

Curriculum Vitae

Eleanna Galanaki

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Electronic copies of my papers (early versions) are available from the SSRN eLibrary at:
<http://ssrn.com/author=567485>

Education:

- 2001- 2005:* Athens University of Economics and Business: PhD in Outsourcing of Human Resource Management functions. The theme combines Human Resource Management and pure Economics. The doctorate was funded with two scholarships: (a) one by the State Scholarship Foundation and (b) by "Irakleitos", a scholarship programme for doctoral candidates of the Greek Ministry of Education in collaboration with the European Commission. It was also awarded with 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. Best dissertation award.
- March 2000:* Ecole Supérieure de Commerce de Grenoble: Courses in International Human Resource Management. The courses were offered as part of the Master in HRM of University of Newcastle, with collaboration among the two Institutions.
- 1-7/1997:* Ecole Supérieure de Commerce de Marseille: One semester in Marseille, with the Erasmus EU programme of student exchange.
- 1994-1998:* Athens University of Economics and Business: Bachelor in Economics. Scholarship from the State Scholarship Foundation for the 2nd year of studies.
- 1994:* Highschool completed at the Ecole Greco-Francaise des Ursulines.

Paid Professional Experience:

- 2023- now:* Athens University of Economics and Business: Associate Professor at the Department of Marketing and Communication
- 2020- now:* Athens University of Economics and Business: Director of the Laboratory of Human Resource Management
- 2015- now:* Athens University of Economics and Business: Assistant Professor at the Department of Marketing and Communication
- 2009-2015:* Athens University of Economics and Business: Lecturer at the Department of Marketing and Communication
- Sept. 2009-2014:* Hellenic Open University: Lecturer on Banks' Management at the Postgraduate Programme: Banking
- 2006-2009:* Athens University of Economics and Business: Visiting Lecturer at the Department of Marketing and Communication, in courses:
- Human Resource Management
 - Organisational Behaviour
 - Entrepreneurship and SMEs

- 2006-2008: Hellenic Open University: Lecturer on Business Management, bachelor's in business management
- Dec. '01 – '05: Research Assistant at the Laboratory of Human Resource Management (Athens University of Economics and Business), under the direction of Professor Nancy Papalexandris. In this position, assisted in the research carried out in the field of International Human Resource Management (The Cranet Network) and in the field of leadership style and organisational culture (GLOBE Network). Was also responsible for managing the Administration of the MSc in Human Resource Management, for the first and second year of its operation, supervising 2 administrative employees. Assisted in organising the 2nd and 3rd International Conferences "Human Resource Management in Europe: Trends and Challenges", in October 2002 and May 2005. Built and managed the website of the MSc in Human Resource Management
- June - August '02: Researcher: Execution of a research report (literature review, questionnaire and statistical analysis, writing), on Electronic Procurement Systems for the Health Sector, notably European hospitals. The research was funded by the European Union, as part of the "Optimal Public Procurement in the Healthcare Market Place" project
- Nov. '00- Dec. '01: Research Assistant: Participation in a research dealing with the use of modern, flexible technologies of production (CAM, CAD, CIM) in the Greek industry. The research was organised by the National Technical University of Athens and the Athens University of Economics and Business and funded by the EU.
- Sept '98.-August '99: 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. '97- June '98: Conducted on a daily basis training programmes for primary school and high school students in museums of Athens.
- July 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. Undergraduate, Department of Accounting and Finance, Athens University of Economics and Business (2006- now)
- Management Consulting. Undergraduate, Department of Marketing and Communication, Athens University of Economics and Business (2016-now)
- Principles of Business Management. Undergraduate, Department of Accounting and Finance, Athens University of Economics and Business (2012- 2022)
- Entrepreneurship Undergraduate, Department of Marketing and Communication, Athens University of Economics and Business (2016-2020)
- Entrepreneurship and SMEs. Undergraduate, Erasmus programme (incoming students), offered to all university departments, Athens University of Economics and Business (2006-2016)
- Introduction to Management. Undergraduate, Department of Marketing and Communication, Athens University of Economics and Business (2010- 2011, 2012-2013)
- Introduction to Management. Undergraduate, Department of Management of Businesses and Organisations, Greek Open University (DEO- EAP),(2006-2008)
- Entrepreneurship. Undergraduate, Department of Marketing and Communication, Athens University of Economics and Business (2010- 2011)
- Public Relations. Undergraduate, Department of Marketing and Communication, Athens University of Economics and Business (2010- 2013)
- Organisational Behaviour. Undergraduate, Erasmus programme (incoming students), offered to all university departments, Athens University of Economics and Business (2006-2007)

