



**Dr. Emmanouil F. Papavasileiou**

Research Fellow

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## PERSONAL STATEMENT

The Triple Helix approach speaks to my everyday experience as a social scientist: educating the next generation of management practitioners, exploring sustainable development and generational diversity two global challenges in the world of work as well as engaging and innovating with industrial partners in tourism to achieve socio-economic benefit. My goal is to work and explore fascinating questions with other like-minded people.

## EDUCATION

12/2011 – 04/2014

**University of Exeter | Exeter, United Kingdom**

**PhD: Management Studies**

Thesis Title: Work values across generations - A study of the Greek hotel workforce

09/2001 – 11/2003

**University of Aegean | Chios, Greece**

**MSc: Shipping, Finance & International Trade**

Grade: 1<sup>st</sup> Class

09/1999 – 09/2001

**University of Huddersfield | Huddersfield, United Kingdom**

**MSc: MBA**

Grade: 2<sup>nd</sup> Class

02/1995 – 09/1999

**International Hellenic University | Serres, Greece**

**BSc: Business Administration**

Grade: 2<sup>nd</sup> Class

# EXPERIENCE

## Teaching

10/2022 – Present

**Adjunct Lecturer of HRM | Hellenic Mediterranean University, Heraklion, Greece**

- Re-design the Leadership and Change Management module.
- Responsible for the development, management, and provision of learning (synchronous and asynchronous) and face to face teaching of the Greek-speaking module for UG (7<sup>th</sup> semester) students.

09/2020 – Present

**Adjunct Lecturer of HRM | FH Kufstein University of Applied Sciences, Tirol, Austria**

- Re-design the HRM and SHRM modules.
- Responsible for the development, management and provision of learning (synchronous and asynchronous) and online teaching of the English-speaking modules of HRM for UG (2<sup>nd</sup> semester) and PG (1<sup>st</sup> semester) students.

## Research

10/2022 – 09/2024

**Research Fellow of HRM | Hellenic Mediterranean University, Heraklion, Greece**

- Plan and deliver high quality research in the field of women leadership
- Project managing the research activity
- Establish a national reputation through regular dissemination by presenting results at conferences
- Develop and engage in research methodologies such as systematic literature review and meta-analysis that add to the understanding of women leadership.

09/2021 – 08/2024

**Research Fellow of HRM | Hellenic Open University, Patra, Greece**

- Plan and deliver high quality research in the field of tourism workforce
- Project managing the research activity
- Establish a national reputation through regular dissemination by presenting results at conferences
- Develop and engage in research methodologies such as systematic literature review and meta-analysis that add to the understanding of generational diversity and CSR in tourism.

01/2015 – 02/2020

**Research Fellow of HRM | University of Portsmouth, Portsmouth, United Kingdom**

- Contributed at least 4 papers, as first author, with an average rating of 3\* (REF equivalent) and with none of these below 2\*.
- Successfully lead an inter-disciplinary project concerning the work values, engagement, and burnout of community pharmacists in Greece.
- Delivered short one-off training lectures (i.e., systematic literature review).
- Supervised postgraduate and research students.

## Professional

08/2008 – 01/2015

**HR officer | Hellenic National Health System, Thessaloniki, Greece**

- Advise all staff on payroll and conditions of service matters, liaising with the Health Ministry and other relevant bodies as appropriate.
- Ensure the single record of employment is kept up to date for all staff in line with the latest guidelines.

## MEASURES OF ESTEEM

### Funding and participation in research projects

- **10/2022 – 09/2024:** “Emotional labour and women leadership”. The KTP project secured the amount of 40.000 euros from the Hellenic Mediterranean University. Emmanouil is providing his expertise in systematic reviewing, survey design, data analysis and publishing in high-quality academic refereed journals.
- **09/2021 – 08/2024:** “The role of work values on CSR perceptions in the Greek tourism workforce”. The KTP project secured the amount of 60.000 euros from the Hellenic Open University. Emmanouil is providing his expertise in systematic reviewing, survey design, data analysis and publishing in high-quality academic refereed journals.
- **09/2016 – 12/2017:** “The work values, engagement and burnout levels of community pharmacists in Greece”. The project secured the amount of £ 5000 from the Research Project Fund of the University of Portsmouth. Emmanouil was the Principal Investigator and responsible for drafting and submitting the proposal, managing the budget, designing the questionnaire, liaising and networking with the Greek Pharmacists Association, administrating the surveys, analysing the data and disseminating the research findings.

