

Georgios Theriou

Associate Professor of HRM and Knowledge Management
International Hellenic University (IHU)



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Profile:

Associate Professor in the field of Human Resource Management and Knowledge Management. Teaching experience in undergraduate and postgraduate courses (Greece and abroad) and professional experience as a business consultant in the areas of strategic development, quality management systems and human resources management. Scientific work includes publications in international scientific journals with numerous citations. Research interests in the areas of human resource management, knowledge management and entrepreneurship.

Passionate for teaching, with a genuine interest in fostering students' personal and professional development. Emphasis on the combination of practical and theoretical knowledge. Always seeking interesting new ideas and business practices that can inspire people and organizations, to change, evolve and create value.

Key Areas of Expertise: HRM | Business Strategy and Development | Entrepreneurship and Innovation

Education

PhD

06/2005 – 06/2009

Democritus university of Thrace

Polytechnic School

PhD Title: *The effect of HRM practices on knowledge creation and organizational performance*

Graduate

02/2005

Chartered Institute of Personnel and Development (CIPD), Great Britain

MA in Human Resource Management

09/2003-10/2004

Derbyshire Business School, UK

Dissertation Title: *The relationship between Learning Capability and Total Performance at the Firm level: An Empirical Test in Greece*

BA in Business Studies

09/2000-07/2003

Derbyshire Business School, UK

Dissertation Title: *Diagnosing the organizational culture: The case of the Greek food Industry*

Experience

Teaching experience:

Associate Professor of Human Resource Management and Knowledge Management

05/2019 – Today

International Hellenic University

Kavala Campus

Department of Management Science and Technology

Undergraduate and Postgraduate programs (Executive MBA and MPhil in International Business Administration, Department of Management Science and Technology, Kavala Campus | MSc in Management and MSc in Hospitality & Tourism Management, University Center of International Programmes of Studies, Themi, Thessaloniki Campus).

Courses (postgraduate): *HRM – Organizational Behavior, Leadership and business Ethics, Innovation Management in a Globalized Environment, Strategic Management.* | *HRM, Human Resources Management in Tourism*

Courses (undergraduate): *Organizational Learning and Knowledge Management, Organizational Behavior and Leadership, Personal Skills Development, Entrepreneurship, Digital Innovation and Entrepreneurship, Corporate Social Responsibility and Business Ethics, Strategic Management, Introduction to Management*

Dissertations Supervision: Regular guidance and support.

Other Activities:

- ✓ Scientific member of the Business Innovation, Creativity and Competitiveness (BICC) Research Lab, Department of Management Science and Technology.
- ✓ In-Charge Associate of the Erasmus program, Department of Management Science and Technology.
- ✓ Internship Committee Member / supervision of student internship program, Department of Management Science and Technology.
- ✓ Supervisor of International Team Projects attending Euroweek Annual Student Conference, International Network of Universities, Prime Networking.

Associate Professor of Human Resource Management and Knowledge Management

12/2017 – 05/2019

Eastern Macedonia and Thrace Institute of Technology (EMaTTech), Greece

Department of Business Administration

Undergraduate and Postgraduate programs (Executive MBA and MPhil in International Business Administration).

Courses (postgraduate): *HRM strategies, Leadership and business Ethics, Innovation, Management, Strategic Management.*

Courses (undergraduate): *Knowledge Management, Corporate Social Responsibility and Business Ethics, Entrepreneurship, Innovation Management.*

Dissertations Supervision: Regular guidance and support.

Other Activities:

- ✓ Scientific member of the Business Innovation, Creativity and Competitiveness (BICC) Research Lab, Department of Business Administration.
- ✓ In-Charge Associate of the Erasmus program, Department of Business Administration.

Experience

Teaching experience (continue):

Adjunct Faculty

09/2017-01/2019

Open University of Cyprus, Cyprus

Business administration (Bachelor) Program of Study

Course: *HRM*

Adjunct Faculty / Lead Academic Coach

02/2016 – 03/2017 Course Development | 10/2017 Course Start Date (10 weeks course)

Athabasca University, Canada

Faculty of Business

Executive MBA program

Course: 6 credit module in conjunction with the ALBA Graduate Business School (one field visit in Athens):

“*Doing Business in a Recovering Economy: Experiencing Greece*”.

