



Dr. Barbara Myloni

Associate Professor
Department of Business
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EDUCATION

- 1998 - 2002 Bradford University School of Management
PhD research on the transfer of Human Resource Management practices within
Multinational Companies.
- 1998 - 1999 University of Bradford, Graduate School
Diploma in Research Methods
- 1996 - 1997 Bradford University Management Centre
MA in International Management
Specialisation: International Financial Management
- 1990 - 1994 Athens University of Economics and Business
BA in Business Administration
Specialisation: Accounting and Financial Management

ACADEMIC EXPERIENCE

- 18/02/2022** **Associate Professor in Management**, Department of Business Administration
University of Patras
- 21/10/2015** **Assistant Professor in Management**, Department of Business Administration
University of Patras
- 8/01/2014** **Lecturer in Management**, Department of Business Administration
University of Patras
- 2007 – to date** **Visiting Professor**, Management Programme, Hellenic Open University.

TEACHING EXPERIENCE

UNDERGRADUATE

- *Strategic Management* I & II
- *Multinational Corporations*
- *International Management* (in English for Erasmus Students)
- *Organisational Behavior*
- *Change Management*
- *Human Resource Management*

POSTGRADUATE

- *Introduction to Management*
- *Strategic Management*
- *International Management*
- *Strategic International Management*

ACADEMIC PUBLICATIONS

THESES

1. Myloni, B. (2002), The transfer of Human Resource Management practices within multinational companies in Greece, Bradford University School of Management, Unpublished PhD thesis.
2. Myloni, B. (1997), National culture as a major player in International Business, Bradford University School of Management, Unpublished Master's dissertation.

BOOKS AND JOURNAL PUBLICATIONS

3. Myloni, B., & Mantzaris, K. (2024). International Human Resource Management [Postgraduate textbook]. Kallipos, Open Academic Editions. <https://dx.doi.org/10.57713/kallipos-232>
4. Papadionysiou, E. & Myloni, B. (2023). Socio-Cultural Dimensions, Employee-Related Assumptions and HRM Practices - A Multivariate Model in a Cross-National Setting. Cogent Business & Management, <https://doi.org/10.1080/23311975.2023.2197157>
5. Mantzaris, K. & Myloni, B., (2023). "Human vs Technology: A Cross-Cultural Comparison of HR Professionals' Perceptions", International Journal of Manpower, 44(1), 58-76. <https://doi.org/10.1108/IJM-05-2020-0197>

