






## DIMITRIOS CHATZOUDES

- **Assistant Professor**, Department of Accounting and Finance, International Hellenic University (IHU), Greece
- **Adjunct Professor**, Democritus University of Thrace (DuTh), Greece
- **Adjunct Professor**, Hellenic Open University (HOU)

Researcher and academic in the fields of Strategic Management and Supply Chain Management. I currently work, as an Adjunct Professor, at the Department of Production and Management Engineering, Democritus University of Thrace, Greece. Competencies include analytical problem solving, teamwork, professional behaviour, continuous learning, and digital competence. I am passionate about teaching and research. I am eager to explore new research ideas, trying to bridge the gap between academia and business.

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	Kavala University Campus, Aghios Loukas, 65404, Kavala	Scopus:	<a href="https://rebrand.ly/chatzoudes2">https://rebrand.ly/chatzoudes2</a>
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### Academic Indices (1-9-2023):

Citations:		h-index:	
Scopus:	<b>1.025</b>	Scopus:	<b>15</b>
Google Scholar:	<b>3.003</b>	Google Scholar:	<b>17</b>
Research Gate:	<b>1.925</b>	Research Gate:	<b>16</b>

### Academic education:

- **Doctoral Degree (2018) (10 / 10)**
  - › Department of Production and Management Engineering, School of Engineering, Democritus University of Thrace, Greece
  - › **Subject:** Strategic integration of manufacturing organizations: examining the strategic dimension of the supply chain (*submitted in the English language*)
- **Post-doc (20-7-2018 to 25-1-2022)**
  - › Democritus University of Thrace, School of Engineering, Department of Production and Management Engineering
  - › **Αντικείμενο μεταδιδακτορικής έρευνας:** Employee engagement and talent retention: developing and empirically testing an original conceptual framework.
  - › **Scientific field:** Human resource management
- **Postgraduate (Masters) Degree (2007) (10 / 10)**
  - › Democritus University of Thrace, Master in «Studies of Southeastern Europe», Economic Stream
  - › **Dissertation:** The impact of supply chain integration on business performance
- **Bachelor Degree (2004) (9,8 / 10)**
  - › Department of Business Administration, Technological Educational Institute of Kavala (now: International Hellenic University – IHU), School of Business and Economics, Greece
  - › **Dissertation:** Knowledge capabilities and business performance of broker companies

## Academic teaching experience:

### A. After attaining the PhD degree

#### In Undergraduate Programs

##### A.1. Department of Accounting and Finance, International Hellenic University (Kavala Campus)

A.1.1. Full course teaching (2021- 2022, 2022-2023) (Two academic years):

- (a) Strategic Planning (2021- 2022, 2022-2023)
- (b) Entrepreneurship (2021- 2022)
- (c) Applied Statistics (2021- 2022, 2022-2023)
- (d) Multinational organisations / Foreign Direct Investments (2022-2023)

##### A.2. Department of Production and Management Engineering, Democritus University of Thrace

A.2.1. Full course teaching (2018- 2021) (Three academic years):

- (a) Strategic Management (2018-2019, 2019-2020, 2020-2021)
- (b) Management for Engineers (2019-2020, 2020-2021)
- (c) Managerial Finance (2018-2019)
- (d) Managerial Accounting (2018-2019, 2019-2020, 2020-2021)

A.2.2. Full course teaching (pro bono, as a Postdoctoral researcher of the Department) (2021- 2022) (Two academic years):

- (a) Strategic Management (2021-2022, 2022-2023)
- (b) Managerial Accounting (2021-2022)

A.2.3. Teaching Assistant, as a Postdoctoral researcher of the Department (2018-2021) (Three academic years):

- (a) Management for Engineers (2018-2019)
- (b) Research Methodology [Teaching the IBM SPSS software] (2018-2019, 2019-2020, 2020-2021)

##### A.3. Hellenic Open University (HOU), School of Social Sciences

A.3.1. Full course teaching (2020- 2021) (Three academic years):

- (a) Managing Businesses and Organisations (One-year course) (2020-2021, 2021-2022, 2022-2023)

