

## Dr. Achilleas ANAGNOSTOPOULOS

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### EDUCATION

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- 2011**                    **Doctor of Philosophy (PhD) – HRM and Labour Market**  
Thesis Title: Labour Market Regulation in Greece - Assessing Impacts of Human Resources Management (HRM) Practices & Outcomes Using a Workplace Survey - <http://etheses.bham.ac.uk/1744/>  
*Supervisor:* Prof Stanley W. Siebert - *External Examiner:* Prof. J.T. Addison, University of South Carolina  
University of Birmingham, UK
- 1997**                    **Master of Philosophy (MPhil) – International Finance**  
University of Glasgow, UK.
- 1996**                    **Bachelor of Commerce (BSc) – Business Administration**  
University of Applied Sciences (TEI) of Thessaly, Greece.
- 1996**                    **European Six-Month Erasmus Exchange Program**  
INHolland University of Applied Sciences: Delft, Holland.
- 1995**                    **Six-Month Work Placement**  
Sussex Chamber of Commerce and Industry - Euro Info Centre (EIC), Brighton, UK
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- 2003**                    **Postgraduate Certificate (PG Cert) – Open and Distance Learning Education**  
Hellenic Open University

### TEACHING EXPERIENCE

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- 2014 – Present Appointment**                    **Faculty Teaching Fellow (tenure post)**  
Business Administration Dept., University of Thessaly, Greece  
Bachelor: Human Resource Management, International Business, Business Plan Development, Management Services  
Erasmus: Human Resource Management, Business Plan Development (teach in English language)  
Master: HRM and Leadership, Strategic Management, HRM in Educational Organisations, Educational Management, Principles of Public Sector Management, (Supervising Master Theses)
- 2015 – 2018**                    **Faculty Teaching Fellow**  
**2020 – Present Appointment**                    Hellenic Open University, Greece  
Department of Business Administration – Distance and Online Course  
Teaching Module (BSc): Industrial Organisation, Labour Market and European Businesses (DEO-43)  
- Teaching online and by distance courses / Leading online discussions  
- Evaluate student assignments through platform / Maintain student progress records
- 2015 - 2016**                    **Teaching Fellow**  
University of Macedonia, Thessaloniki  
Department of International and Economic Relations - School of Social Sciences  
Teaching (BSc): Economics (Spring Semester)
- 2001 - 2013**                    **Part-time Lecturer (2001- 2013)**  
Business School, TEI of Larissa, Greece  
Teaching (BSc): Human Resource Management, Strategic Management, Business Communication  
English course: Strategic Management, Business Communication for Erasmus exchange students  
Supervision: Dissertation Supervisions on HRM, Employment Relations, EU labour Markets, SMEs

### RESEARCH EXPERIENCE

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- Present Appointments**                    **Scientific Coordinator - National Expert, Greece (2020-2021)** - Ramboll Management Consulting  
Project: Study - Ex Post Evaluation of the European Globalisation Adjustment Fund for Displaced Workers  
Funded by the European Commission, DG Employment, Social Affairs and Inclusion  
- Identification of Data with Counter-Factual Impact Evaluation (CIE)  
- Literature and data review  
- Interviews (national/regional/case-level stakeholders)  
- Case reporting

**Scientific Coordinator** – Hellenic Federation of Enterprises, Greece (2019-2021)  
Project: Enhancing Collaboration between Enterprises and Public Employment Services (PES)  
Funded by European Social Fund and National Resources  
- Analysis on Thessalian Businesses & Labour Market Indicators (primary and secondary data)  
- Evaluating the existing collaboration and submitting beneficial proposal between firms and PES

**Project Coordinator / Host Collaborator** – Greek Diaspora Fellowship Program – Cycle 3 (2019-2021)  
Project: Mentoring of Future Young Business Professionals in Business/Social Skills  
Funded by the Stavros Niarchos Foundation (SNF) to the Institute of International Education (IIE)  
- Organised workshops with Invited US Fellow Dr Koustas on Social Skills  
- Writing & Publishing Case Studies for Local Successful Businesses

#### Past Appointments

**Post Doctorate Researcher** - University of Macedonia, Greece (2013-2015)  
Project: The Shadow economy in Greece: Size, Reasons and Impact  
Funded by the European Social Fund and National Resources  
- Work package co-leader on informal employment in Greece.  
- Supervise fieldwork and design the questionnaire section on informal employment.  
- Produce reports and analyse data in comparisons with other EU countries

