



Academic Personnel Short Profile / Short CV	
University:	Cyprus University of Technology
Surname:	Kontoghiorghes
Name:	Constantine
Rank:	Assistant Professor
Faculty:	Management and Economics
Department:	Hotel and Tourism Management
Scientific Domain: *	Human Resource Development, Organization Development



Academic qualifications

Qualification	Year	Awarding Institution	Department	Thesis title
PhD	1997	Georgia State University	HRD	Training effects on productivity and work quality after the introduction of new technologies in the organization: An exploratory study
Masters	1988	The Ohio State University	T&D	
BSEE	1986	The Ohio State University	EE	



Employment history				
Period of employment		Employer	Location	Position
From	To			
2009	Present	Cyprus University of Technology	Limassol	Assistant Prof.
2003	2009	CIIM	Nicosia	Associate Prof.
1998	2003	Oakland University	Rochester, MI	Assistant Prof.

Key refereed journal papers, monographs, books, conference publications etc.

Ref. Number	Year	Title	Other authors	Journal and Publisher / Conference	Vol.	Pages
1	2016	Linking high performance organizational culture and talent management: satisfaction/motivation and organizational commitment as mediators.		International Journal of Human Resource Management	27	1833-1853
2	2014	A Systemic perspective of training transfer		In: Kathe Schneider (ed). Transfer of learning in organizations		65-79
3	2009	The Association between talent retention, antecedent factors, and consequent organizational performance	Frangou, K.	SAM Advanced Management Journal	74	29-58
4	2005	Examining the relationship between learning organization dimensions and change adaptation, innovation as well as organizational performance	Awbrey, S., & Feurig, P.	Human Resource Development Quarterly	16	185-211
5	2005	Key organizational and HR factors for rapid technology assimilation		The Organization Development Journal	23	69-82



6	2004	Reconceptualizing the learning transfer conceptual framework: empirical validation of a new systemic model		International Journal of Training and Development	8	210-221
7	2004	Investigating the association between productivity and quality performance in two manufacturing settings	Gudgel, R.	Quality Management Journal	11	8-20
8	2002	Predicting motivation to learn and motivation to transfer learning back to the job in a service organization—A new systemic model for training effectiveness		Performance Improvement Quarterly	15	114-129
9	2001	Factors affecting training effectiveness in the context of the introduction of new technology—a US case study		International Journal of Training and Development	5	248-260
10	2001	A Holistic approach toward motivation to learn in the workplace		Performance Improvement Quarterly	14	3-17



Research Projects.				
Ref. Number	Date	Title	Funded by	Project Role*
1	2015-2019	Women Entrepreneurs	Horizon 2020	Partner

Awards / International Recognition			
Ref. Number	Date	Title	Awarded by:
1	2005	Cutting Edge Top Ten Paper Conference Proceedings Award	Academy of Human Resource Development, US
2	1998	Cutting Edge Top Ten Paper Conference Proceedings Award	Academy of Human Resource Development, US