Postgraduate:

- HR Metrics & Outsourcing. Postgraduate, at the Master in Human Resource Management, Athens University of Economics and Business (2015-now)

- Human Resource Management and Organizational Behavior, International MBA, Athens University of Economics and Business (2012-now)
- Human Resource Management, MBA, Athens University of Economics and Business (2016-now)
- HRM Simulation, Postgraduate, at the Master in Human Resource Management, Athens University of Economics and Business (2007-2015)
- Bank Management, Postgraduate, MSc in Banking, Greek Open University (TRA- EAP), (2009-2014)
- Cross- Cultural Management, Postgraduate Program in International Marketing (PRIMA Athens University of Economics and Business (2012)
- Organisational Behaviour, Postgraduate, MSc in Marketing & Communication with New Technologies (2010-2011)
- Human Resource Management, Postgraduate, MBA, Agricultural University of Athens (2006-2009)

Supervision of theses and participation in PhD evaluations:

- Has supervised Dr. Nikos Pahos
- Has supervised approx.60 master dissertations
- Evaluated 6 PhDs (as member of the evaluating committee), the two after an invitation from other Universities

Invited Lectures:

- Rouen Business School during 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)

Seminars, continuing education and elearning:

- HR Metrics, scientific coordinator of elearning program at AUEB's Education and Lifelong Learning Center (2019-)
- Management of service sector SMEs, scientific coordinator of elearning program at AUEB's Education and Lifelong Learning Center (2018-)
- Human Resource Management, executive seminar for general managers at several companies
- Management- distance learning seminar at the Hellenic Open University (2012-2013)
- Human Resource Management- distance learning seminar at the Hellenic Open University (2012-2013)
- Human Resource Management, Continuing Professional Education Programme for managers, Athens University of Economics and Business (2003-2005)
- Management, Leadership and Teams (Athens University, post graduate program on e-commerce) (2003-2004)
- At diverse periods, short courses and seminars on management, economics for managers, leadership and communication in diverse programmes of continuing professional education

Citations: 1775, h-index: 18, i-10 index: 20 (based on Google Scholar) –Jan 2023

1. Publications (Scholarly Peer- Reviewed Journals):

- 1.1. 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> (I.F. 2021: 2.99, CiteScore 2021: 3.5)
- 1.2. Nikolaos Pahos, Eleanna Galanaki, Beatrice I J M Van der Heijden, Jeroen de Jong (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> (I.F. 2021: 3.38, ABS:2, CiteScore 2021: 4.8)
- 1.3. 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> (ABS:1, I.F. 2021: 2.28, CiteScore 2021: 2.5)
- 1.4. 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> (ABS:3, I.F. 2021: 2.53, CiteScore 2021: 2.8)
- 1.5. Galanaki E. (2019). "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> (ABS:2, I.F. 2021: 1.75, CiteScore 2021: 2.3)

