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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 program 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 program of student exchange.
- 1994-1998:* Athens University of Economics and Business: Bachelor's in economics. Scholarship from the State Scholarship Foundation for the 2nd year of studies.
- 1994:* Highschool completed at the Ecole Greco-Française 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- 2023:* 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 organizational 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 organizing 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 organized 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 programs 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 program (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 Organizations, 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 program (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 the thesis of [Dr. Nikolaos Pahos](#) .
- Has supervised the thesis of [Dr. Irene Zografou](#) .
- Has supervised approx.70 master dissertations .
- Has evaluated 11 PhDs (as member of the evaluating committee), the two after an invitation from other Universities.
- Has evaluated more than 100 master dissertations.

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 Program 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 programs of continuing professional education

Citations: 2039, h-index: 19, i-10 index: 23 (based on Google Scholar) – Jan. 2024

1. Publications (Scholarly Peer- Reviewed Journals):

- 1.1. 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*, DOI: 10.1108/ER-06-2023-0295 (5-yr I.F. 2022: 3.4, JCI Q2 in INDUSTRIAL RELATIONS & LABOR , JCI Q2 in MANAGEMENT, ABS:2, CiteScore 2022: 5.2)
- 1.2. Pahos, N., Galanaki, E., & van der Heijden, B. I. J. M. (2023). Multi-level effects of human resource bundles on the performance of aging employees. *Human Resource Development Quarterly*, 1– 24. <https://doi.org/10.1002/hrdq.21501> (5-yr I.F. 2022: 4.7, JCI Q2 in INDUSTRIAL RELATIONS & LABOR , JCI Q2 in MANAGEMENT, ABS:2, CiteScore 2021: 5.1)
- 1.3. Pahos, N., & Galanaki, E. (2022). Performance Effects of High Performance Work Systems on Committed, Long-Term Employees: A Multilevel Study. *Frontiers in Psychology*, 13. doi: 10.3389/fpsyg.2022.825397- <https://www.frontiersin.org/articles/10.3389/fpsyg.2022.825397/full> (5-yr I.F. 2022: 4.3, JCI Q1 in PSYCHOLOGY, MULTIDISCIPLINARY, CiteScore 2021: 3.5)
- 1.4. Pahos, N.; Galanaki, E.; Van der Heijden, B.; and de Jong, J. (2021). The Moderating Effect of Age on the Association Between High-Performance Work Systems and Employee Performance in Different Work Roles, *Work Aging and Retirement*, Volume 7, Issue 3, July 2021, Pages 214–228, <https://doi.org/10.1093/workar/waaa032> (5-YR I.F. 2022: 3.8, JCI Q1 in INDUSTRIAL RELATIONS & LABOR , JCI Q1 in MANAGEMENT, ABS:2, CiteScore 2021: 4.8)

- 1.5. Galanaki, E. (2020), "A hidden deterioration in equal pay achievements? The case of employee benefits during the Greek recession", *Gender in Management*, Vol. 35 No. 5, pp. 423-444, <https://doi.org/10.1108/GM-09-2019-0150> (5-YR I.F. 2022: 3.5, JCI Q2 in BUSINESS , JCI Q2 in MANAGEMENT, ABS:1, CiteScore 2021: 2.5)
- 1.6. Galanaki E., Papagiannakis, G. and Rapti A. (2020). "Good is not good, when better is expected: Discrepancies between ideal and actual collectivism and their effect on employee attitudes", *European Management Review*, Vol.17, Issue 1, pp. 171– 184. <https://doi.org/10.1111/emre.12347> (5-YR I.F. 2022: 3.8, JCI Q2 in MANAGEMENT, ABS:3, CiteScore 2021: 2.8)
- 1.7. 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> (5-YR I.F. 2022: 3.6, JCI Q1 in INDUSTRIAL RELATIONS & LABOR , JCI Q2 in MANAGEMENT, ABS:2, 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> (5-YR I.F. 2022: 3.8, JCI Q3 in MANAGEMENT, ABS:1, CiteScore 2021: 2.7)

