

# CURRICULUM VITAE

## Lazaros Sarigiannidis

PhD, MSc

### Contact Address:

Agios Loukas  
Kavala, GR 654 04  
Tel: +30 2510 462 199  
Email: lazasari@mst.ihu.gr

### Additional Information:

Father's Name	Ioannis
Mother's Name	Danae
Place of birth	Kavala
Nationality	Greek

### *Education*

---

#### **2005–2011 Democritus University of Thrace**

Ph.D. Engineer, sector of Project Management, Department of Production Engineering and Management

PhD Subject: "Project Risk Management for Information Systems Development"

This study investigates a wide range of project risk management literature, proposes and tests a new conceptual framework for managing risk in software development projects, introduces new conceptual factors, brings out their interrelation, and suggests new prospects and managerial implications for both practitioners and academics.

#### **2003-2004 University of Greenwich**

MSc in Finance and Financial Information Systems, School of Business Economics, Greece Campus

Dissertation: "Business Outsourcing and Organizational Performance"

This study empirically investigates the outsourcing strategy adopted by Greek hotels. It is found that managers believe that outsourcing has a clear, significant and positive influence on achieving operational objectives such as financial and flexibility improvements, access to new managerial and sourcing methods and quality improvements. In addition, the impact of outsourcing on organizational financial and non-financial performance, from the aspect of the strategic value of the activities, is also examined. The results indicate that there is no evidence supporting the existence of a significant direct effect of outsourcing on the performance of hotels in Greece.

#### **1998–2003 University of Macedonia**

BA in Economic Sciences, School of Economic and Social Sciences

## Employment History

---

**May 2019**                      **International Hellenic University (Kavala Campus)**  
**-Present**                      **School of Economics and Business, Department of Management Science and Technology**  
*Associate Professor*

Undertook the following Courses:

- \* Introduction to Economic Theory
- \* Project and Programme Management
- \* Operations Management
- \* Supply Chain Management
- \* Entrepreneurship

**May 2019**                      **Executive MBA**  
**-Present**                      **School of Economics and Business, Department of Management Science and Technology, International Hellenic University (Kavala Campus)**  
*Associate Professor*

MBA Courses taught:

- \* Business Economics
- \* Business Planning
- \* Change Management
- \* Operations Management
- \* Project Management

**May 2021**                      **Executive MBA in Tourism**  
**-Present**                      **School of Economics and Business, Department of Management Science and Technology, International Hellenic University (Kavala Campus)**  
*Associate Professor*

**May 2018**                      **Technological Educational Institute of Kavala**  
**-May 2019**                      **School of Business and Economics, Department of Business Administration**  
*Associate Professor*

Undertook the following Courses:

- \* Project Management
- \* Production Management

- \* Supply Chain Management
  - \* Microeconomics
  - \* Macroeconomics
- September 2019**     **Public Benefit Organization of Kavala, Dimofelia**  
**-January 2020**     **Municipality of Kavala**
- \* President of the Board
- October 2013**     **Science Technology Lab**  
**-January 2017**     **Co-founder**
- \* Project Management
  - \* Market Research
  - \* Documentation
  - \* Data processing and related services
  - \* Educational Support Services
  - \* Human Resource Management
- July 2013**     **Public Benefit Organization of Kavala, Dimofelia**  
**-July 2017**     **Development and Environment Department**
- \* EU Projects Scientific Support
- September 2011**     **Technological Educational Institute of Kavala**  
**-May 2018**     **School of Business and Economics, Department of Business Administration**  
*Adjunct Professor*
- Undertook the following Courses:
- \* Project Management (Lectures and Tutorials)
  - \* Application of Decision Theory in Production (Lectures and Tutorials)
  - \* Management Information Systems (Tutorials)
  - \* E-Commerce (Lectures and Tutorials)
  - \* Production Management (Lectures and Tutorials)
  - \* Supply Chain Management (Lectures and Tutorials)
- September 2012**     **Master in Business Administration (MBA)**  
**-May 2018**     **School of Business and Economics, Department of Business Administration, Technological Educational Institute of Kavala**  
*Adjunct Professor*

MBA Courses taught:

- \* Global Entrepreneurship
- \* e-Logistics and International Supply Chain Management
- \* Change Management

February 2012  
-August 2018

**Self-Employed**  
**Economist/Analyst, Documentation & Research**

February 2009  
-Present

**VCE Vranakis Consulting Engineers**  
**Consulting Engineers**  
*Economist*

Fields of Expertise:

- \* Cost estimation
- \* Feasibility studies
- \* Project monitoring and reporting

Funding Proposals. Projects Budget over 120.000.000,00 €.

