

**UNIVERSITY OF PIRAEUS**  
DEPARTMENT OF ECONOMICS

**POSTGRADUATE STUDY PROGRAM**  
**“ECONOMICS OF EDUCATION AND MANAGEMENT OF**  
**EDUCATIONAL UNITS”**

**Regulation for the Preparation of Dissertation Theses**

*Edition 2024*

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## 1. INTRODUCTION

The completion of studies in the Postgraduate Study Program (PSP) "**Economics of Education and Management of Educational Units**" is achieved through the preparation of the **Master's Dissertation (M.D.)** during the third semester. According to the PSP Regulations, the preparation of a dissertation is **optional**, corresponds to **thirty (30) ECTS**, and constitutes a **research project** in a field related to the academic scope of the program. Upon completion, the dissertation is evaluated by a **Three-Member Examination Committee**, and its subject must have a **research-oriented and original character**.

This regulation, which was unanimously approved at the **6th/30.11.2023 Meeting of the Assembly of the Department of Economic Science at the University of Piraeus**, includes:

- All the **essential elements and stages** necessary for the preparation of a well-structured dissertation, ensuring that students are informed in a timely manner about:
  - The **steps** that will guide them towards selecting the most interesting topic for them,
  - The **faculty members** with whom they can collaborate, and
  - The **methodology for writing** the dissertation.
- The **obligations of faculty members** regarding the supervision of dissertations.

The **appendix** contains the **necessary forms** for dissertation assignment, grading, etc., facilitating the uniform and efficient process for both students and faculty members.

Finally, it is emphasized that by undertaking a dissertation, both students and supervising professors accept the **principles and regulations outlined in the Code of Ethics and Good Practice of the University of Piraeus (Government Gazette 489 / B' / 02-02-2023)**.

<https://www.unipi.gr/unipi/el/kwdikas-deontologias-kai-kalis-praktikis.html>).

## 2. OBJECTIVES OF THE MASTER'S DISSERTATION

The Master's Thesis is a scientific, preferably applied research project, undertaken by the postgraduate student with the aim of systematizing and applying the knowledge acquired during their studies, as well as deepening their expertise in a specific subject area.

The Master's Thesis has the following objectives for the student:

- To combine and apply the knowledge gained throughout the postgraduate program.
- To deepen and expand their knowledge in a topic of personal interest.
- To acquire methodological skills necessary for conducting scientific research and writing academic texts, adhering to standards accepted by the scientific community.
- To gain practical experience through collaboration with businesses (e.g., data collection, implementing solutions to real business problems, etc.).
- To collaborate with members of the academic and research staff of the University of Piraeus, thereby gaining specialized knowledge and experience.

### **3. PROCESS OF CONDUCTING A MASTER'S THESIS**

During the third semester of studies, and provided they opt to undertake a Master's Thesis, postgraduate students must select their thesis topic in collaboration with their supervising professor.

#### **Stage 1: Topic Selection**

Topic selection is the initial stage in the Master's Thesis development process. Potential sources for selecting a thesis topic include lectures from the courses, discussions with the director of the postgraduate program and other faculty members from the department or the university, interactions with business executives, existing literature, current affairs, or personal interests. The nature of the topic should allow the student to approach it with the maximum possible originality, which significantly enhances the importance of the thesis. The chosen topic should meet the necessary criteria to allow for meaningful research. However, the selected topic must align with the students' abilities and skills and should be feasible within the allocated timeframe.

The topic selected by the student should either be a subject that has not been studied previously or involve research questions that have not yet been answered internationally. However, a previously investigated topic may be acceptable if the student adopts a different research methodology. Useful resources include the National Archive of Doctoral Theses (<https://www.didaktorika.gr/eadd/>), which hosts doctoral dissertations from all Greek universities, the "Electronic Resources" section of the Digital Library of the University of Piraeus (<https://lib.unipi.gr/>), including the Institutional Repository, as well as published articles available through search engines such as Google Scholar (<https://scholar.google.gr/>) and the International Dissertation Database ProQuest (<http://proquest.umi.com/>).

