

# **CURRICULUM VITAE**

**Panagiotis V. Polychroniou**

**Education – Teaching experience**

**Research and Publications**

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## 1. PERSONAL DATA

First Name: Panagiotis  
Family Name: Polychroniou  
Middle Name: Vasileios  
Year of Birth: 1976  
Marital Status: Unmarried  
Nationality: Hellenic  
Address: Business School  
University of Patras  
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## 2. EDUCATION

**2000 - 2003**                    **ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS**  
**DEPARTMENT:** Business Administration  
**PhD**, Sales department as a conflict field within Greek Industrial  
Organizations: Defining factors, measurement of conflict intensity,  
implications, strategies  
Committee: A. Nikolopoulos (Chair), G. Panigyrakis, P. Pechlivanidis

**1997 - 1999**                    **ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS**  
**DEPARTMENT:** Business Administration  
**Master in Business Administration, M.B.A**

**2/1999- 5/1999**                **BUDAPEST UNIVERSITY OF ECONOMIC SCIENCES**  
*International Studies Center, HUNGARY*  
International MBA (Erasmus program)

**1993 - 1997**                    **ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS**  
**DEPARTMENT:** Operational Research and Marketing  
**Ptychion**

**2/1996- 5/1996**                **RIJKUNIVERSITEIT GRONINGEN, HOLLAND**  
*Faculty of Economic Siences* (Erasmus program)

### 3. SCHOLARSHIPS

Received Scholarship for Postgraduate Studies and Doctoral Research in Business Administration at Athens University of Economics and Business, Athens (1997–2003).

### 4. TEACHING EXPERIENCE

#### 4.1 UNDERGRADUATE LEVEL

- 2006- :** **UNIVERSITY OF PATRAS**  
**Department: Business Administration**  
Assistant Professor of Organizational Behavior and Human Resources Management
- 2005- :** **HELLENIC OPEN UNIVERSITY**  
**Programme: Business Administration**  
Adjunct Lecturer
- 2003-2006:** **UNIVERSITY OF PATRAS**  
**Department: Business Administration**  
Adjunct Lecturer
- 2003-2006:** **UNIVERSITY OF IOANNINA**  
**Department: Business Administration of Food and Agricultural Enterprises**  
Adjunct Lecturer
- 2003-2006:** **TECHNOLOGICAL EDUCATIONAL INSTITUTE OF ATHENS**  
**School: Economics and Business**  
Part Time Lecturer
- 2003-2005:** **IST STUDIES- UNIVERSITY OF HERTFORDSHIRE**  
**Programme: Business Administration**  
Part Time Lecturer
- 2002-2003:** **ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS**  
**Department: Business Administration**  
Adjunct Lecturer

## 4.2 POSTGRADUATE LEVEL

- 2006- :** **UNIVERSITY OF PATRAS**  
MBA (Full Time)
- 2007-2008:** **UNIVERSITY OF IOANNINA**  
MBA (Full Time)
- 2005-2008:** **ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS**  
MSc in Statistics (Part Time)
- 2003-2006:** **IST STUDIES- UNIVERSITY OF HERTFORDSHIRE**  
MBA (Full/Part Time - Weekends)

## 5. THESIS SUPERVISION

### Postgraduate level - Supervisor (total number: 45)

- 2006- :** **UNIVERSITY OF PATRAS**  
MBA
- 2009- :** **HELLENIC OPEN UNIVERSITY**  
MSc in Tourism Management, MBA
- 2003-2005:** **IST STUDIES- UNIVERSITY OF HERTFORDSHIRE**  
MBA

