

GEORGIOS THERIOU

Human Resource Management

Higher Education Services

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- 🏠 Work: TEI of Kavala, Agios Loukas, 65404, Kavala
- 🌐 Georgios Theriou
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Key Areas of Expertise:

- ✓ **Education – Undergraduate and Postgraduate level:** business studies.
- ✓ **Management and Implementation of Research Programs:** business and economics disciplines.
- ✓ **Human Resource Management:** Job analysis, recruitment and selection, training and development, appraisal, e-recruitment, assessment centres.
- ✓ **Academic Research:** human resource management, knowledge management, performance measurement, strategic management.

Education:

- ✓ **PhD**
06/2005 – 06/2009
Democritus university of Thrace
Polytechnic School
PhD Title: *The effect of HRM practices on knowledge creation and organizational performance.*
- ✓ **Graduate**
02/2005
Chartered Institute of Personnel and Development (CIPD), Great Britain.
- ✓ **MA in Human Resource Management**
09/2003-10/2004
Derbyshire Business School, UK
Dissertation Title: *The relationship between Learning Capability and Total Performance at the Firm level: An Empirical Test in Greece.*
- ✓ **BA in Business Studies**
09/2000-07/2003
Derbyshire Business School, UK
Dissertation Title: Diagnosing the organizational culture: The case of the Greek food Industry

Teaching Experience:

- 09/2012 – 06-2013
Kavala Institute of Technology
Department of Business Administration
MBA Program
Modules: *HRM strategies, Corporate Social Responsibility, Managing Innovation.*
- ✓ **Adjunct Faculty**
09/2012 – 01/2013
Kavala Institute of Technology
Department of Petroleum & Natural Gas Technology
Msc in Oil and Gas Technology.
Modules: *Leadership, Oil and Gas Management (HRM lectures).*
- ✓ **Adjunct Faculty**
09/2005 – Today
Kavala Institute of Technology
Department of Business Administration
Undergraduate Program
Modules: *HRM (tutorials), Strategic Management (theory and tutorials), Knowledge Management (theory and tutorials), Business Ethics (theory and tutorials) and Business Research Methods (tutorials), Entrepreneurship (theory and tutorials), Innovation Management (theory and tutorials).*
- ✓ **Adjunct Faculty**
10/2010 – Today
Kavala Institute of Technology
Department of Information Management
Undergraduate Program
Modules: *HRM (theory).*
- ✓ **Adjunct Faculty**
10/2006 – Today
Kavala Institute of Technology
School of Business and Economics
European Program ERASMUS
Voluntary Lecturing
Modules: *HRM, Business Strategy.*

Working Experience:

- ✓ **Business Consultant - Higher Education Services**
01/2011 – Today
Self-employed
European development programs, European research programs, strategic planning, human resource management, planning and designing seminars and workshops.
- ✓ **Scientific Responsible of Seminars & Scientific Support of Project Team**
09/ 2012 – Today
Kavala Institute of Technology
European Territorial Cooperation
Programme "Greece-Bulgaria 2007-2013"/
"Integrating the Greek – Bulgarian Tourism Product"/ IG-BTP.
- ✓ **Data Collection & Processing / Economist Services**
06/ 2011 – Today
Kavala Institute of Technology
European Territorial Cooperation
Programme "Greece-Bulgaria 2007-2013"/
"Integrated digital bridge between academic and business organizations"/ IDBABO.
- ✓ **Career Adviser**
09/ 2010 – Today
Kavala Institute of Technology
European program DASTA
Information, advice and guidance to help students who undertake their placement make effective choices about their behavior, training and work.
- ✓ **External Associate – Business Consultant**
11/2004 – 03/2009
Grant Solutions A.E.
Consulting Firm
External associate part of the scientific personnel mainly handling research assignments or other projects dealing with HRM and other management disciplines: strategic planning, recruitment and selection, job analysis and European development programs.

