

CURRICULUM VITAE

SURNAME: **THERIOU**

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FATHER'S NAME: NIKOLAOS

NATIONALITY: GREEK

MARITAL STATUS: SINGLE

Education:

06/2005 – 06/2009

Democritus University of Thrace

Polytechnic School

PHD

PHD Title: *The effect of HRM practices in knowledge creation and organizational performance*

02/ 2005

**Chartered Institute of Personnel and Development
(CIPD) Great Britain.**

09/2003-10/2004

Derbyshire Business School UK

MA in Human Resource Management

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

09/2000-07/2003

Derbyshire Business School UK

BA in Business Studies

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

Working Experience:

09-2010-Today

Technological Educational Institution of Kavala

Career adviser

European program DASTA

06-2011-Today

Technological Educational Institution of Kavala

INTERREG III/ IDBABO/ “Integrated digital bridge between academic and business organizations”. Data collection and processing / Economist services. European Territorial Cooperation Programme “Greece-Bulgaria 2007-2013”

11/2004 – 03/2009

Grant Thornton Consulting A.E.

Business Consulting Company

Working as a desk employee in the HRM department

Teaching Experience:

09-2005 – Today

Technological Educational Institution of Kavala

School of Business and Economics

Department of Business Administration

Tutor in the following courses: HRM (tutorials), Strategic Management (tutorials), Knowledge Management (theory and tutorials), Business Ethics (theory and tutorials) and Business Research Methods (tutorials)

10-2010- Today

Technological Educational Institution of Kavala

School of Business and Economics

Department of Information Management

Tutor in the following course: HRM (theory)

10-2006 – Today

Technological Educational Institution of Kavala

School of Business and Economics

Tutor in the following course: HRM, part of the European Program ERASMUS

RESEARCH:

A) Publications in International Journals

- **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.
- **Theriou, N. G., Theriou, G. N. and Chatzoglou, P.** (2007), “The Relationship between Learning Capability and Organizational Performance: The Banking Sector in Greece”, *SPOUDAI, The University of Piraeus Journal of Economics, Business, Statistics and Operations Research*, Vol. 57, No. 2, pp. 9-29.

- **Theriou, N. G., Theriou, G. N. and Papadopoulos, A.** (2007), “Integrating the Balanced Scorecard and Activity-Based Costing”, *Cost Management*, Vol. 21, No. 3, pp. 42-48.
- **Theriou G.N. and Chatzoglou P.D.** (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.
- **Theriou, G.N. and Chatzoglou, P.D.** (2009). “Exploring the Best Practices – Performance Relationship: An Empirical Approach”, *Journal of Workplace Learning*, Vol 21, No 8, pp. 614-646.
- **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.
- **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.
- **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 .
- **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.
- **Theriou, N., Madytinos, 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.

B) International Conferences

- **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.
- **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.
- **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.
- **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.
- **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 Economies*, University of Belgrade, September 2007, Belgrade.
- **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
- **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.
- **Maditinos, D., Chatzoudes, D., Tsairidis, C. and Theriou, G.,** (2010), “The impact of intellectual capital on firm’s market value and financial performance”, *Management of International Business and Economic Systems (MIBES)*, 4-6 June 2010, Kavala, Greece.

- **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.
- **Georgiadou C., Theriou G. & Sarigiannidis L.,** (2012), “The impact of Key Knowledge Factors on Project Performance: The Case of the Greek Construction Industry”, *ESDO International Conference*, 25 -27 May, Larisa, Greece.

C) National Conferences

- **Maditinos, D., Chatzoudes, D., and Theriou G.,** (2007), «Η εμπιστοσύνη στο ηλεκτρονικό εμπόριο μια έρευνα των αντιλήψεων των χρηστών», *20th National Conference of Statics*, 11-15 April, 2007, Leykosia, Cyprus.
- **Kyriakidou, A., Theriou, G., and Maditianou, A.,** (2009), « Η σχέση της εξουσιοδότησης και της επαγγελματικής ικανοποίησης και ικανοποίηση των πελατών γυμναστηρίων fitness», *10th National Conference of Sports Management*, 6-8 November 2009, Kavala, Greece.

D) References

Maditinos, D., Šević, Ž. 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, December 2006, pp. 89-97

Cited in:

1. **Mandilas, A., Floropoulos, I., Pipiliagkopoulos, M., and Angelakis, G.** (2009), ‘EVA Reconsidered for the Greek Capital Market’, *Journal of European Research Studies*, Volume XII, Issue (2), pp. 111-130, ISSN 1108-2976, published by the University of Piraeus, Greece.