6. Mantzaris, K. & Myloni, B., (2023). "Human Resources Under Technological Transformation: What HR Professionals Believe in an International Scale", *Employee Relations*, 45(1), 172-189. <https://doi.org/10.1108/ER-06-2021-0244>
7. Manolopoulos, D., Peitzika, E., Mamakou, X. J., & Myloni, B. (2022). Psychological and formal employment contracts, workplace attitudes and employees' turnover intentions: Causal and boundary inferences in the hotel industry. *Journal of Hospitality and Tourism Management*, 51, 289-302.
8. Bakertzis, E. & Myloni, B. (2020). "Profession as a major drive of work engagement and its effects on job performance among healthcare employees in Greece. A comparative analysis among doctors, nurses and administrative staff", *Health Services Management Research*, 0(0), 1-12.
9. Zander, L.; Mockaitis, A.I.; Harzing, A.W.; Myloni, B. et al. (2020) Action Intent: Getting closer to leadership behavior in 22 countries, in Zander, L. (Ed.) *Research Handbook of Global Leadership: Making a difference*, pp: 54-75, Cheltenham: Edward Elgar Publishing
10. Katsonis, N., Sfakianakis, M., Myloni B. & Theoharis, D. (2019), "E-marketing and BPA coordination on Business Strategy", *International Journal of Internet Marketing and Advertising*, Vol. 13, Issue 2.
11. Bakertzis, E. & Myloni, B. (2019), What's the mediating role of Job Burnout in the relationship between Emotional Intelligence and Job Performance in the Healthcare sector? *The International Journal of Business and Management*, Vol. 7, Issue 2, pp:29-36.
12. Despoteris, G. & Myloni, B. (2018) "Motivation and Job satisfaction: The case of call centres in Greece", *International Journal of Decision Sciences, Risk and Management*, Vol. 8, Issue 1-2.
13. Katsonis, N., Sfakianakis, M. & Myloni B. (2018) "Strategic development and business process automation networks in Greek tele-companies", *Journal for International Business and Entrepreneurship Development*, Vol. 11, No 1, pp: 40-52.
14. Myloni, B. (2017) "Transferability of Human Resource Management across Borders" in Analoui, F. (edit.) *The Changing Patterns of Human Resource Management*, Routledge.
15. Μυλώνη, Β. & Γεωργόπουλος, Α. (2016) *Διεθνοποίηση και Διεθνικές Επιχειρήσεις*. [ηλεκτρ. βιβλ.] Αθήνα: Σύνδεσμος Ελληνικών Ακαδημαϊκών Βιβλιοθηκών. Διαθέσιμο στο: <http://hdl.handle.net/11419/3877>
16. Cardona, P., Reiche, S. B., Lee, Y., Myloni, B. & 20 co-authors (2014) "Why do Managers Engage in Trustworthy Behavior? A Multilevel Cross-Cultural Study in 18 Countries", *Personnel Psychology*, Vol. 67, pp: 61-98.
17. Myloni, B. (2013) *Manager-Subordinate Trust Relationships in Greece*, In Cardona, P. and Morley, M. (eds.) "Manager-Subordinate Trust: A Global Perspective", pp: 38-58, *Global HRM Series*, Routledge Publishing, USA: New York.

18. Zander, L., Mochaitis, A., Harzing, A-W., Myloni, B. & 20 collaborators (2011) "Standardization and contextualization: A study of language and leadership across 17 countries", *Journal of World Business*, Vol. 46, Issue 3. pp. 296-304.
19. Ioakimidis, M. and Myloni, B. (2010) "Good Fences Make Good Classes: Greek Tertiary Students' Preferences for Instructor Teaching Method", *International Journal of Educational Sciences*, Vol. 2, Issue 2, pp. 290-308.
20. Harzing, A.W.K., Myloni, B. & 21 co-authors (2009) "Ranking versus rating: what is the best way to reduce response and language bias in cross-national research?", *International Business Review*, Vol. 18, Issue 4, pp: 418-432
21. Myloni, B.; Harzing, A.W.K and Mirza, H.R. (2007) "The effect of corporate-level organisational factors on the transfer of human resource management practices: European and US MNCs and their Greek subsidiaries", *International Journal of Human Resource Management*, Vol. 18, Issue 12, pp: 2057-2074.
22. Harzing, A.W.K., Myloni, B. & 28 co-authors (2005) "Does the use of English-language questionnaires in cross-national research obscure national differences?", *International Journal of Cross Cultural Management*, Vol. 5, Issue 2, pp: 213-224.
23. Myloni, B.; Harzing, A.W.K and Mirza, H.R. (2004) "Host country specific factors and the transfer of Human Resource Management practices in Multinational companies", *International Journal of Manpower*, Vol. 25, Issue 6, pp: 518-534.
24. Myloni, B.; Harzing, A.W.K and Mirza, H.R. (2004) "Human Resource Management in Greece: Have the colours of culture faded away?", *International Journal of Cross Cultural Management*, Vol. 4, Issue 1, pp: 59-76.
25. Harzing, A.-W., Myloni, B. & 14 co-authors (2004) "Does language influence response styles? A test of the cultural accommodation hypothesis in fourteen countries". In B. N. Setiadi, A. Supratiknya, W. J. Lonner, & Y. H. Poortinga (Eds.). *Ongoing themes in psychology and culture* (Online Ed.). Melbourne, FL: International Association for Cross-Cultural Psychology. Retrieved from <http://www.iaccp.org>
26. Myloni, B. (2002) "Transferability of Human Resource Management across Borders" in Analoui, F. (edit.) *The Changing Patterns of Human Resource Management*, pp: 181-191, UK: Ashgate.
27. Harzing, A.W.K., Myloni, B. & 8 co-authors (2002) "The interaction between language and culture: A test of the cultural accommodation hypothesis in seven countries", *Language and Intercultural Communication*, Vol. 2, Issue 2, pp. 120-139.

