

Curriculum Vitae

Katerina Georganta, PhD
Assistant Professor of Organizational Psychology

1. Education

Degree: **Doctor of Philosophy (PhD) (Work and Organizational Psychology)**
Institution: University of Macedonia, Department of Educational and Social Policy
Location: Thessaloniki
Year: 2017

Degree: **Master in Business Administration / Specialization in Human Resources Management (MBA)**
Institution: University of Macedonia
Location: Thessaloniki
Year: 2009

Degree: **Psychology (BSc)**
Institution: Aristotle University of Thessaloniki
Location: Thessaloniki
Year: 2006

2. Additional training (workshops)

Title: **Ethics 1: Good Research Practice**
Speaker: Priscilla Alderson, Bobbie Farsides, Wilma Alexander
Organizer: Epigeum (University of Derby, Staff Development courses) (online)

Title: **Structural Equation Modelling using MPlus**
Speaker: Chris Stride
Organizer: Falcon Training (online)

Title: **Masterclass on Healthy Workplaces in Healthcare**
Speaker: Christina Maslach & Anthony Montgomery
Organizer: WELL-Med, the 3rd International Meeting on Wellbeing and Performance in Clinical Practice

Title: **Research Methods and Statistical Analyses**
Speaker: Anthony Montgomery
Organizer: University of Macedonia

Title: **Stress & Recovery Management**
Speaker: Carmen Binnewies, Münster University
Organizer: 16th Congress of the European Association of Work and Organizational Psychology, Münster, Germany

Title: **Business and Management Gaming Simulation for Change Management and Organizational Development – Part 1: Basics**
Speaker: Willy Kriz, University of Applied Sciences Vorarlberg
Organizer: 16th Congress of the European Association of Work and Organizational Psychology, Münster, Germany

Title: **Qualitative Research in Perspective: Achieving excellence in qualitative research practice**
Speaker: Kerry Chamberlain, School of Psychology, Massey University, Auckland, New Zealand
Organizer: CREATE - 26th Conference of the European Health Psychology Society, Prague, Czech Republic

3. Participation in research

Project: **Actions to diagnose, monitor and analyze developments and changes in occupational skills/competences (Partnership Agreement 2014-2020)**
Institution: Institute of Work - General Confederation of Greek Workers
Dates: 2019 – 2022

Project: **PROMETHEAS – PROMoting MEnTal HEALth at Sea (Erasmus+ Key Action 2 Strategic partnership 2019-1-PL01-KA202-065435)**
Institution: IDEC Business Consultants
Dates: 2021

Project: **Improving quality and safety in the hospital: The link between organizational culture, burnout, and quality of care (General Secretariat for Research and Innovation)**
Institution: Aristotle University of Thessaloniki
Dates: 2016 – 2017

Project: **Improving quality and safety in the hospital: The link between organizational culture, burnout, and quality of care (European Commission, FP7)**
Institution: University of Macedonia & Aristotle University of Thessaloniki
Dates: 2011-2016

Project: **Participative Prevention of Psychosocial Emergent Risks in SMEs] (European Commission, Employment, Social Affairs and Inclusion DG. Industrial Relations and Social Dialogue)**
Institution: University of Macedonia
Dates: 2014 – 2015

4. Teaching experience

Master level

Course: **Experiential learning in education**
Institution: University of Western Macedonia - Inter-University M.Sc. in Education Management
Years: 2018 – 2020

Course: **Educational leadership: Strategic development and administrative decision making in education (co-teaching with Svitlana Paschenko)**
Institution: University of Western Macedonia - Inter-University M.Sc. in Education Management
Years: 2017 – 2020

Course: **Organizational psychology and culture in education units and organizations administration**

Institution: University of Western Macedonia - Inter-University M.Sc. in Education Management
Years: 2019

Undergraduate level (teaching assistant to Prof. Anthony Montgomery)

Course: **Social Psychology**
Themes: Prejudice and Intergroup relations, Discrimination, Conflicts in Organizations, Research Methods in Social Psychology, Research Planning and Literature Review, Social Attribution, Attitudes, Biases
Institution: Department of Educational and Social Policy, University of Macedonia
Years: 2011-2017

Course: **Positive Psychology (Erasmus)**
Themes: Workplace fun, Positive thinking
Institution: Department of Educational and Social Policy, University of Macedonia
Years: 2011-2015

Course: **Psychology of work (Erasmus)**
Themes: Leadership, Learning organization, Organizational culture
Institution: Department of Educational and Social Policy, University of Macedonia
Years: 2011-2017

