

*Curriculum Vitae*

**NAME:** *Dimitrios M. Mihail, PhD*  
*Professor*  
*Human Resource Management*  
*Organizational Behavior and*  
*Industrial Relations*

**ADDRESS:** University of Macedonia  
Business Administration Department  
Egnatia 156 Street  
540 06 Thessaloniki  
Greece

**TELEPHONE:** +30 (2310) 891594

Mobile: +306971501950

**E-mail:** [mihail@uom.edu.gr](mailto:mihail@uom.edu.gr)

**POSITIONS HELD:**

- 2019-**                    *Head of the Master Program in Human Resource Management*  
Business Administration Department, University of Macedonia,  
Thessaloniki, Greece
- 2016-**                    *Head of the Human Resource Management Lab,*  
Business Administration Department, University of Macedonia,  
Thessaloniki, Greece
- 2008-**                    *Professor,* Business Administration Department, University of  
Macedonia, Thessaloniki, Greece
- 2006-2010**            *Head of the MBA Program,*  
University of Macedonia, Thessaloniki, Greece
- 2003- 2008**            *Associate Professor,* Business Administration Department,  
University of Macedonia, Thessaloniki, Greece
- 1998- 2003**            *Assistant Professor,* Business Administration Department,  
University of Macedonia, Thessaloniki, Greece
- 1996-2003**            *Jean Monnet Project ,: European Commission, Directorate General  
X, Jean Monnet Permanent Course Titled “European Monetary  
Union and Pension System Reform”. .*
- Jean Monnet Project, European Commission, Directorate General  
X, Jean Monnet Permanent Course Titled “European Union and  
the Enlargement Challenge”.*

- 1994-2001**                    *Jean Monnet Project, European Commission, Directorate General, Jean Monnet Permanent Course Titled “European Economic Integration and Labour Market Institutions”.*
- 1993- 1997**                    **Lecturer**, Department of Organization and Business Administration, University of Macedonia, Thessaloniki, Greece.
- 1992-1993**                    **Economist**, Unit of Econometric Forecasting, Department of Economic Research, *Bank of Greece*, Athens.
- 1990-1992**                    **Lecturer**, Department of Economics and Business Administration, City, Thessaloniki, Greece.
- 1983-1987**                    **Instructor**, Department of Economics, The Graduate Faculty, New School for Social Research, New York.

**EDUCATION:**

- 1987-1989**                    *Ph.D. in Economics*
- Department of Economics, The Graduate Faculty of Political and Social Science, The New School University, New York, USA
- Ph.D. Awarded with Distinction*, in May 1989.
- Ph.D. Dissertation: “Power, Profits and Industrial Capital Accumulation in Postwar Greece.”*
- The Graduate Faculty, New School University, New School for Social Research, Department of Economics, New York, USA.
- Supervisor: Prof. David M. Gordon**
- 1984-1986**                    Ph.D. Student in Economics (GPA: 4).
- Ph.D. Qualifying Exams with *Honors*,
- The Graduate Faculty, The New School University , New York, USA.

- 1982-1984**                    ***Master of Arts in Economics,***  
  
The Graduate Faculty, The **New School University, New York, USA .**  
  
Degree Exams with *Honors*.
- 1977-1981**                    ***Diploma (B.A.) in Economics.***  
  
**Aristotle University of Thessaloniki, Greece.**  
  
Degree Awarded with *Honors*.

**ACADEMIC TEACHING:**

***Graduate Courses***

*(Years, courses, and best students' rankings in parentheses):*

- 2019-**                            ***Organizational Behavior,***  
  
*University of Macedonia, Business Administration Dept.  
Master in HRM , Thessaloniki, Greece*
- 2019-**                            ***Leadership in Organizations,***  
  
*University of Macedonia, Business Administration Dept.  
Master in HRM , Thessaloniki, Greece*
- 2019-2022**                    ***Analytics of Human Resources,***  
  
*University of Macedonia, Business Administration Dept.  
Master in HRM , Thessaloniki, Greece*