### Scientific acknowledgements & awards

- Best paper Nominee: 17th European Academy of Management Conference (EURAM'17)
- Young Scientist Award: 9th International Conferences on Tourism (ICOT'12)

### Voluntary service

- 07/2016 – 09/2017: Hampshire Research Ethics Committee (REC) Member. REC is part of Health Research Authority (HRA) of the National Health System (NHS) of the UK.

### Organising roles in academic events

- 03/ - 09/2017 Fishing in the right pond - Publishing in top-tier journals. Emmanouil organised a series of seminars that provided colleagues and PhD students in the University of Portsmouth the opportunity to get publishing tips from the editors-in-chief of journals including the *International Journal of Human Resource Management* and the *Service Theory and Practice*.

### Invited lecturer

- Emmanouil has been invited as a guest lecturer to share his expertise in systematic literature review from the Robert Gordon University (April 2021), the Hellenic Open University (December 2020), the University of Portsmouth (November 2019) and the University of Cumbria (February 2019).

### Media coverage

- Emmanouil's findings concerning the burnout levels of community pharmacists in Greece has been featured in several media outlets including an interview at TV100 channel news (3/5/2018) available at: <https://www.youtube.com/watch?v=bTPobbr0bo8>

### Ad hoc reviewer

- Emmanouil is serving as ad hoc reviewer for topics relevant to work values, generational diversity at work, tourism workforce and systematic literature review in a number of journals including the *Annals of Tourism Research*, *Tourism Management*, *Journal of Travel Research*, *The International Journal of Human Resource Management*, *Human Resource Management Journal*, *Journal of Organisational Behaviour*, *Journal of Service Theory & Practice*, *Human Resource Development Quarterly* and *Career Development International*.

### Citations according to Google Scholar (151)

	Total	Since 2017
Citations	151	136
h-index	6	5
i-10 index:	4	4

# LIST OF PUBLICATIONS

## Journal articles

1. **Papavasileiou E.F.**, & Tzouvanas, P. (2021). Tourism carbon Kuznets-curve hypothesis: A systematic literature review and a paradigm shift to a corporation-performance perspective. *Journal of Travel Research*, 60(4), 896-911
2. **Papavasileiou E.F.**, Lyons, S.T., Shaw, G and Georgiou A., (2017). Work values in tourism: Past, present and future, *Annals of Tourism Research*, 67, 150-162.
3. Howe-Walsh, L., Turnbull, S., **Papavasileiou, E.F.** & Bozionelos, N. (2016). The Influence of Motherhood on STEM Women Academics' Perceptions of Organisational Support, Mentoring and Networking. *Advancing in Women Leadership*, 36, 54-63.
4. **Papavasileiou E.F.**, & Lyons, S.T (2015). A comparative analysis of the work values of Greece's 'Millennial' generation, *The International Journal of Human Resource Management*, 26(17), 2166-2186

## Book chapters

1. **Papavasileiou, E.F.**, (2017). Age-based generations at work: a culture-specific approach. In Parry, E. & McCarthy, J. (Eds.), *The Palgrave Handbook of Age Diversity and Work*. Palgrave Macmillan, p. 521-538 [5 citations].
2. **Papavasileiou, E.F.**, (2016). The changing employee across hotel chains – A generational approach. In Ivanova, M., Ivanov, S. and Magnini V. (Eds.), *Routledge Handbook of Hotel Chain Management*. London: Routledge, p. 480-489.