Conference publications

28. Tzortzaki, A. M. & Myloni, B. (2023). Global Diversity Management and the Role of Beliefs in Digital Age Leadership, 16th Annual Conference of the EuroMed Academy of Business, September 27th-29th, 2023 Vilnius, Lithuania
29. Papadionysiou, E. & Myloni, B. (2021), Socio-Cultural Dimensions, Employee-Related Assumptions And HRM Practices-A Multivariate Model In A Cross-National Setting, 14th Annual Conference of the EuroMed Academy of Business, 22-24 September, online conference.
30. Papadionysiou, E. & Myloni, B. (2021), Human Resource Management Links With National And Organisational Cultures: Scandinavia Vs Greece, 28th International Economic Conference Of Sibiu, 28 May, Sibiu, Romania.
31. Myloni, B. & Papadionysiou, E. (2019), Organisational Performance and the Different Impact of National, Organisational Culture and Human Resource Management Practices: A Comparative Study Among Nordic Countries And Greece, 45th EIBA Annual Conference 2019, 13-15 December, Leeds, UK.
32. Papadionysiou, E. & Myloni, B. (2019), The Different Impact Of National and Organisational Culture on HRM Practices: A Comparative Study Between Scandinavian Countries and Greece, British Academy of Management Conference (BAM), 3-5 September, Birmingham, UK.
33. Coukos Elder, E. & Myloni, B. (2019), The strategic thinking skills of aspiring business leaders in Greece: An exploratory study, Annual Conference of *Athens Institute for Education and Research* (ATINER) May 20-23, Athens, Greece.
34. Mantzaris, K., & Myloni, B. (2019), "What HR professionals in Greece believe about the future of HRM", International Conference on Business & Economics of the Hellenic Open University (ICBE HOU), 22-23 February, Athens, Greece.
35. Bakertzis, E. & Myloni, B. (2018), Does Work engagement and job satisfaction predict employees' job performance in hospitals? 14th Biennial APF Conference, July 6-8, Athens, Greece.
36. Papadionysiou, E. & Myloni, B. (2018), Choosing the appropriate model of macro/micro environment fit to human resource management practices for best performance, 14th Biennial APF Conference, July 6-8, Athens, Greece.
37. Bakertzis, E. & Myloni, B. (2018), What's the role of Emotional Intelligence and Job Burnout on Employee's Job Performance? International Conference on Business & Economics of the Hellenic Open University (ICBE HOU), May 11-12, Athens, Greece.
38. Chaniotakis, I. & Myloni, B. (2018), Student retention as a bond between Learning Analytics and financial benefits and the case of the Business Administration course of Hellenic Open

University, International Conference on Business & Economics of the Hellenic Open University (ICBE HOU), May 11-12, Athens, Greece.

