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Dr **Ioannis Nikolaou** is a Work & Organizational Psychologist, Associate Professor in Organisational Behaviour and Director of the MSc in Human Resources Management at Athens University of Economics and Business. Dr Nikolaou has carried out his postgraduate studies (MSc, PhD) as a scholar of State Scholarships Foundation of Greece (IKY) at Manchester School of Management, University of Manchester Institute of Science and Technology (UMIST). He has gained wide working experience as an Assistant Manager for PricewaterhouseCoopers, Greece at the department of Global Human Resources Solutions and as Head of the Training Department at Egnatia Bank before starting his academic career. He has written the books “*Organizational Psychology & Behaviour*” and “*Managing Human Capital – Greek Case Studies*” (in Greek) and co-edited with Janneke Oostrom the book *Employee Recruitment, Selection, and Assessment. Contemporary Issues for Theory and Practice*. (Routledge/Psychology Press). He has also published in international peer-reviewed academic journals (e.g. *International Journal of Human Resources Management, Personnel Review, International Journal of Selection and Assessment, Personality & Individual Differences, Employee Relations, Stress & Health, European Journal of Work and Organizational Psychology, Journal of Managerial Psychology, etc.*), while his research interests lay in the field of Organisational Behaviour and Human Resources Management, and more specifically in employee recruitment, selection and assessment. He teaches courses in undergraduate (Organisational Psychology and Personal Skills Development) and post-graduate level (Employee Selection, Performance Appraisal and Development, Organisational Behaviour & Human Resources Management, Personal Skills Development) at Athens University of Economics and Business, while maintaining active links with the industry through Human Resource consulting projects (National Bank of Greece, Emporiki Bank, Kantor Management Consulting, Attika Bank) and executive training. His most recent collaborations in executive training and management consulting include companies, such as Metro, OTE Academy, EFG Eurobank, Ethniki Asfalistikiki, Misko-Barilla, Lion Hellas, Pfizer, SEAT, Infote, Dodoni, OSE, Metaxas Diagnostics, Intracom, AB Vasilopoulos, etc. He is a member of the Academy of Management, Society for Industrial and Organizational Psychology, European Association of Work and Organizational Psychology, the International Association of Applied Psychology (IAAP) and also of the Consortium for Research on Emotional Intelligence in Organizations ([www.eiconsortium.org](http://www.eiconsortium.org)). In parallel, he has been a member of the Board of Advisors for AIESEC (International Association of Students in Economics and Business, 2011-2012) and he is also the co-founder of the European Network of Selection Researchers (ENESER). Since 2013 he is

also member of the Executive Committee of the European Association of Work and Organizational Psychology (EAWOP).