Adjunct Faculty

09/2012 – 12/2017

EMaTTech, Greece

Department of Business Administration

MBA Program

Modules: *HRM strategies, Corporate Social Responsibility, Innovation Management, Strategic Management.*

Dissertations Supervision: Regular guidance and support

09/2013 – 01/2017

Department of Petroleum & Natural Gas Technology

Msc in Oil and Gas Technology

Courses: *Leadership, Strategic Management, Change Management (in English).*

Dissertations Supervision: Regular guidance and support

Adjunct Faculty

09/2005 – 12/2017

EMaTTech, Greece

Department of Business Administration

Undergraduate Program

Courses: *HRM (tutorials), Strategic Management (tutorials), Knowledge Management (theory and tutorials), Business Ethics (theory and tutorials) and Business Research Methods (tutorials), Entrepreneurship (theory and tutorials), Innovation Management (theory and tutorials).*

Dissertations Supervision (regular guidance and support)

Experience

Working experience:

Business Consultant - Higher Education Services

01/2011 – 12/2017

Self-employed

European development programs, European research programs, strategic planning, human resource management, planning and designing seminars and workshops.

Science Technology Lab

10/2013 – 01/2017

Theriou G. L. Sarigiannidis O.E.

Business consulting services

Project Management, market research, documentation, data processing and related services, educational support services, human resource management.

Career Adviser

09/ 2010 – 10/2015

EMaTTech, Greece

European program DASTA

Information, advice and guidance to help students who undertake their placement make effective choices about their behavior, training and work.

External Associate – Business Consultant

11/2004 – 03/2009

Grant Solutions LTD

Consulting Firm

External associate part of the scientific personnel mainly handling research assignments or other projects dealing with HRM and other management disciplines: strategic planning, recruitment and selection, job analysis and European development.

Volunteer work experience:

Adjunct Faculty

10/2006 – Today

EMaTTech, Greece

Department of Business Administration

Undergraduate Program

European Program ERASMUS

Voluntary Teaching to International Students

Modules: *HRM, Business Strategy, Innovation Management* (in English).

TEDx Kavala, Greece 2016 and 2017, Organizing Committee member

2017: Sponsorship Manager (€35.000 budget)

2016: Speaker catalyst team member (presentations mentoring).

Publications in International Journals:

1. **Soultoglou A., and Theriou G.** (2020), The role of motivation and empowerment of administrative faculty in achieving organizational commitment, *MIBES Transactions*, (accepted for publication).
2. **Theriou G., Chatzoudes, D. and Moya C.A.D.** (2020), The effect of ethical leadership and leadership effectiveness on employee's turnover intention in SMEs: The mediating role of work engagement, *European Research Studies Journal*, No. 4 (accepted for publication).
3. **Karagianni T. and Theriou G.** (2018), "Service quality in local government and its effect on citizen satisfaction: The case of the Division of Transportation and Communications of the Regional Unit of Kavala in the region of Eastern Macedonia and Thrace, Greece" *International Journal of Business and Economic Sciences Applied Research*, Vol. 11, No. 2, pp.7-16.
4. **Chatzoglou, P., Chatzoudes, D., Sarigiannidis, L. and Theriou. G.** (2018), "The role of firm-specific factors in the strategy-performance relationship - Revisiting the resource-based view of the firm and the VRIO framework", *Management Research Review*, Vol. 41, No. 1, pp. 46-73.
5. **Kosteroglou, E.P., Theriou, G. and Chatzoudes, D.** (2017), "Customer satisfaction from private utility companies: An explanatory study", *International Journal of Business and Economic Sciences Applied Research (IJBESAR)*, Vol. 9, No. 3, pp. 13-23.
6. **Kontogiannidis, P., Theriou G. and Sarigiannidis L.,** (2016), "Crowdfunding: Exploring the factors associated with the users' intention to finance a project online", *International Journal of Web Based Communities*, Vol. 13, Issue 1.
7. **Theriou G., Tasoulis K. and Keisidou E.** (2016), Experiential Learning in Leadership: A leadership development simulation exercise", *International Leadership Journal*, Vol. 8, No. 2, pp. 104-129.
8. **Geranis, C., Theriou G. and Sarigiannidis, L.** (2015), "Crowd Funding: An empirical study", *PRIME*, Vol. 8, No. 2, pp. 52-70.
9. **Theriou, G. and Chatzoudes, D.** (2015), "Exploring the entrepreneurship - performance relationship: evidence from Greek SMEs", *Journal of Small Business and Enterprise Development*, Vol 22, No. 2, pp. 352-375.
10. **Kontogiannidis, P., Theriou G. and Sarigiannidis L.,** (2014), "Crowdfunding: The factors that affect the intention of users/consumers to participate financially at crowdfunding projects", *PRIME*, Vol 7, No. 1, pp. 49-70.
11. **Theriou, G. and Chatzoglou, P.** (2014), "The impact of best HRM practices on performance – identifying enabling factors", *Employee Relations*, Vol. 36, No. 5, pp. 535-561.
12. **Theriou N., Aggelidis V. and Theriou G.** (2014), "The Mediating Effect of the Knowledge Management Process to the Firm's Performance: A Resource-Based View", *International Journal of Economics & Business Administration*, Vol. 2, No. 1, pp. 87-114.
13. **Georgiadou, C., Theriou G. and Sarigiannidis, L.,** (2012), "The impact of Key Knowledge Factors on Project Performance: The Case of the Greek Construction Industry", *PRIME*, Vol 5, No. 1, pp. 38-53.
14. **Theriou, N., Madytinis, D., and Theriou, G.** (2011), "Knowledge Management Enabler Factors and Firm Performance: An Empirical Research of the Greek Medium and Large Firms", *European Research Studies*, Vol. 14, No. 2, pp. 97-134.
15. **Maditinos, D., Theriou, G., Keisidou, E. and Sarigiannidis L.** (2011), "Exploring the factors associated with weblog usage acceptance: Evidence from Cyprus", *International Journal of Web Based Communities*, Vol. 12 No. 2, pp. 196-212.
16. **Maditinos, D., Chatzoudes, D., Tsairidis, C. and Theriou, G.** (2011), "The Impact of Intellectual Capital on Firms' Market Value and Financial performance", *Journal of Intellectual Capital*, Vol. 12 No. 1, pp. 132-151.
17. **Theriou, G.** (2010), "The relationship of extrinsic rewards and employee creativity as function of job complexity", *SPOUDAI, Journal of Economics and Business*, Vol. 60, No. 3-4, pp.101-126."
18. **Theriou, N., Sevic Z., Maditinos, D. and Theriou, G.** (2009) "The relationship between the use of strategic human capital, the design of the Management Control System and organisational performance: an empirical study in the Greek context", *International Journal of Economic Policy in Emerging Economies*, Vol. 2, No. 3, 24 Dec 2009, pp. 202-227.
19. **Theriou, N., Aggelidis, V. and Theriou, G.** (2009). "A Theoretical Framework Contrasting the Resource-Based Perspective and the Knowledge-Based View", *European Research Studies*, Vol. 12, No. 3, pp. 177-190.