## Conference proceedings

1. **Papavasileiou E.F.**, Kizys, R. and Tzouvanas, P. (2022). Endosymbiosis in the boardroom and ESG performance: An age-based generational identity perspective. Accepted for presentation at the Academy of Management Conference at Seattle in United States.
2. **Papavasileiou E.F.**, Parry, E. and Stergiou, D. (2022). Generations in the tourism workforce: A systematic literature review and meta-analytic insights. Accepted for presentation at the Academy of Management Conference at Seattle in United States.
3. **Papavasileiou E.F.**, Papatheodorou A., Farmaki, A., and Stergiou, D. (2022). Shades of Grey in Tourism Research: A systematic literature review of generational diversity in air transport workforce. Accepted for presentation at the Tourism, Hospitality & Events International Conference at Limassol, Cyprus.
4. **Papavasileiou, E.F.**, Stergiou, D. and Benetatos, T. (2019). The School-to-Work Transition in Tourism: A Values-Based Study in Greece. 3rd International Scientific Conference (TOURMAN 2019), Thessaloniki, 24-27 October (Greece).
5. **Papavasileiou, E.F.** (2018). The work values of public, parapublic and private sector employees in Japan: a structural and comparative analysis. 78th Annual Meeting of the Academy of Management (AOM 2018), Chicago, 10-14 August (USA).
6. **Papavasileiou, E.F.**, Bozionelos, N., Howe-Walsh, L., & Turnbull, S., (2018). Women Academics' Insecure Identity at Work: A Millennials Phenomenon. The International Conference on Equality, Diversity and Inclusion (ICEDI 2018), London, 14-15 May (UK).
7. **Papavasileiou, E.F.**, and Stergiou, D. (2017). Greek Millennials' Structure of Work Values. 5th University of the Aegean Tourism Conference and 13th (IMIC 2017), Santorini, 19-21 October, (Greece)
8. **Papavasileiou, E.F.**, and Stergiou, D. (2017). Are Work Value Priorities Different Across the School to Work Transition: The Case of the Greek Europeanised Generation. 77th Annual Meeting of the Academy of Management (AOM 2017), Atlanta, 4-8 August (USA).
9. **Papavasileiou, E.F.**, Lyons, S.T., Ladkin, A., & Stergiou, D., (2017). Mind the (generational) gap in the hospitality workforce ...Or not? The European Academy of Management Conference (EURAM 2017), Glasgow 21-24 June (Scotland).

10. **Papavasileiou, E.F.**, & Rees, G., (2016). A map of generational differences in hospitality workforce. 2nd HR Division International Conference (HRIC 2016), Sydney, 20-22 February (Australia).
11. **Papavasileiou, E.F.**, Lyons, S.T., & Shaw, G., (2015). Work values as a higher-ordered factorial construct. British Academy of Management Conference (BAM 2015), Portsmouth, 8-10 September, (UK).

### **Presentations at international conferences without proceedings**

1. **Papavasileiou, E.F.**, Stergiou, D., Georgiou, A. and Rees, G. (2017). Millennials Structure of Work Values. 32nd Workshop on Strategic Human Resource Management, European Institute for Advanced Studies in Management (EIASM 2017) Lucerne, 25-25 April, (Switzerland).
2. **Papavasileiou, E.F.**, Rees, G., & M., Garri, (2016). Generational differences at work: A context specific review across the US nursing workforce. 2nd International Research Symposium, Australian Catholic University, Sydney 3-4 November (Australia).
3. Rees, G., **Papavasileiou, E.F.**, & Thomas, P., (2016). Generational differences in burnout among community pharmacists in UK. 2nd International Research Symposium 'Social Identity in the Workplace and Employee Engagement' Australian Catholic University, 2nd International Research Symposium, Australian Catholic University, Sydney 3-4 November (Australia).
4. **Papavasileiou, E.F.**, (2012). Work values: The development of a four-dimensional scale based on confirmatory factor analysis. International Conference on Tourism (ICOT 2012), Crete 23-26 May (Greece).

### **Invited presentations**

1. **Papavasileiou, E.F.**, (2018). Greek community pharmacists' levels of job burnout: The role of parenthood. 3rd Hellenic Conference of Applied Pharmacy, Thessaloniki 5-6 May (Greece).
2. **Papavasileiou, E.F.**, (2017). Burnout among community pharmacists in Greece. 2nd Hellenic Conference of Applied Pharmacy, Thessaloniki 5-6 May (Greece).