

CURRICULUM VITAE

Dr Anastasios I. Magoutas

Associate Professor
Department of Accounting and Finance
Technological Educational Institute of Sterea Ellada
Tel: 2228099582, e-mail: amag@teiste.gr

1. Personal Details

Date of Birth: 15/02/1977
Sex: Male
Nationality: Greek
Marital status: Single

2. Education

Ph.D. in Applied Economics – Hellenic Open University, Greece, 07/2007 – 02/2011

Ph.D. Thesis title: “The effect of education on firm performance and on national competitiveness: A theoretical and empirical investigation for the Greek economy”

Master in Business Administration (MBA) International – University of Glamorgan, Wales – UK, 10/1998 – 09/1999

Master Thesis topic: Human Resource Management and Organisational Behaviour

Bachelor of arts in Business Studies - University of Glamorgan, Wales – UK, 09/1995 – 06/1998

Overall Grade: Second class Honours Degree

3. Languages and Digital competences

- Greek (Native speaker)
- English (excellent knowledge, BA, MBA).
- Italian (Good knowledge, livello medio).
- Software systems: Windows 10, MacOS Sierra, Moodle
- Software packages: MS Office 2016 full pack, SPSS 24, EViews 8.1
- Enterprise Resource Planning systems: SAP R/3 4.6 C

4. Military obligations

Hellenic Air Forces, 02/2000 – 11/2001

Rank: reserve sergeant

Units: 124 Basic Training Wing & Hellenic Airforce General Staff Unit

5. Academic employment record

(a) Teaching / Courses Taught

(i) January 2018 – to date,

Associate Professor in Applied Business Economics,
Technological Educational Institute of Sterea Ellada, School of Management and Economics,
Department of Accounting and Finance

(ii) October 2012 – to date,

Adjunct Faculty Member,

Hellenic Open University, School of Social Sciences, **Master in Business Administration (MBA)**,
(joint programme provided by HOU and Wroclaw University of Economics in Poland)

Module: Management of People and Organizations (MBA61), including the subjects:

- Management
- Human Resource Management
- Marketing Management
- Strategic Management

(iii) September 2006 – July 2013,

Adjunct Faculty Member,

Technological Educational Institute of Chalkida, Business Administration Department

Modules: Business Administration level 2, Business Economics, Production Systems management

(b) Dissertation Supervisions:

While working at HOU and TEI of Chalkida I have successfully supervise 33 Dissertation Thesis and more than 50 undergraduate final year projects, covering various topics of Management, Finance and Economics.

(c) Teaching Quality:

The appraisals I have received from my teaching and course development from the students and supervisors of the Hellenic Open University have been consistently rated as very good / excellent.

6. Professional Activity

(a) Working Experience

(i) September 2003 – January 2018,

Greek Organisation Against Drugs (OKANA), Division of Economics and Administrative Services, From October 2017 to January 2018 I held the position of the **Head of Human Resource Management Department** with responsibility for the design, implementation and support of all systems aiming at the development of OKANA's human resources at an individual and organizational level, such as: programs for improving human relations, psychological support, training, performance appraisal systems, incentive programs, etc.

From May 2008 to October 2017 I held the position of the **Head of Administrative Services Department**, with responsibility for the design, implementation and support of all financial and administrative systems, procedures and actions that are necessary to the everyday function of the Organizations' Units.

From September 2003 to May 2008 I held the position of the Human Resources Department Executive, with main responsibilities the Organisations' staffing, recruiting and selection procedures.

(ii) September 2011 – September 2015,

European Economics and Finance Society, Managing Director and Legal Representative of the non-profit organization EEFS with main aims to promote scientific research and scholarly work of professional economists working mainly in the area of International Economics and International Finance.

(iii) February 2003 – August 2003,

Geolink Hellas LLC., Sales Executive with the responsibility for the Sales and financial support of satellite telecommunications in the maritime industry.

(iv) October 2001 – August 2002,

Unisystems Hellas - Uniconsulting S.A., Business Financial Consultant, in the Enterprise Resource Planning system SAP R/3

(b) Experience in European project implementation

1. Responsible for the implementation of the work package 7: "Study on the professional development of HOU graduates and the degree of convergence of skills acquired with the real needs of the labor market" and specifically on "Correlation of human capital with the labor market", (duration 01/07/2015-30/09/2015) of the project "Hellenic Open University" under the Operational Program "Education and Lifelong Learning" of the NSRF (2007-2013), co-financed by the European Union and from national resources. MIS: 296121