#### **Stage 2: Assignment of Supervisor**

The next step in preparing a Master's Thesis involves submitting the proposed thesis topic to the program's administrative office, which will forward it to the Director of the Master's Program. After consulting faculty members whose expertise aligns closely with the student's chosen topic, the Director will appoint a supervisor. The assignments will then be communicated to both supervisors and students. Subsequently, the appointed supervisor should meet with the student to discuss the selected topic in detail, ensuring clarity regarding research objectives and expectations.

#### **Stage 3: Precise Topic Definition**

The third stage involves accurately defining the thesis topic, based primarily on an extensive review of relevant literature. Each thesis should clearly delineate a theoretical framework as well as an empirical or practical component.

#### **Stage 4: Submission of Thesis Proposal Application**

Upon precise definition of the thesis topic, the student must submit an official Thesis Proposal Application (Annex 1), specifying the proposed thesis title and the assigned supervisor. The submission of this application must occur within the designated deadline. Afterward, the Program Committee recommends a three-member Examination Committee and confirms the supervisor for

final approval by the Departmental Assembly. The Assembly then approves these recommendations regarding the Examination Committee and the thesis topic.

### **Stage 5: Conducting the Master's Thesis**

Upon commencement of the thesis work, postgraduate students must regularly meet, throughout the third semester, with their supervising professors to monitor the progress of their thesis. The formatting of the Master's Thesis should adhere to the guidelines provided in Annex 2 (see Annex 2 for details).

The thesis should include the following five sections:

- **Introduction:** Clearly define the topic under investigation, discuss the reasons for choosing this topic, and emphasize its significance (e.g., for science, society, or the business community). Outline the research methodology and expected outcomes.
- **Theoretical Background:** Present the theoretical framework, derived from a thorough review of relevant literature.
- **Methodology for Empirical Research:** Provide a detailed description of the chosen research methodology, justifying its appropriateness for the selected topic.
- **Research Findings:** Present and analyze the empirical results obtained from the research.
- **Conclusions and Recommendations for Further Research:** Summarize findings and suggest directions for future research.

The thesis should conclude with a comprehensive bibliography and any relevant appendices.

To construct the theoretical framework, students must gather relevant literature and articles. Resources for this include:

- The information resource platform “Argo,” offering access to bibliographic sources available in Greece and internationally.
- The Digital Library and Institutional Repository of the University of Piraeus.
- The consortium of Greek Academic Libraries (HealLink) databases.
- Search engines specialized in published scholarly articles (e.g., Google Scholar).

Note that access to some of these databases is possible only from terminals located on the university campus.

After collecting and reviewing the necessary materials, students must organize and structure their sources according to the outline of their thesis, facilitating the writing process.

For the empirical component, students must consult closely with their supervising professor regarding research methods and the statistical analysis required. The chosen approach and data processing methods should align with the objectives of the thesis.

### **Stage 6: Presentation and Evaluation of the Master's Thesis**

During this stage, postgraduate students present their thesis before an evaluation committee composed of three members: their supervisor and two additional instructors from the Master's program. Students must present the key points of their thesis, including the reasons for selecting their topic, research objectives, methodology, and main findings. The students are required to prepare their presentation electronically, accompanied by a written summary (approximately 5 pages) covering all the aforementioned points. This summary is distributed to each member of the examination committee prior to the presentation.

The criteria used for evaluating the Master's Thesis are:

1. Comprehension and thorough coverage of the topic
2. Difficulty level of the chosen topic
3. Degree to which the predefined objectives have been achieved
4. Originality of the thesis
5. Depth and comprehensiveness of research
6. Achievement of stated objectives
7. Effort and initiative demonstrated by the student
8. Quality of presentation (both written document and oral presentation)

The weighting of these criteria varies depending on the nature of the thesis topic. After the examination, the evaluation committee provides feedback on how well the student met each of these criteria.

The final grade for the Master's Thesis is calculated as the average score awarded by the three examiners, rounded to the nearest half point. The grading scale ranges from a minimum of zero (0) to a maximum of ten (10). The passing grade is between five (5) and ten (10).

In the event of failure, the three-member evaluation committee will specify the required corrections to the student and schedule a new date for re-examination.