#### In Postgraduate Programs

##### A.4. Master in Innovation, Technology and Business Management, Democritus University of Thrace

A.4.1. Collaborative teaching (2020-2021, 2021-2022, 2022-2023) (Three academic years):

- (a) Strategic Management (Course Responsible - Six Lectures) (2020-2021, 2021-2022, 2022-2023)
- (b) Supply Chain Management (Six Lectures) (2020-2021, 2021-2022)
- (c) Research methodology and Applied Statistics (Course Responsible - Eight Lectures) (2021-2022, 2022-2023)

##### A.5. Executive Master in Business Administration, International Hellenic University (Kavala Campus)

A.5.1. Collaborative teaching (2018-2019, 2019-2020, 2020-2021, 2021-2022, 2022-2023) (Five academic years):

###### *New Study Program:*

- (a) Strategic Management – Strategic Corporate Responsibility (Course Responsible - Six Lectures) (2021-2022, 2022-2023)
- (b) Operations Management (Course Responsible - Six Lectures) (2021-2022, 2022-2023)
- (c) Managerial accounting (Course Responsible - Six Lectures) (2022-2023)

###### *Previous Study Program:*

- (a) Strategic Management (Six Lectures) (2018-2019, 2019-2020, 2020-2021)
- (b) Operations Management (Two Lectures) (2019-2020, 2020-2021)
- (c) Managerial Finance (Two Lectures) (2019-2020)

**A.6. Master in Accounting and Auditing, International Hellenic University (Kavala Campus)**

A.6.1. Collaborative teaching (2019-2020, 2020-2021, 2021-2022, 2022-2023)

(Four academic years):

- (a) Statistics and Research Methodology (Four Lectures)  
(2019-2020, 2020-2021, 2021-2022, 2022-2023)

**B. Before attaining the PhD degree**

**B1.** Department of Business Administration, International Hellenic University (Kavala Campus)  
(former: Technological Education Institute of Eastern Macedonia and Thrace, former:  
Technological Education Institute of Kavala)

B.1.1. Full course teaching (2008-2013) (Five academic years):

- (a) Graduate Seminar - Research Methodology (Theory) (2008-2013)  
(b) Entrepreneurship (Theory) (2011-2013)  
(c) Supply Chain Management (Lab) (2011-2013)  
(d) Production and Operations Management (Lab) (2011-2013)

**B2.** Department of Accounting (and Finance), International Hellenic University (Kavala Campus)  
(former: Technological Education Institute of Eastern Macedonia and Thrace, former:  
Technological Education Institute of Kavala)

B.2.1. Full course teaching (2008-2013) (Five academic years):

- (a) Graduate Seminar (Theory) (2008-2013)

**B3.** Department of Production and Management Engineering, Democritus University of Thrace

B.3.1. Teaching Assistant, as a PhD Candidate of the Department (2012-2018)

(Six academic years):

- (a) Management for Engineers (2012-2018)  
(b) Research Methodology [Teaching the IBM SPSS software] (2012-2018)

**Participation in Research Programs:**

**A. After attaining the PhD degree**

**A.1.** Funded Postdoctoral Research, 24 months (16-11-2019 until 15-11-2021), "Employee engagement and talent retention"

**A.2.** Funded Research Program from European and National Funds, 22 months (4-10-2021 until 16-7-2023), *Duties:* Market Research, Marketing Research, Business Plan

**B. Before attaining the PhD degree**

Participation in various Research Programs, Total duration of employment: 36 months

**Professional experience:**

1. Strategy Consultant, 3 months (1-7-2019 until 30-9-2019), "PITCH Ltd."
2. Translation of 2 academic books (from English to Greek): (a) "Fundamentals of Strategy" (3rd Edition), Gerry Johnson, Richard Whittington, Kevan Scholes, Duncan Angwin, Patrick Regnér, (b) "An introduction to Management science" (13th Edition), David Anderson, Dennis Sweeney, Thomas Williams, Kipp Martin.
3. Development of extra material for 1 academic book: "Management" (11th Edition), Thomas Bateman, Scott Snell.
4. Teaching in various Vocational Training Programs, Total experience in hours ≈ 300