39. Mantzaris, K., & Myloni, B. (2018), Human Resources and Workplaces of Tomorrow. International Conference on Business & Economics of the Hellenic Open University (ICBE HOU), May 11-12, Athens, Greece.
40. Papadionysiou, E. & Myloni, B. (2018), A theoretical framework for studying Human Resource Management fit with environmental antecedents and company performance, International Conference on Business & Economics of the Hellenic Open University, (ICBE HOU), May 11-12, Athens, Greece.
41. Jamro, K., Cardona, P., Myloni, B. and 18 co-authors (2012), "Cross-Cultural Study of a Multifoci Approach to Organisational Citizenship Behavior", εργασία που παρουσιάστηκε στο 21^ο IACCP Congress, 17-21 Ιουλίου 2012, Stellenbosch, South Africa.
42. Jamro, K., Cardona, P., Myloni, B. and 17 co-authors (2012), "Cross-Cultural Study of a Multifoci Approach to Citizenship Behavior", εργασία που παρουσιάστηκε στο 12^ο Conference of International Academy of Management and Business, 23-25 Απριλίου 2012, Βαρσοβία, Πολωνία.
43. Myloni, B. & Vlachos, I. (2010), "Human Resource Practices and organisational culture effects on Organizational Performance", εργασία που παρουσιάστηκε στο 3^ο EuroMed Conference of the EuroMed Academy of Business, 4-5 Νοεμβρίου 2010, Λευκωσία, Κύπρος.
44. Bosch, M., Cardona, P., Myloni, B. & 15 co-authors (2010), "A Map of Managerial Competencies: A 15-country Study", εργασία που παρουσιάστηκε στο Academy of Management Annual Meeting, 6-10 Αυγούστου 2010, Μοντρεάλ, Καναδάς.
45. Cardona, P., Reiche, S. B., Lee, Y., Myloni, B. & 19 co-authors (2010), "The Effect of OCB on Managerial Trustworthy Behavior: The Roles of Manager Trust in Subordinates and Collectivism", εργασία που παρουσιάστηκε στο 27^ο International Congress of Applied Psychology, 11-16 Ιουλίου 2010, Μελβούρνη, Αυστραλία.
46. Reiche, S. B., Myloni, B. & 23 co-authors (2010) "Understanding Trust in Manager-Subordinate relationships: a Multi-country, multi-cultural study", εργασία που παρουσιάστηκε στο EIASM 5^ο Workshop On Trust Within And Between Organizations, 28-29 Ιανουαρίου 2010, Μαδρίτη, Ισπανία.
47. Cardona, P., Reiche, S. B., Lee, Y., Myloni, B. & 20 co-authors (2009), "A reciprocal model of trust in manager-subordinate relationships: an eighteen-country study", εργασία που παρουσιάστηκε στο Academy of Management Annual Meeting, 7-11 Αυγούστου 2009, Chicago, Illinois.
48. Zander, L., Mochaitis, A., Harzing, A-W., Myloni, B. & 20 co-authors (2009) "Don't just say what you mean – contextualize it: A study of leadership and language across 17 countries", εργασία που παρουσιάστηκε στο Academy of Management Annual Meeting, 7-11

Αυγούστου 2009, Chicago, Illinois.