- 1.8. Pahos, N, and Galanaki, E. (2019). "Staffing practices and employee performance: the role of age", *Evidence-based HRM: a Global Forum for Empirical Scholarship*, Vol.7, No. 1, <https://doi.org/10.1108/EBHRM-01-2018-0007> (5-YR I.F. 2022: 3.8, JCI Q2 in MANAGEMENT, ABS:1, CiteScore 2021: 2.8)
- 1.9. Nandan, S., Halkias, D., Thurman, P. W., Komodromos, M., Alserhan, B.A., Adendorff, C., Yahaya Alhaj, N.H.Y, De Massis, A. Galanaki, E., Juma, N., Kwesiga, E., Nkamnebe, A.D., Seaman, C., (2018) "Assessing cross-national invariance of the three-component model of organizational commitment: a cross-country study of university faculty", *EuroMed Journal of Business*, Vol. 13 Issue: 3, pp.254-279, <https://doi.org/10.1108/EMJB-09-2017-0031> (elected by the editorial team as an Outstanding Paper in the 2019 Emerald Literati Awards) (5-YR I.F. 2022: 4.3, JCI Q2 in BUSINESS, ABS:1, CiteScore 2021: 5.3)
- 1.10. Galanaki, E. and Papalexandris, N. (2017). "Demographic challenges for the future business leader: Evidence from a Greek survey", *Evidence-based HRM: a global forum for empirical scholarship*, Vol. 5 Issue: 3, pp.297-310, <https://doi.org/10.1108/EBHRM-03-2017-0019>. (5-YR I.F. 2022: 3.8, JCI Q2 in MANAGEMENT, ABS:1, CiteScore 2021: 2.8)
- 1.11. 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*, DOI: [10.1002/tie.21826](https://doi.org/10.1002/tie.21826) (5-YR I.F. 2022: 2.8, JCI Q3 in BUSINESS, ABS:2, CiteScore 2021: 3.8)
- 1.12. 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](https://doi.org/10.1080/09585192.2012.725084) (5-YR I.F. 2022: 6.2, JCI Q1 in MANAGEMENT, ABS:3, CiteScore 2021: 6.9)
- 1.13. Alas, R., Papalexandris, N., Niglas, K., and Galanaki, E. (2011). "Managerial Values and Employee Commitment in a Cultural Context," *Transformations in Business & Economics*, 10, 42-59. <http://www.transformations.knf.vu.lt/23/article/mana> (5-YR I.F. 2022: 1.2, JCI Q3 in BUSINESS , JCI Q3 in ECONOMICS, CiteScore 2021:2.3)
- 1.14. Panayotopoulou, L., Galanaki, E. and Papalexandris, N. (2010). "Adoption of electronic systems in HRM: Is national background of the firm relevant?" *New Technology Work and Employment*, <https://doi.org/10.1111/j.1468-005X.2010.00252.x> Vol. 25, No.3, pp. 253-269, <https://doi.org/10.1111/j.1468-005X.2010.00252.x> . (5-YR I.F. 2022: 6.9, JCI Q1 in ERGONOMICS , JCI Q2 in MANAGEMENT, ABS:3, CiteScore 2021: 5.2)
- 1.15. 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](https://doi.org/10.1108/17542410910991782) (5-YR I.F. 2022: 3.5, JCI Q2 in BUSINESS , JCI Q2 in MANAGEMENT, ABS:1, CiteScore 2021: 2.5)
- 1.16. 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, [doi/10.1108/01437730910961685](https://doi.org/10.1108/01437730910961685) (5-YR I.F. 2022: 5.3, Q2 in MANAGEMENT, ABS:1, CiteScore 2021: 4.1)

- 1.17. 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](https://doi.org/10.1080/09585190802479579) (5-YR I.F. 2022: 6.2, JCI Q1 in MANAGEMENT, ABS:3, CiteScore 2021: 6.9)
- 1.18. 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](https://doi.org/10.1108/00483480710726145) (5-YR I.F. 2022: 4.7, JCI Q1 in INDUSTRIAL RELATIONS & LABOR , JCI Q2 in MANAGEMENT, ABS:2, CiteScore 2021:3.8)
- 1.19. 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](https://doi.org/10.1080/09585190701502687) (5-YR I.F. 2022: 6.2, JCI Q1 in MANAGEMENT, ABS:3, CiteScore 2021: 6.9)
- 1.20. 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](https://doi.org/10.1108/IJM-08-2018-0270) <https://doi.org/10.1108/IJM-08-2018-0270> (5-YR I.F. 2022: 3.6, JCI Q1 in INDUSTRIAL RELATIONS & LABOR , JCI Q2 in MANAGEMENT, ABS:2, CiteScore 2021: 2.3)
- 1.21. 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](https://doi.org/10.1108/01437730510582572) (5-YR I.F. 2022: 5.3, Q2 in MANAGEMENT, ABS:1, CiteScore 2021: 4.1)
- 1.22. Galanaki, E. (2002). "The decision to recruit online: a descriptive study", *Career Development International*, Volume 7, Issue 4, pp. 243-251, [doi/10.1108/13620430210431325](https://doi.org/10.1108/13620430210431325) . (3rd most highly downloaded article of the journal in 2011 with a total of 10,393 downloads) (5-YR I.F. 2022: 4.7, JCI Q2 in MANAGEMENT, JCI Q2 in PSYCHOLOGY, APPLIED, ABS:2, CiteScore 2021:4.2)