February 2012  
-May 2018

**Technological Educational Institute of Kavala**  
**School of Business and Economics, Department of Business Administration (Part of the ERASMUS Program)**  
*Tutor*

Undertook the following Courses:

- \* E-Commerce and Web Design
- \* Supply Chain Management

September 2012  
-February 2013

**MSc in Oil and Gas Technology**  
**School of Technological Engineering, Department of Technology, Oil and Gas, Technological Educational Institute of Kavala**  
*Adjunct Professor*

- \* Change Management

May 2012  
-November 2012

**K.E.K. Neapolis Ltd., Kavala Department**  
**Vocational Training Centre**  
*Instructor*

Participated in the following Project:

- \* Lifelong Education for Persons with Disabilities in New Technologies

June 2011  
-June 2012

**Technological Educational Institute of Kavala**  
**Research Committee**

Participated in the following Project:

- \* INTERREG III/ IDBABO/ Integrated digital bridge between academic and business organizations. Support application development: PIMS- Profit Impact of Market Strategy and Innovation Gap Analysis – Database creation and connection to the project website

September 2005  
-March 2011

**K.E.K. Neapolis Ltd., Kavala Department**  
**Vocational Training Centre**  
*Project Manager*

Fields of Expertise:

- \* Coordinate Educational Programs
- \* Manage Financial Resources (Involves establishing clear objectives, developing plans and budgets to predict and monitor the use of financial resources and the implementation of accountability arrangements)
- \* Publish educational textbooks for trainees
- \* Organize day-meetings and conferences

September 2006  
-June 2010

**Technological Educational Institute of Kavala**  
**School of Business and Economics, Department of Business Administration**  
*Adjunct Professor*

Undertook the following Courses:

- \* E-Commerce (Lectures and Tutorials)
- \* Research Methodology (Tutorials)

September 2008  
-June 2009

**Technological Educational Institute of Kavala**  
**School of Business and Economics, Department of Business Administration (Part of the ERASMUS Program)**  
*Tutor*

Undertook the following Courses:

- \* E-Commerce and Web Design

November 2008  
-December 2008

**KAVALA DEVELOPMENT S.A.**  
**Anonymous Development Enterprise L.G.A.**

Participated in the following Project:

- \* Research Project on administrative competence for the municipality of Piereon and Filippon of Kavala Prefecture

**February 2008**  
**-June 2008**

**AKMON S.A.**  
**Educational organization**  
*Project Manager*

Fields of Expertise:

- \* Coordinate Educational Program
- \* Publish educational textbooks for trainees
- \* Organize day-meetings and conferences

Participated in the following Project:

- \* Training the Unemployed in Certified Training Centers (VTC):  
 Specialized Technical Sales – Project Manager

**October 2005**  
**-September 2008**

**Democritus University of Thrace**  
**Research Committee**

Participated in the following Projects:

- \* Program: “Information Technology/Systems adoption from users and its impact on business management and performance, Subprogram: Data collection, Questionnaire development.
- \* INTERREG IIIA / PHARE CBC – Program: GREECE-BULGARIA–category: Creation of know how collaborative and sharing networks – Proposal Title B2301: Increasing competence through the development of administrative networks using information technology
- \* INTERREG IIIC / ZONE SUD – Program PAGUS – Subprogram 4 – Communication and New Technologies

### *Courses and Seminars*

---

- |             |   |
|-------------|---|
| <b>2012</b> | * <u>Technological Educational Institute of Larissa</u><br>MIBES-ESDO International Conference                        |
| <b>2011</b> | * <u>Technological Educational Institute of Serres</u><br>National Conference of Economics and Management             |
| <b>2010</b> | * <u>Technological Educational Institute of Kavala</u><br>National Conference of Economics and Management             |
| <b>2009</b> | * <u>International Strategic Management Association</u><br>International Conference on Applied Business and Economics |