Professional Training:

- ✓ **Assessment Centre Master Class**
03/2013
Qmetric
Designing, organizing, & implementing an employee assessment centre.

Interests:

- ✓ **Interests**
Travel, Literature, History, Cinema, Beach Volley, Swimming.

Languages and Computer Skills:

- ✓ **Languages**
English (Fluently).
French (Certificate).
- ✓ **Computer Skills**
CCU diploma of Aristotle University of Thessaloniki (MS Office and Microsoft Windows).
Statistical Packages SPSS and AMOS.

Other Activities:

- ✓ **Reviewer in Scientific Journals**
"Journal of Workplace Learning" (ISSN: 1366-5626),
Journal of Small Business and Enterprise Development (ISSN: 1462-6004).
- ✓ **Diploma theses assistance, TEI of Kavala**
Support in more than 25 diploma thesis at both graduate and undergraduate level (Disciplines: Strategic Management, Human Resource Management, Knowledge Management and Entrepreneurship).
- ✓ **Economist Professional**
Accredited by the Economical Chamber of Greece (OEE) since April 2006 (L.N.: 0206078572 / R.N.: 078572).
- ✓ **Member of the Economic Chamber of Greece**
- ✓ **Graduate**
Chartered Institute of Personnel and Development (CIPD), UK.
- ✓ **Member of the elected board of Hellenic Society**
University of Derby, 2002-2004.
- ✓ **Greek army service**
Training in Electronic Warfare, 2009-2010.

Competencies:

- ✓ **Intellectual:** analytical problem solving.
- ✓ **Drive and Resilience:** continuous learning, initiative and flexibility, planning and organizing.
- ✓ **Interpersonal Relationships:** extroversion, cooperative teamwork, integrity and respect for others.

Research:

A) Publications in International Journals

1. **Maditinos, D., Sevic Z. and Theriou, G.** (2006) "The Introduction of Economic Value Added (EVA) in the Greek Corporate Sector, *The Southeuropean Review of Business Finance & Accounting*, Vol 4, No. 2, pp. 89-97.
2. **Theriou, N. G., Theriou, G. N. and Chatzoglou, P.** (2007), "The Relationship between Learning Capability and Organizational Performance: The Banking Sector in Greece", *SPOUDAI, The University of Piraeus Journal of Economics, Business, Statistics and Operations Research*, Vol. 57, No. 2, pp. 9-29.
3. **Theriou, N. G., Theriou, G. N. and Papadopoulos, A.** (2007), "Integrating the Balanced Scorecard and Activity-Based Costing", *Cost Management*, Vol. 21, No. 3, pp. 42-48.
4. **Theriou, G.N. and Chatzoglou, P.D.** (2007), "Enhancing performance through best HRM practices, organizational learning and knowledge management: A conceptual framework", *European Business Review*, Vol. 20, No. 3, pp. 185-207.
5. **Theriou, G.N. and Chatzoglou, P.D.** (2009). "Exploring the Best Practices – Performance Relationship: An Empirical Approach", *Journal of Workplace Learning*, Vol 21, No 8, pp. 614-646.
6. **Theriou, N., Aggelidis, V. and Theriou, G.** (2009). "A Theoretical Framework Contrasting the Resource-Based Perspective and the Knowledge-Based View", *European Research Studies*, Vol. 12, No. 3, pp. 177-190.
7. **Theriou, N., Sevic Z., Maditinos, D. and Theriou, G.** (2009) "The relationship between the use of strategic human capital, the design of the Management Control System and organisational performance: an empirical study in the Greek context", *International Journal of Economic Policy in Emerging Economies*, Vol. 2, No. 3, 24 Dec 2009, pp. 202-227.
8. **Maditinos, D., Chatzoudes, D., Tsairidis, C. and Theriou, G.** (2010), "The Impact of Intellectual Capital on Firms' Market Value and Financial performance", *Journal of Intellectual Capital*, Vol. 12 No. 1, pp. 132-151 .
9. **Theriou, G.** (2010), "The relationship of extrinsic rewards and employee creativity as function of job complexity", *SPOUDAI, The University of Piraeus Journal of Economics, Business, Statistics and Operations Research*, Vol. 60, No. 3-4, pp.101-126."
10. **Maditinos, D., Theriou, G., Keisidou, E. and Sarigiannidis, L.** (2011), "Exploring the factors associated with weblog usage acceptance: Evidence from Cyprus", *International Journal of Web Based Communities*", Vol. 12 No. 2, pp. 196-212.
11. **Theriou, N., Madytinios, D. and Theriou, G.** (2011), "Knowledge Management Enabler Factors and Firm Performance: An Empirical Research of the Greek Medium and Large Firms", *European Research Studies*, Vol. 14, No. 2, pp. 97-134.
12. **Georgiadou, C., Theriou, G. and Sarigiannidis, L.** (2012), "The impact of Key Knowledge Factors on Project Performance: The Case of the Greek Construction Industry", *PRIME*, Vol 5, No. 1, pp. 38-53.
13. **Theriou, G. and Chatzoudes, D.** (2013), "Exploring the entrepreneurship - performance relationship: evidence from Greek SMEs", *Journal of Small Business and Enterprise Development*, Accepted for publication.