**Research Officer** - London School of Economics & Political Science, UK (2008 - 2009)  
Project: Measuring institutional & non-institutional aspects of labour market flexibility in Greece  
Funded by Greek Ministry of National Economy  
*Supervisor: Prof. Christopher Pissarides - Nobel Laureate in Economic Sciences (2010)*  
- Interviewed government agency and employer/employee association officers  
- Collected primary data using quantitative methodology (previously unavailable)  
- Analysed labour market indicators based on Labour Force Survey  
- Statistical comparisons with 20 other OECD countries  
- Produced interim and final reports

**Research Associate** - British Council & University of Applied Sciences (TEI) of Larissa (2006-2007)  
Project: InterSkills - Funded by British Council  
- Recruited volunteers & conducted training workshops focusing on transferable skills  
- Created questionnaire used by trans-national partners (Wales, Bosnia, Albania)  
- Oversaw interviews in 60 enterprises.

**Research Associate** - University of Applied Sciences (TEI) of Larissa (2006-2008)  
Project: Occupational Demand in the provincial Larissa labour market area using a survey  
Funded by European Social Fund (ESF) & the Greek Ministry of Education  
- Analysed the primary data findings of the project  
- Wrote the final report and submitted it to the Greek Ministry of Education.

**Research Associate** – University of Applied Sciences (TEI) of Larissa (2005-2007)  
Project: Examining the Obstacles of Female Entrepreneurship  
Funded by the European Social Fund (ESF) & the Greek Ministry of Education  
- Participation in writing a theoretical overview of the project  
- Development of questionnaire with emphasis on the role of gender

**Research Associate** - University of Applied Sciences (TEI) of Larissa (2005-2007)  
Project: Development of Entrepreneurship in Tertiary Education  
- Encourage entrepreneurial skills to the students  
- Organize events with the participation of new entrepreneurs of Thessaly region

**Research Associate** - Thessalian Local Government (2004-2006)  
Project: Local Employment Strategy for Western Thessaly  
Funded by the European Committee and Thessalian Government  
- Consulted & oversaw sub-project “Adjustment to New Methods of Work”  
- Development of strategic planning of employment in Western Thessaly

**Research Associate** - University of Thessaly (2004-2006)  
Project: Local Production System Dynamics / Employment-Entrepreneurship”  
Project co-funded by European Social Fund (ESF) and the Greek Ministry of Employment.  
- Participation on written report “Guide of Good Practices for Research in Local Employment”

**Curriculum Developer** - *National & Kapodistrian University of Athens* (2004)  
- Developed “Human Resource Management” module (undergraduate distance education course)

**Research Associate Coordinator** *Hellenic Agency for Local Development (2002-2004)*

Project: Employability – (Re)Integration to the Labour Market” –“EQUAL – in Action”

Co-funded by European Social Fund (ESF) and the Greek Ministry of Employment.

- Partnership board member (18 collaborating partners)
- Coordinated research on labour issues of people in vulnerable groups
- Development and administration of questionnaire– 720 businesses interviewed in Greece
- Participated in transnational partnership with UK partners (Shepway Business Centre, University of Kent)

**Project Coordinator** - University of Thessaly

Project: GoOnline” / Educational Support - *Encouragement the deployment of Information & Communication Technologies (ICTs) by Small and Medium Enterprises*

- Construction of Interview Questionnaire for selection of support and guidance consultants
- Conducted Interviews - Selected and trained support and guidance consultants

