

Postdoctoral Researcher: Dr. Dimitris Belias (e-mail: dbelias@pe.uth.gr)
Postdoctoral Research Title: “Promoting the implementation of Change Management in the Hotel Industry, through the modern view of the Strategic Human Resource Management”
Supervisor: Nikolaos Trihas, Assistant Professor
<p>Summary:</p> <p>The ever-changing socio-economic conditions combined with the strong impact of globalization have made it necessary to develop mechanisms for the perpetual integration of organizational change in order to organizations to be able to meet their emerging role.</p> <p>Despite the undeniable importance of implementing a change, organizations face a host of transition problems in a new situation. Perhaps the most important problem concerns the successful management of human resources in the face of attempted change.</p> <p>This issue is of great administrative importance in order to achieve the transition to the desired situation. The present approach aims at analysis of the impact of the Human Resources Management Strategy on the effort to implement organizational change in the light of the principles of Change Management.</p> <p>This research will focus on the Greek hotel industry which is subject to significant changes (intense competition, pandemic, economic crisis, globalization, rapid technological developments, volatile socio-economic conditions, etc.).</p>
Funding: -
<p>Research output:</p> <ul style="list-style-type: none"> • Belias, D. and Trihas, N. (2022). Strategic HRM approaches as mediators to change management in the tourism industry: potential and prospects for future research. Academicsera International Conference, 3-4 February, Hamburg, Germany. • Belias, D. and Trihas, N. (2022). Human Resource Training of front office employees and change management in hospitality sector during crisis. 4th International Conference on Finance, Economics, Management and IT Business (FEMIB 2022), 24- 25 April. • Belias, D. and Trihas, N. (2022). The relationship of the change context with the resilience of hotels: Proposal for a Research Framework on Hotels during the Covid19 crisis. 21st European Conference on Research Methodology for Business and Management Studies (ECRM), 2-3 June, Aveiro, Portugal.