- 2009** \* Technological Educational Institute of Larissa  
National Conference of Economics and Management
- 2009** \* Hellenic Society of Systemic Studies  
“From Systemic Thinking to Systems Design and Systems Practice”
- 2008** \* Hellenic Society of Systemic Studies  
“Information Systems Management and Innovation”
- 2007** \* University of Greenwich  
International Conference in Accounting and Finance in Transition
- 2007** \* AKMON S.A.  
Computerized Accounting
- 2005** \* Association des Formations Europeennes a la Comptabilite et a l’Audit (AFECA)  
“Preparation and Interpretation of Financial Statements in accordance with International Financial Reporting Standards (IFRS)”
- 2005** \* Thessaloniki Stock Exchange Centre  
Financial Analysis and Investments
- 2004** \* University of Greenwich  
International Conference in Accounting and Finance in Transition
- 2002** \* European Forum in Business Management  
“Creating Corporate Value and Growth: Entrepreneurship and Innovation”
- 2002** \* Hellenic Institute of Marketing  
“e-business”

### *Publications*

#### **In international journals (peer reviewed)**

- 2022** Kossyva, D., Theriou, G., Aggelidis, V., and Sarigiannidis, L. (2022), “Definitions and antecedents of engagement: a systematic literature review”, *Management Research Review*
- 2022** Georgiadis, V. and Sarigiannidis, L., (2022), “Ancient recipes for change management: critical factors towards entrepreneurial consciousness and cognition”, *International Journal of Strategic Change Management*, Vol. 7, No. 4, pp. 350-373
- 2021** Kossyva, D., Theriou, G., Aggelidis, V., and Sarigiannidis, L. (2021), “Talent Retention through Employee Engagement, Human Resource, Knowledge and Change Management: A Conceptual Framework”, *International Journal of Applied Research in Management and Economics*, Vol. 4, Issue 2, pp. 44-54

- 2021** Kossyva, D., Theriou, G., Aggelidis, V., Sarigiannidis, L. and Chatzoudes, D. (2021), "Retention of Generation Y Employees through High Performance Work Systems, Change Management and Employee Engagement", *European Research Studies Journal*, Vol. 24, Issue 4B, pp. 66-86
- 2021** Georgiadis, V., Sarigiannidis, L. and Theriou, G. (2021), "Leading change and Plato", *International Journal of Organization Theory & Behavior*
- 2018** Chatzoglou, P., Chatzoudes, D., Sarigiannidis, L. and Theriou, G. (2018), "The role of firm-specific factors in the strategy-performance relationship - Revisiting the resource-based view of the firm and the VRIO framework", *Management Research Review*, Vol. 41, No. 1, pp. 46-73.
- 2016** Kontogiannidis, P., Theriou G. and Sarigiannidis, L. (2016), "Crowdfunding: exploring the factors associated with the users' intention to finance a project online", *International Journal of Web Based Communities*, Vol. 13, No. 1, pp. 73-101
- 2015** Vranaki, M., Vranakis, S. and Sarigiannidis, L., (2015), "Total Quality Management implementation in Greek businesses: Comparative assessment 2009-2013", *International Journal of Production Management and Engineering*, Volume 3, Issue 2, pp. 87-95
- 2015** Geranis, C., Theriou G. and Sarigiannidis, L. (2015), "Crowd Funding: An empirical study", *International Journal of Practical Issues in Management and Economics*, Volume 8, Issue 2, pp. 52-70
- 2014** Sarigiannidis, L. and Chatzoglou, P.D., (2014), "Quality vs Risk: An investigation of their relationship in software development projects", *International Journal of Project Management*, Volume 32, Issue 6, pp. 1073-1082
- 2014** Kontogiannidis, P., Theriou G. and Sarigiannidis, L., (2014), "Crowdfunding: The factors that affect the intention of users/consumers to participate financially at crowdfunding projects", *International Journal of Practical Issues in Management and Economics*, Volume 7, pp. 49-70
- 2013** Keisidou, E., Sarigiannidis, L., Maditinos, D.I. and Thalassinou, E.I., (2013), "Customer satisfaction, loyalty and financial performance: A holistic approach of the Greek banking sector", *International Journal of Bank Marketing*, Volume 31, Issue 4
- 2013** Maditinos, D.I., Chatzoudes, D.A. and Sarigiannidis, L., (2013), "An examination of the critical factors affecting consumer acceptance of online banking: a focus on the dimensions of risk", *Journal of Systems and Information Technology*, Volume 15, Issue 1, pp. 97-116
- 2012** Maditinos D., Chatzoudes, D. and Sarigiannidis, L., (2012), "Factors affecting e-business successful implementation", *International Journal of Commerce and Management*
- 2012** Vranaki, M., Georgiou, C., Vranakis, S. and Sarigiannidis, L., (2012), "Total Quality Management implementation in Greek Businesses: Comparative assessment 2009-2011", *International Journal of Practical Issues in Management and Economics*, Volume 5, pp. 132-147
- 2012** Maditinos, D.I., Theriou, G.N., Keisidou, E. and Sarigiannidis, L., (2012), "Exploring the factors associated with weblog usage acceptance: evidence from Cyprus", *International Journal of Web Based Communities*, Volume 8, Issue 2, pp. 196-212



