



### Academic Personnel Short Profile / Short CV

<b>University:</b>	University of the Aegean (Open University of Cyprus)
<b>Surname:</b>	Glaveli
<b>Name:</b>	Niki
<b>Rank:</b>	Associate Professor
<b>Faculty:</b>	Business Sciences
<b>Department:</b>	Business Administration
<b>Scientific Domain: *</b>	Management/Strategic Management, OB/HRM

*\* Field of Specialization*

Academic qualifications (list by highest qualification)				
Qualification	Year	Awarding Institution	Department	Thesis title
PhD	2014	Aristotle University of Thessaloniki	Economic studies	"HRM: Work-Family Life Reconciliation"
PhD	2011	University of Macedonia	Business Administration	"The impact of training on business/organizations' effectiveness: The role of training in the service profit chain. A study in the banking sector"
Master in BA (MBA)	1995	University of Birmingham (UK)	Business	"Training in SME's in the West Midlands".
Degree	1994	Athens Economic University	International and European Economic Studies	"The cost of capital in the Greek manufacturing sector and the effectiveness of tax incentives".

Employment history – List by the three (3) most recent				
Period of employment		Employer	Location	Position
From	To			
January 2020	Today	University of the Aegean	Chios	Associate Professor
May 2004	January 2020	Aristotle University of Thessaloniki	Thessaloniki	Research and teaching staff
May 1998	May 2004	Aristotle University of Thessaloniki	Thessaloniki	Research and teaching staff

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	2023	“Developing a sustainable work environment for substitute teachers: A multi-criteria job satisfaction approach”	Manolitzas, P. Vouzaz, F. Liasidis, C.	<i>Sustainability</i>	Quality Management and Sustainability (special issue)	
2	2022	“Substitute vs. permanent teacher job satisfaction: Applying MUSA to delineate differences and highlight evidence-based guidelines for decision makers”	Manolitzas, P. Grigoroudis, E.	<i>Kybernetes</i>	Vol. ahead-of-print No. ahead-of-print	
3	2021	“Exploring the Role of Fitness Instructors’ Interaction Quality Skills in Building Customer Trust in the Service Provider and Customer Satisfaction”	Papadimitriou, D. Karagiorgos, Th. Alexandris, K.	<i>European Sport Management Quarterly</i>	10.1080/16184742.2021.1928256	

4	2019	"Practical application of MSQ and MUSA methodology in determining critical job satisfaction factors of seasonal employees in summer destination luxury resorts",	Grigoroudis, E., Manolitzas, P.	<i>Tourism Management</i>	74	426-437
5	2019	"The undelivered potential of the Greek, - economic crisis born, social and solidarity economy for people-centered local sustainable development: The case of Greek Social Cooperative Enterprises"	Geormas, K.	<i>Working paper prepared for the United Nations Inter-Agency Task Force on Social and Solidarity Economy (UNTFSSSE), Call for Papers 2018, Implementing the Sustainable Development Goals: What Role for Social and Solidarity Economy?, United Nations Knowledge Hub.</i>		
6	2017	"Doing well and doing good: Exploring how strategic and market orientation impacts social enterprise performance'	Geormas, K.	<i>International Journal of Entrepreneurial Behaviour &amp; Research</i>	24(1)	147-170
7	2015	"Work-family balance through border theory lens: The case of a company driving in the fast lane"	Karassavidou, E.	<i>Diversity, Equality and Inclusion: An International Journal</i>	34(1)	84 – 97
8	2013	"Relationships among three facets of family supportive work environments, work-family conflict and job	Karassavidou, E., Zafiroopoulos, K.	<i>International Journal of Human Resource Management</i>	24(20)	3757-3771.

		satisfaction: A research in Greece"				
9	2011	"Exploring a Route through which Training Affects Organisational Performance"	Karassavidou, E.	<i>International Journal of Human Resource Management</i>	24(14)	2892-2923
10	2011	"Assessing Hospitals' Readiness for Clinical Governance Quality Initiatives through Organizational Climate"	Karassavidou, E.	<i>Journal of Health Organization and Management</i>	25(2)	214-240.