### Additional experience:

- **Reviewer in various Journals:** Business Ethics: A European Review, Employee Relations, Heliyon, International Journal of Leadership in Education, International Journal of Logistics, International Journal of Productivity and Performance Management, Journal of Small Business Management, Management Research Review, Total Quality Management & Business Excellence
- **Participation in numerous European Student Conferences, as a tutor**
  - Euroweek 2022 (France), 1<sup>st</sup> place in two categories (Best Written Paper & Best Project), with the paper «*Green Shoes - Walking into the future*» (Greece, Austria, Belgium).
  - Euroweek 2020 (Greece), 1<sup>st</sup> place in «Best Written Paper Award», with the paper “*Should I stay or should I go? Examining the relationship between ethical leadership, leadership effectiveness and turnover intention in SMEs*” (Greece, Spain, Colombia)
  - Euroweek 2019 (Czech Republic), 1<sup>st</sup> place in two categories (Best Written Paper & Best Project), with the paper “*Acceptance of electronic books by the readers*” (Greece, Austria, France)
- **Participation in numerous European Student Conferences, as a student**
  - Intensive Program about the Enlargement of the EU, Belgium, 2006
  - Euroweek 2004 (Austria), “*Business ethics: a comparative study between Greece, Spain and Norway*”
  - Euroweek 2003 (Portugal), 1<sup>st</sup> place, “*Measuring the Intellectual Capital of Universities*”, 2<sup>nd</sup> place, “*Data exchange process between databases using XLM over SOAP*”
  - Euroweek 2002 (Kavala), “*Tourism in the Prefecture of Kavala: future prospects*”
  - Intensive Programme about the Privatizing and Outsourcing of Social Security within Europe, Belgium, 2001
  - **Participation in the Organising Committee of various International Conferences**, e.g., (a) International Conference on “The Economies of Balkan and Eastern Europe Countries”, (b) International Conference on Applied Business and Economics, (c) National & International HSSS Conference, (d) AFECA Kavala 2005, etc.

### Use of English:

- Proficiency Degree, Level C2, University of Cambridge
- My PhD was written in English
- I have published many papers in English
- I have participated in many International Conferences, both as a professor (Academic Conferences), and a student (International Student Conferences)

### Honorary distinctions:

- Emerald Publishing > “Literati Network Awards for Excellence 2012” > “Highly Commended Award Winner” for the paper “The impact of intellectual capital on firms market value and financial performance” (Journal of Intellectual Capital).
- “Awards of Excellence” by the Greek Ministry of Education for: (a) My Postgraduate Degree (2007-2008), (b) My Bachelor Degree (2004-2005).
- Also, four “Awards of Excellence” by the Greek Ministry of Education for every academic year of my Bachelor studies (2000-2001, 2001-2002, 2002-2003, 2003-2004).
- “Best Paper Award”: Federated Conference on Computer Science and Information Systems (IEEE), Gdansk, Poland, 11-14 September, 2016: (a) Examining the Antecedents and Outcomes of ERP Implementation Success: an Explanatory Study, (b) Examining the Critical Success Factors for ERP Implementation: an Explanatory Study Conducted in SMEs.
- “Best Paper Award”: National Conference of Management and Economy 2012, 25-27 May 2012: “The central role of knowledge management in business operations: developing a new conceptual framework”.