Publications in International Journals (continue):

20. **Theriou, G. and Chatzoglou, P.** (2009). “Exploring the Best Practices – Performance Relationship: An Empirical Approach”, *Journal of Workplace Learning*, Vol 21, No 8, pp. 614-646.
21. **Theriou, G. and Chatzoglou, P.** (2007), “Enhancing performance through best HRM practices, organizational learning and knowledge management: A conceptual framework”, *European Business Review*, Vol. 20, No. 3, pp. 185-207.
22. **Theriou, N., Theriou, G. and Papadopoulos, A.** (2007), “Integrating the Balanced Scorecard and Activity-Based Costing”, *Cost Management*, Vol. 21, No. 3, pp. 42-48.
23. **Theriou, N., Theriou, G. and Chatzoglou, P.** (2007), “The Relationship between Learning Capability and Organizational Performance: The Banking Sector in Greece”, *SPOUDAI, Journal of Economics and Business*, Vol. 57, No. 2, pp. 9-29.
24. **Maditinos, D., Sevic Z. and Theriou, G.** (2006), “The Introduction of Economic Value Added (EVA) in the Greek Corporate Sector, *The Southeuropean Review of Business Finance & Accounting*, Vol 4, No. 2, pp. 89-97.
25. **Theriou N. and Theriou G.** (2006), “Organizational learning as a strategic resource in supply chain management”, *SPOUDAI, Journal of Economics and Business*, Vol. 56, No. 2, pp/ 133-153.

International Conferences:

1. **Athanasiadou C., Chatzoudes, D. and Theriou G.** (2020), “Strategic Corporate Social Responsibility (SCSR): a systematic literature review”, World conference on smart trends in systems, security and sustainability (IEEE, WorldS4 – 2020), 27-28 July, London, UK.
2. **Karypis E., Theriou G. and Parasyri D.** (2017) “Factors that influence the choice of a destination by senior tourists”, Management of International Business and Economic Systems (MIBES) International Conference, 13–15 October, Larisa, Greece
3. **Geranis, C., Theriou G. and Sarigiannidis, L.** (2015), “Crowd Funding: An empirical study”, Management of International Business and Economic Systems (*MIBES*) International Conference, 15–17 October, Larisa, Greece.
4. **Kontogiannidis, P., Theriou G. and Sarigiannidis L.,** (2014), “Crowdfunding: The factors that affect the intention of users/consumers to participate financially at crowdfunding projects”, Management of International Business and Economic Systems (*MIBES*) International Conference, 30 May – 01 June, Thessaloniki, Greece.
5. **Georgiadou, C., Theriou G. and Sarigiannidis L.,** (2012), “The impact of Key Knowledge Factors on Project Performance: The Case of the Greek Construction Industry”, Management of International Business and Economic Systems (*MIBES*) International Conference, 25 -27 May, Larisa, Greece.
6. **Theriou, N., Raptis, C. and Theriou G.,** (2011), “Strategic Decision Making Process and the Importance of Structure Formality, Financial, and Non-Financial Information”, *International Conference on Applied Business & Economics*, 29th September -1st October 2011, Piraeus, Greece.
7. **Theriou, N., Maditinos D. and Theriou G.,** (2009) “Knowledge Management Enabler Factors and Firm Performance: An empirical research of the Greek medium and large firms”, *International Conference on Applied Business and Economics*, Eastern Macedonia and Thrace Institute of Technology, Kavala, Greece.
8. **Theriou, G. and Chatzoglou P.,** (2009), “The Impact of HRM on Organizational Performance: A Proposed “Best HRM Practices” System”, *5th National and International Conference of Hellenic Society For Systemic Studies*, 24-27 June, 2009, Xanthi, Greece.
9. **Theriou, N., Aggelidis, V. and Theriou G.,** (2008), “The complementary of the two perspectives the resource-based and the knowledge-based views”, *International Conference on Applied Business & Economics*, 2-4 October 2008, Thessaloniki, Greece
10. **Maditinos, D., Sevic, Z., Chatzoglou, P. and Theriou, G.,** (2007), “Earnings as an Explanatory tool in explaining stock market returns and the use of Easton and Harris (1991) model: The case of Greece”, *International Scientific Conference, Contemporary Challenges of Theory and Practice in Economics*, University of Belgrade, September 2007, Belgrade.
11. **Theriou, N., Sevic, Z. and Theriou, G.,** (2007), “The Relationship Between the Use of Human Capital, the Design of the Management Control Systems and Organizational Performance: An Empirical Study in the Greek Context”, *5th International Conference on Accounting and Finance in Transition- ICAFT 2007*, London, UK.
12. **Theriou, N., Maditinos D. and Theriou G.,** (2007), “Is the BSC Really a New Performance Measurement System?”, *5th International Conference on Accounting and Finance in Transition- ICAFT 2007*, London, UK.
13. **Maditinos, D., Sevic, Z., and Theriou, G.,** (2006), “The Introduction of Economic Value Added (EVA) in the Corporate World”, *International Conference of Innovation, Entrepreneurship and Competiveness in Balkan and Black Sea Countries*, 3-5 November 2006, Kavala, Greece.
14. **Theriou, N., Aggelidis, V., Maditinos, D. and Theriou, G.,** (2005): “Testing the Relationship between Beta and Returns in ASE: A Second Attempt”, *3rd International Conference on Accounting and Finance in Transition- ICAFT 2005*, 9-11th July 2005, Kavala, Greece.