- 2019-2020**                      ***Human Resource Management,***  
*University of Macedonia, Business Administration Dept.*  
*Master in HRM , Thessaloniki, Greece*
- 2008 -2019**                      ***Systems of Motivation, Compensation and Career***  
***Management***  
*University of Macedonia, MBA Program, Thessaloniki,*  
*(4.87/5)*
- 2011 -2023**                      ***Human Resource Management,***  
*University of Macedonia, MBA Program, Thessaloniki,*  
*(4.44/5)*
- 2008 -2015**                      ***Human Resource Management in Health Services,***  
*University of Macedonia, MBA Program, Thessaloniki,*  
*(4.93/5: teaching award)*
- 2011-2019**                      ***Selected Topics in Human Resource Management***  
*University of Macedonia, MBA Program, Thessaloniki,*  
*(4.68/5; teaching award)*
- 2011-2019**                      ***Human Relations and Communication in Human Resource***  
***Management***  
*University of Macedonia, MBA Program, Thessaloniki,*  
*(4.81/5: teaching award)*
- 1994- 2016**                      ***Greek Labor Market and the European Union,***  
*University of Macedonia, Thessaloniki, MBA Program, (5/5)*

- 1994- 2012**                      ***European Business,***  
*University of Macedonia, Thessaloniki, MBA Program,*  
*(4.75/5)*
- 2009-2011**                      ***Human Resource Management,***  
*MSc in Management Program, International Hellenic*  
*University, Thessaloniki, (4.30 /5)*
- 2007 -2017**                      ***Managerial Economics MBA50,***  
*Hellenic Open University, MBA Program, Patra, (4.23/5)*
- 2005 -2008**                      ***Labor Economics,***  
*University of Macedonia, MBA Program, Thessaloniki,*  
*(4.88/5)*
- 2002- 2004**                      ***Industrial Relations in the European Union,***  
*University of Macedonia, Thessaloniki, MBA Program,*  
*(4.48/5)*
- Undergraduate Courses:***
- 2011- 2019**                      ***Human Resource Management***
- 2004 - 2023**                      ***European Union and Labor Market,***  
***Women and Business,***  
***European Union and Welfare State, Erasmus+ Course (in English)***
- 2010- 2014**                      ***Career Management***  
  
*Department of Business Administration,*  
*University of Macedonia, Thessaloniki, Greece.*

- 2015-2019**                      *Human Relations and Business*  
*Women's Career Advancement*  
English Literature Department,  
Aristotle University of Thessaloniki, Greece
- 1993 - 2003**                      *Marketing, Industrial Marketing, Economics, Macroeconomics.*  
Department of Organization and Business Administration,  
University of Macedonia, Thessaloniki, Greece.  
  
*Jean Monnet Permanent Course:* European Economic  
Integration and Labor Market Institutions (1994-2001), European  
Commission, **Directorate General X and University of Macedonia,**  
Greece.  
  
*Jean Monnet Permanent Course:* European Union and the  
Enlargement Challenge (1996-2003), European Commission,  
**Directorate General X and University of Macedonia,** Greece.  
  
*Jean Monnet Permanent Course:* European Monetary Union and  
Pension System Reform (1998-2005), European Commission,  
**Directorate General X and University of Macedonia,** Greece.
- 1990-1992**                      *Introduction to Marketing, Marketing Management, Introduction to  
Economics, Macroeconomic Theory and Policy, Econometrics.*  
Department of Economics and Business Administration, City,  
Thessaloniki, Greece.
- 1986-1987**                      *Seminar on Modern Macroeconomic Issues.* Economics Department,  
The Graduate Faculty, New School for Social Research, New York.
- 1983-1986**                      *Differential and Integral Calculus,* Economics Department, The  
Graduate Faculty, New School for Social Research, New York.  
(Students' ranking 9/10).

## **European Program Erasmus+:**

(EU Student/Professor Exchange Program):

Visiting Professor

Series of Lectures on “Modelling HRM in Tourism and Healthcare Services”,

**Zwolle University,**

Business Administration Dept., Netherlands,

May 9 – May 13, 2022.

Visiting Professor

Series of Lectures on “New HR Techniques”,

**University of Malaga,**

Department of Economics, Spain,

March 30- April 4, 2020.

Visiting Professor

Series of Lectures on “**High-Performance Work Systems and Human Resource Management**”,

Business Administration Department,

**Cyprus University of Technology,**

23 April –27 April 2018.

Visiting Professor,

Series of Lectures on “**High-Performance Work Systems and Human Resource Management**” **Industrial Relations and Profitability in the European Union**”,

Faculty of Economics and Business Administration,  
**Universidad Autonoma de Madrid, Spain,**

27 March – 31 March 2017.



Visiting Professor,

Series of Lectures on “*Industrial Relations and Profitability in the European Union*”,

Department of Economics,

**Vaxjo University**, Sweden,

29 April-10 May 1995.

**Tempus:**

(EU Student Exchange Program):

Visiting Scholar,

Series of Lectures on “*European companies and the Emergence of the Human Resource Management Paradigm*” Undergraduate Program, Department of Economics,

**Voronezh University**, Russia

(15-20 May 1995).