### **Stage 7: Thesis Submission**

After completing any corrections recommended by the evaluation committee, the final version of the thesis must be uploaded to the digital repository "Dione" (<https://dione.lib.unipi.gr/xmlui/>), the electronic repository for theses at the University of Piraeus.

## **4. KEY POINTS IN PREPARING THE MASTER'S THESIS**

### **Stage 5: Important Guidelines for Completing the Master's Thesis**

The Master's Thesis must strictly adhere to formatting guidelines provided (Annex 2) and comply with intellectual property regulations according to Greek and international laws. On the first internal page (after the cover page), students must explicitly declare that their work respects copyright laws and clearly state that the thesis is their own original work. Students must also submit a signed declaration (Annex 1), certifying compliance with this guideline.

If the thesis includes text, tables, or figures copied directly from books or articles, proper citation is mandatory. In certain cases, students may also need written permission from the original authors to use these materials.

Furthermore, the Master's Thesis is considered an educational activity. Any intellectual property rights arising from the thesis belong primarily to both the student and the supervising professor, with authorship clearly indicated if the research is published, according to current applicable standards. If the thesis results in any publication, acknowledgment of student participation should occur as determined by the supervising professor.

When presenting or publishing results of their Master's Thesis, students must clearly state the full name of the Institution, School, Department, the Master's Program in which the thesis was prepared, the full title, and the year of completion.

Changing the topic of a Master's Thesis is permitted only after approval from the Department's General Assembly, following a recommendation by the Program Director. Any modification of the thesis topic must receive approval by the Department Assembly, based on the recommendation of the Program's Scientific Coordinator.

Suspension of thesis work is allowed only for serious reasons and requires a formal request by the student, along with approval from their supervisor. Such suspension is granted through a decision of the Department Assembly. If a suspension occurs early in the semester when courses are just starting, the student must substitute their thesis with two elective courses (totaling 30 ECTS credits). Otherwise, the student must request a one-year suspension of studies.

The duration of the Master's Thesis cannot be less than one academic semester. Final evaluation takes place at the end of the third semester, provided the student has fulfilled all financial and academic obligations. The thesis grade is determined as the average score of the three-member examination committee, rounded to the nearest whole number, with a passing grade ranging from 5 (minimum) to 10 (maximum).

## 5. CERTIFICATION OF MASTER'S THESIS COMPLETION

"I hereby declare that the work carried out and presented in this submitted Master's Thesis has been written exclusively by me in its entirety. It has not been submitted or approved as part of any other postgraduate or undergraduate program, nor does it constitute, in whole or in part, an academic or professional work.

I also declare that all sources consulted in the preparation of this thesis have been appropriately cited in full. Any violation of this academic responsibility constitutes a valid reason for the revocation of my degree."

**Full Name**

**Signature of Postgraduate Student**

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## 6. MASTER'S THESIS APPLICATION

**LAST NAME:**

**FIRST NAME:**

**STUDENT ID:**

**REQUESTED THESIS TOPIC:**

**STUDENT SIGNATURE:**

**DATE:**

## 7. MODIFICATION OF MASTER'S THESIS TOPIC

**LAST NAME:**

**FIRST NAME:**

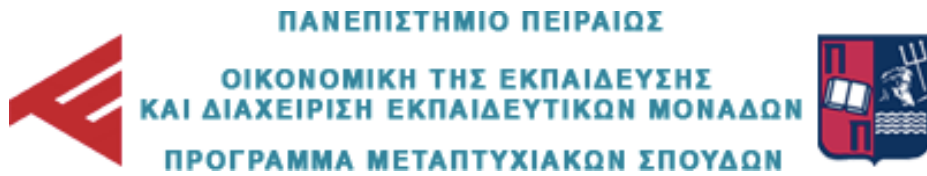
**STUDENT ID:**

**REASON FOR CHANGE/MODIFICATION OF THESIS TOPIC:**

**NEW MASTER'S THESIS TOPIC:**

**STUDENT SIGNATURE:**

**DATE:**



## 8. MASTER'S THESIS EXAMINATION COMMITTEE REPORT

Today, ..... at ..... o'clock, the members of the designated three-member committee convened:

1. ....(Supervisor)
2. ....(Committee Member)
3. .... (Committee Member)

to evaluate the Master's Thesis of the student ... (Student ID: OEK/.....) on the topic:

**Title of the Thesis in Greek:**

.....

