

Maria Simosi
Lecturer in Organization Theory
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EDUCATION

10/92 – 12/97:

PhD in Organizational Psychology, Social Psychology Department, London School of Economics and Political Science, University of London, UK.

Thesis title: “The Processing of Conflict in Organizational Groups: A Case Study in a Greek Industrial Company”.

10/87 – 7/91:

B.A. in Philosophy-Education-Psychology, School of Philosophy, University of Athens, Greece
- Specialization in Psychology (*Final mark: Distinction – first in class*)

PRESENT APPOINTMENT

May 2007 – Today:

Lecturer in Organization Theory, University of the Aegean, Product & Systems Design Engineering Dept.

Undergraduate courses taught:

- Organization Theory (2007-2011; winter semester)
- Organizational Behaviour (2010-2012; summer semester)
- Consumer Psychology (2010-2012; winter semester)
- Sociology (2006-2012; summer semester)
- Introduction to Marketing (2006-2009; summer semester)
- Psychology (Introduction) (2006-2009; winter semester)
- Introduction to Sociology & Communication theory (post-graduate course) (2007-2012; winter semester)

September 2011 – Today:

Scientific Fellow, Greek Open University, Business Administration

Supervise MBA students' dissertation projects

February 2009 – June 2012:

Invited Lecturer, University of Athens, Media & Communication Department

Post-graduate course taught:

- Negotiation and Mediation (summer semester)

PREVIOUS TEACHING APPOINTMENTS

March 2003 - February 2004:

Lecturer (fixed-term). University of Crete, Psychology Department

- Organizational Psychology I; winter semester
- Organizational Psychology II; summer semester
- Environmental Psychology; summer semester
- Community Psychology; winter semester

October 1999-June 2003:

Lecturer (fixed-term). University of Macedonia, Thessaloniki, Educational & Social Policy Department

- Organizational Psychology; 1999-2000, 2000-2003; winter semester
- Organizational Psychology; 2000-2001; summer semester
- Social Psychology; 2002-2003; summer semester

February 2002 - June 2002:

Invited Lecturer. Panteion University, Psychology Department

- Economic Psychology (post-graduate course)

March 2001 – July 2001:

Lecturer (fixed-term). Aristotle University of Thessaloniki, Psychology Department

- Applied Social Psychology (under-graduate course)
- Macro-social psychology (post-graduate course)

March 2000 – July 2000:

Lecturer (fixed-term). University of Crete, Psychology Department

- Psychology seminar

October 1996 – June 1997:

Class Teacher. Social Psychology Dept., L.S.E.

- Introduction to Individual and Social Psychology

October 1993 – June 1994:

Teaching Assistant. Social Psychology Dept., L.S.E.

- Methods in Psychological Research
- Statistics

RESEARCH EXPERIENCE

January 2005- January 2007:

Researcher, Media & Communication Department. University of Athens, Greece.

On project funded by the Greek Ministry of Education “Media Discourses in a Society of Risk: Representations, emotions and crisis management in cases of Environmental & Biotechnological risk”

July 1996 – September 1999:

Research Fellow, Robens Centre for Public and Environmental Health, European Institute of Health and Medical School, Risk and Decision Making Research, University of Surrey

On project funded by the European Commission ‘Development and Evaluation of Procedures for the

Resolution of Environmental Disputes'. Participating countries: UK, Belgium, Germany (*Contract: ENV CT96- 0270*) UK was the co-ordinator of the project.

Examined real-life case studies of environmental controversies; conducted interviews and group discussions with various stakeholder groups; implemented a new environmental dispute resolution procedure based on public participation on an experimental basis; made environmental policy making recommendations; tested these propositions with a group of world-wide environmental experts (via a Delphi group technique); made a final policy making recommendation report to EC.

PROFESSIONAL EXPERIENCE

October 2000 – May 2007:

Human Resource Specialist, Agricultural Bank of Greece, Human Resource Systems Division, Human Resources Department, Athens, Greece.

My responsibilities in this public-owned bank entailed:

- (a) development and implementation of a new performance appraisal system (introduction of an assessment system based on a combination of a) specific goals and b) personal competencies; development of three different assessment systems/forms depending on employee's level of hierarchy; negotiation of proposed system with employee union representatives)
- (b) co-ordination of training programs (preparation of material to be presented to employees to be trained on the new appraisal system; identification of representative employees to be trained; identification of trainers from the organization)
- (c) job analysis and job description (conducted interviews with job holders and supervisors; developed job descriptions following the organization's 'job families' classification system)
- (d) career development (connection of the performance appraisal system to a career path system)

November 1999 – September 2000:

Senior Research Executive, Research International Hellas, Greece.