### PhD level - Supervisor & Co-supervisor (total number: 10)

- 2006- :** **UNIVERSITY OF PATRAS**  
Department of Business Administration

## 6. PUBLICATIONS

### 6.1 JOURNAL ARTICLES

1. Bozionelos N., Bozionelos G., **Polychroniou P.** and Kostopoulos K. (2014) “Mentoring Receipt and Personality: Evidence for Non-Linear Relationships”, *Journal of Business Research*, Vol. 67, No. 2, p.p. 171-181 (Ranked by: SSCI, ABS & Scopus, Citations: 10).
2. Power J., Brotheridge C., Blenkinsopp J., Bowes-Sperry L., Bozionelos N., Buzády Z., Chuang A., Drnevich D., Garzon Vico A., Jordan C., Madero S., Mak W.-M., Mathew R., Ines Monserrat S., Mujtaba B., Olivas-Lujan M., **Polychroniou P.**, Sprigg C., Axtell C.,

Holman D., Ruiz-Gutiérrez J. and Ugochukwu Obiajulu Nnedumm, (2013) “Acceptability of workplace bullying: A comparative study on six continents”, *Journal of Business Research*, Vol. 66, No. 3, p.p. 374-380 (Ranked by: SSCI, ABS & Scopus, Citations: 27).

3. Bozionelos N., Bozionelos G., Kostopoulos K. and **Polychroniou P.** (2011) “How Providing Mentoring Relates to Career Success and Organizational Commitment: A Study in the General Managerial Population”, *Career Development International*, Vol. 16, No. 5, p.p. 446-468 (Ranked by: SSCI, ABS & Scopus, Citations: 19).

4. Bozionelos N. and **Polychroniou P.** (2011) “Internal Labor Markets: Dying or Transforming into Internal Career Networks?”, *Academy of Management Perspectives*, Vol. 25, No. 3, p.p. 82-84 (Ranked by: SSCI, ABS & Scopus).

5. **Polychroniou P.** (2009) “Relationship between Emotional Intelligence and Transformational Leadership of Supervisors: The impact on Team Effectiveness”, *Team Performance Management*, Vol. 15, No. 7, p.p. 343-356 (Ranked by: ABS, Scopus, Citations: 41).

6. **Polychroniou P.** and Giannikos I. (2009) “A Fuzzy Multicriteria Decision Making methodology for Selection of Human Resources in a Greek private bank”, *Career Development International*, Vol. 14, No.4, p.p. 372-387 (Ranked by: SSCI, ABS & Scopus, Citations: 29).

7. **Polychroniou P.** (2009) “Styles of Managing Interdepartmental Conflict across various conflict fields”, *Advances in Management<sub>2</sub>*, Vol. 2, No. 5, p.p. 22-26.

8. **Polychroniou P.** (2009) “What about HRM?”, *Advances in Management<sub>2</sub>*, Vol. 2, No.3, p.p. 3-4 (Citations: 6).

9. Giannikos I. and **Polychroniou P.** (2009) “A Fuzzy Goal Programming Model for Task Allocation in Teamwork”, *International Journal of Human Resources Development and Management*, Vol. 9, No. 1, p.p. 97-115 (Ranked by: Scopus, Citations: 5).

10. **Polychroniou P.** (2008) “Human Resources Management Theory and Practice: The impact on modern organizations”, *Advances in Management<sub>2</sub>*, Vol. 1, No. 4, p.p. 16-19.

11. **Polychroniou P.** (2008) “Transformational Leadership and Work Motivation in modern organizations: A critical analysis”, *Advances in Management<sub>2</sub>*, Vol. 1, No. 3, p.p. 9-12 (Citations: 6).

12. **Polychroniou P.** (2008) “Styles of Handling Conflict in Greek organizations: The impact of Transformational Leadership and Emotional Intelligence”, *International Journal of Organizational Behavior* Vol. 13, No. 1, p.p.52-67 (Citations: 3).

13. Rahim A., Psenicka C., Oh S.-Y., **Polychroniou P.**, Ferreira Dias J., Rahman S. and Ferdausy S. (2006) “Emotional Intelligence and Transformational Leadership: A Group Level Analysis in Five countries”, *Current Topics in Management*, Vol. 11, p.p. 223-236 (Citations: 23).

14. **Polychroniou P.** (2005) “Styles of handling Interdepartmental Conflict and Effectiveness”, *Current Topics in Management*, Vol. 10, p.p. 263-273 (Citations: 8).