Supervision of MSc students

University of Western Macedonia - Inter-University M.Sc. in Education Management

Topic:	Student	Year
1. Authentic leadership in the Greek school context and its effect on teachers' job satisfaction and organizational citizenship behaviour	Grigoriou Magdalini	2018
2. Leaders' identity issues in educational organisations	Dolla Eythymia	2018
3. Psychosocial risk factors among leaders of educational organisations	Kalafati Despoina	2018
4. Leaders' behaviors and subordinates' wellbeing in Special Education Structures	Kyprou Eygenia	2018
5. Workplace fun and its relation to team cohesion and psychological safety	Markopoulos Konstantinos	2018
6. Role conflict, work-home balance and wellbeing	Tsiatsika Panagiota	2018
7. Team cohesion and extra role behavior in secondary education: The impact of leadership	Valasa Eirini	2019
8. Exploring attitudes towards the administrative and leadership role of the heads of educational organizations	Vouziana Konstantina	2019
9. Women's motivation to pursue -or not- leadership positions in primary education organisations	Dioufa Zoi	2019
10. Mindfulness interventions for coping with job demands: the role of the immediate supervisor in educational organizations	Pavlidou Marietta	2019
11. School principal's leadership behaviors and teacher job burnout: The role of teacher's individual differences	Mpoukouvalas Antonios	2019
12. Leadership behavior and desired organizational results in educational organizations	Simara Theodora	2019
13. Exploring organizational silence in General and Special Education Teachers	Kosmidou Kyriaki	2020

- | | | |
|---|------------------|------|
| 14. Diversity in school administration: Exploring the perceptions of Special and General Education teachers on educational organizations leaders' diversity | Siolidou Eygenia | 2020 |
| 15. Organisational silence and job burnout in general and special primary education teachers | Moutsaki Sofia | 2020 |
| 16. Quality leader-member interactions using the LMX and their relationship with job attitudes | Spyrou Georgia | 2020 |

4.1. Residency program in General Medicine

Course: **Epidemiology Biostatistics and Research Methodology**
 Themes: Job demands, work stress, burnout
 Institution: Seminar Residency program in General Medicine, Laboratory of Primary Health Care, General Medicine and Health Research Services, School of Medicine, Aristotle University of Thessaloniki
 Years: 2016-2019

5. Workshops, seminars and conferences organized

Title: **4th Conference of the Branch of Organizational Psychology of the Hellenic Psychological Society**
 Institution: Branch of Organizational Psychology of the Hellenic Psychological Society & University of Macedonia
 Date: 11 November 2016

Title: **Psychosocial risks in small and medium enterprises: From theory to practice**
 Institution: Department of Educational and Social Policy, University of Macedonia (programme "Participatory prevention of psychosocial risks in small and medium enterprises - PPPER")
 Date: 25 February 2015

6. Επιτροπές Συνεδρίων

Conference: **18th PanHellenic Conference of the Psychological Society**
 Committee: Scientific
 Date: October 2022

Conference: **3rd International meeting on wellbeing and performance in clinical practice**
 Committee: Scientific and Organizing
 Date: May 2018

Conference: **2nd International meeting on wellbeing and performance in clinical practice**
 Committee: Organizing (President)
 Date: May 2016

Conference: **2nd International Conference in Reimagining Schooling**
 Committee: Organizing
 Date: September 2015

Conference: **1st International meeting on wellbeing and performance in clinical practice**
 Committee: Scientific and Organizing
 Date: May 2014

Conference: **1st International Conference in Reimagining Schooling**
Committee: Organizing (President)
Date: June 2013

7. Society memberships

Hellenic Psychological Society: 2017-present
European Association of Work and Organizational Psychology: 2013-2015
European Health Psychology Society: 2011-2016

8. Reviewer

International Journal of Environmental Research and Public Health 2022
Organizacija: Journal of Management, Informatics and Human Resources 2021
CONNECT: The World of Critical Care Nursing: 2019
Frontiers in Psychology and Communication - Organizational Psychology: 2018, 2019
PLOS ONE: 2017-2019
Journal of Occupational and Organizational Psychology: 2017

9. Members of editorial boards and other committees

Frontiers in Psychology and Communication - Organizational Psychology: 2018
Editorial manager in "The European Health Psychologist": 2013 – 2016

10. Publications

10.1. Peer reviewed scientific journals

Georganta, K. & Montgomery, A. (2022). Workplace fun is not enough: the role of work engagement and trust. *Cogent Psychology*, 9(1), 2060603, <https://doi.org/10.1080/23311908.2022.2060603> [Winner of Cogent Psychology Journal 2021 Research Spotlight Award]