2. Responsible for the implementation of the research study entitled "Codification and upgrading of existing interconnection mechanisms of the Interconnection Office of the HOU with organisations and individuals, with special emphasis on sensitive population groups" (duration 01/01/2015-31 / 05/2015), of the project - "Hellenic Open University - Interconnection Office", of the NSRF (2007-2013). MIS: 299922.
3. Member of the Committee for the Implementation and Evaluation of the Open International Call for Proposals for the "Campaign for Information on Dependencies" (duration 05/05/2015-30/09/2015), of the project "Human Resources Development" of the NSRF (2007-2013). MIS: 339499.
4. Chairman of the Acceptance and Monitoring Committee of the Project "Pilot Alternative Programs of Imprisonment for Offenders users of Illegal Substances" (duration 01/06/2012-30/04/2015) of the project "Human Resources Development" of the NSRF (2007-2013). MIS: 349337.
5. Member of the working group for the implementation of the Project "Pilot Substitution Treatment Units in Prison" (duration 05/04/2012-28/02/2015) of the project "Human Resources Development" of the NSRF (2007-2013). MIS: 349600. Responsible for the administrative implementation and monitoring of the project.
6. Responsible for the implementation of the work package 9 entitled "Techno-Economic Design for the Creation, Reorganization and Operational Improvement of the Protected Productive Laboratories" (duration 01/09/2006-28/02/2007) of Action II entitled "Measures to improve the quality of life of people with problems associated with the abuse of illicit substances" within the framework of the European Community Initiative EQUAL 2006-2007.

(c) Teaching & Training courses at OKANA's healthcare professionals and clients

1. Trainer in multiple educational activities of the Education and Supervision Center of OKANA regarding training programs for the Managers and employees of OKANA Treatment Units in public administration processes within the framework of the NSRF (2007-2013)
2. Trainer in the framework of the "OKANA - Training and Counseling Services for Dependent Persons" (NSRF 2007-2013, MIS: 373778)
3. Trainer in the framework of the European Community Initiative EQUAL 2006-2007 "Policies & Reintegration Measures of People with problems associated with the abuse of illicit substances "
4. Trainer within the framework of the European Community Initiative EQUAL 2006-2007 "Employability Network of Depended Persons"
5. Trainer in the framework of the OKANA training program (OAED-LAEK 2006) "Therapeutic approaches and communication attitudes in the field of drugs addiction"

7. Research

(a) Ph.D. Thesis

Title: "The effect of education on firm performance and on national competitiveness: A theoretical and empirical investigation for the Greek economy"

(b) Articles in Refereed Journals (13)

1. A. Magoutas, G. Papadoudis and G. Sfakianakis, 2018. "Determinants of profitability in the in the Greek tourism sector - assessing the effect of the crisis", *International Journal of Tourism Policy*, Vol. 8, No. 1, pp.65-72
2. A. Magoutas, F. Kitsios and G. Mitkidis, 2018. "Market and Economic Feasibility Analysis for the Implementation of 2nd Generation Biofuels in Greece", *Energy Strategy Reviews*, Vol. 19, pp. 85-98
3. A. Magoutas, P. Chountalas and C. Konstantinidou, 2017. "The Effect of Financial Factors and Firm Size on the Profitability of Greek Private Healthcare Organizations in Times of Economic Crisis", *European Journal of Economics, Finance and Administrative Sciences*, Vol. 95, pp. 118-129
4. Y. Yiannakopoulos, A. Magoutas and P. Chountalas, 2017. "Strategic competition analysis and group mapping: The case of the Greek insurance industry", *East-West journal of Economics and Business*, Vol. XX, No. 1, pp. 41-65

5. E. Zografaki, A. Magoutas, and P. Chountalas, 2017. "Focus on human resources as a mediating factor between ISO 9001 certification and continuous quality improvement", *International Journal of Decision Sciences, Risk and Management*, Vol. 7, Nos. 1/2, pp. 105-122
6. A. Magoutas, G. Papadoudis and G. Sfakianakis, 2016. "The Financial Performance of Greek Hotels Before and During the Crisis", *Journal of Investment and Management*, Vol. 5, No. 6, 2016, pp. 189-192
7. G. Agiomirgianakis, A. Magoutas and G. Sfakianakis, 2014. "Short-term Microeconomic Reactions to International Crisis: The Role of Marketing Expenditure in the Profitability of Greek Tourism Enterprises", *The Empirical Economics Letters*, Vol. 13, No. 8, pp.887-894
8. G. Agiomirgianakis, A. Magoutas, and G. Sfakianakis, 2013. "Determinants of Profitability in the Greek Tourism Sector Revisited: the Impact of the Economic Crisis", *Journal of Tourism and Hospitality Management*, Vol.1, No 1, pp.12-17
9. G. Agiomirgianakis, A. Magoutas, and G. Sfakianakis, 2012. "Determinants of profitability and the decision-making process of firms in the tourism sector: the case of Greece", *International Journal of Decision Sciences, Risk and Management*, Vol. 4, Nos. 3/4, pp.294-299
10. G. Sfakianakis, A. Magoutas and G. Papadoudis, 2012. "Determinants of growth in OECD countries revisited", *MIBES Transactions Journal*, Vol. 6, No. 1, pp. 66-77
11. A. Magoutas, T. Papadogonas and G. Sfakianakis, 2012. "Market Structure, Education and Growth", *International Journal of Business and Social Science*, Vol. 3, No. 12, pp. 88-95
12. A. Magoutas, G. Agiomirgianakis and T. Papadogonas. 2011. "Education and firm performance. Empirical evidence from Greece." *International Journal of Economic Research*, Vol. 8, No. 2, pp. 141-152
13. G. Sfakianakis, A. Magoutas and D. Georgopoulos. 2010. "An empirical analysis of differences in GDP per capita and the role of human capital", *Industry & higher education*, Vol. 24, No. 2, pp. 101-107