- 2012** Georgiadou, C., Theriou, N.G. and Sarigiannidis, L., (2012), "The impact of key knowledge factors on project performance: The case of the Greek construction industry", *International Journal of Practical Issues in Management and Economics*, Volume 5, pp. 38-53
- 2012** Zochiou, M.C., Chatzoudes, D.A., Chatzoglou, P.D. and Sarigiannidis, L., (2012), "Knowledge management as a focal point in business operations: the development of a new conceptual framework", *International Journal of Practical Issues in Management and Economics*, Volume 5, pp. 165-180
- 2011** Keisidou, E., Sarigiannidis, L. and Maditinos, D.I., (2011), "Consumer characteristics and their effect on accepting online shopping, in the context of different product types", *International Journal of Business Science and Applied Management*, Volume 6, Issue 2, pp. 31-51
- 2011** Sarigiannidis, L. and Chatzoglou, P.D., (2011), "Software development project risk management: A new conceptual framework", *Journal of Software Engineering and Applications*, Volume 4, Issue 5, pp.293-305
- 2011** Sarigiannidis, L. and Chatzoglou, P.D., (2011), "Assessing the impact of project quality on the level of software development project risk", *International Journal of Practical Issues in Management and Economics*, Volume 4, pp. 103-122
- 2010** Maditinos, D.I., Sarigiannidis, L. and Dimitriadis, E., (2010), "The role of perceived risk on Greek internet users' purchasing intention: An extended TAM approach", *International Journal of Trade and Global Markets*, Volume 3, Issue 1, pp. 99-114
- 2010** Chatzoglou, P.D., Vraimaki, E., Diamantidis, A. and Sarigiannidis, L., (2010), "Computer acceptance in Greek SMEs", *Journal of Small Business and Enterprise Development*, Volume 17, Issue 1, pp. 78-101
- 2010** Chatzoudes, D., Avlonitis, K., Sarigiannidis, L. and Maditinos, D., (2010), "Factors that influence the participation in online games: an empirical research", *International Journal of Practical Issues in Management and Economics*, Volume 3, pp. 83-98
- 2009** Sarigiannidis, L., Basouri, Z., Chatzoglou, P.D. and Chatzoudes, D., (2009), "The impact of business outsourcing on the operational objectives and organisational performance: a study of hotels in Greece", *International Journal of Practical Issues in Management and Economics*, Volume 2, pp. 150-173
- 2009** Chatzoglou, P.D., Sarigiannidis, L., Vraimaki, E. and Diamantidis, A., (2009), "Investigating Greek employees' intention to use web-based training", *Computers & Education*, Volume 53, pp. 877-899
- 2009** Chatzoudes, D., Velissaridou, A. and Sarigiannidis, L., (2009), "The impact of knowledge management on new product performance: the case of the Greek industry", *International Journal of Practical Issues in Management and Economics*, Volume 2, pp. 25-47
- 2009** Chatzoglou, P.D. and Sarigiannidis, L., (2009), "Business Outsourcing and Organizational Performance", *International Journal of Services Technology and Management*, Volume 11, Issue 2, pp. 105–127

#### **In international conferences' proceedings (peer reviewed)**

- 2021** Kossyva, D., Theriou, G., Aggelidis, V. and Sarigiannidis, L. (2021), "Talent Retention: Enhancing Employee Engagement through HR,