Students’ ranking (8.6/9).

**“Paideia” Teaching Program:**

(USA Student Exchange Program with University of Macedonia)

**2010-2019**

(University of Macedonia/USA student exchange program):

- “*EU and Greek Corporations*” Course, US Undergraduate Students,
- “*Labor Market Institutions and Human Resource Management in the EU and the USA*” Course, US Undergraduate Students.

- “Comparing Economic and Social Institutions in the EU and the US”,  
US Undergraduate Students.

## **RESEARCH:**

### ***Research Interests:***

#### ***Human Resource Management:***

*High Performance Work Systems*

*Career Management*

*Women’s Employment and Career Advancement*

#### ***Industrial Relations:***

*Flexible labor and Employee Relations*

**2016-2022**

#### ***Head of the Human Resource Management Lab***

University of Macedonia, Thessaloniki, Greece.

***4th Conference “Innovative practices in Human Resources Management in Greek firms” May 4, 2023,***

***Human Resource Management Lab,***

*Department of Business Administration, University of Macedonia, Thessaloniki, Greece*

***3<sup>rd</sup> Conference “Innovative practices in Human Resources Management in Greek firms” April 17, 2019,***

***Human Resource Management Lab,***

*Department of Business Administration, University of Macedonia, Thessaloniki, Greece.*

**2<sup>nd</sup> Conference “Innovative practices in Human Resources Management in Greek firms” May 17<sup>th</sup> 2018,**

**Human Resource Management Lab,**

*Department of Business Administration, University of Macedonia, Thessaloniki, Greece.*

**1<sup>st</sup> Conference “Applying best human resource management practices in Greek firms”, May 5<sup>th</sup> 2017,**

**Human Resource Management Lab,**

*Department of Business Administration, University of Macedonia, Thessaloniki, Greece.*

***Refereed publications in academic journals:***

**Mihail, D. Papatheodorou M. and Kloutsiniotis, P.** (2023), “The influence of leadership on structural empowerment and work-life balance on nurses’ burnout and patients’ assessed quality of care during the covid-19 pandemic”, ***Medical Research Archives***, Vol. 11, No. 7. (IF: 8.3)

**Kloutsiniotis, P. , Mihail, D., and Gouniotti, S.** (2023) , "The effects of Transformational Leadership and HRM practices on employee outcomes and productivity in the Greek Hospitality Industry during COVID-19", ***Employee Relations***, Vol. 45, n. 3, pp. 653-676.

**Kloutsiniotis, P. , Mihail, D., Mylonas, N. and Pateli, A.** (2022), “Transformational Leadership, HRM practices and burnout during the COVID-19 pandemic: The role of personal stress, anxiety, and workplace loneliness” ***International Journal of Hospitality Management***, Vol.102, pp.1-14, (IF:11.7) <https://doi.org/10.1016/j.ijhm.2022.103177>

**Mylona, E. and Mihail, D.**, (2022) “An employee perspective of human resource development practices in the public sector: the role of organizational and supervisor support”, *International Review of Administrative Sciences*, (ABS 3), Vol. 88, n. 3, pp. 739-756. <https://doi.org/10.1177/0020852320952858>

**Kloutsiniotis, P.V., Katou, A. and Mihail, D.M.** (2021). 'Examining the dark-side of High Performance Work Systems in the Greek manufacturing sector'. *Employee Relations*, vol.43,5, 1104-1129. <https://doi.org/10.1108/ER-04-2020-0170>

**Mihail, D., and Mylona, E.** (2020) " Exploring public employees' motivation to learn and develop in turbulent times: The role of perceived support and organizational commitment ", *International Journal of Public Administration*, 43, no. 16, pp. 1366-1375.