- 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> (ABS:1, CiteScore 2021: 2.7)
- 1.6. 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> (ABS:1, CiteScore 2021: 2.7)
 - 1.7. 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) (ABS:1, CiteScore 2021: 5.3)
 - 1.8. 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>. (ABS:1, CiteScore 2021: 2.7)
 - 1.9. Alon, I.; Boulanger, M.; Elston, J.A.; Galanaki, E.; Martinez de Ibarreta, C.; Meyers, J.; Muñoz-Ferrer, M.; and Velez-Calle, A. (2016). Business Cultural Intelligence: A Five-Country Study of Success Factors. *Thunderbird International Business Review*, April 2016- DOI: 10.1002/tie.21826 (ABS:2, CiteScore 2021: 3.8)
 - 1.10. 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 (ABS:3, I.F. 2021: 5.55, CiteScore 2021: 6.9)
 - 1.11. 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. (I.F. 2021: 1.76, CiteScore 2021:2.3)
 - 1.12. 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*, Vol. 25, No.3, pp. 253-269. (ABS:3, I.F. 2021: 4.23, CiteScore 2021: 5.2)
 - 1.13. 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 (ABS:1, I.F. 2021: 2.29, CiteScore 2021: 2.5)
 - 1.14. Papalexandris, N. and Galanaki, E. (2009). "Leadership's Impact on Employee Engagement: Differences among Entrepreneurs and Professional CEOs", *Leadership and Organizational Development Journal*, Vol. 30, No. 3-4, pp.365-385 (ABS:1, I.F. 2021: 3.24, CiteScore 2021: 4.1)
 - 1.15. 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 (ABS:3, I.F. 2021: 5.546, CiteScore 2021:6.9)
 - 1.16. 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 (ABS:2, I.F. 2021: 3.43, CiteScore 2021:3.8)
 - 1.17. 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 (ABS:3, I.F. 2021: 5.546, CiteScore 2021:6.9)
 - 1.18. 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 (ABS:2, I.F. 2021: 1.75, CiteScore 2021:2.3)
 - 1.19. 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 (ABS:2, I.F. 2021: 3.24, CiteScore 2021: 4.1)

- 1.20. Galanaki, E. (2002). "The decision to recruit online: a descriptive study", *Career Development International*, Volume 7, Issue 4, pp. 243-251. (3rd most highly downloaded article of the journal in 2011 with a total of 10,393 downloads) (ABS:2, I.F. 2021: 2.320, CiteScore 2021:4.2)

Currently under review or close to submission:

Pahos N.; Galanaki E. and Van der Heijden, B. "HRM Practices for Ageing Employees: Effects of Maintenance and Growth-Enhancing Bundles on Individual and Group Performance", under review (2nd round) at: *Human Resource Development Quarterly*

Zografou, I.; Galanaki, E.; Pahos, N. and Deligianni, I. "HRM configurations for Performance in hospitality SMEs", under review at: *International Journal of Human Resource Management*

Zografou, I. and Galanaki, E. "“Talk the Walk” or “Walk the Talk”? Employer Branding and Human Resource Management Synergies in Small and Medium-sized Hotels" under review at: *Personnel Review*

Lazazzara A.; Galanaki E.; Parry E. and Meuer J. "Configurations of HRM delivery mechanisms and strategic HRM" to be submitted at: *Human Resource Management*