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	2019-2021	Employment Contract Project in the framework of the POWER Project Placement Opportunities With Entrepreneurial Reach	Erasmus+	Researcher – Alexander Innovation Zone Advisor
2	2018-2020	Blue Boost	INTEREG V-B	Researcher
3	2018-2020	4helix+	INTERREG MED	Researcher
4	2016-2020	Student Practice, Department of Economics, Aristotle University of Thessaloniki	Partnership Agreement (ΕΣΠΑ)	Scientific Coordinator
5	2016 – 2018	Organizational and Competitive Intelligence for Entrepreneurship	Erasmus+	Researcher
6	2008 και 2013 – 2015	Innovation and Entrepreneurship Unit (MOKE), Aristotle University of Thessaloniki	Partnership Agreement (ΕΣΠΑ)	Teaching- Mentor
7	2006-20077	OB and the role of genders	Pythagoras	Member of the CIAR Research Team
8	2006	Innovative areas and systems of life-long learning	EQUAL	Research Team Member - Evaluator
9	2004 – 2005	Information Society and the adaptability of women agricultural co-operatives		Research Team Member
10	2004 – 2005	DI.ORGANO.SI (Administration of organizational knowledge in businesses)	GSRT (Γ.Γ.ΕΤ), Program EPAN, 4.5.1	Research Team Member

\*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
1	2020	University of the Aegean	Part of the co-ordination board of the eMBA program of studies – Acting Director	Co-ordination of academic and administrative issues of the program
2	2020	University of the Aegean	Representative of the Department of Business Administration in the Research Committee of the University	Research strategy planning
3	2020	Baltic Journal of Management	Editorial Advisory Board	Reviewer,promotion, special issues
4	2017 έως και σήμερα	Work and Family Researchers Network	Member	
5	2008 και 2013 – 2015	Aristotle University of Thessaloniki	Advisor of Innovation and Entrepreneurship Unit on Social Entrepreneurship	Meetings, workshop, supervision of students; business plans, participation in conferences

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:
1	2016-2017	Award of excellence 2016-2017 for the 2014 Emerald/EFMD Outstanding Doctoral Research Award for my dissertation "HRM: Work - family Reconciliation".	School of Economic and Political Sciences, Aristotle University of Thessaloniki
2	2016-2017	Excellence in Aristotle University of Thessaloniki: The most important distinctions in 2015	
3	2015	2014 Emerald/EFMD Outstanding Doctoral Research Award in Human Resource Management category for my PhD Thesis: "HRM: Work-Family Life Reconciliation"	Emerald/Personnel Review

4	2014	1st and 3rd prize in a student competition for Social Enterprise Business Plans for the teams that I was a Mentor of	The competition took place during the <i>International EU Greek Presidency</i> Conference: "Social Entrepreneurship: A tool for addressing local development, youth unemployment and social needs", Iraklion, 10 -11 June, Ministry of Labour, Social Security and Social Solidarity
5	2008	Best paper award	11th International QMOD Conference
6	2008	Best practice award for the research project "OB and the role of genders"	CSR Network, Greece
7	2004	Citation of excellence – paper: "Managing service quality in banks: Customers' gender effects", <i>Managing Service Quality</i> , Vol. 14, No.1, pp.90-102. Spathis, C., Petridou, E. and Glaveli, N.	Emerald

Other Achievements. List the five (5) more recent and other five (5) selected. (max total 10)			
Ref. Number	Date	Title	Key Activities:
1	2008-2010	Scholar of A.S. Onassis Foundation (PhD candidate)	
2	1990-1994	Scholarships from the State Scholarships Foundation and the Chalkiopoulos Foundation (undergraduate student)	