B) International Conferences

1. **Theriou, N., Aggelidis, V., Maditinos, D. and Theriou, G.** (2005): "Testing the Relationship between Beta and Returns in ASE: A Second Attempt", *3rd International Conference on Accounting and Finance in Transition- ICAFT 2005*, 9-11th July 2005, Kavala, Greece.
2. **Maditinos, D., Sevic, Z., and Theriou, G.** (2006), "The Introduction of Economic Value Added (EVA) in the Corporate World", *International Conference of Innovation, Entrepreneurship and Competiveness in Balkan and Black Sea Countries*, 3-5 November 2006, Kavala, Greece.
3. **Theriou, N., Maditinos, D. and Theriou, G.** (2007), "Is the BSC Really a New Performance Measurement System?", *5th International Conference on Accounting and Finance in Transition- ICAFT 2007*, London, UK.
4. **Theriou, N., Sevic, Z. and Theriou, G.** (2007), "The Relationship Between the Use of Human Capital, the Design of the Management Control Systems and Organizational Performance: An Empirical Study in the Greek Context", *5th International Conference on Accounting and Finance in Transition- ICAFT 2007*, London, UK.
5. **Maditinos, D., Sevic, Z., Chatzoglou, P. and Theriou, G.** (2007), "Earnings as an Explanatory tool in explaining stock market returns and the use of Easton and Harris (1991) model: The case of Greece", *International Scientific Conference, Contemporary Challenges of Theory and Practice in Economies*, University of Belgrade, September 2007, Belgrade.
6. **Theriou, N., Aggelidis, V. and Theriou, G.** (2008), "The complementary of the two perspectives the resource-based and the knowledge-based views", *International Conference on Applied Business & Economics*, 2-4 October 2008, Thessaloniki, Greece
7. **Theriou, G. and Chatzoglou, P.** (2009), "The Impact of HRM on Organizational Performance: A Proposed "Best HRM Practices" System", *5th National and International Conference of Hellenic Society For Systemic Studies*, 24-27 June, 2009, Xanthi, Greece.
8. **Maditinos, D., Chatzoudes, D., Tsairidis, C. and Theriou, G.** (2010), "The impact of intellectual capital on firm's market value and financial performance", *Management of International Business and Economic Systems (MIBES)*, 4-6 June 2010, Kavala, Greece.
9. **Theriou, N., Maditinos, D. and Theriou, G.** (2010) "Knowledge Management Enabler Factors and Firm Performance: An empirical research of the Greek medium and large firms", *International Conference on Applied Business and Economics*, Technological Educational Institute of Kavala, Kavala, Greece.
10. **Theriou, N., Raptis, C. and Theriou, G.** (2011), "Strategic Decision Making Process and the Importance of Structure Formality, Financial, and Non-Financial Information", *International Conference on Applied Business & Economics*, 29th September -1st October 2011, Piraeus, Greece.
11. **Georgiadou,, C., Theriou G. and Sarigiannidis, L.** (2012), "The impact of Key Knowledge Factors on Project Performance: The Case of the Greek Construction Industry", *ESDO International Conference*, 25 -27 May, Larisa, Greece.

