

ΓΕΩΡΓΙΟΣ ΘΕΡΙΟΥ

Διοίκηση Επιχειρήσεων - Διαχείριση Ανθρώπινου Δυναμικού Επιστημονικός Συνεργάτης ΤΕΙ Καβάλας

✉ therioungiorgios@gmail.com

☎ 6938138771, 2510-462156 (εργασίας)

🏠 Οικίας: Φαναριου 45, 65404, Καβάλα

🏠 Εργασίας: ΤΕΙ Καβάλας, Άγιος Λουκάς, 65404 Καβάλα

🌐 Georgios Theriou

📄 theriou.giurgos



Τομείς εξειδίκευσης:

- ✓ **Εκπαίδευση - προπτυχιακό και μεταπτυχιακό επίπεδο σπουδών:** Αντικείμενο Διοίκησης Επιχειρήσεων.
- ✓ **Διαχείριση και υλοποίηση ερευνητικών προγραμμάτων:** Αντικείμενο Διοίκησης Επιχειρήσεων.
- ✓ **Διαχείριση Ανθρώπινου Δυναμικού:** Ανάλυση θέσεων εργασίας, προσέλκυση υποψηφίων, αναζήτηση στελεχών, αξιολόγηση και επιλογή υποψηφίων, ηλεκτρονική στρατολόγηση, κέντρα αξιολόγησης, συμβουλευτική καριέρας.
- ✓ **Ακαδημαϊκή Έρευνα.**

Εκπαίδευση:

- ✓ **Διδακτορική διατριβή**
06/2005 – 06/2009
Δημοκρίτειο Πανεπιστήμιο Θράκης Πολυτεχνική Σχολή.
Τίτλος Διδακτορικής Διατριβής: *Η επίδραση των πρακτικών της Διοίκησης Ανθρώπινων Πόρων (ΔΑΠ) στην λειτουργική επίδοση της παραγωγικής διαδικασίας και στην ικανότητα δημιουργίας και χρήσης της γνώσης.*
- ✓ **Graduate**
02/2005
Chartered Institute of Personnel and Development (CIPD) Μεγάλης Βρετανίας.
Με αυτό το πτυχίο γίνεται η κατοχύρωση των επαγγελματικών δικαιωμάτων στη διαχείριση ανθρώπινου δυναμικού στην Μεγάλη Βρετανία.
- ✓ **MA in Human Resource Management**
09/2003-10/2004
Derbyshire Business School Μεγάλης Βρετανίας.
Τίτλος Μεταπτυχιακής: *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 Μεγάλης Βρετανίας.
Τίτλος Πτυχιακής: *Diagnosing the organizational culture: The case of the Greek food Industry.*

Διδακτική Εμπειρία:

- ✓ **Επιστημονικός συνεργάτης**
09/2012 – 06-2013
Τεχνολογικό Εκπαιδευτικό Ίδρυμα Καβάλας. Τμήμα Οργάνωσης και Διοίκησης Επιχειρήσεων.
Μεταπτυχιακό Πρόγραμμα MBA.
Μαθήματα: *Στρατηγικές Διοίκησης Ανθρώπινων Πόρων, Διαχείριση Καινοτομίας σε Συνθήκες Παγκοσμιοποίησης, Εταιρική Κοινωνική Ευθύνη. Επίβλεψη μεταπτυχιακών διατριβών.*
- ✓ **Επιστημονικός συνεργάτης**
09/2012 – 01/2013
Τεχνολογικό Εκπαιδευτικό Ίδρυμα Καβάλας. Τμήμα Τεχνολογίας Πετρελαίου και Φυσικού Αερίου.
Msc in Oil and Gas Technology.
Modules: *Leadership, Oil and Gas Management (Human Resource Management lectures).*
- ✓ **Επιστημονικός συνεργάτης**
09/2005 – Σήμερα
Τεχνολογικό Εκπαιδευτικό Ίδρυμα Καβάλας. Τμήμα Οργάνωσης και Διοίκησης Επιχειρήσεων.
Προπτυχιακό Πρόγραμμα Σπουδών.
Μαθήματα: *Διοίκηση Ανθρώπινων Πόρων (Εργαστήριο), Δεοντολογία και Πρακτική (Εργαστήριο), Εταιρική Ευθύνη και Ηθική (Θεωρία και Εργαστήριο), Διαχείριση Γνώσης (Θεωρία και Εργαστήριο), Σεμινάριο Τελεοφοίτων-Μεθοδολογία Επιστημονικής Έρευνας (Εργαστήριο). Επίβλεψη πτυχιακών.*
- ✓ **Επιστημονικός συνεργάτης**
10/2010 – Σήμερα
Τεχνολογικό Εκπαιδευτικό Ίδρυμα Καβάλας. Τμήμα Διαχείρισης Πληροφοριών.
Προπτυχιακό Πρόγραμμα Σπουδών.
Μάθημα: *Διαχείριση Ανθρώπινων Πόρων (Θεωρία και Εργαστήριο).*
- ✓ **Επιστημονικός συνεργάτης**
10/2006 – Σήμερα
Τεχνολογικό Εκπαιδευτικό Ίδρυμα Καβάλας. Σχολή Διοίκησης και Οικονομίας
Ευρωπαϊκό Πρόγραμμα ERASMUS
Εθελοντική Διδασκαλία
Modules: *Human Resource Management, Business Strategy.*