2. Books:

- 2.1. 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]
- 2.2. Jones, G. and George, J. (2019). *Contemporary Management*. Scientific revision of translation in Greek., E. Galanaki, F. Kitsios, V. Bellou και P. Hatzoglou. 1st edition. Athens, Editions Broken Hill [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]
- 2.3. Scarborough N. (2018). *Entrepreneurship and Small Business Management*. Scientific revision of translation in Greek. Editions Parikou (ION), Athens, Greece. –[Scarborough N. (2016). Επιχειρηματικότητα και Διοίκηση Μικρομεσαίων Επιχειρήσεων. Επιστημονική επιμέλεια για την Ελληνική γλώσσα Ελεάννα Γαλανάκη. 1η έκδοση. Αθήνα, Εκδόσεις Μ. Παρίκου (ΙΩΝ)]
- 2.4. Papalexandris, N., Galanaki, E. and Panayotopoulou, L. (2016) *25 Years of Research in Human Resource Management in Greece and Europe: Trends, Comparisons and Recommendations*, Editions Benou, Athens, Greece- [Παπαλεξανδρή, Ν., Γαλανάκη, Ε. και Παναγιωτοπούλου, Λ. (2016) «25 χρόνια έρευνας στη Διοίκηση Ανθρώπινου Δυναμικού στην Ελλάδα και την Ευρώπη: Τάσεις, συγκρίσεις, προτάσεις», Αθήνα, Εκδόσεις Μπένου]
- 2.5. Papalexandris, N., Galanaki, E. and Panayotopoulou, L. (2011). *Comparative Research on HRM practices in Greece and in Europe*, 3rd volume. Editions Benou, Athens, Greece- [Παπαλεξανδρή, Ν., Γαλανάκη, Ε. και Παναγιωτοπούλου, Λ. (2012) «Συγκριτική Έρευνα στις Πρακτικές Διοίκησης Ανθρώπινου Δυναμικού στην Ελλάδα και την Ευρώπη», 3ος τόμος, Αθήνα, Εκδόσεις Μπένου]
- 2.6. Papalexandris, N., Galanaki, E. and Panayotopoulou, L. (2008). *Comparative Research on HRM practices in Greece and in Europe*, editions of the Athens University of Economics and Business - [Παπαλεξανδρή, Ν., Γαλανάκη, Ε. και Παναγιωτοπούλου, Λ. (2008). "Συγκριτική Έρευνα στις Πρακτικές Διοίκησης Ανθρώπινου Δυναμικού στην Ελλάδα και στην Ευρώπη", εκδ. Οικονομικού Πανεπιστημίου Αθηνών, Αθήνα]

3. Chapters in Peer reviewed Books/ Collective 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. (2020). Academic career as an odyssey: allegories from the work of Homer and personal experiences in modern Greece. In: Tomislav Hernaus and Matej Černe (eds) *Becoming an Organizational Scholar: Navigating the Academic Odyssey*. Edward Elgar Publishing- http://www.pyxida.aueb.gr/index.php?op=view_object&object_id=7631
- 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. Lecture Notes in Information Systems and Organisation*, vol 27. Springer - 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://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*. Special Conference Issue, Τόμος με τις καλύτερες δημοσιεύσεις του συνεδρίου 8th International Conference "An Enterprise Odyssey: Saving the Sinking Ship Through Human Capital", December 2016 - https://www.researchgate.net/publication/311882173_Boundaryless_Career_and_Career_Outcomes_The_Mediating_Role_of_Individual_Career_Management_Behaviours
- 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. - 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 Αποσπότη Ε.*, εκδ. Σιδέρης σελ. 163-189

4. Chapters in Books:

- 4.1. Galanaki, E (2014) «Internal Communication and Employee Relations», in *Public Relations*, edited by Papalexandris, N. and Lymberopoulos, D., Athens, Editions Benou (in Greek)
- 4.2. Galanaki, E (2014) «Ethics and Codes of Conduct in Public Relations», in *Public Relations*, edited by Papalexandris, N. and Lymberopoulos, D., Athens, Editions Benou (in Greek)

5. Publications in Conference Proceedings (with Peer Review)

- 5.1. 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
- 5.2. Zografou I. & Galanaki, E. (2022). Talk the Walk or Walk the Talk? Employer Branding and HRM partnership in Small and Medium-sized Hotels. *European Academy of Management Conference*, Winterthur, Switzerland, 12-15 June 2022
- 5.3. 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>
- 5.4. 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
- 5.5. 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
- 5.6. Pahos, N.; Galanaki, E.; van der Heijden, B. & de Jong, J. (2020). HPWS for an ageing workforce: a Role-based approach. *80th AOM Annual Conference “20/20: Broadening our Sight”*, Vancouver, Canada, August 7-11, 2020 [virtual conference]
- 5.7. Pahos, N.; Galanaki, E.; van der Heijden, B. & de Jong, J. (2020). HPWS for an ageing workforce: a Role-based approach. *2019 European Academy of Management Conference: “The Business of Now: the future starts here”*, Dublin, Ireland, 10-12 June 2020 [postponed for Dec.2020 and went online]
- 5.8. 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
- 5.9. 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
- 5.10. 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
- 5.11. 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 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
- 5.12. 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
- 5.13. 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
- 5.14. 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
- 5.15. 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
- 5.16. 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
- 5.17. 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
- 5.18. 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
- 5.19. 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
- 5.20. 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 International Business Academy (EIBA) 2015 Conference*, Rio de Janeiro, Brazil, 1 – 3 December 2015
- 5.21. 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*, Vancouver, Canada, 7 – 11 August 2015
- 5.22. 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 Annual Academy of Management Conference*, Vancouver, Canada, 7 – 11 August 2015
- 5.23. 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
- 5.24. 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
- 5.25. 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
- 5.26. 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
- 5.27. 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
- 5.28. 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