**Title of the Thesis in English:**

.....

After the presentation and clarification questions, the student was graded by the evaluation committee and received a score of .....

**THREE-MEMBER COMMITTEE:**

**APPROVED**

**DIRECTOR OF THE**

**MASTER'S PROGRAM**

**Committee Members:**

Professor .....

Professor .....

Professor .....

Michail Chletsos

Director of the Master's Program

## 9. POSSIBLE APPENDICES FOR THE MASTER'S THESIS REGULATION

### Annex 1: Master's Thesis Submission Forms

1. **Forms** (Application for Thesis Proposal, Topic Modification Request, Evaluation Report Template, Certification and Declaration of Original Work)
2. **Formatting Guidelines**
3. **Useful Resources**
4. **Master's Thesis Template** (or any other template that clearly outlines the required sections)
5. **Declaration of Original Work** – Certification form that students must sign and submit on the day of their thesis presentation.

### Annex 2: Formatting Guidelines

#### 1. Structure of the Master's Thesis

The following is the recommended structure for the Master's Thesis, which must be strictly followed.

##### **Cover Page (Template 1)**

The cover page of the thesis must include, in the following order:

1. The university (including its logo), faculty, department, and the Master's program for which the thesis is submitted.
2. The title "Master's Thesis."
3. The title and subtitle (if applicable) of the thesis.
4. The full name of the student, including the father's name.
5. The location (Piraeus) and the year of submission.

##### **Dedications (Template 2)**

Dedications (if any) should appear on the page immediately following the title page.

##### **Declaration of Original Work (Template 1)**

With this declaration, students confirm that the submitted and presented thesis is their own work and that they bear full responsibility for its content and compliance with academic integrity standards.

##### **Abstract (Template 3)**

The abstract should be written in single spacing and include the thesis's objectives, methodology, and conclusions (up to 300 words). At the top of the abstract page, the title and key terms of the thesis (up to five) should be listed. This page should use Roman numeral pagination.

#### **Acknowledgments (Template 4)**

Acknowledgments should be written in single spacing using a different font from the main text (typically Monotype Corsiva, size 12). This page should use Roman numeral pagination.

#### **List of Tables and Figures (Templates 5 & 6)**

Tables and figures should be listed separately, including references to the page numbers where they appear in the thesis. These pages should use Roman numeral pagination. Titles and sources of tables and figures should be written in font size 10 (Template 9).

#### **List of Acronyms (Template 7)**

A complete list of acronyms and their full definitions, as used in the thesis, should be included in font size 10. This page should use Roman numeral pagination.

#### **Table of Contents (Template 8)**

The table of contents should include the abstract (or preface), acknowledgments, lists of tables and figures, list of acronyms, chapters (with exact titles as they appear in the thesis), bibliography, and appendices, with references to specific page numbers.

#### **Bibliography (Template 10)**

The bibliography for each chapter should be listed at the end of that chapter. For books, the author's surname and first name, publication year, book title, edition, publisher, and city/country of publication should be included. For articles, the author's surname and first name, publication year, article title, underlined journal name, volume, issue, and page numbers must be specified. If citing the same book or article multiple times, only the author's surname followed by "ibid." (meaning "as previously cited") should be used.

At the end of the thesis (before the appendices), a consolidated bibliography should be provided, categorized into Greek and foreign sources, listed alphabetically by the author's surname without page references. For journal articles, page numbers must be included. Each author should be listed only once per book or article. The bibliography must be written in single spacing, font size 11. Footnotes should appear at the bottom of the respective page, in font size 8.

#### **Appendices**

Appendices should include materials that the researcher considers relevant but not essential to the main body of the thesis (e.g., statistical tables, questionnaires, etc.) that contribute to the reader's understanding of the topic.

