 7-8, 2017

5.23. Galanaki, E.; Lazazzara, A. and Parry, E. (2017) A cross-national analysis of e-HRM configurations: integrating the information technology and HRM perspectives. *2017 ITAIS annual conference.* Milan, 6-7 October 2017

5.24. Pahos N. and Galanaki E. (2017). Effective active ageing policies: High Performance Work Systems for elder employees. *13th Conference of the European Sociological Association*, Athens, 29 Aug. - 1 Sept. 2017

5.25. Pahos N. and Galanaki E. (2017). High Performance Work Systems and Employee Performance: The role of Age. *2017 European Academy of Management Conference*, Glasgow, UK, 21- 24 June 2017

5.26. Pahos N. and Galanaki E. (2017). How age affects the link between High Performance Work Systems and individual performance: A conceptual model. 2017 *European Academy of Management Doctoral Colloquium*, Glasgow, UK, 18- 20 June 2017

5.27. Papalexandris, N. and Galanaki E. (2017). Demographic challenges for the business leader of the future: Evidence from a Greek survey. *3rd Global Conference on International HRM*, New York, May 18-20, 2017

5.28. Papalexandris, N. and Galanaki E. (2017). Leadership behaviors for the inclusive leader: Followers´ perspective. *2nd Interdisciplinary Perspectives on Leadership Symposium*, Mykonos, Greece, May 4-6, 2017

5.29. Lazazzara, A.; Galanaki, E. and Papalexandris, N. (2016). E-HRM adoption and diffusion: a cross-national application of diffusion of innovation and institutional theories. *XIII Conference of the Italian Chapter of AIS ICT and innovation: a step forward to a global society.* 7th - 8th of October, 2016 – Verona, Italy

5.30. Nikandrou I. and Galanaki, E. (2016). Boundaryless career and career outcomes: the mediating role of individual career management behaviors, *8th International Conference "An Enterprise Odyssey: Saving the Sinking Ship* Through Human Capital", Zagreb, 8-11 June 2016

5.31. Galanaki, E. (2016). Gendered deterioration of working arrangements: the case of fringe benefits. 2016 European Academy of Management Conference, Paris (France) 31 May- 4 June 2016

5.32. Nikandrou, I., Galanaki E. and Tsachouridi, I. (2015). Greek crisis effects on employee reactions and HRM. Participation in Symposium: The impact of the financial crisis on HRM and employee behavior: Evidence from Europe. *2015 Annual Academy of Management Conference*, https://journals.aom.org/doi/10.5465/ambpp.2015.12808symposium Vancouver, Canada, 7 – 11 August 2015

5.33. Alon, I., Boulanger, M., Elston, J.A., Galanaki E., Martinez de Ibarreta, C., Meyers, J,. Muñiz-Ferrer , M. and Velez-Calle, A. (2015) Predicting and enhancing cultural intelligence. *31st EGOS Colloquium: Reason, Reflexivity and Responsibility* , Athens, Greece, 2 – 4 July, 2015

5.34. Papalexandris, N. and Galanaki E. (2015). Current findings on ideal leadership and their link with ancient Greek philosophy: implications for leadership development. *31st EGOS Colloquium: Reason, Reflexivity and Responsibility* , Athens, Greece, 2 – 4 July, 2015

5.35. Alon, I., Boulanger, M., Elston, J.A., Galanaki E., Martinez de Ibarreta, C., Meyers, J,. Muñiz-Ferrer , M. and Velez-Calle, A. (2015). A Hierarchy of Cultural Intelligence Antecedents. *Academy of International Business (AIB) 2015 Annual Meeting*, Bangalore, India, June 27-30, 2015

5.36. Galanaki E. and Papalexandris, N. (2015). Demographic challenges for the business leader of the future: Evidence from a Greek survey. *2015 European Academy of Management Conference,* Warsaw, Poland, 17-20 June 2015

5.37. Galanaki E. and Papagiannakis, G. (2015). Effects of the Discrepancy between Ideal and Actual Caring Culture on Employee Commitment and Satisfaction. *2015 European Academy of Management Conference,* Warsaw, Poland, 17-20 June 2015