- 5.29. 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
- 5.30. 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
- 5.31. 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
- 5.32. 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.
- 5.33. 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
- 5.34. Galanaki, E. (2012). The role of organisational culture on the occurrence of workplace bullying: effects on organisational commitment and job satisfaction. *5th Annual EuroMed Conference “Building New Business Models for Success through Innovation, Entrepreneurship, Competitiveness and Responsibility”*, Glion-Montreux, Switzerland, 4th - 5th October 2012
- 5.35. Papalexandris, N. and Galanaki, E. (2012). A profile of the organization investing in fringe benefits: Drawing on data from 15 European countries across 10 years. *The IFSAM (International Federation of Scholarly Associations of Management) 2012 World Congress*, 26-29 June 2012, Limerick, Ireland
- 5.36. 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
- 5.37. 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
- 5.38. 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
- 5.39. 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>
- 5.40. 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)
- 5.41. 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
- 5.42. 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
- 5.43. 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,.
- 5.44. 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

- 5.45. 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
- 5.46. 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
- 5.47. 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
- 5.48. 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.
- 5.49. 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
- 5.50. 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. Research reports

- 6.1. Γαλανάκη, Ε. (2021). Τηλεργασία: Ήρθε για να μείνει; Έκθεση αποτελεσμάτων έρευνας 2021 και σύγκριση με 2020, https://www.dept.aueb.gr/sites/default/files/hrmlab/attachments/covid/report_digital_covid_public_2021.pdf
- 6.2. Γαλανάκη, Ε. (2021). Πανδημία και ψηφιακή προσαρμογή στη ΔΑΔ: τηλεργασία & τηλεεκπαίδευση. Έκθεση αποτελεσμάτων έρευνας 2020 https://www.dept.aueb.gr/sites/default/files/hrmlab/attachments/covid/report_digital_covid_public.pdf
- 6.3. Γαλανάκη, Ε. (2021). Δείκτες Μέτρησης Ανθρώπινου Δυναμικού. Έκθεση αποτελεσμάτων έρευνας 2015 https://www.dept.aueb.gr/sites/default/files/hrmlab/attachments/hr_metrics/exec_report_hr_metrics_research_2015.pdf