## PUBLICATIONS:

### JOURNAL PUBLICATIONS – IN ENGLISH

- J1.** Gaitanidou, A., Laios, A., Derri, V. and Chatzoudes, D. (2023), “Transformational and instructional leadership in cross-thematic teaching”, *International Journal of Education Policy and Leadership*, Vol. 19, No. 1, <https://doi.org/10.22230/ijepl.2023v19n1a1193>.
- J2.** Theriou, G., Chatzoudes, D. and Mavrommatidou, S. (2023), “The effect of ethical leadership on organizational outcomes in the hospitality industry: the mediating role of trust and emotional exhaustion”, *Journal of Human Resources in Hospitality and Tourism*, Accepted for publication.
- J3.** Mavrommatidou, S., Theriou, G., Chatzoudes, D. and Dimitriadis, E. (2023), “The impact of headteacher incivility on teacher engagement and safety behavior in secondary schools: the mediating role of perceived insider status”, *Journal of Educational Administration*, Vol. 61, No. 5, pp. 441-458.
- J4.** Amarantou, V., Chatzoudes, D., Angelidis, V., Xanthopoulos, A. and Chatzoglou, P. (2023), “Improving the operations of an Emergency Department (ED) using a combined approach of simulation and Analytical Hierarchical Process (AHP)”, *Journal of Simulation*, Vol. 17, No. 2, pp. 193-210.
- J5.** Chatzoudes, D. and Chatzoglou, P. (2022), “Antecedents and effects of Green Supply Chain Management (GSCM) practices”, *Benchmarking: an International Journal*, Ahead-of-print, <https://doi.org/10.1108/BIJ-09-2021-0524>.
- J6.** Chatzoudes, D., Chatzoglou, P. and Diamantidis, A. (2022), “Examining the impact of firm-specific and environmental-specific factors on short and long-term firm survival during an economic crisis”, *EuroMed Journal of Business*, Vol. 17, No. 4, pp. 698-730.
- J7.** Chatzoglou, P., Chatzoudes, D., Savvidou, A., Fotiadis, T., and Delias, P. (2022), “Factors affecting repurchase intentions in retail shopping: An empirical study”, *Heliyon*, Vol. 8, No. 9, <https://doi.org/10.1016/j.heliyon.2022.e10619>.
- J8.** Ferelis, V., Chatzoudes, D., Valsamidis, S. and Chatzoglou, P. (2022), “A framework for identifying the factors affecting the use of e-government services”, *International Journal of Information Systems and Social Change*, Vol. 13, No. 1, <https://doi.org/10.4018/IJISSC.308788>.
- J9.** Chatzoudes, D. and Chatzoglou, P. (2022), “Factors affecting employee retention: Proposing an original conceptual framework”, *International Journal of Economics and Business Administration*, Vol. 10, No. 1, pp. 49-76.
- J10.** Kossyva, D., Theriou, G., Aggelidis, V., Sarigiannidis, L. and Chatzoudes, D. (2021), “Retention of generation Y Employees through high performance work systems, change management and employee engagement”, *European Research Studies Journal*, Vol. 24, No. 4b, pp. 66-86.
- J11.** Theriou, G., Chatzoudes, D. and Moya, C.A.D. (2020), “The effect of ethical leadership and leadership effectiveness on employee’s turnover intention in SMEs: The mediating role of work engagement”, *European Research Studies Journal*, Vol. 23, No. 4, pp. 947-963.
- J12.** Amarantou, V., Chatzoudes, D., Kechagia, V. and Chatzoglou, P. (2019), “The impact of service quality on patient satisfaction and revisiting intentions: the case of public emergency departments”, *Quality Management in Health Care*, Vol. 28, No. 4, pp. 200-208.
- J13.** Dimitriadis, E., Chatzoudes, D., Jordan, M., Cudel, F., Bourdouni, E., Mandilas, A., Lutz, M., Reisl, R., Hego, P., Mailly, T. (2019), “Factors Affecting the Acceptance of Electronic Books by the Readers”, *International Journal of Business and Economic Sciences Applied Research (IJBESAR)*, Vol. 12, No. 1, pp. 7-19.