49. Mochaitis, A., Zander, L., Harzing, A-W., Myloni, B. & 20 co-authors, "Why do leaders do what they do? A 22-country study on leadership behavioral intent", εργασία που παρουσιάστηκε στο Academy of International Business Annual Meeting, 27-30 Ιουνίου 2009, San Diego, California.
50. Zander, L.; Mockaitis, A.; Harzing, A.; Davila, A.; Giroud, A.; Leiba O'Sullivan, S.; Myloni, B. & Palaniappan, A., "Getting Closer to the Action: Examining Leaders' Behavioral Intent with Globe's Leadership Dimensions across 22 Countries", εργασία που παρουσιάστηκε στο 22nd Australian and New Zealand Academy of Management, Auckland, New Zealand, 2-5 Δεκεμβρίου 2008.
51. Caprar, D.; Barzantny, C.; Grenness, T.; Koester, K.; Myloni, B. & Svishchev, A., "The Emics and Etics of Trust Building in Manager-Subordinate Relationships: A Cross-Cultural Journey - A European Perspective", εργασία που παρουσιάστηκε στο Academy of Management Annual Meeting, Anaheim, California, 8-13 August 2008.
52. Ioakimidis, M. and Myloni, B., "Keep your distance: Greek tertiary Students' preferences for instructor teaching style", εργασία που παρουσιάστηκε στο 2nd International Conference on Educational Economics, Athens, Greece, 27-30 August 2008.
53. Harzing, A.W.K., Myloni, B. & 21 co-authors "Ranking and Rating in native-language versus English-language questionnaires: A methodological comparison", εργασία που παρουσιάστηκε στο 33^ο EIBA 2007 Conference, Catania, Italy, 13-15 Δεκεμβρίου 2007.
54. Harzing, A.W.K., Myloni, B. & 21 co-authors "Ranking versus Rating: What is the Best Way to Reduce Response and Language Bias in Cross-national Research?", εργασία που παρουσιάστηκε στο ANZIBA 2007 Conference, Newcastle, Australia, 8-10 Νοεμβρίου 2007.
55. Myloni, B., Harzing, A.W.K and Mirza, H.R. "The effect of organisational factors on the transfer of Human Resource Management practices: European and US MNCs and their Greek subsidiaries, εργασία που παρουσιάστηκε στο 8^ο International Human Resource Management Conference, Cairns, Australia, 14-17 Ιουνίου 2005.
56. Myloni, B.; Harzing, A.W.K and Mirza, H.R. "Host country specific factors and the transfer of Human Resource Management practices in Multinational companies", εργασία που παρουσιάστηκε στο 7^ο International Human Resource Management Conference, Limerick, Ireland, 4-6 Ιουνίου 2003.
57. Myloni, B.; Harzing, A.W.K and Mirza, H.R. "Organisational factors and their effect on the transfer of Human Resource Management practices from parent companies to their overseas affiliates – European and US headquarters and their Greek subsidiaries", εργασία που παρουσιάστηκε στο European Academy of Management Conference, Milan, Italy, 3-5 Απριλίου 2003.
58. Myloni, B.; Harzing, A.W.K and Mirza, H.R. "A comparative analysis of HRM practices in subsidiaries of MNCs and local companies in Greece", εργασία που παρουσιάστηκε στο 28^ο EIBA Conference, Athens, Greece, 8-10 Δεκεμβρίου 2002.

59. Harzing, A.W.K., Myloni, B. & 14 co-authors "The role of language in cross-national mail survey research: A test of the cultural accommodation hypothesis in fourteen countries", εργασία που παρουσιάστηκε στο 62^ο Annual meeting of the Academy of Management, Denver, USA, 9-14 Αυγούστου 2002.
60. Harzing, A.W.K., Myloni, B. & 14 co-authors "Does language influence response styles? A test of the cultural accommodation hypothesis in fourteen countries", εργασία που παρουσιάστηκε στο XVI Congress of the International Association of Cross-Cultural Psychology, Yogyakarta, Indonesia, 15-19 Ιουλίου 2002.
61. Harzing, A.W.K., Myloni, B. & 8 co-authors "The interaction between language and culture and its impact for cross-national mailsurvey research: A seven country study", εργασία που παρουσιάστηκε στο ANZAM/IFSAM VI World Congress, Australia, 10-13 Ιουλίου, 2002.
62. Harzing, A.W.K., Myloni, B. & 8 co-authors "Language and Culture: How do they interact? A seven-country study" εργασία που παρουσιάστηκε στο 27^ο EIBA conference, Paris, France, 13-15 Δεκεμβρίου 2001.
63. Myloni, B. and Harzing, A.W.K "Factors that affect the transfer of Human Resource Management practices from parent companies to their overseas affiliates" εργασία που παρουσιάστηκε στο International Conference of Multinational Companies and HRM: Between Globalisation and national Business Systems, DMU Leicester, Great Britain, 12-14 Ιουλίου 2001.
64. Myloni, B. and Harzing, A.W.K "Transfer of HRM practices: A European Reflection on Greece" εργασία που παρουσιάστηκε στο 11^ο Annual Congress of Association Francophone de Gestion des Ressources Humaines, Paris, France, 16-17 Νοεμβρίου 2000.
65. Myloni, B. and Harzing, A.W.K "Can cultural and institutional theories be combined to explain cross-national differences in management? Along the lines of methodological individualism and holism" εργασία που παρουσιάστηκε στο 16^ο EGOS Coloquium, Helsinki, Finland, 1-4 Ιουλίου 2000.
66. Myloni, B. "Transferability of Human Resource Management Practices across borders – A conceptual framework", εργασία που παρουσιάστηκε στο Human Resource Development conference, DPPC, Bradford University, Bradford, Great Britain, Μάιος 1999.