Maditinos, D., Šević, Ž. and Theriou, G. (2006), “The Introduction of Economic Value Added (EVA®) in the Corporate World”, *Innovation, Entrepreneurship and*

Competitiveness in Balkan and Black Sea Countries, November 2- 4, 2006, Kavala, Greece.

Cited in:

1. **Sharma, A. K. and S. Kumar** (2010), 'Economic Value Added (EVA) – Literature Review and Relevant Issues', *International Journal of Economics and Finance*, Vol. 2, No. 2; May 2010, pp. 200-220.

Theriou G.N. and Chatzoglou P.D. (2008), "Enhancing performance through best HRM practices, organizational learning and knowledge management: A conceptual framework", *European Business Review*, Vol. 20, No. 3, pp. 185-207.

Cited in:

1. **Markey R., Lamm, F., Harris, C., Ravenswood, K., Williamson, D., Knudsen, H., Busck, O., Jorgensen, T. and Lind J.** (2008). "Improving Productivity Through Enhancing Employee Wellness and Well-being", *Third European Congress of the work and labour Network*, 24-26 September, Rome, Italy
2. **Dick, R., Tissington P. and Hertel, G.** (2009), "Do many hands make light work? How to overcome social loafing and gain motivation in work teams", *European Business Review*, Vol. 21, No. 3, pp. 233-245
3. **Suarez-Barraza, M. and Ramis-Pujol J.** (2009), Implementation of Lean-Kaizen in the human resource service process. A case study in a Mexican public service organization, *Journal of Manufacturing Technology*, Vol 21, No. 3, p. 388-410.
4. **Bakhtiar, A.** (2009) "Knowledge Sharing in Technical Education: Analysis of Knowledge Capabilities", *NUML – Journal of Management and Technology*, Vol 3, pp. 1-16.
5. **Santana, P., Pastor, P. and Sierra, M.** (2009), "Managing Knowledge through Human Resource Management: Empirical Analysis on the Spanish

- Automotive Industry”, *Academia, Revista Latinoamericana de Administracion*, Vol. 42, pp. 49-67
6. **Sewerin, T., Holmberg, R. and Benner, M.** (2009), “Management development on the edge: HRM in a knowledge intensive organisation”, *Leadership in Health Services*, Vol 22, No. 3, pp. 225-243.
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 8. **Markey Raymond, Harris Candice, Lind Jens, Busck Ole, Knudsen Herman**, (2010) “Employee participation on work environment in food processing industry in Denmark & New Zealand”, *Indian Journal of Industrial Relation*, Vol. 45, No. 4.
 9. **Yangcheng H. (2010)** "The Role of Marketing Performance in the Relationship between Knowledge Management and Financial Performance," 2010 *Third International Conference on Knowledge Discovery and Data Mining*, 2010, wkdd, pp.436-439.
 10. **Yu, Y.** (2010), “Exploring the relationships of knowledge management, organizational innovation and financial performance”, IEE International Conference on Advanced Management Science, July 2010, pp. 172-175, Chengdu, China
 11. **Markey, R., Harris, C., Ravenswood, K. and Simpkin, G.** (2010), “The impact of employee participation on organisational effectiveness and employee well-being: Cases from New Zealand”, *28th International Labour Process Congress Work Matters*, Rutgers University, March 15-17, New Jersey, USA
 12. **Ahmed A.S. Seleim, Omar E.M. Khalil**, (2011) "Understanding the knowledge management-intellectual capital relationship: a two-way analysis", *Journal of Intellectual Capital*, Vol. 12, No. 4, pp. 586 – 614
 13. **Chuen Tse Kuah and Kuan Yew Wong**, (2011), “Knowledge management performance measurement: A review”, *African Journal of Business Management*, Vol. 5, No. 15, pp. 6021-6027
 14. **Laith Ali Yousif AL-Hakim and Shahizan Hassn**, (2011), “The Relationship Between Core requirements of Knowledge Management Implementation and

Organizational performance”, *World Journal of Management*, Vol. 3, No. 2, September 2011, pp. 12-29

15. **Sáiz Lourdes, Pérez Arturo, Herrero Álvaro, Corchado Emilio**, (2011), Chapter Victor Primary Title: *Analyzing Key Factors of Human Resource Management*, Book Title: *Intelligent Data Engineering and Automated Learning -- IDEAL 2011*, Publisher: Springer Berlin / Heidelberg Isbn: 978-3-642-23877-2, Vol. 6936, pp. 463 - 473

Theriou, G.N. and Chatzoglou, P.D. (2009). “Exploring the Best Practices – Performance Relationship: An Empirical Approach”, *Journal of Workplace Learning*, Vol 21, No 8, pp. 614-646.