#### **Page Numbering**

The title page, dedications, abstract, and table of contents should not be numbered. Acknowledgments, lists of tables and figures, and the list of acronyms should use Roman numerals. Arabic numbering begins on the first page of the first chapter (Introduction) with the number 1.

## 2. Writing Guidelines

### Page Margins

For an A4-sized page, the top and bottom margins should be 2.54 cm, while the left and right margins should be 3.5 cm and 2.5 cm, respectively.

### Spacing

The line spacing should be set to one and a half (1.5). An extra blank line should be left at the beginning of each paragraph. Additionally, two blank lines should be inserted after the chapter headings and subheadings. Paragraphs should be aligned with the rest of the text in the thesis.

### Text Alignment

The text must be fully justified.

### Font Size and Typeface

The font should be **Arial Greek**. The font sizes should be as follows:

- **Main text:** Size 11
- **Master's Thesis Title:** Size 16
- **Chapter Titles:** Size 14
- **Subheadings:** Size 12

### Tables and Figures

Tables and figures can be presented in black and white or color. If color is used, the permitted colors are white, red, and blue.

- Tables must have numbering and a title **above** them.
- Figures must have numbering and a title **below** them. (See Template 9)

### Citations and References (See Template 10)

Whenever referencing an idea, definition, or data from an author, even if paraphrased, the source must be cited. Likewise, when directly quoting a passage from books or articles (which should generally be avoided), the text must be placed in **quotation marks** and properly cited.

In-text citations should follow these formats:

- **Single author:** (Author, 2005)
- **Two authors:** (Author1 & Author2, 2005)
- **Three authors:** (Author1, Author2 & Author3, 2005)
- **Four or more authors:** (Author1 et al., 2005)

For direct quotations, the **page number** must also be included: (Author, 2005, p. XX). Page numbers should be included **only in in-text citations** and **not** in the final bibliography list at the end of the thesis.

## **Pages and Acronyms**

If acronyms are used in the thesis, the first mention in the text must include both the **full title** and the acronym in parentheses, e.g., **European Foundation for Management Development (EFMD)**. After the first mention, only the acronym should be used.

All acronyms and their full titles must be listed in a **dedicated section before the table of contents** (see Template 7).

- **Bibliographic References**

One of the key indicators of the quality of a thesis or dissertation is the extent of the bibliography used. This is demonstrated through detailed in-text citations within the thesis as well as a comprehensive reference list at the end. Bibliographic references are essential whenever a student uses another author's words, opinions, ideas, or materials. Citations are required in the following cases:

- **Quotations** (when directly citing someone else's exact words)
- **Copying** (when using tables or figures)
- **Paraphrasing** (when rewording someone else's statements)
- **Summarizing** (when summarizing someone else's ideas or statements)

Bibliographic references serve multiple purposes: they document the breadth of scientific sources used, strengthen the argumentation, provide proper credit to the sources, and allow readers to verify and explore those sources further.

The three most commonly used citation styles are:

1. **Harvard Author-Date system**
2. **American Psychological Association (APA) style**
3. **Citation style used primarily in History and Law disciplines**

The recommended citation style for Master's Theses in the Interdepartmental Master's Program in "Law and Economics" at the University of Piraeus is the **Harvard University system**. This means:

- a) In-text citations must include the author's name, the publication year, and the page number (if quoting directly), with proper punctuation.
- b) The bibliography at the end of the thesis must list the author's name, publication year, title, publisher, and place of publication for all referenced sources.

### **Example Citations in Text:**

- For a single author: (Author, 2005)

- For two authors: (Author1 & Author2, 2005)
- For three authors: (Author1, Author2 & Author3, 2005)
- For four or more authors: (Author1 et al., 2005)

For direct quotes, the page number must also be included: (Author, 2005, p. XX). Page numbers should be mentioned only within in-text citations, **not** in the reference list.

If a student wishes to cite a **definition of a concept**, the formatting depends on its length:

- If the definition is **fewer than 30 words**, it should be **embedded within the paragraph**, enclosed in **quotation marks**, in the same font, and followed by a period.
- If the definition is **more than 30 words**, it should be **rewritten in the student's own words**, formatted in a **smaller font, single-spaced**, in a **separate paragraph**, indented by **1.27 cm (tab)**.