Designed and followed up qualitative market research projects and reported research results to clients. Worked on projects regarding services and Fast Moving Consumer Goods (FMCG). Specialisation in employee satisfaction & organizational climate research.

PUBLICATIONS (in refereed journals):

1. Simosi, M. Trajectories of organizational commitment: A qualitative study in a Greek public sector organization (*forthcoming*). Paper accepted for publication in: *International Journal of Cross-cultural Management* 12 (3), 2012.
2. Simosi, M. The role of self-efficacy in the organizational culture - training transfer relationship. Paper accepted for publication in: *International Journal of Training and Development*, 16 (2), 2012. (*appears in EarlyCite*)
3. Simosi, M. (2012). Disentangling organizational support construct: The role of different sources of support to newcomers' training transfer and organizational commitment. *Personnel Review*, 41 (3), 301-20.
4. Simosi, M. (2010). The role of social socialization tactics in the relationship between socialization content and newcomers' affective commitment. *Journal of Managerial Psychology*, 25 (3), 301-27.
5. Simosi, M. & Xenikou, A. (2010). The role of organizational culture in the relationship between leadership and organizational commitment: An empirical study in a Greek organization. *International Journal of Human Resource Management*, 21 (10), 1598-616.
6. Xenikou, A. & Simosi, M. (2006). Organizational Culture and Transformational Leadership as predictors of business unit performance. *Journal of Managerial Psychology*, 21 (6), 566-579.

7. Simosi, M. (2005). Representations of environmental disputes: Structuring a shared definition of conflict by stakeholder groups”, *Psychology*, 12 (1), 85-101 (in greek).
8. Simosi, M. (2003). Using Toulmin’s framework for the analysis of everyday argumentation: Some methodological considerations, *Argumentation*, 17 (2), 185-202
9. Simosi, M. & Allen, P. (1998). Public perception of risk management in environmental disputes: A UK case study, *Risk:Health, Safety and Environment*, 9 (4), 309-327.

Book Chapters:

1. Simosi, M. (1998). Strategies for resolving conflicts in a bureaucratic context: Implications for the design of Decision Support Systems. In D. Berkeley, G. Widmeyer, P. Brezillon & V. Rajkovic (Eds). “*Context-sensitive Decision Support*” (pp.55-73). London: Chapman & Hall

(in greek):

1. Simosi, M. (2007). Alternative forms of conflict resolution in work organizations. In G. Galanis (Ed.) “*Political Psychology: Theoretical and Empirical Approaches*”(pp.639-61). Athens: Papazisis.
2. Simosi, M. (2005). The role of moderator in dispute resolution. In. D. Markoulis & M. Dikaiou (Eds.) “*Political Psychology*” (pp. 185-205). Athens: Typotheto-Dardanos.
3. Simosi, M. (2004). Organizations and inter-group conflict resolution. In M. Dikaiou & D. Berkeley (Eds.) “*Organizations: Issues of Research and development in modern societies*” (pp.123-141). Athens: Ellinika Grammata.
4. Simosi, M. & Xenikou, A. (2007). The relationship between identification, leadership and culture strength, Aristotle University of Thessaloniki Yearbook (pp.39-73).

Other Publications:

1. Allen, P., Buttner, Laske, Renn, O., Schneider, T., Simosi M. & Zwetkoff, C. (1999). The Resolution of Environmental Disputes in Europe. Final Report to EC. Contract: ENV-CT96- 0270, University of Surrey.
2. Koronaiou, A., Simosi, M. & Soltaridou, E. (2002). « Manual for women employability: Career counselling and tools for employment search. Athens: Research Centre for Issues of Employment. Manual composed for use by career counsellors working in the Centre.
3. Simosi, M. & Humphreys, P. (1995). “A process model for conflict management in organizational groups: A case study”. *The Working Papers Series: LSE RPP-95-04, London School of Economics*.