15. Rahim A., Psenicka C., **Polychroniou P.**, Zhao J-H, Yu C-S. Chan A., Yee K. W., Alves M., Lee C.-W., Rahman S., Ferdausy S. and Van Wyk R. (2002) “A model of Emotional Intelligence and Conflict Management Strategies: A Study in Seven Countries”, *International Journal of Organizational Analysis*, Vol. 10, No. 4, p.p.302-326 (Ranked by: Scopus, Citations: 156).

## 6.2 BOOK CHAPTERS

1. **Polychroniou P.** (2009) “Performance Appraisals”, *The Encyclopedia of Business in Today’s World*, Sage Publications.

2. **Polychroniou P.** (2009) “International Training”, *The Encyclopedia of Business in Today’s World*, Sage Publications.

3. **Polychroniou P.** (2009) “Compensation”, *The Encyclopedia of Business in Today’s World*, Sage Publications.

## 6.3 CONFERENCE PAPERS

1. Tokakis V. and **Polychroniou P.** (2013). “Handling Conflicts in Public Sector during a Crisis: The impact on Crisis Management Team Effectiveness”, *Cyprus Safety Platform Symposium in Man-Made Catastrophes*, 30 January, Nicosia, Cyprus.

2. Georgogiannis C. and **Polychroniou P.** (2012). “Training and Development of Human Resources in the Hellenic Police: A study of Greek Police Officers”, *Twenty First Annual World Business Congress, International Management Development Association*, Competitive paper, 4-8 July, Helsinki, Finland.

3. Zisimopoulos I., Economakis G. and **Polychroniou P.** (2011) “Greek Industrial Relations and the economic crisis”, *Industrial Relations in Europe Conference*, Competitive Paper, 1-2 September, Barcelona, Spain.

4. Tokakis V. and **Polychroniou P.** (2011) “Conflict Management styles with low concern for self-objectives in Public Sector’s Crisis Management Teams”, Competitive paper,

*International Conference on Safety and Crisis Management in the construction, tourism and SMEs sectors*, 24-28 June, Nicosia, Cyprus.

5. Power J., Brotheridge C., Buzady Z., Olivas-Lujan M., Bozionelos N., Mak W.-M., Mathew R., Chuang A., Ugochukwu Obiajulu Nnedumm A., Mujtaba B., Madero S., Fischer D., Ruiz-Gutiérrez J., Ines Monserrat S., Mayoral L., Garzon Vico A., **Polychroniou P.**, Sprigg C., Blenkinsopp J., Jordan C., Golebiowska-Tataj D. and Bowes-Sperry L. (2010) “Workplace bullying: The acceptability of work related and physically intimidating bullying in fourteen countries and on five continents”, Competitive paper, *Seventy Academy of Management Meeting*, 6-10 August, Montreal, Canada.
6. Power J., Brotheridge C., Ines Monserrat S., Mayoral L., Jordan C., Zinni D., Ruiz-Gutiérrez J., **Polychroniou P.**, Mak W.-M., Buzády Z., Mathew R., Garzon Vico A., Madero S., Ugochukwu Obiajulu Nnedumm A., Golebiowska-Tataj D., Chuang A., Blenkinsopp J., Bozionelos N., Sprigg C., Axtell C., Holman D., Fischer D., Bowes-Sperry L., Mujtaba B., and Olivas-Lujan M. (2009) “How acceptable is bullying? Cultural explanations for trends in 15 countries”, *Sixty ninth Academy of Management Meeting*, 7-11 August, Chicago, U.S.A.
7. Tokakis V. and **Polychroniou P.** (2009) “Effective Crisis Management in Modern Organizations: A Review, Synthesis and Implications”, Competitive paper (Web Conferencing), *Sixteenth Annual International Conference on Advances in Management and Second International Conference on Social Intelligence*, 15-18 July, Colorado, Springs, USA.
8. Power J., Brotheridge C., Ines Monserrat S., Mayoral L., Jordan C., Ruiz-Gutiérrez J., **Polychroniou P.**, Mak W.-M., Buzády Z., Mathew R., Garzon Vico A., Madero S., Ugochukwu Obiajulu Nnedumm A., Golebiowska-Tataj D., Chuang A., Blenkinsopp J., Bozionelos N., Sprigg C., Axtell C., Holman D., Bowes-Sperry L., Fischer D., Mujtaba B., and Olivas-Lujan M. (2009) “How acceptable is bullying? Cultural differences in 15 countries”, Thirty seventh Annual Conference, Administrative Sciences Association of Canada (Canada Chapter of Academy of International Business), 6-9 June, Ontario, Canada.
9. Brotheridge C., Power J., Ines Monserrat S., Mayoral L., Jordan C., Zinni D., Ruiz-Gutiérrez J., **Polychroniou P.**, Mak W.-M., Buzády Z., Mathew R., Garzon Vico A., Madero S., Ugochukwu Obiajulu Nnedumm A., Golebiowska-Tataj D., Chuang A., Blenkinsopp J., Bozionelos N., Sprigg C., Axtell C., Holman D., Fischer D., Mujtaba B., and Olivas-Lujan M. (2008) “Does one’s culture influence how emotional labour is performed with