5.38. Alon, I., Boulanger, M., Elston, J.A., Galanaki E., Martinez de Ibarreta, C., Meyers, J,. Muñiz-Ferrer , M. and Velez-Calle, A. (2015). A Hierarchy of Cultural Intelligence Antecedents. *2015 European Academy of Management Conference,* Warsaw, Poland, 17-20 June 2015

5.39. Galanaki E. and Papalexandris, N. (2014). An Exploration and Discussion of the Recession Effects on Diachronic Trends in HRM Outsourcing: The Case of Greece. 13th *IHRM Conference* (*International Human Resource Management*, Krakow, Poland, 24 – 27 June, 2014

5.40. Papalexandris, N. and Galanaki E. (2014). Does Gender of Employees Influence their Preference for Leadership Behaviors? An empirical study among firms in Greece. *5th LAEMOS Colloquium "Constructing Alternatives: How can we organize for alternative social, economic, and ecological balance?",* La Havana, Cuba, 2-5 April 2014

5.41. Nikandrou I. and Galanaki, E. (2013). Effects of career attitudes and strategies on career outcomes, *Sustainable Employability Conference*, University of Nijmegen, November 12-13, 2013

5.42. Galanaki E. and Papalexandris, N. (2013). Leadership Behaviors to enhance inclusion: Evidence from a Greek survey. *6th Equality, Diversity and Inclusion International Conference*, Athens, Greece 1-3 July, 2013.

5.43. Galanaki, E. (2013). Gender and the importance of fringe benefits: exploring their link with organizational commitment and job satisfaction. *2013 European Academy of Management Conference,* Istanbul, Turkey, 26-29 June 2013.ISBN Nr:978-975-8400-35-5

5.44. Galanaki, E. (2012). The role of organisational culture on the occurrence of workplace bullying: effects on organisational commitment and job satisfaction. 5*th Annual EuroMed Conference "Building New Business Models for Success through Innovation, Entrepreneurship, Competitiveness and Responsibility",* Glion-Montreux, Switzerland, 4th - 5th October 2012

5.45. Papalexandris, N. and Galanaki, E. (2012). A profile of the organization investing in fringe benefits: Drawing on data from15 European countries across 10 years. The IFSAM (International Federation of Scholarly Associations of Management) 2012 World Congress, 26-29 June 2012, Limerick, Ireland

5.46. Papalexandris, N. and Galanaki, E. (2011). Do the modal leader attributes change over time? An insight to the universalistic nature of leadership through a longitudinal research in Greece. *International Conference of Global Human Resource Management*, Shefayim, Tel-Aviv, Israel, 22 – 25 November, 2011

5.47. Galanaki, E. and Papalexandris, N. (2011). Terror in the Workplace: Does Organizational Culture Foster Workplace Bullying? *4th Annual EuroMed Conference "Business Research Challenges in a Turbulent Era",* Elounda, Crete, Greece, 20th - 21st October 2011

5.48. Papalexandris, N. and Galanaki, E. (2011). Desired Leadership Styles and the connection with the Ancient Greek Philosophy: results from the Globe Research in Greece, 1995-2010. *Leadership and Management in a Changing World: Lessons from Ancient East and West Philosophy*. Athens, Greece, 12-14 June 2011

5.49. Galanaki, E. and Papalexandris, N. (2011). Exploring Workplace Bullying in Greece: Frequency of occurrence and handling of measurement issues, under the light of previous research findings at the international level. *European Academy of Management 2011 Conference: Management Culture in the 21st Century*, Tallinn, Estonia, June 1-4, 2011. Available at SSRN: http://ssrn.com/abstract=1831425

5.50. Papalexandris, N. and Galanaki, E. (2010). "Confirming Desired Leadership Styles: Globe Research in Greece, 15 years later", *ILA Conference*, Boston, 27-30 October 2010 (as a poster)

5.51. Papalexandris, N. and Galanaki, E. (2010). "Work Family Balance in SMEs: The Role of Flexible Working Patterns", *11th International Human Resource Management Conference*, Aston Business School, Birmingham, UK., 9-12 June 2010

5.52. Alas, Ruth; Papalexandris, Nancy Niglas Katrin and Galanaki Eleanna (2007) "Managerial values and employee commitment in a cultural context". *Annual Meeting of the Academy of Management, Doing Well By Doing Good*, August 3-8, 2007, Philadelphia

5.53. Papalexandris, N. and Galanaki, E. (2007) "Leadership Styles and acceptance of female managers in Greece: Fifteen years after". *9th Conference on International Human Resource Management*, June 12-15, 2007, Tallinn, Estonia,.