WORKING PAPERS

67. Myloni, B.; Harzing, A.W.K and Mirza, H.R. (2002) "A comparative analysis of HRM practices in subsidiaries of MNCs and local companies in Greece", Working paper series No 02/30, University of Bradford School of Management.
68. Myloni, B. and Harzing, A.W.K (2000) "Transferability of HRM practices across borders: A European reflection on Greece", Working paper series, University of Bradford Management Centre.

RESEARCH WORK RECOGNITION

According to Publish or Perish (Google Scholar) there are 953 references on my published work (date of reference 6.04.2023). Articles that refer to my work have been published in major business and management journals as:

Journal of International Business Studies,
Journal of Applied Psychology,
Management Science,
Personnel Psychology,
Academy of Management Learning & Education,
Journal of Management Studies,
Human Relations,
Human Resource Management Review,
Human Resource Management,
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Management International Review,
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✓ B MYLONI OR V MYLONI	Scopus	17	404	19.24	7	17	7	0.33	3	0	6/04/2023	6/04/2023	0
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<input checked="" type="checkbox"/> h 275	14.47	1	B Myloni, AWK Harzing, H Mirza	Host country specific factors and t...	2004	International journal of Ma...	emerald.com	
<input checked="" type="checkbox"/> h 196	14.00	2	..., YK Liang, A Mockaitis, MJ Morley, B ...	Rating versus ranking: What is the ...	2009	International business ...	Elsevier	
<input checked="" type="checkbox"/> h 113	9.42	3	..., K Koester, YK Liang, MJ Morley, B Myl...	Standardization and contextualiza...	2011	Journal of World ...	Elsevier	
<input checked="" type="checkbox"/> h 103	6.44	4	B Myloni, AW Harzing, H Mirza	The effect of corporate-level orga...	2007	The International Journal o...	Taylor & Francis	
<input checked="" type="checkbox"/> h 117	6.16	5	B Myloni, AW Harzing, H Mirza	Human resource management in ...	2004	International Journal of ...	journals.sagepub.com	
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<input checked="" type="checkbox"/> 0	0.00	21	I Chaniotakis, B Myloni	Student retention as a bond betw...	2018	... Conference on Business ...	icbe-hou.eap.gr	
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<input checked="" type="checkbox"/> 0	0.00	23	B MYLONI	Manager-Subordinate Trust Relati...	2013	Manager-Subordinate Trust	taylorfrancis.com	
<input checked="" type="checkbox"/> 0	0.00	24	..., YK LIANG, MJ Morley, B Myloni, ...	DON'T JUST SAY WHAT YOU MEA...	2009	Academy of ...	journals.aom.org	
<input checked="" type="checkbox"/> h 17	0.81	25	B Myloni	The transfer of human resource m...	2002	Unpublished PhD thesis, U...		CITATION

Citation metrics [Help](#)

Publication years: 2000-2023
 Citation years: 23 (2000-2023)
 Papers: 34
 Citations: 953
 Cites/year: 41.43
 Cites/paper: 28.03
 Authors/paper: 3.26
 h-index: 9
 g-index: 30
 hI,norm: 8
 hI,annual: 0.35
 hA-index: 6
 Papers with ACC >= 1,2,5,10,20:
 14,8,8,2,0

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