Cited in:

1. **Savaneviciene, A. and Stankeviciute, Z.** (2010) “The Models Exploring the “Black Box” between HRM and Organizational Performance”, *Inzinerine Ekonomika-Engineering Economics*, Vol. 21, No. 4, pp. 426-434
2. **Laith Ali Yousif AL-Hakim and Shahizan Hassn**, (2011), “The Relationship Between Core requirements of Knowledge Management Implementation and Organizational performance”, *World Journal of Management*, Vol. 3, No. 2, September 2011, pp. 12-29
3. **Kit Fai Pun and Marcia Nathai-Balkissoon**, (2011), "Integrating knowledge management into organisational learning: A review of concepts and models", *Learning Organization*, Vol. 18, No. 3, pp. 203 – 223
4. **Laith Ali Yousif AL-Hakim and Shahizan Hassn**, (2011), “The Role of Middle Managers in Knowledge Management Implementation to Improve Organizational Performance”, *Asia-Pacific Business Research Conference 21-22 February 2011*, Hotel Istana 73, Jalan Raja Chulan 50200 Kuala Lumpur Malaysia
5. **Asta Savaneviciene and Zivile Stankeviciute**, (2011), “Human Resource Management Practices Linkage with Organizational Commitment and Job satisfaction”, *Economics and Management*, Vol. 16, pp 921-928

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.

Cited in:

1. **Singh, S. and Kansal, M.** (2011), “Voluntary disclosures of intellectual capital: an empirical analysis”, *Journal of Intellectual Capital*, Vol. 12, No. 2, pp. 301-318.
2. **Clarke, M., Seng, D. and Whiting, R.H.** (2011), “Intellectual capital and firm performance in Australia”, *Journal of Intellectual Capital*, Vol. 12, No. 4, pp. 506-530.
3. **Veltri, S. and Silvestri, A.** (2011), “Direct and indirect effects of human capital on firm value: evidence from Italian companies”, *Journal of Human Resource Costing and Accounting*, Vol. 15, No. 3, pp. 232-254.
4. **Rehman, W., Rehman, C.A., Rehman, H. and Zahid, A.** (2011), “Intellectual capital performance and its impact on corporate performance: an empirical evidence from Modaraba sector of Pakistan”, *Australian Journal of Business and Management Research*, Vol. 1, No. 5, pp. 8-16.
5. **Rehman, W., Ilyas, M. and Rehman. H.** (2011), “Intellectual capital performance and its impact on financial returns of companies: An empirical study from insurance sector of Pakistan”, *African Journal of Business Management*, Vol. 5, No. 20, pp. 8041-8049.
6. **Narwal, K.P. and Soriya, S.K.** (2012), “IC performance of Indian pharmaceutical and textile industry”, *Journal of Intellectual Capital*, Vol. 13, No. 1, pp. XX-XX.
7. **Mehralian, G., Rajabzadeh, A., Sadeh, M.R. and Rasekh, H.R.** (2012), “Intellectual capital and corporate performance in Iranian pharmaceutical industry”, *Journal of Intellectual Capital*, Vol. 13, No. 1, pp. XX-XX.

E) Honors and Awards

- **Theriou, N. G., Theriou, G. N. and Papadopoulos, A.** (2007), “Integrating the Balanced Scorecard and Activity-Based Costing”, *Cost Management*, Vol. 21, No. 3, pp. 42-48.

Award: This article is included in the proposed Balanced Scorecard-BSC bibliography in the Management and Accounting Web: <http://maaw.info/BalscoreArticles.htm>.

- **Theriou G.N. and Chatzoglou P.D.** (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

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<http://www.emeraldinsight.com/teaching/listassist/index.htm?PHPSESSID=0hv5kot1vlj83rmaosut259t71>

- **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 .

Διάκριση: 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>

Personal Skills and competencies:

Languages:

- English (Fluently)
- French (Certificate level)

Computer skills:

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

Other interests:

- Literature, History, Cinema, Swimming.

Other Activities:

- Reviewer in the following Scientific Journals: “Journal of Workplace Learning” (ISSN: 1366-5626), Journal of Small Business and Enterprise Development (ISSN: 1462-6004)
- Diploma theses assistance, TEI of Kavala: Support in more than 15 diploma thesis at graduate level (Fields: Strategic Management, Human Resource Management, Knowledge Management)
- Economist Professional accredited by the Economical Chamber of Greece (OEE) since April 2006 (L.N.: 0206078572 / R.N.: 078572)
- Member of the Economic Chamber of Greece
- Member of the Chartered Institute of Personnel and Development (CIPD) in UK
- Member of the elected board of Hellenic Society of University of Derby during 2002-2004
- Greek army service (2009-2010) with training in Electronic Warfare