(c) Articles in International Conference Proceedings (11)

14. P. Chountalas, A. Magoutas, K. Botsi, I. Fafaliou and I. Tsika 2017. "An exploratory study on attitudes towards gamification and the role of learning approach in the context of distance learning" Proceedings of the 9th International Conference in Open and Distance Learning, 23-26 November 2017, Athens, Greece, Vol. 9, No. 5A, pp. 177-189 (ISBN#978-618-5335-00-7)
15. D. Isychou, P. Chountalas, A. Magoutas and I. Fafaliou, "Human Capital and Performance Appraisal in the Public Sector: An Empirical Investigation from Employees' and Senior Managers' Perspective" Proceedings of the 3rd International Open Conference on Business & Public Administration, 16-17 April 2016, Patras, Greece, pp. 87-101, (ISBN#978-960-538-990-1)
16. G. Mitkidis, A. Magoutas and F. Kitsios, "Market Analysis and Strategies of 2nd Generation Biofuels in Greece", Proceedings of the 9th International Conference of New Horizons in Industry, Business and Education, 27-29 August 2015, Skiathos, Greece, pp.300-306, (ISBN#978-960-99889-9-5)
17. M. Konstantinidou, A. Magoutas and F. Kitsios, "New Service Development in the Banking Sector: The Case Study of NTT Hellenic Postbank's Deposit Strategy", Proceedings of the 9th International Conference of New Horizons in Industry, Business and Education, 27-29 August 2015, Skiathos, Greece, pp.307-312, (ISBN#978-960-99889-9-5)
18. G. Agiomirgianakis, A. Magoutas and G. Sfakianakis, "Determinants of Profitability in Greek Tourism Sector" Proceedings of the 2nd International Conference on Tourism, 23-26 May 2012, Archanes, Crete, Greece, pp.20-23, (ISBN#978-9963-9799-1-2)
19. G. Sfakianakis, A. Magoutas and G. Papadoudis, "Human Capital and Growth in OECD Countries Revisited", Proceedings of the 7th International Conference of New Horizons in Industry, Business and Education, 25-26 August 2011, Chios, Greece, pp. 173-178, (ISBN#978-960-99889-1-9)
20. A. Magoutas, T. Papadogonas and G. Sfakianakis, "Human capital and growth revisited: a microeconomic approach", Proceedings of the 5th International Conference, Management of International Business and Economic Systems, 04-05 June 2010, Kavala, Greece, pp. 448-455, (ISBN#978-960-98411-8-4)

21. A. Magoutas, G. Sfakianakis and T. Papadogonas, “Sources of Human Capital in Greek economy”, Proceedings of the 6th International Conference of New Horizons in Industry, Business and Education, 27-28 August 2009, Santorini, Greece, pp. 277-280, (ISBN#978-960-88785-8-7)
22. G. Sfakianakis, A. Magoutas and D. Georgopoulos, “Differences in levels of per capita GDP – The role of education attainment”, Proceedings of the 6th International Conference of New Horizons in Industry, Business and Education, 27-28 August 2009, Santorini, Greece, pp. 250-254, (ISBN#978-960-88785-8-7)
23. A. Magoutas and T. Papadogonas, “Human Capital and Efficient Decision Making” Proceedings of the 3rd International Conference, Management of International Business and Economic Systems, 04–05 July 2008, Larisa, Greece, pp. 248-254, (ISBN#978-960-98411-1-5)
24. A. Magoutas and T. Papadogonas, “The demand and supply of highly skilled personnel in Greece” Proceedings of the 5th International conference, New Horizons in Industry, Business and Education, 30-31 August 2007, Rhodes, Greece, pp. 108-111, (ISBN#978-960-88785-4-9)