7. Other Publications:

- 7.1. Γαλανάκη, Ε. (2022). Τηλεργασία: Ήρθε για να μείνει; Έκθεση αποτελεσμάτων έρευνας 2021 και σύγκριση με 2020, https://www.dept.aueb.gr/sites/default/files/hrmlab/attachments/covid/report_digital_covid_public_2021.pdf
- 7.2. Γαλανάκη, Ε. (2021). Πανδημία και ψηφιακή προσαρμογή στη ΔΑΔ: τηλεργασία & τηλεεκπαίδευση. Έκθεση αποτελεσμάτων έρευνας 2020 https://www.dept.aueb.gr/sites/default/files/hrmlab/attachments/covid/report_digital_covid_public.pdf
- 7.3. Γαλανάκη, Ε. (2021). “ Τηλεκπαίδευση : Οι εργαζόμενοι διάλεξαν επαγγελματικά θέματα” , *Οικονομικός Ταχυδρόμος* [academia], 20/4/2021, <https://www.ot.gr/2021/04/20/academia/oikonomiko-panepistimio-athinon/tilekpaideysi-oi-ergazomenoi-dialeksan-epaggelmatika-themata/>
- 7.4. Γαλανάκη, Ε. (2021). “Τηλεργασία: Ήρθε για να μείνει;” , *ΟΠΑNews*, τεύχος 39, Ιανουάριος-Φεβρουάριος 2021: 3 , <https://www.aueb.gr/el/opanews/tilegasia>
- 7.5. Γαλανάκη, Ε. (2018). “ Τα Πανεπιστήμια Αλλάζουν- Νέα εποχή και προκλήσεις για τα πανεπιστήμια” , *ΟΠΑNews*, τεύχος 22, Απρίλιος-Μάιος 2018: 8-9
- 7.6. Γαλανάκη, Ε. (2017). “ Οι επιχειρήσεις κοιτούν πλέον και στα κοινωνικά δίκτυα πριν επιλέξουν συνεργάτες: Τα βασικά συμπεράσματα μεγάλης έρευνας του ΟΠΑ για τις τάσεις στη διαχείριση ανθρώπινου δυναμικού” , *ΟΠΑNews*, τεύχος 14, Ιανουάριος-Φεβρουάριος 2017: 14-15
- 7.7. Γαλανάκη, Ε. (2016). “ Μακροχρόνια και διεθνής έρευνα στη Διοίκηση Ανθρώπινου Δυναμικού” , *HR Professional*, Δεκέμβριος 2016: 9

- 7.8. Γαλανάκη, Ε. (2015). *Δείκτες Μέτρησης Ανθρώπινου Δυναμικού. Έκθεση αποτελεσμάτων έρευνας 2015* https://www.dept.aueb.gr/sites/default/files/hrmlab/attachments/hr_metrics/exec_report_hr_metrics_research_2015.pdf
- 7.9. Γαλανάκη, Ε. (2014). «Οι μη χρηματικές αμοιβές και η επιλογή εργοδότη», *Hominum Opus, Employer's newsletter*, Kariera.gr, <http://click.careerbuilder-email.com/?qs=58ca157393a6ebe90b3a509f0fad04306c8dd8d7987f452a6d1a848efc362882>
- 7.10. Γαλανάκη, Ε. (2014). «Fringe Benefits για αφοσίωση και ικανοποίηση των εργαζομένων», *ON HR MANAGEMENT* (Newsletter του Ελληνικού Ινστιτούτου Μάνατζμεντ Ανθρώπινου Δυναμικού (ΕΙΜΑΔ) της ΕΕΔΕ), No. 2, Δεκέμβριος 2014: 6-7
- 7.11. Παπαλεξανδρή, Ν. και Γαλανάκη, Ε. (2011). «Workplace bullying: Εκφοβίζει τους εργαζομένους και μπλοκάρει το καλό κλίμα ακόμη και στις Ελληνικές επιχειρήσεις.», *People Matters*, περιοδική έκδοση του Συνδέσμου Διοίκησης Ανθρώπινου Δυναμικού Ελλάδας, τεύχος 42, 31 Μαρτίου 2011
- 7.12. Γαλανάκη, Ε. και Παναγιωτοπούλου, Λ. (2009). “ Πληροφοριακά Συστήματα Διοίκησης Ανθρώπινου Δυναμικού- HRIS: Το παράδοξο μεταξύ αποκέντρωσης και εντατικότερου ελέγχου των λειτουργιών HRM.”, *HR Professional*, Μάρτιος 2009: 54-55
- 7.13. Galanaki, E. (2007). “The outside arm of managing people”, *Communication Director*, May 2007
- 7.14. Papalexandris N. and Galanaki, E. (2007). “Speaking with an Internal Voice”, *Communication Director*, February 2007
- 7.15. Galanaki E. (2002). Greek doctoral students: facing an uncertain future. *Science*, in column Science's Next Wave http://sciencecareers.sciencemag.org/career_magazine/previous_issues/articles/2002_03_08/nodoi.9369627738536417430 .
- 7.16. Galanaki E. (2002). Doctoral Education in Greece. *Science*, in column Science's Next Wave http://sciencecareers.sciencemag.org/career_magazine/previous_issues/articles/2002_03_08/nodoi.18357901705710791613