Grigoriou, M., & Georganta, K. (2021). The impact of authentic leadership on teachers' job satisfaction and organizational citizenship behavior in primary and secondary education teachers. *Education sciences*, 3, 99-122. <https://147.52.82.49/index.php/edusci/article/view/1551>

Koutsimani, P., Montgomery, A., & Georganta, K. (2019). The relationship between burnout, depression and anxiety: A systematic review and meta-analysis. *Frontiers in Psychology*, 10, 284. <https://doi.org/10.3389/fpsyg.2019.00284>

Georganta, K., & Montgomery, A. (2019). Workplace fun: a matter of context and not content. *Qualitative Research in Organizations and Management: An International Journal*, 14(3), 317-336. <https://doi.org/10.1108/QROM-06-2017-1541>

Georganta, K., & Montgomery, A. (2016). Exploring fun as a job resource: The enhancing and protecting role of a key modern workplace factor. *International Journal of Applied Positive Psychology*, 1(1-3), 107-131. <https://doi.org/10.1007/s41042-016-0002-7>

Doulougeri, K., Georganta, K., & Montgomery, A. (2016). "Diagnosing" burnout among healthcare professionals: Can we find consensus? *Cogent Medicine* 3(1), 1. <https://doi.org/10.1080/2331205X.2016.1237605>

Matziari, A., Montgomery, A. J., Georganta, K., & Doulougeri, K. (2016). The relationship between organizational practices and values with burnout and engagement. *Current Psychology*, 1-10. <https://doi.org/10.1007/s12144-016-9413-7>

Montgomery, A., & Georganta, K. (2015). Psychosocial risks in the workplace: Bridging the gap among theory, practice and policy. *The European Health Psychologist*, 17(4), 142-145.

Doulougeri, K., & Georganta, K. (2015). Exploring psychosocial risks in Greek SMEs-A qualitative study. *The European Health Psychologist*, 17(4), 152-157.

Costa, P., Ramos, S., Silva S. A., Passos, A. M., Tavares, S. M., Bretones, F. D., ... Pasini, M. (2015). Participative prevention of psychosocial emergent risks in small and medium enterprises-Overview of a collaborative project. *The European Health Psychologist*, 17(4), 146-151.

Georganta, K., Panagopoulou, E., & Montgomery, A. (2014). Talking behind their backs: Negative gossip and burnout in hospitals. *Burnout Research*, 1(2), 76-81. <https://doi.org/10.1016/j.burn.2014.07.003>

Lentza, V., Montgomery, A., Georganta, K., & Panagopoulou, E. (2014). Constructing the health care system in Greece: Responsibility and powerlessness. *British Journal of Health Psychology*. 19(1), 219-230. <https://doi.org/10.1111/bjhp.12028>

Georganta, K. (2012) Fun in the workplace: a matter for Health Psychologists? *The European Health Psychologist*, 14(2), 41-45.

Georganta, K., & Xenikou, A. (2007). Transformational and transactional leadership: The augmenting effect on organizational culture and organization identification. *Psychology*, 14(4), 410-423. [in Greek]

10.2. Books chapters

Montgomery A., Georganta K., Gilbeth A., Subramaniam Y., Morgan K. (2020) Mindfulness as a Way to Improve Well-Being in Healthcare Professionals: Separating the Wheat from the Chaff. In: Montgomery A., van der Doef M., Panagopoulou E., Leiter M.P. (eds) *Connecting Healthcare Worker Well-Being, Patient Safety and Organisational Change. Aligning Perspectives on Health, Safety and Well-Being*. Springer, Cham. https://doi.org/10.1007/978-3-030-60998-6_19

Georganta, K., & Montgomery, A. (2019). Worksite Interventions. In S. Ayers, C. McManus, S. Newman, K. Petrie, T. Revenson, & J. Weiman (Eds). *Cambridge Handbook of Psychology, Health and Medicine* (3rd Edition). Cambridge University Press.

Montgomery, A., Georganta, K., Doulougeri, K., Panagopoulou, E. (2015). Burnout: Why interventions fail and what can we do differently. In M. Karanika-Murray, & C.Biron (Eds.), *Derailed organizational health and well-being interventions: Confessions of failure, solutions for success* (pp. 37-44). Springer: Dordrecht. Retrieved from http://link.springer.com/chapter/10.1007/978-94-017-9867-9_4

Montgomery, A., Doulougeri K., Georganta, K., Panagopoulou E. (2013). Organizational Health Intervention Research in Medical Settings: In G. F. Bauer & G. J. Jenny (Eds). *Salutogenic organizations and change: The concepts behind organizational health intervention research*. Springer.

