

**Dr. Anastasia Kynighou**  
Senior Lecturer in HRM  
Manchester Metropolitan University  
Management

## Higher Education

- 2016 PGCAP (Postgraduate Certificate in Academic Practice), Manchester Metropolitan University.
- 2011 PhD, Business Administration, University of Manchester, Alliance Manchester Business School, Manchester, United Kingdom.  
*Thesis/Dissertation Title: Analysing the interplay of factors affecting the implementation of HRM practices within service sector MNCs: the case of Cypriot sub-units*
- 2006 MSc, Human Resource Management and Industrial Relations, University of Manchester, Alliance Manchester Business School, Manchester, United Kingdom.  
*Thesis/Dissertation Title: Transferring HRM practices across the Atlantic Ocean: the case of Hilton Hotels in Cyprus*
- 2005 BSc, Public and Business Administration, University of Cyprus, Department of Public and Business Administration, Republic of Cyprus.  
*Thesis/Dissertation Title: Downsizing and Performance of Family Firms through the lens of Corporate Social Responsibility: Mutually Exclusive or Interrelated Events?*

## Professional Positions

- Senior Lecturer in Human Resource Management  
*Manchester Metropolitan University, Business and Management, Manchester, United Kingdom. (1 July 2013 - Present).*
- Honorary Lecturer  
*University of Manchester, Alliance Manchester Business School, Manchester, United Kingdom. (1 September 2010 - Present).*
- Visiting Tutor, Cyprus Institute of Management. (September 2013 - Present).
- Visiting Tutor, Open University of Cyprus. (September 2012 - September 2014).
- Visiting Lecturer  
*University of Cyprus, Public and Business Administration, Republic of Cyprus. (1 September 2011 - 30 May 2013).*
- Lecturer in Human Resource Management  
*University of Central Lancashire, Business School, Preston, United Kingdom. (1 September 2009 - 31 August 2011).*
- Graduate Teaching Assistant  
*University of Manchester, Manchester Business School, Manchester, United Kingdom. (1 September 2006 - 31 August 2009).*

## Professional Qualifications and Memberships

### Professional Membership

- Chartered Institute of Personnel and Development. (26 January 2010 - Present).
- Cyprus Human Resource Management Association. (2009 - Present).

Manchester Industrial Relation Society. (2005 - Present).

## Doctoral student Supervision

PhD, MMU Business School. (September 2012 - September 2015).

Advised: Amanda Davis

Interdependence of the changing psychological contract and engaging leadership in local authorities

PhD, MMU Business School. (September 2015 - present).

Advised: Uzma Anwar

Exploring Perceptions of Female Pakistani Graduates with the Intention to Become Future Self-Initiated Expatriates in UK: Their Motives, Reward Preferences and Implications for the HRM'

PhD, MMU Business School. (September 2016 - present).

Advised: Daniel Sheratte

The concept of a global mindset and its significance in global leadership

## RESEARCH

### Published Intellectual Contributions

#### Journal Article

Kynighou, A. (2014). Life cycle and HRM in Foreign subsidiaries of service MNCs'. *International Journal of Human Resource Management*, 25(1), 113-132, London, UK.

Kynighou, A. (2012). The dynamics of employee involvement and participation during turbulent times. *International Journal of Human Resource Management*, 16(23), 3336-3354, London, UK.

#### Reports

CIPD (2017) People Skills: Building ambition and HR capability in small UK firms (written by Atkinson, C., Lupton, B., Kynighou, A., Antcliff, V. and Carter, J.)

#### Books

Marchington, M., Wilkinson, A., Donnelly, R., Kynighou, A., (2016) *HRM at work*, CIPD, London, UK.

#### Book Chapters

Kynighou, A., (2012) "Cross-Cultural Tensions in MNCs", in Dundon, T., Wilkinson, A., *Case Studies in People Management, Strategy and Innovation*, Tilde University Press, Prahan, Australia.

#### Conference Papers and Presentations

Atkinson, C., Lupton, B. Kynighou, A., Antcliff, V., Carter, J. British Academy of Management, *People management support in small firms*, Warwick University (4 – 8 September 2017).

Kynighou, A., Wilson, J. Lupton, B. CIPD Applied Research Conference, *Employee Perceptions of Feedback Effectiveness: The Impact of Organisational Tenure, Experience and Seniority*, Westminster Business School, (19 December 2016)

- Kynighou, A., *Second Global Conference of IHRM, The expatriation process from an Individual perspective: motivations to go on international assignments and self-support strategies for adjustment*, MMU, State College, USA. (14 May 2015 - 15 May 2015).
- Kynighou, A., *First HR Division International Conference, Examining the interplay between the factors that shape HRM decisions at the Cypriot subsidiary level of service sector MNCs: A bottom-up approach*, MMU, Beijing, China. (15 June 2014 - 16 June 2014).
- Kynighou, A., *Global Conference on International Human Resource Management, Mode of entry, type of subsidiary ownership and transfer of HRM practices within service sector MNCs'*, School of Labor and Employment Relations, The Pennsylvania State University, Pennsylvania, USA. (9 May 2013 - 10 May 2013).
- Kynighou, A., *International Industrial Relations Association Human Resource Management Study Group- Institutions, markets and Changing Patterns of Human resource Management, Bottom up approach to the study of HRM practices within HRM: evidence from Cypriots sub-units*, International Industrial Relations Association, Copenhagen, Denmark. (2010).
- Kynighou, A., *Laboratory for Strategic People Management- Harmonizing in Emerging Economics: HR practices from MNCs, Life cycle and HRM in foreign subsidiaries,,* Thessaloniki, Greece. (2010).
- Kynighou, A., *European Work and Employment Research Centre Conference, Implementation of HRM in the Cypriot service sector: A theoretical framework of factors affecting the process*, Manchester Business School, University of Manchester, Manchester, United Kingdom. (2008).
- Kynighou, A., *International Industrial Relations Association Human Resource Management Study Group- Sustainable HRM in the Global Economy, Analysing the interplay of factors on the implementation of HRM in the Cypriot service sector: An upward, integrated perspective*, International Industrial Relations Association, Turku, Finland. (2008).
- Kynighou, A., *Manchester Business School Doctoral Conference, Analysing the interplay between home and host country effects in Cypriot Service MNCs*, University of Manchester, Manchester, United Kingdom. (2007).

## **ACADEMIC AND PROFESSIONAL ENGAGEMENT**

- Guest Reviewer, *International Journal of Human Resource Management*, Taylor & Francis. (September 2013 - Present).
- Member of the Editorial Board, ReTHINK a Multidisciplinary Online Journal (March 2017 – Present)
- Convenor for sub-theme 39 ' Employee commitment in the midst of high unemployment Sub-theme 39: Challenging Power, Rationality and Diversity in Organizations during the Crisis: Emerging New Meanings and Learning from Ancient Greek Myths'*, 31st EGOS Colloquium, European Group for Organisational Studies, Athens, Greece. (July 2015).
- Panel Moderator, *Eliminating the gender pay gap: best practices around four perspectives*, European Council. (October 2012).