8. Reviewer/ Editorial service at:

- 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)

9. Distinctions- Scholarships

- GLOBE 2020, “Certificate of Excellence in Cross -Cultural Research”
- For the article: [Assessing cross-national invariance of the three-component model of organizational commitment: a cross-country study of university faculty](#), Outstanding Paper in the 2019 Emerald Literati Awards



- For the paper: «The decision to recruit online: a descriptive study»: 3rd most highly downloaded article of the journal Career Development International in 2011, with a total of 10,393 downloads
- For the PhD: Emerald/EFMD Outstanding Doctoral Research Awards- Highly Commended Award 2006



- For the PhD: Scholarship by «Ηράκλειτος: Υποτροφίες έρευνας με προτεραιότητα στη βασική έρευνα»
- For the PhD: Scholarship by Ίδρυμα Κρατικών Υποτροφιών
- For Master Thesis: "Award for the Best Dissertation, Year 1999-2000, University of Newcastle".
- For the undergraduate studies, scholarship by Ίδρυμα Κρατικών Υποτροφιών (1995-1996)

Participation in Research/ Consulting/ Voluntary Projects and Activities

- Member of the [Scientific Council](#) of the European Academy of Management (2020-)
- Member of the Executive Board of the [European Academy of Management](#), representing Greece (2015-2017, 2018-2020)
- Principal Investigator of the international research project “HRMinSMEs”, which is funded by the Hellenic Foundation for Research and Innovation (H.F.R.I.) - <https://www.dept.aueb.gr/el/HRMlab/Hrminsmes>
- Member of evaluation committees for the award HR Awards that is organized annually by the professional magazine HR Professional - <http://www.hrwards.gr/> (2017, 2019, 2020)
- Member of evaluation committees for staffing decisions as an expert (Supreme Council for Civil Personnel Selection -ASEP), 2018,2019
- Representative and academic coordinator at the Athens University of Economics and Business of project «[Enhancing quality of doctoral education at Higher Education Institutions in Uzbekistan-UZDOC](#)» of the TEMPUS-Structural Measures program (EU Funding: 2013-2016).
- Member of the management group of the voluntary activity «Supporting Small Businesses- SSB» of the Athens University of Economics and Business (2013)
- Evaluation of business plans submitted to the nation-wide contest «[Greece Innovates](#)» (Η Ελλάδα καινοτομεί) (2012-3), organized by the Hellenic Federation of Enterprises and Eurobank
- Participation in a research project on Cross Cultural Intelligence, under the coordination of Professors Ilan Alon (Rollins College) and Judith Meyers (University of California). (2012-...)
- Evaluation of submitted research projects for funding in the field of Human Resource Management for national Institutions/ Ministries of Research of foreign countries (Romania, Kazakhstan) (2011-2012)
- 2011: Consulting for the development of questions of the GCL- Global Commerce License- <http://www.gcl.nu/english/participants.html>
- Participation in the Cranet research project- www.cranet.net, on International Human Resource Management, under the supervision of the key investigator in Greece, Professor Nancy Papalexandris, director of the Human Resource Laboratory of Athens University of Economics and Business (2002-today and in particular during the 2004, 2009 and 2014 research rounds)
- Participation in the GLOBE research project- Global Leadership and Organizational Behavior- <http://globeproject.com/> , under the supervision of the key investigator in Greece, Professor Nancy Papalexandris, director of the Human Resource Laboratory of Athens University of Economics and Business (2002-now, most notably during the second and third research rounds)

Other Activities:

- Founder and President (2003-2005) of the Hellenic Association of Doctoral Researchers
- Communication Officer of Eurodoc 2005-2006 (elected at the 2005 General Assembly)
- Member of the Executive Board of Eurodoc (2004 -2005)
- Web designer and master of the following sites: MSc in HRM of AUEB, Hel.As. D.R., 2002 HR Conference, 2005 HR Conference

Professional Affiliations:

- Chartered Member of the Chartered Institute of Personnel and Development (CIPD), UK
- Member of the Greek Economic Chamber