**Mihail, D. and Kloutsiniotis P.** (2020), “Is it worth it? Linking perceived high-performance work systems and emotional exhaustion: The mediating role of job demands and job resources”, *European Management Journal*, Vol.38, pp.565-579 (IF: 6.11)

**Mihail, D. and Kloutsiniotis P.** (2020), “High Performance Work Systems in the Tourism and Hospitality Industry: A Critical Review” , *International Journal of Contemporary Hospitality Management*, (ABS 3), Vol. 32, no.7, pp.2365-2395. (IF: 9.32)

**Mihail, D. and Kloutsiniotis P.** (2020), “The Effects of High Performance Work Systems in Employees' Service Oriented OCB”, *International Journal of Hospitality Management*, (ABS 3) Vol. 90, pp. 1-12 (IF: 11.7)

<https://doi.org/10.1016/j.ijhm.2020.102610>

**Mihail, D. and Mylona, E.** (2019) “Enhancing Employees’ Work Performance through Organizational Justice in the Context of Financial Crisis. A Study of the Greek Public Sector.” *International Journal of Public Administration*, Vol.42, no 6, pp. 509-519..

**Mihail, D., and Kloutsiniotis, P.** (2018) "The link between perceived High Performance Work Practices, employee attitudes and service quality: The mediating and moderating role of trust", *Employee Relations* Vol. 40, no. 5, pp. 801-821.

**Mihail, D., and Kloutsiniotis, P.** (2017)" "Linking innovative human resource practices, employee attitudes and intention to leave in healthcare services", *Employee Relations*, Vol. 39, no.1, pp.34-53.

**Mihail, D., and Kloutsiniotis, P.** (2016), “The effects of high-performance work systems on hospital employees’ work-related well-being: Evidence from Greece”, *European Management Journal*, Vol. 34, no.4, pp.424-438. (IF: 6.11)

**Mihail, D., and Kloutsiniotis, P.** (2016), “Modeling patient care quality: An empirical high-performance work system approach”, *Personnel Review*, Vol. 45, no. 6, pp. 1176-1199.

**Mihail, D. and Ogbogu, C.** (2016), “Gender-based Stereotypes and Managerial Careers in Diverse Socio-Economic Environments: The Cases of Greece and Nigeria”, *International Journal of Business and Social Science*, Vol. 7, No.2, pp. 39-51.

**Mihail, D. and Matsouka, K.** (2016), “Graduates’ employability: What do graduates and employers think?” *Industry and Higher Education*, Vol. 30, no. 5, pp. 321-326.

**Mihail, D., and Kloutsiniotis, P.** (2014), “The Impact of an MBA on managerial skills and career advancement: The Greek case”, *The International Journal of Management Education*, Vol. 12, No.3, pp. 212-222.

**Mihail, D., Mac Links, M. and Sarvanidis, S.,** (2013), “High performance work systems in corporate turnaround: A German case study”, *Journal of Organizational Change Management*, Vol.26, No.2, pp.190-216.

**Giannikis, S., and Mihail, D.,** (2011), “Modelling job satisfaction in low level jobs: Differences between full-time and part-time employees in the Greek retail sector”, *European Management Journal*, Vol. 29, pp. 129-143. (IF: 6.11)

**Giannikis, S., and Mihail, D.,** (2011), “Flexible work arrangements in Greece: A study of employee perceptions”, *The International Journal of Human Resource Management*, (ABS 3), Vol. 22. No. 2, pp. 417-432.(IF: 6.0)

**Giannikis, S., and Mihail, D.,** (2010), “Motivation of working women in the Greek retail sector: An empirical analysis”, *International Journal of Manpower*, Vol.31, No.1, pp.4-20.

**Mihail, D.,** (2008), “Proactivity and work experience as predictors of career-enhancing strategies”, *Human Resource Development International*, Vol.11, No.5, pp. 523-537.

**Giannikis, S., and Mihail, D.,** (2008), “Predicting Organizational Commitment: A Field Study of Full-Time and Part-Time Retail Employees”. *The Business Review, Cambridge*, Vol. 10 No. 2, pp. 69-80

**Mihail, D.**, (2008), “Graduates’ career orientations and strategies in corporate Greece”, *Personnel Review*, Vol.37, No.4, pp. 393- 411.

**Mihail, D.**, (2006), “Internships at Greek universities: an exploratory study”, *Journal of Workplace Learning*, Vol.18, No.1, pp. 28-41.

**Mihail, D.**, (2006), “Women in management: Gender stereotypes and students’ attitudes in Greece”, *Women in Management Review*, Vol. 21, No. 8 , pp. 681-689.

**Mihail, D., and Elefterie, K.**, (2006), “Perceived effects of an MBA degree on employability and career advancement: the case of Greece”, *Career Development International*, Vol.11, No. 4, pp. 352-361.

**Mihail, D.**, (2006), “Gender-based stereotypes in the workplace: The case of Greece”, *Equal Opportunities International*, Vol.25, No.5, pp. 373-388.