clients, co-workers, and supervisors?”, Competitive paper, *Sixth International Conference on Emotions and Organizational Life*, 17-19 July, Fontainebleau, France.

**10. Polychroniou P.** (2007) “HR Practices in Greek organizations: Financial Participation, Compensation system and Employee Satisfaction”, Competitive paper, *European Reward Management Conference - The European Institute for Advanced Studies in Management*, 17-19 December, Brussels, Belgium.

**12. Polychroniou P.** (2006) “Handling Conflict between Sales and Marketing departments within organization: The case of Greece”, Competitive paper, *Thirteenth International Conference on Advances in Management*, Track Chair: Human Resource Management and Corporate Governance, Session Chair: Managing Organizational Conflict, 19-22 July, Lisbon, Portugal.

**13. Rahim A., Psenicka C., Oh S.-Y., Polychroniou P., Ferdausy S. and Ferreira Dias J.** (2005) “Emotional Intelligence and Transformational Leadership: A Group - Level Analysis in Five countries”, Competitive paper (Leading and Managing People across cultures), *Sixty fifth Academy of Management Meeting*, 5-10 August, Honolulu, U.S.A.

**14. Polychroniou P.** (2005) “Conflict between Sales and R&D departments in Greek Industrial Organizations”, Competitive paper, *Twelfth International Conference on Advances in Management*, Track Chair: Human Resource Management and Entrepreneurship, 20-23 July, Washington, U.S.A.

**15. Polychroniou P.** (2004) “Managing interdepartmental disputes according to various fields”, Competitive paper, *Eleventh Annual International Conference on Advances in Management*, Track Chair: Human Resource Management, Session Chair: α) Sales Management, Market Orientation, and Performance, β) Empirical Studies on Conflict Management, 24-27 March, Orlando, U.S.A.

**16. Polychroniou P.** (2004) “Effective conflict management between departments: Sales vs. Production”, Competitive paper, *Eleventh Annual International Conference on Advances in Management*, 24-27 March, Orlando, U.S.A.

**17. Polychroniou P. and Toudas K.** (2004) “Performance Related Pay systems in the industrial sector: The case of Greece”, Competitive paper, *Eleventh Annual International Conference on Advances in Management*, 24-27 March, Orlando, U.S.A.

**18. Polychroniou P.** (2004) “Cross-Cultural Studies on Emotional Intelligence: A study in Greek organizations”, Symposium Proposal, *Eleventh Annual International Conference on Advances in Management*, 24-27 March, Orlando, U.S.A.

