

During the project (2020-2023) the following deliverables are completed:

- Systematic literature review on HRM / HPWS - SMEs - performance - innovation (in .xlsx format)
- A chapter on the literature review on HRM / HPWS - SMEs - performance - innovation (in .docx format)
- 34 interviews with SME owners/ directors & writing a chapter on relevant findings
- Transcription of interviews & writing a chapter on relevant findings
- 1st meeting with partners - the meeting was realized online through MS teams
- Development of a survey questionnaire, in Greek and in English language. The questionnaire was designed for quantitative analysis, based on the literature and the qualitative study's findings - Both Greek and English versions were also active online (still active for Ireland)
- Paper presented in [EURAM 2021 Conference](#), based on interview findings, June 17th, 2021
- Paper included in proceedings of the [Academy of Management Annual Meeting Proceedings](#), July 26th, 2021
- Collection of quantitative data (Greece)
- Preparation and clearance of Greek data set
- Descriptives and Statistical analyses for Greece
- 2nd paper presented in [EURAM 2022 Conference](#), June 15th, 2022
- 2nd meeting with partners and presentation of descriptive statistics for Greece in [Cranet Cyprus Conference](#), June 30th, 2022
- 3rd paper presented in [EURAM 2023 Conference](#), June 15th, 2023
- Collection of data (Cyprus)
- Preparation and clearance of Cypriot data set

- Descriptives and Statistical analyses for Cyprus
- Descriptives and Statistical analyses for 407 SMEs, Greek and Cypriot
- Comparison of the findings with those of the Cranet survey that ran in 198 large firms (for Greece)
- Presentation of the comparative findings at a conference at Panteion University: "Public Administration Today: Challenges and Prospects", November 11th, 2022
- Collection of quantitative data (Ireland)
- Inferential Models verification for Greece and Cyprus
- Authorship of 4 scientific papers (to be published in scientific journals with peer review by a committee)
- Dissemination of findings