**Mihail, D.**, (2005), “Working students at Greek universities”, *Journal of European Industrial Training*, Vol. 29, No.7, pp.561-571.

**Mihail, D., and Karaliopoulou, K.**, (2005), “Greek university students: a discouraged workforce”, *Education and Training*, Vol.47, No. 1, pp.31-39.

**Mihail, D.**, (2004), “Labour Flexibility in Greek SMEs”, *Personnel Review*, Vol.33, No.5, pp. 549-560.

**Mihail, D.**, (2003), "Atypical Working in Corporate Greece", *Employee Relations*, Vol. 25, No.5, pp. 470-489.

**Mihail, D.**, (2001), "Flexible employment, Working Conditions and Corporate Agreements in the European Union", *Review of Economic Sciences*, Vol. I, pp. 137-156. (in Greek).

**Mihail, D.**, (2000), "Employee Relations Systems in the European Union", *East-West Series in Economics, Business and the Environment*, Vol. III, No.1&2, pp. 169-180.

**Kufidu, S., and Mihail, D.**, (2000), "New Technologies and Trade Unions: The Case of Northern Greece", *East-West Series in Economics, Business and the Environment*, vol. III, No.1&2, pp. 83-101.

**Kufidu, S., and Mihail, D.**, (1999), "Decentralisation and Flexibility in Greek Industrial Relations", *Employee Relations*, vol.21, n.5, pp. 485-498.

**Kufidou, S., . Petridou, E. and Mihail, D.**, (1997), "Upgrading Managerial Work in the Greek Civil Service", *International Journal of Public Sector Management*, vol.10, 4, pp. 244-253.

**Mihail, D.** , (1996), "Unemployment and Labor Market Policies in Greece", *Spoudai: Journal of Economics and Business*, vol. 46, 1&2, pp. 16-30.

**Mihail D.**, (1995), "The Productivity Slowdown in Postwar Greece", *Labour: Review of Labour Economics and Industrial Relations*, vol. 9, 2 , pp.189-205.



**Mihail, D.**, (1993), “Modelling Profits and Industrial Investment in Postwar Greece”, *International Review of Applied Economics*, vol. 7, 3, pp. 290-310.

**Mihail, D.**, (1988), "Effective Demand, Systematic Movement and Long Run Position of the Economy: Methodological Notes”, *Spoudai: Journal of Economics and Business*, vol. 38, 1-2, pp. 101-125.

*Articles in edited books:*

**Mihail, D.**, (2005), “Labour inspection in Greece: breaking the deadlock”, in **Labour 2004: Collected Papers**, Institute of Urban Environment and Human Resources, Panteion University, Athens, pp.71-79.

**Mihail, D.**, (2001), “Greek Industrial Relations: Facing the Challenge of Restructuring”, Collected Papers, University of Piraeus, Greece, pp. 679 - 691.

**Koufidou, S., Mihail, D. and Petridou, E.** (2000), “ European Orientation of Education and Employability, Collected Papers, University of Piraeus, Greece, pp. 385 – 397 (in Greek).

**Kufidu, S., Petridu, E. and Mihail, D.**,(1997) , “The Nature of Middle Managers’ Work in the Civil Service: The Case of Greece”, in Y-F. Livian and J. Bugroyne (Eds.), *Middle Managers in Europe*, London: Routledge, pp. 93-103.

*Academic Conferences:*

*2023, International Conference on Tourism Statistics and Tourism Industries (ICTSTI-23), Moscow, July 12-13.*

*“Modeling the impact of team working on work burnout and employee engagement: The case of the Greek Hotel Industry”*

*2022 , 4<sup>th</sup> World Conference in Management, Business and Economics, Paris, December 2-4.*

*“Human Resource Management in the Hotel Industry: The Greek Case”*

*ECMLG 2022: 18th European Conference on Management Leadership and Governance, 10 - 11 November 2022, Lisbon, Portugal*

*“Enhancing Employer Branding through Corporate Innovation and Web Communication”*

*2019, 2<sup>nd</sup> International Conference on Research in Business, Management, and Economics, December 3-5 , 2019 Vienna, Austria*

*“High Performance Work Systems: A bundling or a systems approach? Evidence from the Greek healthcare sector”*

*2019, International Conference on Applied Research in Management, Business and Economics, April 5-7, 2019 Barcelona, Spain*

*“Exploring the relationship between high involvement work practices, work demands and employees’ attitudes and behaviors”*

*2018, 4<sup>th</sup> International Tourism and Hospitality Management Conference (ITHMC) Budapest, Hungary, October 17-21*

*“The impact of high-performance work systems on Greek tourism”*

*2018, 42<sup>nd</sup> International Academic Conference , International Institute of Social and Economic Sciences, Rome, Italy, September 10-13*

“The role of perceived supervisor support and perceived organisational support on employees’ motivation to learn and develop. The case of the Greek public sector.”