Montgomery, A., & Georganta, K. (2011). Lifelong learning in the workplace: Organizational Culture and organizational change [Greek]. In V. Karavakou (Ed.), *Lifelong learning: Interdisciplinary approaches* (pp. 391-406). Thessaloniki, Greece: Ekdosis Panepistimiu Makedonias [University of Macedonia Press].

10.3. Presentations in scientific conferences

Georganta, K., & Montgomery, A. (2019, May). Job burnout and job engagement: The role of benevolent leadership through trust and freedom of speech. 17th PanHellenic Conference of the Psychological Society, Alexandroupolis, Greece.

Georganta, K., & Montgomery, A. (2019, May). Fun in the workplace: an indicator of an organization's culture and the role of management support. 17th PanHellenic Conference of the Psychological Society, Alexandroupolis, Greece. (O14)

Koutsimani, G., Montgomery, A., & Georganta, K. (2019, May). The relationship between burnout, depression and anxiety: A systematic review and meta-analysis. 17th PanHellenic Conference of the Psychological Society, Alexandroupolis, Greece.

Georganta, K., & Montgomery, A. (2017, November). Positive interactions between teachers and their role in increasing collegiality. 1st International Scientific Conference - Educational Leadership, Effective Management and Ethical Values, Thessaloniki, Greece.

Georganta, K., & Montgomery, A. (2017, May). Chronic social stressors, positive work relationships and the need for recovery from work: The role of burnout and job engagement. 16th PanHellenic Conference of the Psychological Society, Thessaloniki, Greece.

Georganta, K., & Montgomery, A. (2016, November). Chronic social stressors, positive work relationships and the need for recover from work: The role of burnout and job engagement. 4th Conference of the Branch of Organizational Psychology of the Hellenic Psychological Society, Thessaloniki, Greece.

Doulougeri, K., Georganta, K., & Montgomery, A. (2016, April). Exploring Psychosocial Risks in Greek SMEs - A Qualitative Study. 12th Conference of the European Academy of Occupational Health Psychology, Athens, Greece.

Costa, P., Ramos, S., Silva, S., Passos, A, Tavares, S., Bretones, F., Delgado, A., Doulougeri, K., Georganta, K., Giacominielli, B., Gonzalez, J., Gonzalez, R., Montgomery, A., & Pasini M. (2016, April). SME's Perspective on Psychosocial Risks – From Identifying to Intervening in Four Countries. 12th Conference of the European Academy of Occupational Health Psychology, Athens, Greece.

Georganta, K., Doulougeri, K., & Montgomery, A. (2016, April). Developing a Psychosocial Risk Tool for SMEs. 12th Conference of the European Academy of Occupational Health Psychology, Athens, Greece.

Georganta, K., Doulougeri, K., Montgomery, A., & Panagopoulou, E. (2014, May). Can (should) you have fun while working in the hospital? In K. Georganta, When the glass is half full: Nurturing positivity in the hospital. Session conducted at WELL-Med, the 1st International Meeting on Wellbeing and Performance in Clinical Practice, Alexandroupoli, Greece.

Montgomery, A., Doulougeri, K., Georganta, K., & Panagopoulou, E. (2014, April). Job burnout interventions: taking a 'realist' review of the evidence. 11th Conference of the European Academy of Occupational Health Psychology. London, UK.

Doulougeri, K., Georganta, K., Montgomery, A., Tsiga, E., & Panagopoulou, E. (2013, July). Teamwork as a mediator between job demands and job burnout/job engagement among medical residents. In F. Spanu, Organizational culture, burnout and quality of care: The ORCAB Project. Symposium conducted at the 27th Conference of the European Health Psychology Society, Bordeaux, France. [EHPS 2013 abstracts, Psychology & Health, 28(sup1), 42. doi:10.1080/08870446.2013.810851]

Georganta, K., & Montgomery, A. (2013, May). Fun in the workplace: A literature review. 16th congress of the European Association of Work and Organizational Psychology. Münster, Germany.

Montgomery, A., Georganta, K., Tsiga, E., & Panagopoulou, E. (2012, August). Job Burnout, job engagement and sub-optimal care among Greek healthcare professionals. In J. Van der Klink, Health and performance related to work stress. Session conducted in the 12th International Congress of Behavioral Medicine. Budapest, Hungary.