- J14.** Chatzoglou, P., Chatzoudes, D., Petrakopoulou, Z. and Polychrou, E. (2018), "Plant location factors: A field research", *OPSEARCH*, Vol. 55, No. 3-4, pp. 749-786.
- J15.** Amarantou, V., Kazakopoulou, S., Chatzoudes, D. and Chatzoglou, P. (2018), "Resistance to change: an empirical investigation of its antecedents", *Journal of Organizational Change Management*, Vol. 31, No. 2, pp. 426-450.
- J16.** Chatzoglou, P., Chatzoudes, D., Sarigiannidis, L. and Theriou. G. (2018), "The role of firm-specific factors in the strategy-performance relationship - Revisiting the resource-based view of the firm and the VRIO framework", *Management Research Review*, Vol. 41, No. 1, pp. 46-73.
- J17.** Chatzoglou, P. and Chatzoudes, D. (2018), "The role of innovation in building competitive advantages: an empirical investigation", *European Journal of Innovation Management*, Vol. 21, No. 1, pp. 44-69.
- J18.** Chatzoglou, P., Chatzoudes, D., Amarantou, V. and Aggelidis, V. (2017), "Examining the antecedents and the effects of CSR implementation: an explanatory study", *EuroMed Journal of Business*, Vol. 12, No. 2, pp. 189-206.
- J19.** Kosteroglou, E.P., Theriou, G. and Chatzoudes, D. (2016), "Customer satisfaction from private utility companies: An explanatory study", *International Journal of Business and Economic Sciences Applied Research (IJBESAR)*, Vol. 9, No. 3, pp. 13-23.
- J20.** Amarantou, V., Kazakopoulou, S., Chatzoglou, P., Chatzoudes, D. (2016), "Factors affecting "resistance to change": an explanatory study conducted in the healthcare sector", *International Journal of Strategic Innovative Marketing*, Vol. 3, No. 3, pp. 23-40.
- J21.** Chatzoudes, D., Chatzoglou, P. (2016), "Examining the Impact of Corporate Social Responsibility practices on various measures of consumer behavior", *International Journal of Economic Behavior*, Vol. 6, No.1, pp. 3-19.
- J22.** Chatzoglou, P., Chatzoudes, D. (2016), "Factors affecting e-business adoption in SMEs: an empirical research", *Journal of Enterprise Information Management*, Vol. 29, No. 3, pp. 327-358.
- J23.** Chatzoudes D., Chatzoglou, P. and Vraimaki, E. (2015), "The central role of knowledge management in business operations: developing a new conceptual framework", *Business Process Management Journal*, Vol. 21, No. 5, pp. 1117-1139.
- J24.** Chatzoudes D., Papadopoulos, D. and Dimitriadis, E. (2015), "Investigating the impact of Corporate Social Responsibility (CSR) policies: an empirical research", *International Journal of Law and Management*, Vol. 57, No. 4, pp. 265-280.
- J25.** Theriou, G. and Chatzoudes, D. (2015), "Exploring the entrepreneurship - performance relationship: evidence from Greek SMEs", *Journal of Small Business and Enterprise Development*, Vol. 22, No. 2, pp. 352-375.
- J26.** Chatzoglou, P., Chatzoudes, D. and Kipraios, N. (2015), "The impact of ISO 9000 certification on firms' financial performance", *International Journal of Operations and Production Management*, Vol. 35, No. 1, pp. 145-174.
- J27.** Chatzoglou, P., Chatzoudes, D., Vraimaki, E. and Leivaditou, E. (2014), "Measuring Citizen Satisfaction Using the SERVQUAL Approach: The Case of the 'Hellenic Post'", *Procedia Economics and Finance*, Vol. 9, pp. 349-360.
- J28.** Papafotikas, I., Chatzoudes, D. and Kamenidou, E. (2014), "Purchase decisions of Greek consumers: an empirical study", *Procedia Economics and Finance*, Vol. 9, pp. 456-465.
- J29.** Maditinos, D., Chatzoudes, D. and Sarigiannidis, L. (2014), "Factors affecting e-business successful implementation", *International Journal of Commerce and Management*, Vol. 24, No. 4, pp. 300-320.