*The British Academy of Management 2017 Conference, Warwick, UK, September 5-7, 2017.*

“Enhancing Employees’ Work Effort through Distributive Justice in the Era of Economic Crisis. A Study of the Greek Public Sector “

*2017 The Finance, Global Management, Economics, IT, Marketing, MIS, and Healthcare Management Research Conference, New York, May 25-28*

"Distributive Justice as an Alternative predictor of Satisfaction with Pay in a Period of Crisis: The Case of the Greek Public Sector”

*2016 Academy of Human Resource Development – , 17<sup>th</sup> International Conference on Human Resource Development / Research and Practice across Europe, 8-10 June 2016, Manchester:*

"The effects of high-performance work systems on Greek hospital employees' work-related well-being"

*2016 , British Academy of Management – Newcastle University, 6-8 September 2016*

"The impact of high-performance work systems on Greek hospital employees' work-related well-being and job burnout"

*2015 “New Horizons in Industry, Business and Education”, 9<sup>th</sup> International Conference, (NHIBE 2015) 27-29 August 2015, Skiathos Island, Greece*

Matsouka, K, Mihail, D. “Graduates’ Employability: What do Graduates and Employers Think? “, Proceedings, pp. 31-37.

*2012 Annual Meeting of the Association for Global Business, 24<sup>th</sup> International Conference,*

“Modeling Job Satisfaction : The Case of Air Transport Industry in Greece”, Washington D.C., USA, November 15-17, 2012.

*11<sup>th</sup> Congress of Women’s Worlds 2011,*

“Gender Stereotypes and Glass Ceiling in a Developing and an EU country: Comparing Armenia with Greece”, Ottawa University, Ottawa, Canada, July 2-7, 2011.

*2009 Annual Meeting of the Association for Global Business, 21<sup>st</sup> International Conference,*

“Employee Trust in Modelling Job Satisfaction and Organizational Commitment”, Orlando, Miami, USA, November 12-15, 2009

*2008 Annual Meeting of the Association for Global Business, 20<sup>th</sup> International Conference,*

“Determinants of Job Search Intensity in Greece”, Newport Beach, California, USA, November 20-23, 2008

*10<sup>th</sup> Congress of Women’s Worlds 2008*

*Mihail, D. and Giannikis, S. “Gender Differences in Organizational Commitment: An Empirical Assessment of*

Sales Employees in Greece”, Universidad Complutense de Madrid, Madrid, Spain, July 3- 9, 2008.

*The International Business & Economics Research Conference, Los Angeles, 2008.*

Mihail, D. and Giannikis, S. “Predicting Organizational Commitment: A Field Study of Full-Time and Part-Time Retail Employees”, *The Beverly Hilton, Beverly Hills, Los Angeles, USA, June 11 - 14, 2008.*

*Women and Ambition Conference 2008,*

Mihail, D. and Giannikis, S. “Aspects of Ambition for Retail Sales Employees: Examination for Gender Differences”,

Irish Department of Justice, Equality and Law Reform and the Centre for Gender and Women’s Studies, Trinity College, Dublin, March 27-29, 2008.

*Work, Employment and Society Conference 2007,*

Mihail, D. and Giannikis, S. “Unmet expectations at work for the female part-time workforce: The case of the Greek retail sector”, British Sociology Association, University of Aberdeen, UK, September 14-18, 2007

*2007 Annual Meeting of the Association for Global Business, 19th International Conference, Mihail, D. and Giannikis, S, “Combining study and paid work at Greek universities: An empirical approach” ,Washington, D.C., USA, November 18 - 20, 2007*

*2006 Annual Meeting of the Association for Global Business, Eighteenth International Conference,*

“Determinants of Graduates’ Career Paths in Corporate Greece”, Newport Beach, California, USA, November 16 - 18, 2006

*Women's Worlds 2005, 9<sup>th</sup> International Interdisciplinary Congress on Women, Economy, Work and Welfare*, "Advancing Women in Managerial Positions: The Glass Ceiling in Greece", Seoul, Korea, June 19-24, 2005.