C) National Conferences

- **Maditinos, D., Chatzoudes, D., and Theriou, G.** (2007), «Η εμπιστοσύνη στο ηλεκτρονικόεμπόριο μια έρευνα των αντιλήψεων των χρηστών», *20th National Conference of Statics*, 11-15 April, 2007, Leykosia, Cyprus.
- **Kyriakidou, A., Theriou, G. and Maditianou, A.** (2009), « Η σχέση της εξουσιοδότησης και της επαγγελματικής ικανοποίησης και ικανοποίηση των πελατών γυμναστηρίων fitness», *10th National Conference of Sports Management*, 6-8 November 2009, Kavala, Greece.

D) References

Maditinos, D., Šević, Ž. and Theriou, G. (2006), "The Introduction of Economic Value Added (EVA) in the Greek Corporate Sector", *The Southeastern Review of Business Finance & Accounting*, Vol. 4, No. 2, December 2006, pp. 89-97

Cited in:

1. **Mandilas, A., Floropoulos, I., Pipiliagkopoulos, M. and Angelakis, G.** (2009), 'EVA Reconsidered for the Greek Capital Market', *Journal of European Research Studies*, Volume XII, Issue (2), pp. 111-130, ISSN 1108-2976, published by the University of Piraeus, Greece.

Maditinos, D., Šević, Ž. and Theriou, G. (2006), "The Introduction of Economic Value Added (EVA®) in the Corporate World", *Innovation, Entrepreneurship and Competitiveness in Balkan and Black Sea Countries*, November 2- 4, 2006, Kavala, Greece.

Cited in:

1. **Sharma, A. K. and Kumar, S.** (2010), 'Economic Value Added (EVA) – Literature Review and Relevant Issues', *International Journal of Economics and Finance*, Vol. 2, No. 2, pp. 200-220.
2. **Nakhaei, H., Hamid, N.I.N.B., Anuar, M.B.A. and Nakhaei, K.** (2012), "Performance Evaluation Using Accounting Variables (Net Profit and Operational Profit) and Economic Measures", *International Journal of e-Education, e-Business, e-Management and e-Learning*, Vol. 2, No. 5, pp. 443 – 448.
3. **Rahmani, Z. and Joibary, A.R.M.** (2012), "Economic Value Added and Return on Assets: An evaluation in Tehran Stock Exchange", *Radix International Journal of Research in Social Science*, Vol. 1, No. 9. Pp. 1-20.
4. **Khan, S., Chouhan V., Chandra, B. and Goswami, S.** (2012), "Measurement of Value Creation Vis-à-vis EVA: Analysis of Select BSE Companies", *Pacific Business Review International*, Vol. 5, No. 3, pp. 114-131.

Theriou, G.N. and Chatzoglou, P.D. (2008), "Enhancing performance through best HRM practices, organizational learning and knowledge management: A conceptual framework", *European Business Review*, Vol. 20, No. 3, pp. 185-207.

Cited in:

1. **Markey, R., Lamm, F., Harris, C., Ravenswood, K., Williamson, D., Knudsen, H., Busck, O., Jorgensen, T. and Lind J.** (2008). "Improving Productivity Through Enhancing Employee Wellness and Well-being", *Third European Congress of the work and labour Network*, 24-26 September, Rome, Italy.
2. **Li-An Ho.** (2008), "What affects organizational performance?: The linking of learning and knowledge management", *Industrial Management & Data Systems*, Vol. 108, No. 9, pp.1234 – 1254.
3. **Dick, R., Tissington, P. and Hertel, G.** (2009), "Do many hands make light work? How to overcome social loafing and gain motivation in work teams", *European Business Review*, Vol. 21, No. 3, pp. 233-245.