Georganta, K., Montgomery, A., Tsiga, E., & Panagoulou, E. (2012, August). Job Burnout/Job Engagement and sub-optimal care among healthcare professionals. In I. Todorova, Improving quality and safety in the hospital: the link between organisational culture, burnout and quality of care (ORCAB Project). Symposium conducted at the 26th Conference of the European Health Psychology Society, Prague, Czech Republic. [EHPS 2012 abstracts, Psychology & Health, 27(sup1), 1-357. doi:10.1080/08870446.2012.707817]

Georganta, K., Montgomery, A., & Panagopoulou, E. (2012, May). Job engagement and burnout in health professionals: preliminary data from seven countries. 2nd Conference on Organizational Psychology: New Research Approaches, Athens.

Georganta, K., Montgomery, A., Panagopoulou, E., & Lentza, V. (2011, September). A qualitative exploration of job burnout and quality of care among healthcare professionals and patients in Greece. In I. Todorova & A. Baban (Chair), Perspectives of health professionals and patients from five countries on sources of work stress and burnout: Implications for understanding the link between organisational culture, job burnout and quality of care (ORCAB). Symposium conducted at the 25th Conference of the European Health Psychology Society, Crete, Greece. [Symposium, Psychology & Health, 26:sup2, 281-338. doi:10.1080/08870446.2011.617190] (O02)

Xenikou, A., & Georganta, K. (2007, May). Transformational and transactional leadership: the augmenting effect on organizational culture and identification with the organization. In J. Arnold and D. Rus, Leadership Models. Session conducted in the XIIIth European Congress of Work and Organizational Psychology, Stockholm, Sweden.

10.4. *Chair in thematic sessions in scientific conferences*

Georganta, K. (2018, May). Chair at the oral session "Job demands and resources in hospital settings" conducted at WELL-Med, the 3rd International Meeting on Wellbeing and Performance in Clinical Practice, Mount Olympus, Pieria, Greece.

Georganta, K. (2018, May). Chair at the Interactive Poster session conducted at WELL-Med, the 3rd International Meeting on Wellbeing and Performance in Clinical Practice, Mount Olympus, Pieria, Greece.

Georganta, K. (2015, September). Chair at the oral session "New Development: Aiming for a positive school" conducted at the 2nd International Conference on Reimagining Schooling, Thessaloniki, Greece.

Georganta, K. (2014, May). Chair at the oral session "When the glass is half full: Nurturing positivity in the hospital" conducted at WELL-Med, the 1st International Meeting on Wellbeing and Performance in Clinical Practice, Alexandroupolis, Greece.

10.5. *Invited talks*

Georganta, K. (2021, April). Making a difficult profession even harder: Workplace bullying among corrections officers. Event on "Workplace Bullying in Detention Centers" organized by the Greek Association for Bullying and the Federation of Corrections Officers of Greece (OSYE), Online.

Georganta, K. (2019, November). Psychosocial risks in the workplace - Moral harassment and bullying. 1st Information Day on Occupational Health and Safety, National Centre for Research & Technological Development, Thessaloniki, Greece.

Georganta, K. (2016, December). Toxic work relationships: Job burnout & job engagement. 4th Scientific Two-Day Conference of the Nursing Service of the Hippocratic General Hospital. Thessaloniki, Greece.

Georganta, K., Doulougeri, K., & Montgomery, A. (2015, October). Psychosocial risks in SMEs. Why they are important and what can we do. 3rd Meeting for Raising Awareness on Healthy Workplaces. Ministry of Labor, Social Security and Solidarity. Thessaloniki, Greece.

10.6. *Workshops and seminars*

Georganta, K. (2022, June). PROMETHEAS – Promoting mental health at sea - Course Content. Seafarer Mental Health and Well Being Workshop. Online event.

Georganta, K., Doulougeri, K., & Montgomery, A. (2015, February). Managing with psychosocial risks in practice: presentation of a tool for information, exploration and change. Presentation at the workshop titled

"Psychosocial risks in small and medium enterprises: From theory to practice" organized in the context of the programme "Participatory prevention of psychosocial risks in small and medium enterprises - PPPER", University of Macedonia, Thessaloniki.

Georganta, K. (2012, March). Organizational Psychology - Human Resources Management. Career day Anatolia College.

10.7. *Dissertations and thesis*

Georganta, K. (2017). Fun and positive experiences in the workplace: Effects on job burnout, need for recovery and job engagement. Department of Educational and Social Policy, University of Macedonia.

Georganta, K. (2009). Leadership in the learning organization: An empirical study on the relationship of learning organization and transformational and transactional leadership. Interdepartmental Program of Postgraduate Studies in Business Administration, University of Macedonia.

Georganta, K. (2005). Transformational and transactional leadership: The augmentation hypothesis of in relation to organizational culture and identification with the organization. Department of Psychology, Aristotle University of Thessaloniki.