Currently under review or close to submission:

Galanaki, E; Papalexandris, N.; Zografou, I. & Pahos, N. "Connections between Organizational Culture, Workplace Bullying and Organizational Commitment.", under review at: *Frontiers in Psychology* (minor revision)

Papagiannakis, G.; Wood, G.; Ioakeimidou, M., Chousmekeridou, R. and Galanaki, E. The Unintended Consequences of Enforcement of Labor Regulations: Spillover Effects on Competitors' HRM Practices, under review at: *Academy of Management Discoveries* (second review round)

Zografou, I. and Galanaki, E. "To "Talk the Walk" or to "Walk the Talk"? Employer Branding and Human Resource Management Synergies in Small and Medium-sized Hotels" under review at: *EuroMed Journal of Business* (second review round)

Zografou, I. and Galanaki, E. "Employer Branding Intention, Discrepancy, and HRM: Multilevel Performance Outcomes" under review at: *Human Resource Management*

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

Chousmekeridou R. and Galanaki, E. "Gender representation across HR Analytics teams".

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

2. Books:

- 2.1. 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://www.dept.aueb.gr/sites/default/files/hrmlab/HRMinSMEs_report_2023-11-14%20%28final%29.pdf

- 2.2. 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]
- 2.3. 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]
- 2.4. 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)]
- 2.5. 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]
- 2.6. 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]
- 2.7. 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. (2023). The HRMinSMEs Study: Background, Methodology, and Sample. In: Galanaki, E. (ed.) with Zografou, I. (ass. ed.), *Human Resource Management, Business Performance, and Innovation in Small and Medium Enterprises*. Athens, Editions of the Athens University of Economics and Business, ISBN: 978-618-83313-9-6, available at: https://www.dept.aueb.gr/sites/default/files/hrmlab/HRMinSMEs_report_2023-11-14%20%28final%29.pdf, pp. 17-42.
- 3.2. Galanaki, E. (2023). HRM Practices in SMEs II: Performance Management and Compensation & Benefits. In: Galanaki, E. (ed.) with Zografou, I. (ass. ed.), *Human Resource Management, Business Performance, and Innovation in Small and Medium Enterprises*. Athens, Editions of the Athens University of Economics and Business, ISBN: 978-618-83313-9-6, available at: https://www.dept.aueb.gr/sites/default/files/hrmlab/HRMinSMEs_report_2023-11-14%20%28final%29.pdf , pp.58-64.
- 3.3. Zografou, I. and Galanaki, E. (2023). 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://www.dept.aueb.gr/sites/default/files/hrmlab/HRMinSMEs_report_2023-11-14%20%28final%29.pdf , pp.65-79.
- 3.4. Galanaki, E. and Zografou, I. (2023). 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.

- 3.5. 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.
- 3.6. 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.
- 3.7. Galanaki E. (2020). Academic career as an odyssey: allegories from the work of Homer and personal experiences in modern Greece. In: Tomislav HERNAS 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
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- 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)

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- 5.1. 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
- 5.2. 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
- 5.3. 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
- 5.4. 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
- 5.5. 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
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- 5.15. 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
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- 5.20. 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
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- 5.43. 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>

- 5.44. 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)
- 5.45. 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
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6. Research reports

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- 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

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- 7.4. Γαλανάκη, Ε. (2021). “Τηλεργασία: Ήρθε για να μείνει;” , *ΟΠΑNews*, τεύχος 39, Ιανουάριος-Φεβρουάριος 2021: 3 , <https://www.aueb.gr/el/oranews/tilegasia>
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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

10. For the paper “Maintenance and Growth-enhancing HRM bundles for an ageing workforce: A multi-level study”, presented at the 2021 European Academy of Management Conference (with Pahos, N. & van der Heijden, B.) **nomination for best paper of the ST09_01, HRM track.** (Conference held online, 16-18 June 2021)
- For the research conducted at the GLOBE 2020 project “**Certificate of Excellence in Cross -Cultural Research**”
- For the paper: [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