4. **Suarez-Barraza, M. and Ramis-Pujol, J.** (2009), "Implementation of Lean-Kaizen in the human resource service process. A case study in a Mexican public service organization", *Journal of Manufacturing Technology*, Vol 21, No. 3, p. 388-410.
5. **Bakhtiar, A.** (2009) "Knowledge Sharing in Technical Education: Analysis of Knowledge Capabilities", *NUML – Journal of Management and Technology*, Vol 3, pp. 1-16.
6. **Santana, P., Pastor, P. and Sierra, M.** (2009), "Managing Knowledge through Human Resource Management: Empirical Analysis on the Spanish Automotive Industry", *Academia, Revista Latinoamericana de Administracion*, Vol. 42, pp. 49-67.
7. **Sewerin, T., Holmberg, R. and Benner, M.** (2009), "Management development on the edge: HRM in a knowledge intensive organization", *Leadership in Health Services*, Vol 22, No. 3, pp. 225-243.
8. **Ali, B.** (2009), "Knowledge Sharing in Technical Education: Analysis of Knowledge Capabilities", *NUML Journal of Management & Technology*, Vol. 3, April 2009, pp. 1-16.
9. **Manuel, F. Suárez-Barraza. and Juan Ramis-Pujol,** (2010), "Implementation of Lean-Kaizen in the human resource service process: A case study in a Mexican public service organization", *Journal of Manufacturing Technology Management*, Vol. 21, No 3, pp. 388 - 410.
10. **Markey Raymond, Harris Candice, Lind Jens, Busck Ole, Knudsen Herman.** (2010), "Employee participation on work environment in food processing industry in Denmark & New Zealand", *Indian Journal of Industrial Relation*, Vol. 45, No. 4.
11. **Yangcheng, H.** (2010), "The Role of Marketing Performance in the Relationship between Knowledge Management and Financial Performance", *2010 Third International Conference on Knowledge Discovery and Data Mining*, 2010, wkdd, pp.436-439.
12. **Yu, Y.** (2010), "Exploring the relationships of knowledge management, organizational innovation and financial performance", *IEE International Conference on Advanced Management Science*, July 2010, pp. 172-175, Chengdu, China.
13. **Markey, R., Harris, C., Ravenswood, K. and Simpkin, G.** (2010), "The impact of employee participation on organizational effectiveness and employee well-being: Cases from New Zealand", *28th International Labour Process Congress Work Matters*, Rutgers University, March 15-17, New Jersey, USA.
14. **Markey, R., Harris C., Ravenswood, K. and Simpkin, G.** (2010), "The impact of employee participation on organizational effectiveness and employee well-being: Cases from New Zealand", *Work Matters*, 28th International Labour Process Congress, March 15-17, 2010, Rutgers University.
15. **Ahmed A.S. Seleim, Omar E.M. Khalil,** (2011), "Understanding the knowledge management-intellectual capital relationship: a two-way analysis", *Journal of Intellectual Capital*, Vol. 12, No. 4, pp. 586 -614.
16. **Chuen Tse Kuah and Kuan Yew Wong,** (2011), "Knowledge management performance measurement: A review", *African Journal of Business Management*, Vol. 5, No. 15, pp. 6021-6027.
17. **Laith Ali Yousif AL-Hakim and Shahizan Hassan,** (2011), "The Relationship Between Core requirements of Knowledge Management Implementation and Organizational performance", *World Journal of Management*, Vol. 3, No. 2, September 2011, pp. 12-29.
18. **Sáiz Lourdes, Pérez Arturo, Herrero Álvaro, Corchado Emilio,** (2011), Chapter Victor Primary Title: *Analyzing Key Factors of Human Resource Management*, Book Title: *Intelligent Data Engineering and Automated Learning -- IDEAL 2011*, Publisher: Springer Berlin / Heidelberg Isbn: 978-3-642-23877-2, Vol. 6936, pp. 463 - 473.