(d) Articles in Collective Volumes (1)

25. A. Magoutas, G. Agiomirgianakis and T. Papadogonas. 2010. “Human Capital and profitability on Greek industry” University of Piraeus, collective volume, pp. 645-658, (ISBN#978-960-6897-03-0)

(e) Articles in Refereed Journals under review (2)

1. P. Chountalas, A. Magoutas, and E. Zografaki, 2017. A comparative case study on the heterogeneous implementation of ISO 9001 in service oriented organizations. *International Journal of Quality & Reliability Management*, under review.
2. P. Konstantakatos, P. Chountalas and A. Magoutas, 2018. “The contemporary landscape of asset management standards”, *Infrastructure Asset Management*, under review

(f) Academic Conferences Participation (7)

1. Y. Yiannakopoulos, A. Magoutas and P. Chountalas, “Strategic competition analysis and group mapping: The case of the Greek insurance industry” Proceedings of the 3rd International Open Conference on Business & Public Administration, 16-17 April 2016, Patras, Greece, pp. 289-304, (ISBN#978-960-538-990-1)
2. G. Agiomirgianakis, A. Magoutas and G. Sfakianakis, “Short-term microeconomic reactions to international crisis: the role of marketing expenditure in the profitability of Greek tourism enterprises” 12th Annual Conference of European Economics and Finance Society, 20-23 June 2013, Berlin, Germany
3. G. Agiomirgianakis, A. Magoutas and G. Sfakianakis, “Determinants of Tourism Demand in Greece: A Panel Data Approach” 11th Annual Conference of European Economics and Finance Society, 14-17 June 2012, Istanbul, Turkey
4. G. Sfakianakis, A. Magoutas and G. Papadoudis, “Determinants of growth in OECD countries revisited”, Proceedings of the 7th International Conference, Management of International Business and Economic Systems, 25-27 may 2012, Larisa, Greece, pp. 448-455, (ISBN#978-960-98411-8-4)
5. A. Magoutas, G. Agiomirgianakis and T. Papadogonas, “Human capital and growth rates in Greek Manufacturing.” 8th Annual Conference of European Economics and Finance Society, 06–08 June 2009, Warsaw, Poland
6. A. Magoutas, G. Agiomirgianakis and T. Papadogonas, “Education and firm performance.” 2nd International Conference on Educational Economics, 27-30 August 2008, Athens, Greece
7. A. Magoutas, G. Agiomirgianakis and T. Papadogonas, “Education and firm performance. Empirical evidence from Greece” 7th Annual Conference of European Economics and Finance Society, 22–25 May 2008, Prague, Czech Republic

(g) Citations of my academic research

I have counted 40 citations in my published work (according to the scholar.google. database) in others journal publications. h-index: 4

(h) Refereeing

I have refereed papers for the following journals:

- International Journal of Decision Sciences, Risk and Management
- International Journal of Tourism Policy
- International Review of Applied Economics
- Journal of Economic Studies
- International Journal of Decision Support Systems

(i) Member of Scientific Societies

- Member of the European Economics and Finance Society (EEFS), 2008 – to date.
- Member of the International Association of Tourism Policy (IATOUR) 2012 – to date.
- Member of the Euboea Studies Society (EES) 2010 – to date.

(j) Conference Organiser

I have been organized six (6) international conferences as a member of the organizational committee: 14th Annual Conference of European Economics and Finance Society, 12-15 June 2015, Brussels, Belgium, 13th Annual Conference of European Economics and Finance Society, 12-15 June 2014, Thessaloniki, Greece, 12th Annual Conference of European Economics and Finance Society, 20-23 June 2013, Berlin, Germany, 11th Annual Conference of European Economics and Finance Society, 14-17 June 2012, Istanbul, Turkey, 10th Annual Conference of European Economics and Finance Society, 03-06 June 2011, London, UK, 9th Annual Conference of European Economics and Finance Society, 03-03 June 2010, Athens, Greece

8. Member of professional Societies

- Certified Trainer in Adult Introductory Registry of Trainers of the *Greek organisation for the certification of qualifications & vocational guidance* – EOPPEP (ID: EA24854)
- Tutor in training programs of the Greek manpower employment organization – OAED (ID: 24883)
- Member of the Greek Economic Chamber (ID: 0065793)

9. Other skills and qualifications

Hellenic Open University, Evaluation Unit, 2016

Certification of attendance in the seminars: "Open and distance education" and "Information and Communication Technologies (ICT) of the HOU"