- Knowledge and Change Management a Conceptual Framework”, 11th International Conference on Management, Economics and Humanities, 23-25 July, Stockholm, Sweden
- 2015** Geranis, C., Theriou G. and Sarigiannidis, L. (2015), “Crowd Funding: An empirical study”, 10th MIBES Conference, 15<sup>th</sup> – 17<sup>th</sup> October, Larissa, Greece
- 2014** Kontogiannidis, P., Theriou G. and Sarigiannidis, L., (2014), “Crowdfunding: The factors that affect the intention of users/consumers to participate financially at crowdfunding projects”, 9th MIBES International Conference, 30 May – 1 June, Greece
- 2013** Kotsampasis, A., Vrana, V., Sarigiannidis, L. and Paschaloudis, D., (2013), “A Model for Investigating e-Banking Adoption in Greece”, 8th International Conference “New Horizons in Industry, Business and Education”, 29-30 August, Chania, Greece
- 2012** Georgiadou, C., Theriou, N.G. and Sarigiannidis, L., (2012), “The impact of key knowledge factors on project performance: The case of the Greek construction industry”, MIBES-ESDO International Conference, 25<sup>th</sup> – 27<sup>th</sup> May, Larissa, Greece
- 2012** Zochiou, M.C., Chatzoudes, D.A., Chatzoglou, P.D. and Sarigiannidis, L., (2012), “Knowledge management as a focal point in business operations: the development of a new conceptual framework”, MIBES-ESDO International Conference, 25<sup>th</sup> – 27<sup>th</sup> May, Larissa, Greece
- 2012** Vranaki, M.K., Georgiou, C.E., Vranakis, S.K. and Sarigiannidis, L., (2012), “Total Quality Management implementation in Greek businesses: Comparative assessment 2009-2011”, MIBES-ESDO International Conference, 25<sup>th</sup> – 27<sup>th</sup> May, Larissa, Greece
- 2009** Maditinos, D.I., Sarigiannidis, L. and Keisidou, E., (2009), “Factors which determine the acceptance of weblogs usage”, International Conference on Applied Business and Economics (ICABE), 1st -3rd October, Kavala, Greece
- 2009** Keisidou, E., Sarigiannidis, L. and Maditinos, D.I., (2009), “Consumers’ Online buying behaviour in the context of different product types”, 5th National and International Hellenic Society for Systemic Studies (HSSS) Conference: “From Systemic Thinking to Systems Design and Systems Practice”, 24th -27th June, Xanthi, Greece
- 2009** Sarigiannidis, L. and Chatzoglou, P.D., (2009), “Software development project risk management: A new conceptual framework for evaluating risk and performance in Greek projects”, 5th National and International Hellenic Society for Systemic Studies (HSSS) Conference: “From Systemic Thinking to Systems Design and Systems Practice”, 24th - 27th June, Xanthi, Greece
- 2007** Maditinos, D.I., Sarigiannidis, L. and Dimitriadis, E., (2007), “Predicting e-commerce purchasing intention in Greece: An extended TAM approach”, Paper to International Conference on Accounting and Finance in Transition (ICAFT), 11-16 July 2007, London, UK

#### **In national conferences’ proceedings (peer reviewed-published in Greek)**

- 2011** Σαρηγιαννίδης, Λ. και Χατζόγλου, Π.Δ., (2011), “Η σημασία της ποιότητας στον καθορισμό του επιπέδου κινδύνου ενός έργου ανάπτυξης λογισμικού”, Εθνικό Συνέδριο Διοίκησης Οικονομίας (ΕΣΔΟ), Σέρρες 16-19 Σεπτεμβρίου 2011