19. **Hakim, L.A.Y. and Hassan, S.** (2011), "The Role of Middle Managers in Knowledge Management Implementation for Innovation Enhancement", *International Journal of Innovation, Management and Technology*, Vol. 2, No. 1, pp. 86-94.
20. **Jamal, W. and Iqbal, J.** (2011), "Leadership Practices Maneuvers: Knowledge Accessibility and Learning Capacity of Organizations", *European Journal of Economics, Finance and Administrative Sciences*, No. 37, pp. 7-16.
21. **Michel Soto Chalhoub** (2012), "Performance Innovation Through Applied Knowledge Management: Thought Leadership in Organizations", *New Research on Knowledge Management Models and Methods*, Prof. Huei Tse Hou (Ed.), ISBN: 978-953-51-0190-1, InTech, Available from: <http://www.intechopen.com/books/new-researchon-knowledge-management-models-and-methods/performance-innovation-through-applied-knowledgemanagement-thought-leadership-in-organizations>
22. **Zakaria, N., Zainal M.R.S. and Mohd A.** (2012), "Investigating The Role Of Human Resource Management Practices on The Performance of SME: A Conceptual Framework", *Journal of Global Management*, Vol. 3, No. 1, pp. 74-92.
23. **Bolis, I., Brunoro, C. And Sznclwar L.I.** (2012), "Involvement and emancipation of the worker. Action research in a university hospital", *Work: A Journal of Prevention, Assessment and Rehabilitation*, Vol. 41, Supplement 1, pp. 2744-2752.
24. **Camps, J. and Luna-Arocas, R.** (2012), "A Matter of Learning: How Human Resources Affect Organizational Performance", *British Journal of Management*, Vol. 23, No. 1, pp. 1-21.
25. **Daniel Jimenez-Jimenez and Raquel Sanz-Valle**, (2013), "Studying the effect of HRM practices on the knowledge management process", *Personnel Review*, Vol. 42 , No. 1, pp. 28 - 49.

Theriou, G.N. and Chatzoglou, P.D. (2009). "Exploring the Best Practices – Performance Relationship: An Empirical Approach", *Journal of Workplace Learning*, Vol 21, No 8, pp. 614-646.

Cited in:

1. **Savaneviciene, A. and Stankeviciute, Z.** (2010), "The Models Exploring the "Black Box" between HRM and Organizational Performance", *Inzinerine Ekonomika-Engineering Economics*, Vol. 21, No. 4, pp. 426-434.
2. **Laith Ali Yousif AL-Hakim and Shahizan Hassn**, (2011), "The Relationship Between Core requirements of Knowledge Management Implementation and Organizational performance", *World Journal of Management*, Vol. 3, No. 2, September 2011, pp. 12-29.
3. **Kit Fai Pun and Marcia Nathai-Balkissoon**, (2011), "Integrating knowledge management into organizational learning: A review of concepts and models", *Learning Organization*, Vol. 18, No. 3, pp. 203 – 223.
4. **Laith Ali Yousif AL-Hakim and Shahizan Hassn**, (2011), "The Role of Middle Managers in Knowledge Management Implementation to Improve Organizational Performance", *Asia-Pacific Business Research Conference 21-22 February 2011*, Hotel Istana 73, Jalan Raja Chulan 50200 Kuala Lumpur Malaysia.
5. **Asta Savaneviciene and Zivile Stankeviciute**, (2011), "Human Resource Management Practices Linkage with Organizational Commitment and Job satisfaction", *Economics and Management*, Vol. 16, pp 921-928.
6. **Asta Savaneviciene and Zivile Stankeviciute** (2012). "Human Resource Management and Performance: From Practices Towards Sustainable Competitive Advantage, Globalization - Education and Management Agendas", Dr. Hector Cuadra-Montiel (Ed.), ISBN: 978-953-51-

0702-6, InTech, DOI: 10.5772/47800. Available from: http://cdn.intechopen.com/pdfs/38271/InTechHuman_resource_management_and_performance_from_practices_towards_sustainable_competitive_advantage.pdf

7. **Zhu, C.J. and Zhang, M.** (2013), "High-Performance Work Systems, Corporate Social Performance and Employee Outcomes: Exploring the Missing Links", *Journal of Business Ethics*, Springer Science+Business Media Dordrecht 201310.1007/s10551-013-1672-8.

