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Georgios Theriou is Professor of Human Resource Management and Knowledge Management in the Department of Management Science and Technology at Democritus University of Thrace (DUTH), Greece. He is the Director of DUTH's Executive MBA programme and the Department's BICC Research Lab, and serves on the Board of Directors of the Hellenic Academy of Human Resource Management. He holds a PhD from DUTH and an MA in Human Resource Management from Derbyshire Business School, UK. His research focuses on high-performance work systems, talent management and retention, workplace incivility, and the implications of generative artificial intelligence for work. His research has been published in leading international peer-reviewed journals, including Human Resource Management Journal, European Management Journal and Journal of Knowledge Management. Alongside his academic work, he has extensive professional experience in business and HR consultancy, employee training, and the coordination of entrepreneurship and start-up support programmes.

Selected Publications

1. Katsavou, D., Theriou, G., Chatzoudes, D., & Tasoulis, K. (2026). ChatGPT and the HR professional: experimental evidence on productivity gains in HR tasks. *Journal of Organizational Effectiveness: People and Performance*. https://doi.org/10.1108/JOEPP-07-2025-0642
2. Tasoulis, K., Theriou, G., Kravariti, F., Scullion, H., & Hylton, Y. (2025). Talent conceptualisations, talent management bundles and their drivers in small and medium-sized enterprises: A polycontextual perspective. *Human Resource Management Journal, 35(4)*, 957-976. https://doi.org/10.1111/1748-8583.12608
3. Theriou, G., Tasoulis, K., & Kravariti, F. (2025). Linking the trickle-down effect of supervisor incivility to turnover intentions in the context of SMEs: A serial mediation model. *Leadership & Organization Development Journal, 46(1)*, 102-117. https://doi.org/10.1108/LODJ-08-2023-0445
4. Kossyva, D., Theriou, G., Aggelidis, V., & Sarigiannidis, L. (2024). Retaining talent in knowledge-intensive services: enhancing employee engagement through human resource, knowledge and change management. *Journal of Knowledge Management, 28(2)*, 409-439. https://doi.org/10.1108/JKM-03-2022-0174
5. Tasoulis, K., Theriou, G. Louzi, N. and Chatzoudes D. (2024) Scylla and Charybdis: The relationships between supervisor active and passive cyber incivility with job stress, work engagement, and turnover intentions, *European Management Journal, Vol. 42, No.6, pp. 894-906* https://doi.org/10.1016/j.emj.2023.10.002
6. Theriou, G., & Chatzoglou, P. (2014). The impact of best HRM practices on performance - identifying enabling factors. *Employee Relations, 36(5)*, 535-561. https://doi.org/10.1108/ER-02-2013-0025