- J30.** Chatzoglou, P., Chatzoudes, D., Vraimaki, E. and Diamantides, A. (2013), "Service quality in the public sector: the case of the Citizen's Service Centers (CSCs) of Greece", *International Journal of Productivity and Performance Management*, Vol. 62, No. 6, pp. 583-605.
- J31.** Maditinos, D., Chatzoudes, D. and Sarigiannidis, L. (2013), "An examination of the critical factors affecting consumer acceptance of online banking: a focus on the dimensions of risk", *Journal of Systems and Information Technology*, Vol. 15, No. 1, pp. 97-116.
- J32.** Maditinos, D., Chatzoudes, D. and Tsairidis, C. (2012), "Factors affecting ERP system implementation effectiveness", *Journal of Enterprise Information Management*, Vol. 25, No. 1, pp. 60-78.
- J33.** Maditinos, D., Chatzoudes, D. and Tsairidis, C. (2012), "Spreadsheet error detection performance: an empirical examination in Greece", *Business, Management and Education*, Vol. 10, No. 1, pp. 128-143.
- J34.** 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.
- Το συγκεκριμένο άρθρο δέχτηκε τον ιδιαίτερα τιμητικό τίτλο "Highly Commended Award Winner" από την Emerald στο πλαίσιο των "Literati Network Awards for Excellence 2012".**
- J35.** Chatzoudes, D. and Chatzoglou, P. (2011), "The impact of 360<sup>o</sup> supply chain integration on operational and business performance", *Operations and Supply Chain Management: An International Journal (OSCM)*, Vol. 4, No. 2/3, pp. 145-156.
- J36.** Karasavoglou, A., Polychronidou, P., Theodosiou, T. and Chatzoudes, D. (2011), "Immigrants' integration in Greek society: an empirical research", *International Journal of Economics and Finance Studies*, Vol. 3, No. 1, pp. 11-22.
- J37.** Papadopoulos, D., Dimitriadis, E., Chatzoudes, D. and Andreadou, O. (2011), "The impact of Corporate Social Responsibility (CSR) policies on perceptions and behavioral intension of Greek consumers", *Scientific Bulletin - Economic Sciences (Buletin Stiintific - Seria Stiinte Eeconomice)*, Vol. 10, No. 1, pp. 93-102.
- J38.** Chatzoudes, D., Karasavoglou, A., Dimitriades, E., Nikolaidis, M. and Simet, G. (2009), "Greek Direct Investment (FDI) in Turkey: an empirical survey", *International Journal of Business policy and Economics*, Vol. 2, No. 1, pp. 69-85.

### **CHAPTERS IN BOOKS – IN ENGLISH**

- B1.** Mandilas, A., Kourtidis, D., Pantelidou, I. and Chatzoudes, D. (2021), Sustainability reporting in the oil and gas sector: implementation in Greece, In: K.T. Caliyurt (Eds.), *Accounting, Finance, Sustainability, Governance & Fraud: Theory and Application*, Volume III, Springer International Publishing, Singapore, pp. 231-243, DOI: [https://doi.org/10.1007/978-981-33-6636-7\\_12](https://doi.org/10.1007/978-981-33-6636-7_12).
- B2.** Rallis, S., Chatzoudes, D., Symeonidis, S., Aggelidis, V. and Chatzoglou, P. (2019), Factors affecting intention to use e-government services: the case of non-adopters, In M. Themistocleous and P. Rupino da Cunha (Eds.), *Lecture Notes in Business Information Processing*, Vol. 341, Springer International Publishing, Cham, Switzerland, pp. 302–315, DOI: [http://dx.doi.org/10.1007/978-3-030-11395-7\\_25](http://dx.doi.org/10.1007/978-3-030-11395-7_25).