Επαγγελματική Εμπειρία:

- ✓ **Σύμβουλος επιχειρήσεων / Οικονομολόγος Υπηρεσίες Τριτοβάθμιας Εκπαίδευσης**
01/2011 – Σήμερα
Αυτό-απασχόληση
Ευρωπαϊκά Ερευνητικά Προγράμματα, Ευρωπαϊκά Προγράμματα Ανάπτυξης, Στρατηγικός Προγραμματισμός, Διαχείριση Ανθρώπινου Δυναμικού, Υλοποίηση Εκπαιδευτικών Έργων.
- ✓ **Επιστημονικός Υπεύθυνος Σεμιναρίων & Επιστημονική Υποστήριξη Ομάδας Έργου**
09/ 2012 – Σήμερα
Τεχνολογικό Εκπαιδευτικό Ίδρυμα Καβάλας, Πρόγραμμα INTERREG Ελλάδα-Βουλγαρία 2007-2013/ IG-BTP/ "Integrating the Greek – Bulgarian Tourism Product".
- ✓ **Υπηρεσίες Συλλογής & Επεξεργασίας Δεδομένων / Παροχή Υπηρεσιών Οικονομολόγου**
06/ 2011 – Σήμερα
Τεχνολογικό Εκπαιδευτικό Ίδρυμα Καβάλας, Πρόγραμμα INTERREG «Ελλάδα- Βουλγαρία 2007-2013»/ IDBABO/ «Ολοκληρωμένη ψηφιακή γέφυρα μεταξύ ακαδημαϊκών και επιχειρηματικών οργανισμών».
- ✓ **Εξωτερικός συνεργάτης – Υπεύθυνος συμβουλευτικής**
09/ 2010 – Σήμερα
Τεχνολογικό Εκπαιδευτικό Ίδρυμα Καβάλας, Ευρωπαϊκό Πρόγραμμα ΔΑΣΤΑ / Έργο «Πρακτική Άσκηση Σπουδαστών ΤΕΙ Καβάλας»
- ✓ **Εξωτερικός συνεργάτης – Σύμβουλος Επιχειρήσεων**
11/2004 – 03/2009
Grant Solutions A.E.
Εταιρία συμβούλων επιχειρήσεων
Εξωτερικός συνεργάτης μέρος του επιστημονικού προσωπικού για έργα που σχετίζονται με τη διαχείριση ανθρώπινου δυναμικού ή άλλα αντικείμενα διοίκησης: Στρατηγικός Προγραμματισμός, Ανάλυση Εργασίας, Στελέχωση Προσωπικού, Ευρωπαϊκά Προγράμματα Ανάπτυξης.

Επαγγελματική Κατάρτιση:

- ✓ **Assessment Centre Master Class.**
03/2013
Qmetric
Σχεδιασμός, Οργάνωση, & Υλοποίηση Κέντρου Αξιολόγησης.

Ενδιαφέροντα:

- ✓ **Ενδιαφέροντα**
Ταξίδια, Λογοτεχνία, Ιστορία, Κινηματογράφος, beach volley.