5.54. Alas, Ruth; Papalexandris, Nancy; Niglas Katrin and Galanaki Eleanna (2007) "Managerial values and employee commitment in a cultural context". *5th International Conference of the Iberoamerican Academy of Management*, December 6-8, 2007, in Santo Domingo, Dominican Republic

5.55. Galanaki, E. and Papalexandris, N. (2006) "Effects of CEO Leadership Patterns on Commitment, Effectiveness, Motivation and Satisfaction: A distinction among Entrepreneurial and Established Firms", *Thirteenth Annual International Conference on Advances in Management*, ISCTE, Lisbon, Portugal, 19-22 Ιουλίου 2006

5.56. Galanaki, E. and Papalexandris, N. (2006) "A Decision Model for Outsourcing of Recruitment and Selection", *Thirteenth Annual International Conference on Advances in Management*, ISCTE, Lisbon, Portugal, 19-22 Ιουλίου 2006

5.57. Galanaki, E. and Papalexandris, N. (2006) "A Decision Model for Outsourcing of Training Functions: Distinguishing Among Generic and Firm- or Job- Specific Training Content*", 21st Strategic HRM Workshop, EIASM*, Aston Business School, Birmingham, UK, 29/3/06-1/4/06

5.58. Galanaki, E. and Papalexandris, N. (2005). "Internationalisation as a determining factor of HRM outsourcing", *Academy of International Business UK Chapter Conference 2005*, University of Bath, 8-9 Απριλίου 2005.

5.59. Panayotopoulou, L., Vakola, M. and Galanaki, E. (2004). "E-HR Adoption and the Role of HRM: The Case of Greece", *International conference on Human resource management in a knowledge-based economy*, 2-4 June 2004, Ljubljana, Slovenia

5.60. Galanaki, E. and Papalexandris, N. (2003). "Outsourcing of Human Resource Management Services in Greece: An exploratory study", *7th Conference on International Human Resource Management"*, Limerick, Ireland, 4- 6 Ιουνίου 2003

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. (2023). Ch. 1-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.

6.3. Galanaki, E. (2023). HRM Practices in SMEs II: Ch.4-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.

6.4. Zografou, I. and Galanaki, E. (2023). Ch.5- Employer Branding in SMEs. 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.65-79.

6.5. Galanaki, E. and Zografou, I. (2023). Ch.9- Differences Between SMEs and Large Businesses (Greece only). 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://www.dept.aueb.gr/sites/default/files/hrmlab/HRMinSMEs_report_2023-11-14%20%28final%29.pdf , pp.117-138.

6.6. 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

6.7. Galanaki, E. (2014). "Internal Communication and Employee Relations", in *Public Relations*, edited by Papalexandri, N. and Lymperopoulos, D., Athens, Benou Publications.

6.8. 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/pliroforiaka-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 Ισότιμη Πρόσβαση: Η εμπειρία του Οικονομικού Πανεπιστημίου Αθηνών", Kavouri, 111th Greek Rectors' Summit, Univeristy of Piraeuis, 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

- Vice Rector of Financial Planning and Infrastructure, Athens University of Economics and Business (Sept 2024–present).
- 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.hrawards.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** (El.Επ.Ετ.Υ.Δ.) and liaison with the European Doctoral Candidates Association Eurodoc. Service as ordinary Board member of El.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-poioys-oroys
- 9/3/2021: Radio interview on telework with ΜΠΕ and Sotiris Kyriakidis and Anastasia Karipidou (audio)
- 4/2/2021: Interview with the Athens News Agency and Faii Doulgkeri 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