



**ΕΡΕΥΝΗΤΙΚΑ ΣΕΜΙΝΑΡΙΑ ΤΟΥ ΕΡΓΑΣΤΗΡΙΟΥ ΚΑΙ ΤΟΥ ΜΕΤΑΠΤΥΧΙΑΚΟΥ ΤΗΣ ΔΙΟΙΚΗΣΗΣ  
ΑΝΘΡΩΠΙΝΟΥ ΔΥΝΑΜΙΚΟΥ ΚΑΙ ΤΟΥ ΤΜΗΜΑΤΟΣ ΜΑΡΚΕΤΙΝΓΚ & ΕΠΙΚΟΙΝΩΝΙΑΣ**

**Πρόσκληση**

Σας προσκαλούμε σε ερευνητικό σεμινάριο, με εισηγητή τον διακεκριμένο Επίκουρο Καθηγητή  
Dr. Serge P. da Motta Veiga από το American University, Washington, US.

Η εισήγηση του έχει τίτλο "Career and Talent Management: Current Research and Future Directions." και θα λάβει χώρα την **Παρασκευή 11 Μαΐου 2018** και ώρα **12:00-15:00** στην αίθουσα **609** (6ος όροφος, κτίριο Μεταπτυχιακών Προγραμμάτων Σπουδών του Οικονομικού Πανεπιστημίου Αθηνών, επί των οδών Ευελπίδων 47Α & Λευκάδος 33).

Μαρία Βακόλα  
εκ μέρους της επιτροπής διοργάνωσης ερευνητικών σεμιναρίων

**Career and Talent Management:  
Current Research and Future Directions**

Serge P. da Motta Veiga\*

Presentation – Athens University of Economics and Business

May 11, 2018

Career and talent management are critical components in the life of individuals and organizations. Organizations have to be mindful of the changing workforce, including the evolving demands of employees, which affects the recruitment and selection process, as well as career management programs. Simultaneously, individuals have to be mindful of changing organizations, including the demand for new and changing skills, which affect one's job search and career management. Overall, career and talent management are important processes that influences short- and long-term individual and organizational outcomes. As such, the job search, careers, and recruitment research areas have blossomed over the last two decades. In this presentation, I will provide an overview of my research, and how it fits in the literature(s), while presenting some current research projects, along with areas I am exploring in future research. I will also present some tips (and own experience) on how to publish in top tier journals, such as the Journal of Applied Psychology, Personnel Psychology, and the Journal of Organizational Behavior. Finally, I will present one research example, in which we integrate signaling theory with theories on gender-related biases (e.g., role congruity theory) to examine whether and how types of job application sources influence the likelihood for women to receive job offers at high-reputation technology firms.

*\* Serge P. da Motta Veiga is an Assistant Professor of Management at American University. He earned his Ph.D. in Management from the University of Missouri, and his License in Economics from the Université Libre de Bruxelles. Serge's research interests include job search, careers, recruitment, and selection. He has published his work in the Journal of Applied Psychology, Personnel Psychology, Organizational Behavior and Human Decision Processes, the Journal of Organizational Behavior, Human Resource Management, and Career Development International. Prior to pursuing his Ph.D., Serge worked for six years in the Banking and Consulting industries in London, Paris, and Brussels*