Theriou, N., Maditinos, D. and Theriou, G. (2010), "Knowledge Management Enabler Factors and Firm Performance: An empirical research of the Greek medium and large firms", International Conference on Applied Business and Economics, Technological Educational Institute of Kavala, Kavala, Greece.

Cited in:

1. **Zaied A.N.H.** (2012), "An Integrated Knowledge Management Capabilities Framework for Assessing Organizational Performance", *International Journal of Information Technology and Computer Science (IJITCS)*, Vol. 4, No. 2, pp. 1-10.
2. **Munive-Hernandez, J.E.** (2011), "Implementation of a Knowledge portal as an e-learning tool to support MSc projects", *i-KNOW '11 Proceedings of the 11th International Conference on Knowledge Management and Knowledge Technologies*.
3. **Susanty, A., Handayani N.U. and Henrawan M.Y.** (2012), "Key Success Factors that Influence Knowledge Transfer Effectiveness: A Case Study of Garment Sentra at Kabupaten Sragen", *Procedia Economics and Finance, International Conference on Small and Medium Enterprises Development with the Theme? Innovation and Sustainability in SME Development? (ICSMED 2012)*, Vol.4, pp. 23-32
4. **Zaied, A.N.H., Hussein, G.S. And Hassan, M.M.** (2012), "The Role of knowledge Management in Enhancing Organizational Performance", *International Journal of Information Engineering and Electronic Business(IJIEEB)*, Vol. 4, No. 5, pp. 27-35.

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.

Cited in:

1. **Singh, S. and Kansal, M.** (2011), "Voluntary disclosures of intellectual capital: an empirical analysis", *Journal of Intellectual Capital*, Vol. 12, No. 2, pp. 301-318.
2. **Clarke, M., Seng, D. and Whiting, R.H.** (2011), "Intellectual capital and firm performance in Australia", *Journal of Intellectual Capital*, Vol. 12, No. 4, pp. 506-530.
3. **Veltri, S. and Silvestri, A.** (2011), "Direct and indirect effects of human capital on firm value: evidence from Italian companies", *Journal of Human Resource Costing and Accounting*, Vol. 15, No. 3, pp. 232-254.
4. **Rehman, W., Rehman, C.A., Rehman, H. and Zahid, A.** (2011), "Intellectual capital performance and its impact on corporate performance: an empirical evidence from Modaraba sector of Pakistan", *Australian Journal of Business and Management Research*, Vol. 1, No. 5, pp. 8-16.
5. **Rehman, W., Ilyas, M. and Rehman, H.** (2011), "Intellectual capital performance and its impact on financial returns of companies: An empirical study from insurance sector of Pakistan", *African Journal of Business Management*, Vol. 5, No. 20, pp. 8041-8049.