Research

Citations:

Total Citations according to Google Scholar, **1482** (until 14/01/2021). Relevant link:

<http://scholar.google.com/citations?user=hyAvNAwAAAAJ&hl=en>

Total Citations according to Scopus, **421** (until 14/01/2021). Relevant link:

<https://www.scopus.com/authid/detail.uri?authorId=35222309600>

Achievements and Awards

1. **Theriou G.** (2012-2019). Student evaluation for “HRM strategies module” **Achievement:** Evaluated since 2012 in the top three positions among department faculty members in terms of effectiveness and quality of teaching (total 24 modules).
2. **Theriou G.** (2010-2018). Student faculty evaluation (EMaTTech, Department of Business Administration). **Achievement:** Evaluated since 2010 in the top three positions among department faculty members in terms of effectiveness and quality of teaching.
3. **Theriou G. Sarigiannidis, L. and Ypilanti V.** (2016). Assisting Young Scientists in Prototyping Innovative Products by Using Cutting-Edge Technology. Member of the four-member group (idea conception and proposal development) of the EMaTTech funding proposal towards Stavros Niarchos Foundation for the creation of the Program “Stavros Niarchos Foundation Scholarship”: <https://www.snf.org/en/grants/grantees/t/technical-university-of-eastern-macedonia-and-thrace/program-support/> **Achievement:** The approval of the proposal marks the first funding (€ 900.000) of the Stavros Niarchos Foundation at a Higher Educational Institution for the development of **up and running products** (and not for academic research) offering an important opportunity to bridge EMaTTech with the business environment.
4. **Maditinos, D., Chatzoudes, D., Tsairidis, C. and Theriou G.** (2010), “The Impact of Intellectual Capital on Firms’ Market Value and Financial performance”, *Journal of Intellectual Capital*, Vol. 12 No. 1, pp. 132-151.
Award: This article was chosen as a “Highly Commended Award Winner” at the Literaty Networks Awards for Excellence 2012 of Emerald Literati Network: <http://www.emeraldinsight.com/authors/literati/index.htm>
5. **Theriou, G. and Chatzoglou, P.** (2007), “Enhancing performance through best HRM practices, organizational learning and knowledge management: A conceptual framework”, *European Business Review*, Vol. 20, No. 3, pp. 185-207
Achievement: This article is included in the Emerald Reading List Assist in the scientific area of Human Resource Development: strategies and systems:
<http://www.emeraldinsight.com/teaching/listassist/index.htm?PHPSESSID=0hv5kot1vlj83rmaosut259t71>
6. **Theriou, N., Theriou, G. and Papadopoulos, A.** (2007), “Integrating the Balanced Scorecard and Activity-Based Costing”, *Cost Management*, Vol. 21, No. 3, pp. 42-48.
Achievement: This article is included in the proposed Balanced Scorecard-BSC bibliography in the Management and Accounting Web: <http://maaw.info/BalscoreArticles.htm>

Research

Research Programs:

1. **Associate, Scientific Responsible**, “Strategic Corporate Social Responsibility - the case of Europe” / SCSR-EU, 23/12/2019 – Today, Erasmus+, KA2 - Cooperation for innovation and the exchange of good practices, KA203 - Strategic Partnerships for higher education.
2. **Academic Advisor and Scientific Supervisor**, “*Talent retention in the era of change and knowledge: enhancing employee engagement*”, 06/2019 – Today. “Supporting researchers with emphasis on young researchers - 2nd cycle”, Human Resources Development, Education and Lifelong Learning Program.
3. **Scientific Support of Project Team**, Extensive Training Program in social entrepreneurship, 15/03/2018 – Today. European Territorial Cooperation Program Greece-Bulgaria 2014 – 2020 / «Support of Social Enterprises Development and Enhancement of Employment» / SoSEDEE.
4. **Scientific associate, member of the business development team (R&D services)**, Business Development Support to Stavros Niarchos Foundation Scholarship scientists (business plans, market research, business model mentoring, Greek and European patents application procedures, logo registration and application procedures), 11/2016 – 09/2018, Program: Assisting Young Scientists in Prototyping Innovative Products by Using Cutting-Edge Technology, EMATTech.
5. **Scientific Responsible of Seminars & Scientific Support of Project Team**, Syllabus development and training activities for employees in the tourist industry. 09/2012 – 03/2014, European Territorial Cooperation Program Greece-Bulgaria 2007-2013: “Integrating the Greek – Bulgarian Tourism Product (IG-BTP).
6. **Data Collection & Processing / Economist Services**, Data collection and statistical analysis of business data related to performance measurement (Greek and Bulgarian companies), 06/2011 – 06/2013, European Territorial Cooperation Program Greece-Bulgaria 2007-2013: “Integrated digital bridge between academic and business organizations” (IDBABO).
7. **PhD Researcher / Scholarship** 31/05/2007 – 30/06/2009. PENED 2003, *The effect of HRM practices on knowledge creation*

Book Chapters

Theriou G. (2015), Greek Case Studies “A Framework for Human Resource Management” (Greek Edition), Dessler G., 2015, Kritiki, Athens.

Scientific Editing of Textbooks

1. **Debbie-Leventhal.** (2018), “Strategic Corporate Responsibility” (Greek edition), Tziolas, Thessaloniki [co-editing with Manasakis K.].
2. **Mondy R. W. And Martocchio J.** (2017), “Human Resource Management”, 14th Ed. (Greek edition), Tziolas, Thessaloniki [co-editing with Kefis V.].
3. **Mariotti S. and Glackin, C.** (2016), “Entrepreneurship and Small Business Management”, 2nd ed. (Greek edition), Tziolas, Thessaloniki.

Skills and other qualification

Languages and computer skills:

Languages

English (Full professional proficiency)
French (Elementary proficiency- Certificate)
Greek (Native)

Computer Skills

CCU diploma of Aristotle University of Thessaloniki (MS Office and Microsoft Windows)
Statistical Packages SPSS and AMOS

Professional Training:

Assessment Centre Master Class.

03/2013

Qmetric

Designing, organizing, & implementing an employee assessment centre.

Competencies:

Intellectual: analytical problem solving.

Drive and Resilience: continuous learning, initiative and flexibility, planning and organizing.

Interpersonal Relationships: extroversion, cooperative teamwork, integrity and respect for others.

Other Activities

Reviewer in Scientific Journals:

Journal of Workplace Learning (ISSN: 1366-5626), Journal of Small Business and Enterprise Development (ISSN: 1462-6004),
International Journal of Business and Economic Sciences Applied Research (ISSN: 2408-0101)

Scientific member of the Business Innovation, Creativity and Competitiveness (BICC) Research Lab, IHU.

Scientific coordinator of the student competition for innovative ideas for commercial mobile and web applications (SCOIN) of EMaTTech (2017-2018).

Accredited by the Economic Chamber of Greece (OEE) since April 2006 (L.N.: 0206078572 / R.N.: 078572) / Member of the Economic Chamber of Greece.

Greek army service: Training in Electronic Warfare, 2009-2010.