

Konstantina Tzini

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EMPLOYMENT

CUNEF Universidad, Spain Assistant Professor on Tenure Track, Business Management	Jan.2021-Present
INCAE Business School, Costa Rica Visiting Professor, Organizational Behavior & Human Resources	Jan.2021-Dec.2022
INCAE Business School, Costa Rica Assistant Professor, Organizational Behavior & Human Resources	Jan.2018-Dec.2020

EDUCATION

IE University – IE Business School (Madrid, Spain)	
• PhD in Business Studies (Honors)	Sept.2015-Feb.2018
• MRes Master in Research Methodology in Management Science	Sept.2013-Aug.2015
Athens University of Economics and Business (Athens, Greece)	
• <i>MBA International Part-time (Honors)</i>	Sept.2007-Sept.2009
• <i>BSc in Economics (Honors)</i>	Sept.2001-Sept.2005

FIELDS OF INTEREST

Behavioral ethics; Behavioral decision-making; Sustainable HRM & Digitalization

PUBLICATIONS

- Li, S., Jain, K., & Tzini, K. (2022). When Supervisor Support Backfires: The Link Between Perceived Supervisor Support and Unethical Pro-supervisor Behavior. *Journal of Business Ethics*, 179(1), 133-151.
- Tzini, K., & Jain, K. (2018). Unethical Behavior under Relative Performance Evaluation: Evidence and Remedy. *Human Resource Management*, 57(6), 1399-1413.
- Tzini, K., & Jain, K. (2018). The Role of Anticipated Regret in Advice Taking. *Journal of Behavioral Decision Making*, 31(1), 74-86.

- Tzini, K. (2024). Does Technology Facilitate or Condition Your Choices? *i-MBA Scope Athens University of Economics and Business*
- Bucher, S., & Tzini, K. (2021). Los cuatro ejes de la colaboración interna en medio de una crisis. *Harvard Deusto Business Review*, Num.317, December 2021
- Tzini, K, Cuenca, L, Rodríguez, A, Clancy, S, & García, F. (2019). Una Mirada al Tema de Corrupción y Fraude en las Empresas de América Latina. *KPMG White Paper*
- Tzini, K., & Cuenca, L. (2019). Corruption Perception and Best Practices on Corruption Prevention and Remedy in Latin America. *Governance and Transparency Centre IAE Business School*

SELECTED ACADEMIC HONOURS AND GRANTS

Principal Investigator

- **Research Grant PID2021-123815OA-I00, € 34,303.50** Sept.2022-Aug.2025
Spanish Ministry of Science, Innovation, and Universities (MICIU), State Research Agency (AEI), ERDF A way of making Europe
- **Research Grant TED2021-132539A-I00, € 62,100** Nov.2022-Dec.2024
Spanish Ministry of Science, Innovation, and Universities (MICIU), State Research Agency (AEI), European Union NextGenerationEU/PRTR.

SELECTED PRESENTATIONS

CONFERENCES

Strategic Management Society (SMS 2024), European Academy of Management (EURAM 2025; 2024; 2023; 2022; 2021), Asociación Científica de Economía y Dirección de la Empresa (ACEDE 2025; 2024), International Association for Business and Society (IABS 2023), Institute for Operations Research and the Management Sciences (INFORMS 2020)

SEMINARS

Instituto Argentino de Seguridad (Buenos Aires, Argentina, 22nd April 2025), Tilburg University School of Economics and Management (Tilburg, Netherlands, 19th January 2023), Athens University of Economics and Business (Athens, Greece, 31st March 2023)

PROFESSIONAL ACTIVITIES

- Laiki Factors & Forfaiters SA (Banking & Finance; Athens, Greece)** June 2011-July 2013
Corporate Client Relations Account Manager
- Marfin Factors & Forfaiters SA (Banking & Finance; Athens, Greece)** Sept.2007-May 2011
Assistant Credit Manager (authorized signatory)
- EFG Eurobank Factors SA (Banking & Finance; Athens, Greece)** Dec.2005-Sept.2007
Credit Analyst