6. **Mahamad, T. and Salman, R.T.** (2011), "Intellectual Capital Reporting in Nigeria: A way forward", African International Business and Management Conference (AIBUMA) 2011, Nairobi, Kenya, Ανακτήθηκε στις 24-12-2011 από http://www.aibuma.org/proceedings2011/aibuma2011_submission_33.pdf.
7. **Gruian, C.-M.** (2011), "The Influence of Intellectual Capital on Romanian Companies' Financial Performance", *Annales Universitatis Apulensis Series Oeconomica*, Vol. 13, No. 2, pp. 260-272.
8. **Ong, T.S., Yeoh, L.Y. and The, B.H.** (2011), "Intellectual Capital Efficiency in Malaysian Food and Beverage Industry", *International Journal of Business and Behavioral Sciences*, Vol. 1, No.1, pp. 16-31.
9. **Pal, K. and Soriya, S.** (2012), "IC performance of Indian pharmaceutical and textile industry", *Journal of Intellectual Capital*, Vol. 13, No. 1, pp. 120-137.
10. **Javornik, S., Tekavčič, M. and Marc, M.** (2012), "The Efficiency Of Intellectual Capital Investments As A Potential Leading Indicator", *International Business & Economics Research Journal*, Vol. 11, No.5, pp. 535-558.
11. **Jafari, E.** (2012), "Sources of intellectual capital and investigating the effects of intellectual capital on firm's market value and financial performance in Iran (an ARDL approach)", *European Journal of Experimental Biology*, Vol. 2, No. 3, pp. 702-707.
12. **Madifa, L., Muhammad, S.M. and Sumaira, A.** (2012), "Intellectual capital efficiency and corporate performance in developing countries: a comparison between Islamic and conventional banks of Pakistan", *Interdisciplinary Journal of Contemporary Research in Business*, Vol. 4, No. 1. pp. 405-420.
13. **Dadashinasab, M., Sofian, S., Asgari, M. and Abbasi, M.** (2012), "The Effect of Intellectual Capital on Performance: A Study among Iranian Automotive Industry", *Journal of Basic and Applied Scientific Research*, Vol. 2, No. 11, pp. 11353-11360.
14. **Kehelwalatenna, S. and Premaratne, G.** (2012), An Examination of the Value Relevance of Intellectual Capital: The Case of Banking Industry, Proceedings of 19th International Business Research Conference (October 15), Available at SSRN: <http://dx.doi.org/10.2139/ssrn.2174211>.
15. **Kehelwalatenna, S. and Premaratne, G.** (2012), "An Empirical Investigation on Intellectual Capital Performance: Evidence from Banking Sector". Available at SSRN: <http://ssrn.com/abstract=2157813>.
16. **Salman, R.T., Mansor, M., Babatunde, A.D. and Tayib, M.** (2012), "Impact of Intellectual Capital on Return on Asset in Nigerian Manufacturing Companies", *Interdisciplinary Journal of Research in Business*, Vol. 2, No. 4, pp. 21- 30.
17. **Narwal, K.P. and Soriya, S.K.** (2012), "IC performance of Indian pharmaceutical and textile industry", *Journal of Intellectual Capital*, Vol. 13, No. 1, pp. XX-XX.
18. **Uziene, L.** (2012), "Application of Intellectual Capital Financial Valuation Methods Under Conditions of Economic Recession", *Economics and Management*, Vol. 17, No. 3, pp. 844-850.
19. **Mehralian, G., Rajabzadeh, A., Sadeh, M.R. and Rasekh, H.R.** (2012), "Intellectual capital and corporate performance in Iranian pharmaceutical industry", *Journal of Intellectual Capital*, Vol. 13, No. 1, pp. 138-158.
20. **Jafari, E. (2013)**, "Intellectual Capital and its Effects on Firms' market value and Financial Performance in Iran: An Investigating Pulic Model", *Research Journal of Recent Sciences*, Vol. 2, No. 3, pp. 1-6.

E) Honors and Awards

- **Theriou, N.G., Theriou, G.N. and Papadopoulos, A.** (2007), "Integrating the Balanced Scorecard and Activity-Based Costing", *Cost Management*, Vol. 21, No. 3, pp. 42-48.

Award: This article is included in the proposed Balanced Scorecard-BSC bibliography in the Management and Accounting Web: <http://maaw.info/BalscoreArticles.htm>"

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Award: This article is included in the Emerald Reading List Assist in the scientific area of Human Resource Development: strategies and systems

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Award: This article was chosen as a "Highly Commended Award Winner" at the Literaty Networks Awards for Excellence 2012 of Emerald Literati Network.

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