- 2011** Σαρηγιαννίδης, Λ. και Χατζόγλου, Π.Δ., (2011), “Εκτίμηση των κινδύνων, χρήση επιλεγμένων τεχνικών διαχείρισής τους και αξιολόγηση της αποτελεσματικότητάς των τεχνικών σε ελληνικά έργα ανάπτυξης λογισμικού”, Εθνικό Συνέδριο Διοίκησης Οικονομίας (ΕΣΔΟ), Σέρρες 16-19 Σεπτεμβρίου 2011
- 2010** Μαδυτινός, Δ., Χατζούδης, Δ., Σαρηγιαννίδης, Λ. και Αγγελίδης, Β., (2010), “Παράγοντες που επιδρούν στη χρήση του διαδικτύου για ηλεκτρονικές αγορές: Μια έρευνα των αντιλήψεων των χρηστών”, Πρακτικά 23ου Πανελληνίου Συνεδρίου του Ελληνικού Στατιστικού Ινστιτούτου (Ε.Σ.Ι.), Βέροια 7-11 Απριλίου 2010
- 2010** Χατζούδης, Δ., Αυλωνίτης, Κ., Σαρηγιαννίδης, Λ. και Μαδυτινός, Δ., (2010), “Παράγοντες που επηρεάζουν την συμμετοχή σε διαδικτυακά παιχνίδια: μια εμπειρική έρευνα”, Εθνικό Συνέδριο Διοίκησης Οικονομίας (ΕΣΔΟ), Καβάλα 4-6 Ιουνίου 2010
- 2009** Χατζούδης, Δ., Βελισσαρίδου, Α. και Σαρηγιαννίδης, Λ., (2009), “Η επίδραση της διαχείρισης της γνώσης στην απόδοση των νέων προϊόντων: η περίπτωση των ελληνικών βιομηχανιών”, Εθνικό Συνέδριο Διοίκησης Οικονομίας (ΕΣΔΟ), Φλώρινα 18-20 Σεπτεμβρίου 2009
- 2009** Σαρηγιαννίδης, Λ., Μπασούρη, Ζ., Χατζόγλου, Π.Δ. και Χατζούδης, Δ., (2009), “Η επίδραση του outsourcing στην οργανωτική απόδοση και τους επιχειρησιακούς στόχους των ελληνικών ξενοδοχειακών μονάδων”, Εθνικό Συνέδριο Διοίκησης Οικονομίας (ΕΣΔΟ), Φλώρινα 18-20 Σεπτεμβρίου 2009
- 2008** Δημητρόπουλος, Α., Χατζόγλου, Π.Δ. και Σαρηγιαννίδης, Λ., (2008), “Μελέτη της Πρόθεσης Χρήσης του Ηλεκτρονικού Εμπορίου”. Πρακτικά 4ου Εθνικού Συνεδρίου Ελληνικής Εταιρίας Συστημικών Μελετών, Ιωάννινα 29 - 31 Μαΐου 2008

## *Reviewer*

### **In international journals**

- \* International Journal of Project Management, ISSN: 0263-7863, Elsevier
- \* International Journal of Business and Economic Sciences Applied Research, ISSN: 2408-0098, Online ISSN: 2408-0101
- \* Cyberpsychology, Behavior, and Social Networking, ISSN: 2152-2715, Online ISSN: 2152-2723, Mary Ann Liebert, Inc.
- \* International Journal of Business Science and Applied Management, ISSN: 1753-0296
- \* International Journal of Contemporary Hospitality Management, ISSN: 0959-6119, Emerald
- \* Heliyon, ISSN 2405-8440 (online), Elsevier

### **In international conferences**

- \* 5th International Hellenic Society for Systemic Studies (HSSS) Conference: “From Systemic Thinking to Systems Design and Systems Practice”

## *Academic Activities*

---

- \* Member of the Academic Committee of the PRIME International Journal and of the MIBES TRANSACTIONS International Journal.

## *Additional Skills*

---

### **Computing Literacy**

- \* Expert knowledge and use of the following Statistical and Econometrical Software Packages: SPSS, AMOS, LISREL, MICROFIT
- \* MS Project
- \* MAC OS X and MS Windows operating systems
- \* Microsoft Office Suite

### **Languages**

- \* Greek – Mother tongue
- \* English – Very good use of written and spoken English. Excellent use of the technical terminology.

## *Professional Qualifications*

---

- Economist Professional accredited by the Economical Chamber of Greece (OEE) since November 2005 (L.N.: 0205074917/ R.N.: 074917)

## *Diploma Theses assistance*

---

- Support in more than 150 diploma thesis at graduate and postgraduate level all of them related to Management.

## *Interests and Achievements*

---

- Member of the Economical Chamber of Greece (OEE) since May 2004.
- Research interests: Project management, Risk management, Business economics, Change management

---

References and certificates available upon request