**SELECTED PUBLICATIONS / PROCEEDINGS IN CONFERENCES**

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- 2021 -**HR Analytics in Determining Employees for Stress Management Counselling** (with Panic B.) EURO2021, 31<sup>st</sup> European Conference on Operational Research, July 2021, University of West Attica, Greece
- 2021 -**The Role of Labour Inspectorate in the Enforcement of Labour Regulation: The case of Greece** CIRA Conference 2021 “Work: Quality and Regulation”, May 2021, Laval University, Montreal, Canada
- 2020 -**Digital Competencies for Virtual Teamwork: How to bridge the gap in selection process**, ((with Kovacevic I.) SYMORG 2020 – XVII International Symposium Proceedings, University of Belgrade (ISBN 978-86-7680-385-9)
- 2019 - **Labour market duality under the insider-outsider theory, labour division, rent-seeking & clientelism: the case of a European Union member country**, Book “*European Union - Post Crisis Challenges and Prospects for Growth*”, Palgrave Macmillan Publishing – [DOI.10.1007/978-3-030-18103-1](https://doi.org/10.1007/978-3-030-18103-1)
- 2019 -**Employees’ perceptions on satisfaction with work: Findings based on a survey of employees in Greece’** (with Kovacevic I., Siebert S) 11th Biennial International Conference of the Dutch HRM Network, Tilburg, the Netherlands
- 2015 - **The Impact of Greek Labour Market Regulation on Temporary Employment: Evidence from a Survey** (with W S Siebert) *International Journal of Human Resource Management* Vol. 26, Issue 18, pp 2366-2393 - <http://dx.doi.org/10.1080/09585192.2015.1011190>
- 2015 **Tackling Undeclared Work in Greece** (with A Bitzenis), *Global Business & Economics Anthology* 2015, Volume II, published by Business & Economics Society (ISSN: 1553-1392) <http://web.a.ebscohost.com>
- 2018 - **Determinants of employee trust in management: Evidence from Greece** (with Vlachos V.), CIRA Conference 2018 “Working for Fairness at Work”, May 2018, ESG UQAM university, Montreal, Canada
- 2016 - **The Impacts of the Labour Market Reforms in Greece** (with Siebert S) European Regional Congress International Labour and Employment Relations Associations (ILERA) by ILO “The Future of Representation” Università Degli Study Di Milano, Milan, Italy.
- 2015 - **Notes on Labour Market Flexibility and Informality in Greece**”(with A Bitzenis), 10th Annual MIBES International Conference, October 2015, TEI of Thessaly, Larissa, Greece, ISBN: 978-960-9510-22-6
- 2014 **The development of the Greek labour market in the European framework during pre-crisis** 5th ICIB Conference - University of Macedonia, Thessaloniki, pp167-170, ISBN: 978-618-81891-2-6
- 2013 -**The Importance of the labour market monitoring organisations in Greece’s workplaces** 4th ICIB Conference - University of Macedonia, Thessaloniki, pp 116-121, ISBN: 978-960-98740-7-6
- Policy Reports
- 2009 - **Measuring Institutional & Non-Institutional Aspects of Labour Market Flexibility in Greece** (with Prof C Pissarides & Prof V Monastiriotis)
- 2007 - **Flexible Forms of Employment in Central Greece** (with Prof Papadimopoulos & Dr K Syrakoulis) Final Project Report to the Ministry of Employment
- 2006 - **Guide of Good Practices for Research in Local Employment** (with Prof Duquenne M N & Dr K Syrakoulis) Final Project Report to the Ministry of Employment
- 2005 - **Encouraging Labour Intensive Industries in the West Thessaly Countryside by Providing New Incentives** (with Dr V Bellis) - Strategic Plan for Jobs & Innovation, Ministry of Social Security

2004 - **Employment Opportunities for People from Vulnerable Groups** (with Dr K Syrakoulis)  
Final Project Report to the Ministry of Employment & Social Security

## **INVITED PRESENTATIONS**

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- 2012 - **Learning from Past Mistakes: Reforming Employment Relations in Greece During Crisis**  
Centre of Industrial Relations and Human Resources - University of Toronto
- 2012 - **The Impact of Greek Labour Market Regulation on Temporary and Family Employment: Evidence from a Survey** - Central Bank of Greece, Athens
- 2011 - **The Greek Labour Market Regulation** (with Siebert W.S.) - European project INDICSER  
Seventh Framework Program (FP7) University-Enterprise Foundation-University of Valencia, Spain

## **SKILLS & QUALIFICATIONS**

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**LANGUAGES**

- English: Fluently
- Greek: Fluently

**COMPUTER SKILLS**

- Proficient in Windows environment, MS Word, Excel, PowerPoint, Project, Publisher
- Strong skills on SPSS, Stata, SAP (Human Capital Management)

**CERTIFICATION**

- Certified Teacher
- National Accreditation Centre for Continuing Vocational Training
- National Centre for Public Administration & Local Government