*7<sup>th</sup> ECSA- WORLD Conference*, "Globalisation and Corporate Codes of Labour Conduct in the EU", European Commission, Brussels, 30 November- 1 December 2004.

*2<sup>nd</sup> American Studies Seminar: In Pursuit of the Millennium: Greece, Europe and the USA*, "Work Restructuring in the European Union: The American Challenge" American Consulate General, Thessaloniki, Greece, April 2000.

*5th International Congress of the Economic Society of Thessaloniki*, "The European Economic Firm in the Global Economy", Thessaloniki 4-6 April, 1996.

*53rd Annual Conference of the Association for Social Economics* "On the Condition of Labour in the USA and the World Today", Washington, DC 6-8 January 1995.

*Human Capital and Mobility Conference*, "Knowledge work, managerial roles and European Competitiveness", ESC Lyon, France, November 30, December 1-3, 1994 .

*4th International Congress of the Economic Society of Thessaloniki, :New Technologies in Business and Economics*, "New Technologies, Reorganization and Employment in Northern Greek Industry", Thessaloniki 7-9 April, 1994.

"An empirical approach to job loss cost in the welfare state", Conference: *Dimensions of Modern Social Policy*, Sakis Karagiorgas Foundation, Panteion University, Athens, October 1993, (in Greek).

"The Profit Rate Determinants of the Postwar Greek Manufacturing", Conference: The Greek Economy in the 1990s, *Economic Society of Thessaloniki, Thessaloniki*, December 14-16, 1990.

***Commissioned Research:***

- Study for the European Parliament:  
  
**“The impact of new forms of labour on industrial relations and the evolution of labour law in the EU”,**  
  
Reports for the 27 EU Member Countries  
  
**National Expert for Greece / National Report**  
  
October 2007- May 2008  
  
External Study for the European Parliament, DG Internal Policies of the Union, - Directorate A – Economic and Scientific Policies,  
  
**Universite Europeenne du Travail and Labour Asociados, Madrid, Spain.**
  
- European / National Research Project:  
  
**“Undeclared Labor in Greece”**  
  
Head of Research and Scientific Coordinator:  
  
April 2007- May 2008  
  
**Greek Ministry of Employment and Social Protection, European Commission, Development of Workforce, 2007-2013, Athens.**
  
- National Research Project:  
  
**“Labor Flexibility in the Greek Labor Market”,**

Head of Research and Scientific Coordinator:

October 2001 – September 2002

**National Institute of Labor, Athens**

- European/ National Research Project:

**“Flexible labor and Women in the Workplace”**

Head of Research and Scientific Coordinator:

November 2005 – June 2009

**PENED 2003, Project 03ΕΛ824, Ministry of Development,  
General Secretary of Research and Technology, Athens.**

- University of Macedonia Project :

**“UOM: Exploring potential expansion of educational services to  
Bulgaria”**

Scientific Coordinator of Project #3

Οκτώβριος 2009 – Δεκέμβριος 2009

**University of Macedonia, Thessaloniki.**

***Research supervisions:***

I have supervised the following PhD dissertations:

**2016-2022**

**Evangelia Mylona**

**Dissertation:** *Incentives Systems in Human Resource  
Management: The case of Greek Public Sector*, University of  
Macedonia, Business Administration Department,  
Thessaloniki.

**2013-2017**

**Panagiotis Kloutsiniotis**



**Dissertation:** "High Performance Work Systems in Greece: An Empirical Approach" , University of Macedonia, Business Administration Department, Thessaloniki.

**Dr. Kloutsiniotis has been elected Assistant professor at the Ionian University, Corfu, Greece.**

**2004-2010**

**Stefanos Giannikis**

**Dissertation** " Flexibility and part time work in Greece: Challenges and prospects for companies and women's employment" University of Macedonia, Business Administration Department, Thessaloniki.

**Dr. Giannikis has been elected Assistant professor at the University of Athens, Greece**

- I have supervised more than 200 *postgraduate (MBA and MSc) dissertations* at the University of Macedonia, Thessaloniki, International Hellenic University, Thessaloniki and Hellenic Open University, Athens, over the last twenty-five years.

**TACIS:**

(EU/ Eastern European Research Project):

I have guided the PhD candidate Larissa Smirnych in her research "*Pre-JEP: Labour Economics and Management: curriculum development and implementation*", Department of Economics, Voronezh University, June 1995.