19. Rahim A., Psenicka C., Yu C-S., Zhao J-H, Yee K. W., **Polychroniou P.**, Chan A., Lee C.-W., Alves M., Rahman S., and Van Wyk R. (2003) “A model of Emotional Intelligence and Conflict Management Strategies: A study in seven countries”, Competitive paper (Cross-cultural Leadership and Life Balance), *Sixty third Academy of Management Meeting*, 1-6 August, Seattle, U.S.A.
20. **Polychroniou P.** (2003) “Participation systems and integrating goals within European Industrial Relations”, Competitive paper (president’s track), *Tenth Anniversary International Conference on Advances in Management*, 16-19 July, Seoul, South Korea.
21. **Polychroniou P.** and Chrysanthopoulou E. (2003) “Handling Conflict between Management and Ownership Regarding Dividend Policy”, Competitive paper (president’s track), *Tenth Anniversary International Conference on Advances in Management*, 16-19 July, Seoul, South Korea.
22. Panigyrakis G., Theodoridis P. and **Polychroniou P.** (2003) “Isolated areas and adoption of virtual banking”, Competitive paper (president’s track), *Tenth Anniversary International Conference on Advances in Management*, 16-19 July, Seoul, South Korea.
23. Panigyrakis G., **Polychroniou P.** and Theodoridis P. (2003) “Public Relations Management and the Service Industry: The case of Greece”, Competitive paper, *Twelfth Annual World Business Congress, International Management Development Association*, 25-29 June, Vancouver, Canada.
24. **Polychroniou P.** (2003) “Relationships of Conflict Strategies to Organizational Communication”, Symposium Proposal (Cross-Cultural Studies on Conflict Management Strategies), *Sixteenth International Association of Conflict Management Conference*, 16-18 June, Melbourne, Australia.
25. Kazemi A., Nikolopoulos A. and **Polychroniou P.** (2002) “Relationships of Emotional Intelligence to Effectiveness of Managerial Roles: A Study in Sweden and Greece”, Symposium Proposal (Emotional Intelligence in the Workplace: Findings from eight countries), *Ninth International Conference on Advances in Management*, 10-13 July, Boston, U.S.A.
26. **Polychroniou P.** (2001) “Handling conflict between sales and other departments”, Competitive paper, *Eighth International Conference on Advances in Management*, Leadership Award, Discussant Chair: Organizational Behavior: Conflict, Stress and Lack of Trust, 11-14 June, Athens, Greece.

## **7. MEMBERSHIPS**

Academy of Management Meeting, Academy of International Business, European Institute for Advanced Studies in Management (ERMC), International Conference on Advances in Management (Vice President, 2004-2005).

## **8. REVIEWER**

**Journals:** The International Journal of Human Resource Management, Career Development International, Team Performance Management: An International Journal, Management Research Review, International Journal of Human Resources Development and Management, Current Topics in Management, Advances in Management.

**Conferences:** Academy of Management Meeting, Academy of International Business, International Conference on Advances in Management, Management of International Business and Economics Systems (Scientific Committee), International Conference on Safety and Crisis Management in the Construction, Tourism and SMEs Sectors (Scientific Committee).

## **9. EDITING**

Mullins L. and Christy G. (2014), *Management and Organizational Behavior*, 1<sup>st</sup> Edition (Greek Language), Utopia Publishing.

## **10. RESEARCH PROGRAMMES**

**11/2010-5/2013:** 2InS Clusters - S.M.E.s' Innovation and Internationalization Support Clusters - Med Programme

**6/2010-5/2013:** KnowInTarget - The KNOW IN – TARGET Framework: KNOWledge and INnovation TARGETed Dissemination Framework - Med Programme

**10/2009-3/2012:** Governmental Social Responsibility Model: An Innovative Approach of Quality in Governmental Operations and Outcomes -South East Europe [www.gsrmodel.eu](http://www.gsrmodel.eu)

**8/2009-8/2010:** Susten Mechanism (Sustainable Tourism Entrepreneurship Mechanism): Approaching Territorial Sustainability through Developing Tourism and Culture based Entrepreneurship - Med Programme [www.sustenmechanism.com](http://www.sustenmechanism.com)