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Maria Gianni is an Assistant Professor in the Department of Economic Sciences at the International Hellenic University in Serres, Greece. She holds a diploma in chemical engineering and a master's degree in production systems management from the polytechnic school of the Aristotle University of Thessaloniki. She completed her doctoral and postdoctoral studies in the Department of Business Administration at the University of Macedonia. She has participated in several EU-funded research projects and has over twenty years' experience in environmental management and quality control. She currently teaches quality, supply chain and human resource management at higher education institutes. Her research interests include total quality management, sustainability, human resources, and management systems and standards. She has participated in over 30 conferences and has had more than 20 research papers and book chapters published. She is an associate editor of the scientific journals *Total Quality Management and Business Excellence* and *Environment Systems and Decisions*.