



Academic Personnel Short Profile / Short CV

University:	Athens University of Economics and Business
Surname:	Kapoutsis
Name:	Ilias
Rank:	Assistant professor
Faculty:	School of Business Administration
Department:	Department of Business Administration
Scientific Domain: *	Management/organizational behavior

** Field of Specialization*

Academic qualifications (list by highest qualification)

Qualification	Year	Awarding Institution	Department	Thesis title
PhD in Management	2009	Athens University of Economics and Business	Business Administration	Justice and politics at the workplace: Their Role in Determining Individual & Organizational Outcomes
MSc in Business Information Technology	2003	University of Manchester	Computation	SVM Categorizer: Development of a generic categorisation tool using Support Vector Machines
Degree in Business Administration	2002	Athens University of Economics and Business	Business Administration	-

Employment history – List by the three (3) most recent

Period of employment		Employer	Location	Position
From	To			

2017	today	Athens University of Economics and Business	Athens, Greece	Assistant Professor
2010	2017	Athens University of Economics and Business	Athens, Greece	Teaching Fellow
2010	2012	Intell Finance SA	Athens, Greece	CEO

Key <u>refereed</u> journal papers, monographs, books, conference publications etc. List the five (5) more recent and other five (5) selected –(max total 10)						
Ref. Number	Year	Title	Other authors	Journal and Publisher / Conference	Vol.	Pages
1	2019	The effects of entrepreneurial orientation on job stressors and the moderating role of high-performance work systems: Employee perspectives from two industries.	Giannikis, S. & Grougiou V.	International Journal of Human Resource Management	In press	
2	2019	Hard, Soft, or Ambidextrous: Which Influence Style Promotes Managers' Task Performance and the Role of Political Skill	Papalexandris, A. & Thanos, I.	International Journal of Human Resource Management	30	618-647
3	2019	Hard-core toughie: Donald Trump's negotiations for the United States presidency	Volkema, R.	Negotiation Journal	35	47-63
4	2018	Politics in organizations: Lessons, challenges and future directions	Thanos, I.	European Management Journal	36	589-592
5	2017	Measuring Political Will in Organizations: Theoretical Construct Development and Empirical Validation	Papalexandris, A., Treadway, D.C., & Bentley, J	Journal of Management	43	2252-2280

6	2016	Navigating uneven terrain: The roles of political skill and LMX differentiation in prediction of work relationship quality and work outcomes	Epitropaki, O., Ellen III, P., Ferris, G., Drivas, K., & Ntotsi, A.	Journal of Organizational Behavior	37	1078-1103
7	2016	From restaurants to board rooms: How initiating negotiations teaches management principles and theory	Volkema, R.	Journal of Management Education	40	76-101
8	2013	Initiating negotiations: The role of bargaining power, Machiavellianism, and risk propensity	Volkema, R., & Nikolopoulos, A.	Group Decision and Negotiation	22	1081-1101
9	2012	The role of political tactics on the organizational context - career success relationship	Papalexandris, A., Thanos, I., & Nikolopoulos, A.	International Journal of Human Resource Management.	23	1908-1929
10	2011	Politics perceptions as moderator of the political skill - job performance relationship: a two-study, cross-national, constructive replication	Papalexandris, A., Nikolopoulos, A., Hochwarter, W., & Ferris, G.	Journal of Vocational Behavior	78	123-135

Exhibitions (where applicable). List the five (5) more recent and other five (5) selected. (max total 10)					
Ref. Number	Date	Topic	International / Local	Location*	Role in Exhibition
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**Specify venue, geographic location etc*

Research Projects. List the five (5) more recent and other five (5) selected (max total 10)				
Ref. Number	Date	Title	Funded by	Project Role*
1	2012-2015	The impact of the organizational context on human capital development and motivation	Ministry of Development, Greece	Research team member
2	2013-2014	Understanding and Managing the Process of Initiating Negotiations: The Role of Power, Personality and Stereotypes	Athens University of Economics and Business	Postdoctoral researcher
3	2006-2009	Political goals and effectiveness of Greek enterprises	Ministry of Development, Greece	Researcher
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**Project Role: i.e. Scientific/Project Coordinator, Research Team Member, Researcher, Assistant Researcher, other*

Consulting Services and/or Participation in Councils / Boards/ Editorial Committees. List the five (5) more recent				
Ref. Number	Period	Organization	Title of Position or Service	Key Activities

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Awards / International Recognition (where applicable). List the five (5) more recent and other five (5) selected. (max total 10)			
Ref. Number	Date	Title	Awarded by:
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Other Achievements. List the five (5) more recent and other five (5) selected. (max total 10)			
Ref. Number	Date	Title	Key Activities:
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