- B3.** Amarantou, V., Chatzoglou, P., Kexagia, V. and Chatzoudes, D. (2017), Business Process Reengineering in Emergency Departments (EDs): evidence from two hospitals, In N. Tsounis and A. Vlachvei (Eds.), *Springer Proceedings in Business and Economics*, Springer International Publishing, Cham, Switzerland, pp. 349-363, DOI: [http://dx.doi.org/10.1007/978-3-319-48454-9\\_25](http://dx.doi.org/10.1007/978-3-319-48454-9_25).
- B4.** Amarantou, V., Kazakopoulou, S., Chatzoglou, P. and Chatzoudes, D. (2017), Attitude toward change: factors affecting hospital managerial employees' resistance to change, In A. Kavoura, D.P. Sakas, and P. Tomaras (Eds.), *Springer Proceedings in Business and Economics*, Springer International Publishing, Cham, Switzerland, pp. 251-257, DOI: [http://dx.doi.org/10.1007/978-3-319-56288-9\\_34](http://dx.doi.org/10.1007/978-3-319-56288-9_34).
- B5.** Chatzoglou, P., Chatzoudes, D. and Apostolopoulou, G. (2017), Examining the antecedents and outcomes of ERP implementation success: an explanatory study, In E. Ziemba (Eds.), *Lecture Notes in Business Information Processing*, Vol. 277, Springer International Publishing, Cham, Switzerland, pp. 157-178, DOI: [http://dx.doi.org/10.1007/978-3-319-53076-5\\_9](http://dx.doi.org/10.1007/978-3-319-53076-5_9).
- B6.** Chatzoglou, P., Chatzoudes, D., Fragidis, L. and Symeonidis, S. (2017), Examining the critical success factors for ERP implementation: an explanatory study conducted in SMEs, In E. Ziemba (Eds.), *Lecture Notes in Business Information Processing*, Vol. 277, Springer International Publishing, Cham, Switzerland, pp. 179-201, DOI: [http://dx.doi.org/10.1007/978-3-319-53076-5\\_10](http://dx.doi.org/10.1007/978-3-319-53076-5_10).
- B7.** Dalla, E., Chatzoudes, D. and Karasavoglou, A. (2013), The 'brain drain' phenomenon: measuring the intention of young Greek scientists to migrate abroad, In K. Kalampouka and C. Nastase (Eds.), *Recent Researches In Law, Science And Finances*, pp. 278-283, WSEAS Press (ISSN: 2227-460X, ISBN: 978-960-474-327-8).
- B8.** Maditinos, D., Kousenidis, D. and Chatzoudes, D. (2011), Foreign direct investment in the Balkans: the role of Greece, In A. Karasavoglou (Eds.), *The economies of the Balkan and Eastern Europe countries in the changed world*, pp. 204-225, Cambridge Publishing, UK.
- B9.** Dimitriadis, E., Ioannidis, D. and Chatzoudes, D. (2004), The impact of Human Resource Management (H.R.M.) practices in the financial effectiveness of Greek manufacturing firms, In Z. Sevic (Eds.), *Accounting and Finance in Transition* (Vol. 2), pp. 281-301, Greenwich University Press, UK.

### CONFERENCE PUBLICATIONS – IN ENGLISH

- C1.** Athanasiadou, C., Chatzoudes, D. and Theriou, G. (2023), "Ethical leadership and turnover intentions: a systematic literature review", *2023 IEEE Conference on Technologies for Sustainability (SusTech)*, Portland, Oregon, USA, pp. 41-48, IEEE, 10.1109/SusTech57309.2023.10129599.
- C2.** Mavrommatidou, S., Theriou, G. and Chatzoudes, D. (2022), "The impact of Strategic Corporate Social Responsibility (SCSR) on employees' perceived job security and resilience in SMEs: the moderating role of humble leadership", *2022 IEEE Conference on Technologies for Sustainability (SusTech)*, California, USA, pp. 25-30, IEEE, 10.1109/SusTech53338.2022.9794222.
- C3.** Konstantinou, C., Chatzoudes, D. and Chatzoglou, P. (2021), "Supply Chain Resilience during the COVID-19 pandemic", *2021 IEEE International Conference on Technology and Entrepreneurship (ICTE)*, Kaunas, Lithuania, IEEE, doi: 10.1109/ICTE51655.2021.9584507.
- C4.** Atsou, Z., Basia, C., Chatzoudes, D. and Chatzoglou, P. (2021), "Pursuing a sustainable competitive advantage through product design: what matters the most?", *2021 IEEE Technology & Engineering Management Conference - Europe (TEMSCON-EUR)*, Dubrovnik, Croatia, IEEE, 10.1109/TEMSCON-EUR52034.2021.9488645.



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