**Reviewer:**

I have reviewed articles for:

*International Journal for Human Resource Management*,  
Editor Michael Dickmann, Cranfield University, UK

*Review of Social Research*, National Center of Social  
Research, Athens.

*The International Journal of Public Sector Management*,  
Editor Dr. Joyce Liddle, University of Nottingham, UK

*Journal of Occupational and Organizational Psychology*, The  
British Psychological Society, UK

#### **ACADEMIC AWARDS/ DISTINCTIONS:**

**2018** Dimitrios Mihail, “Systems of motivation, rewards and career  
in corporations”

**2<sup>nd</sup> Teaching Award, Master in Business Administration,  
MBA, (Student assessment: 4,87/5,0)**

University of Macedonia, Thessaloniki, Greece

**2017** Dimitrios Mihail, “Human Resource Management”

**3<sup>rd</sup> Teaching Award, Master in Business Administration,  
MBA, (Student assessment: 4,73/5,0)**

University of Macedonia, Thessaloniki, Greece

**2015** Dimitrios Mihail, “Special Issues in Human Resource  
Management”,

**2<sup>nd</sup> Teaching Award, Master in Business Administration,  
MBA, (Student assessment: 4,68/5,0)**

University of Macedonia, Thessaloniki, Greece

- 2012** Dimitrios Mihail, “European Union: Perspectives for European Business”,  
**3<sup>rd</sup> Teaching Award, Master in Business Administration, MBA**, (Student assessment: 4,88/5,0)  
University of Macedonia, Thessaloniki, Greece
- 2012** Dimitrios Mihail, “European Union and Labor Markets”  
**2<sup>nd</sup> Teaching Award, Master in Business Administration, MBA**, (Student assessment: 4,90/5,0)  
University of Macedonia, Thessaloniki, Greece
- 2006** “Determinants of Graduates’ Career Paths in Corporate Greece”: **Best Paper Award** in *2006 Annual Meeting of the Association for Global Business, Eighteenth International Conference*, Newport Beach, California, USA, November 16 - 18, 2006
- 1993** 3<sup>rd</sup> Research Award , 1992, Sakis Karagiorgas Foundation, Athens.
- 1990** "**Frieda Wunderlich Memorial Award**", for my Doctoral Dissertation as one of the best six Dissertations for the year 1989 at the Graduate Faculty, New School for Social Research, New York
- 1987-1989** "**William McChesney Martin Fellowship**", The Graduate Faculty, New School for Social Research, New York. Fund for excellent research within my Dissertation framework.
- 1983-1986** *Academic Awards for Postgraduate Studies*, Department of Economics, New School for Social Research, New York.

**1982-1985** *Bodosakis Foundation Scholarship, Athens*

**1978-1981** *Academic Awards for Excellent Undergraduate Studies, (top 1% among 260 students at the Department of Economics, Aristotle University of Thessaloniki, Greece) National Foundation of Scholarships, Athens.*

**MAIN ADMINISTRATIVE POSITIONS:**

**2016-2018** GOVERNING BOARD of the University's Research Institute, at the University of Macedonia, Thessaloniki, Greece.

**2010-2014** GOVERNING BOARD of the MBA Programa at the University of Macedonia, Thessaloniki, Greece.

**2006-2010** HEAD of the MBA Program at the University of Macedonia, Thessaloniki, Greece.

**2007-2010** UNIT OF QUALITY ASSURANCE (MODIP) of the University of Macedonia, Thessaloniki, Greece.

**2006-2009** RESEARCH COMMITTEE of the University of Macedonia, Thessaloniki, Greece.

**2003-2006** GOVERNING BOARD of the MSc in Economics Program, at the University of Macedonia, Thessaloniki, Greece.

- 2003-2004** EXAMS COUNCIL for Transferring Foreign Students, Aristotle University of Thessaloniki and University of Macedonia, Thessaloniki.
- 1998-2003** COMMITTEE of ACADEMIC CURRICULUM, Business Administration Department, University of Macedonia, Thessaloniki, Greece.
- 1997** REPRESENTATIVE OF THE UNIVERSITY OF MACEDONIA, Committee of Economic and Industrial Development, Prefecture of Thessaloniki.
- 1996** COMMITTEE FOR STUDENT EXCHANGE PROGRAM WITH THE UNIVERSITY OF NEW HEAVEN, USA, Business Administration Department, University of Macedonia, Thessaloniki, Greece.

**Professional Affiliations:**

Economic Society of Thessaloniki, Greece

European Association of Labour Economists

Association for Global Business, USA.