CONFERENCE PRESENTATIONS

1. Simosi, M. A Diary Study on Perceived Organizational Support in Greek professionals. *International Conference of Culture & Change Management*, Chicago (future presentation, July 2012).
2. Simosi, M. (2011). The role of self-efficacy in the organizational culture - training transfer relationship. *European Congress of Psychology*, Istanbul, Turkey.
3. Simosi, M. (2011). Organizational commitment: A grounded theory model. *Panhellenic Conference of Psychological Research*, Athens, Greece.
4. Simosi, M. (2011). Disentangling organizational support construct: The role of different sources of support to newcomers’ training transfer and organizational commitment. *European Congress of Work and Organizational Psychology*, Maastrich, Netherlands
5. Simosi, M. (2009). Trajectories of organizational commitment. *European Congress of Work and Organizational Psychology*, Santiago de Compostella, Spain.
5. Simosi, M. & Xenikou, A. (2005). (Chair). Components and correlates of organizational commitment *European Congress of Work and Organizational Psychology*, Istanbul, Turkey.

6. Xenikou, A. & Simosi, M. (2005). Organizational Culture and Transformational Leadership as predictors of business unit performance and job satisfaction. *European Congress of Work and Organizational Psychology*, Istanbul, Turkey.
7. Simosi, M. & Xenikou, A. (2005). The relationship between emotional identification, leadership and strength of organizational culture. *Panhellenic Conference of Psychological Research*, Athens, Greece.
8. Xenikou, A. & Simosi, M. (2005). Transactional and transformational leadership: A preliminary study of the relationship between leadership, job satisfaction, group performance and group culture. *Panhellenic Conference of Psychological Research*, Athens, Greece.
9. Simosi, M. (2004). Promoting constructive conflict management procedures in organizational contexts. *Psychological Society Conference of Northern Greece*. Thessaloniki, Greece.
10. Simosi, M. (1998). Strategies for resolving conflicts in a bureaucratic Context: Implications for the Design of Decision Support Systems. *International Federation for Information Processing*. International Conference, Bled, Slovenia.
11. Simosi, M. & Allen, P. (1999). (*Chair*). Assisting in the Resolution of Environmental Disputes: A Social Psychological Approach to Structured Participation. *VI European Congress of Psychology*, Italy.
12. Simosi, M. (1995). Modelling the Process of Organizational Conflict Management. *British Psychology Society Annual Conference*, York, UK.
13. Simosi, M. & Humphreys, P. (1995) A process Model for Conflict Management in Organizational Groups: A Case Study. *European Congress of Psychology*, Athens.
14. Garcia, L. & Simosi, M. (1995). Managing Undergoing Cultural Change in Organizations. *European Congress of Psychology*, Athens.

INVITED TALKS/PRESENTATIONS:

April 2012:

Invited Speaker. Centre of Research in Management, University of Toulouse I, France.

Presented a 6hour research seminar to doctoral students. Title of seminar: 'Diary study: Investigating experiences close to when they occur' (in the context of the Erasmus exchange framework)

November 2010:

Invited Speaker. Athens University of Economics & Management, Business Administration Department, Greece

Presentation in the departmental postgraduate research seminar.

October 1998 – January 1999:

Invited Speaker. Aristotle University of Thessaloniki, Department of Psychology, Greece.

Gave 9hour lectures on Organizational Psychology to postgraduate students and members of staff of the Department (in the context of departmental curriculum development)

OTHER ACADEMIC/ PROFESSIONAL ACHIEVEMENTS

- Ad hoc **reviewer** for:

- *Journal of Management Development*
- *Journal of Community and Applied Social Psychology*
- *Equality, diversity and inclusion: An international journal*
- *Personnel Review*
- *Academy of Management Conference, (AOM) (OB-HRM divisions) (2009, 2010)*

- **Member of Committee for the certification system for training programs**, National Centre for Public Administration (2010)

- **Member of Central Examination Committee** for ‘Organizations and Decision Making’, National Centre for Public Administration (2009)

- **Member of Committee for the profession of Psychologists**, Central Health Committee, Ministry of Health (2002). Responsibilities entailed the definition of responsibilities & qualifications of organizational psychologists in Greece.

- **Assessor of Business Programs**, Call of Business Programs in the field of Human Resources, General Secretariat of Research & Technology (GGET), Greece (2012)

EXECUTIVE TRAINING

Executive Trainer, National Centre for Public Administration (2010 – present):

Presented professional seminars on public sector servants, on the following units:

- Conflict management and mediation in the workplace
- Negotiation
- Communication in the workplace

PROFESSIONAL MEMBERSHIPS

- European Association of Work and Organizational Psychology (EAWOP)
- Hellenic Psychological Society

LANGUAGES

- English (fluent)
- Greek (mother tongue)
- French

HONOURS AND PRIZES

State Scholarships Foundation of Greece

Scholarship in Work & Organizational Psychology for postgraduate studies in the UK (1992-1996)

Himmelweit Award, London School of Economics & Political Science (*Honorary*) (1992-1993)