Ξένες Γλώσσες και Χειρισμός Η/Υ:

- ✓ **Ξένες Γλώσσες**
Άριστη γνώση **αγγλικής γλώσσας** που προκύπτει από τις σπουδές.
Στοιχειώδης γνώση της **γαλλικής γλώσσας** (Certificate).
- ✓ **Χειρισμός Η/Υ**
Δίπλωμα **CCU** του Αριστοτέλειου Πανεπιστημίου Θεσσαλονίκης (Word, Excel, PowerPoint, Outlook).
Χειρισμός των στατιστικών προγραμμάτων SPSS και AMOS.

Λοιπές Δράσεις:

- ✓ **Κριτής (reviewer) σε επιστημονικά περιοδικά**
Journal of Workplace Learning (ISSN: 1366-5626) και Journal of Small Business and Enterprise Development (ISSN: 1462-6004).
- ✓ **Άδεια Ασκίσεως Οικονομολογικού Επαγγέλματος**
Οικονομικό Επιμελητήριο της Ελλάδας, Απρίλιος 2006 (Αριθμός αδείας: 0206078572 / AM 078572).
- ✓ **Μέλος του Οικονομικού Επιμελητηρίου Ελλάδας**
- ✓ **Στρατιωτική Θητεία**
Ειδικότητα χειριστής μέσων Ηλεκτρονικού Πολέμου (ΧΜΗΠ) – Ακροατής, περίοδος 2009-2010.
- ✓ **Απόφοιτος του Chartered Institute of Personnel and Development (CIPD)**
Μεγάλη Βρετανία.
- ✓ **Μέλος του συμβουλίου της ελληνικής κοινότητας (Hellenic Society)**
Πανεπιστήμιο του Derby, περίοδοι 2002-2004.
- ✓ **Αντιπρόσωπος των φοιτητών του Μεταπτυχιακού Προγράμματος HRM**
Πανεπιστήμιο του Derby, περίοδος 2003-2004.

Επαγγελματικές Ιδιότητες:

- ✓ **Διανοητικές:** Αναλυτική ικανότητα και ικανότητα επίλυσης προβλημάτων.
- ✓ **Κινητοποίησης:** Συνεχής μάθηση, πρωτοβουλία και ευελιξία, προγραμματισμός και οργάνωση.
- ✓ **Διαπροσωπικές:** Εξωστρέφεια και μεταδοτικότητα, συνεργασία στα πλαίσια ομάδας, ακεραιότητα και σεβασμός στους άλλους.

ΕΡΕΥΝΗΤΙΚΟ – ΣΥΓΓΡΑΦΙΚΟ ΈΡΓΟ:

A) Δημοσιεύσεις σε περιοδικά

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", *ΣΠΟΥΔΑΙ, Περιοδική Επιστημονική Έκδοση του Πανεπιστημίου Πειραιώς*, 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", *ΣΠΟΥΔΑΙ, Περιοδική Επιστημονική Έκδοση του Πανεπιστημίου Πειραιώς* 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., Madytinos, 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. & 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) Ανακοινώσεις σε διεθνή συνέδρια με κριτές

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. & 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.

Γ) Ανακοινώσεις σε εθνικά συνέδρια με κριτές

1. **Μαδυτινός, Δ., Χατζούδης, Δ., και Θερίου, Γ.,** (2007), «Η εμπιστοσύνη στο ηλεκτρονικό εμπόριο μια έρευνα των αντιλήψεων των χρηστών», *20^ο Πανελλήνιο Συνέδριο Στατιστικής*, 11-15 Απριλίου 2007, Λευκωσία, Κύπρος.
2. **Κυριακίδου, Α., Θερίου, Γ. και Μαδυτιανού, Α.,** (2009), « Η σχέση της εξουσιοδότησης και της επαγγελματικής ικανοποίησης και ικανοποίηση των πελατών γυμναστηρίων fitness», *10^ο Πανελλήνιο Συνέδριο Αθλητικής Διοίκησης*, 6-8 Νοεμβρίου 2009, Καβάλα, Ελλάδα.

Δ) Βιβλιογραφικές αναφορές (Ετεροαναφορές)

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

Αναφορά προερχόμενη από:

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.

Αναφορά προερχόμενη από:

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.

Αναφορά προερχόμενη από:

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>
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