## Plagiarism Warning

Citing bibliographic sources properly strengthens the scientific arguments and conclusions presented in a thesis. Conversely, failing to cite sources constitutes **plagiarism**. Plagiarism refers to the intentional or unintentional appropriation of part or all of another person's scientific work, ideas, definitions, or statements. It should be avoided at all costs.

### Plagiarism occurs when:

- The entire thesis or part of it has been written by someone other than the author listed.
- A portion of the thesis lacks bibliographic citations, or the citations are incorrect.
- The same thesis (or a part of it) has been submitted to another university, department, or postgraduate program.
- Portions of the thesis are **copied from other academic works** (e.g., published articles, doctoral dissertations, or other Master's theses) **without proper citation** or without enclosing exact text in **quotation marks**.
- Part of the thesis is a **direct translation** from a foreign language source (e.g., translating a published article from English to Greek) **without proper citation**.
- Figures, tables, or diagrams from other sources are **used without citation** or are improperly cited.

## How to Avoid Plagiarism

To prevent plagiarism, students must:

- **Properly cite** all ideas and conclusions from other researchers or authors in both in-text citations and the final reference list.
- **Avoid excessive direct quoting**. If used, quotations should be **limited** and correctly formatted (with quotation marks and proper attribution).
- **Paraphrase** the words, ideas, and conclusions of other researchers while providing the correct citation.



- **Acknowledge all sources** that contributed to the thesis, ensuring that every cited reference appears both **in-text** and in the **final bibliography**.

A **guideline on plagiarism** and how to avoid it is available on the University of Piraeus Library website:

[Plagiarism Guide - University of Piraeus Library](#)

Additionally, the **University of Piraeus provides access to Turnitin plagiarism detection software** via its library ([www.turnitin.com](http://www.turnitin.com)). Turnitin is an electronic service used for detecting and preventing plagiarism. The software generates reports identifying **similarities with existing sources**, helping both students and faculty ensure originality in academic work.

The reports generated by Turnitin serve as an **indicative tool**, and their evaluation is at the discretion of the supervising professor and relevant academic committees.

### **Mandatory Plagiarism Check**

To ensure academic integrity, all **Master's theses must pass a plagiarism check** before submission. The **plagiarism review is conducted by the supervising professor and/or the student themselves**. Once the thesis has passed the plagiarism check, it is forwarded to the examination committee, and the presentation is scheduled.

If plagiarism is detected at **any stage** of the thesis process (submission, evaluation, or presentation), the supervising professor will require **modifications and corrections** before approval.

## **Annex 3: Useful Resources**

### **1. Online Sources**

Students must exercise caution when searching for information online. The quality, reliability, and validity of websites used as sources in a Master's Thesis should be carefully evaluated. Many internet-based writings reflect **unverified personal opinions** rather than academically supported facts, making their credibility questionable.

When assessing online sources, students should consider:

- The **purpose** of the website or webpage
- The **author(s)** of the content
- The **bibliographic references** cited
- The **recency** of the information
- The **accuracy** and **clarity** of the writing

The most **scientifically reliable** online sources include:

- **Peer-reviewed journal articles** available online
- **Scientific articles** from specialized electronic databases created or provided by universities
- **E-books** offered by publishers via university databases

- **Articles and studies** published by universities, government organizations, business entities, and reputable social institutions

## **2. Electronic Access to the Library**

To gain electronic access to the **University of Piraeus Library**, students should follow the instructions available at:

[University of Piraeus Library VPN Access](#)

Through the library's electronic services, students can **download and print** academic articles, e-books, and research studies/dissertations.

## **3. Recommended Bibliography**

(For topics related to **Research Methodology, Statistics, and Statistical Analysis**)

Anderson, D, Sweeney, D & Williams, J 2010, *Statistics for Business and Economics*, 11<sup>th</sup> edition, Ohio: Southwestern College Publication.

Berenson, M, Krehbiel, T & Levine, D 2008, *Basic Business Statistics: Concepts and Applications*, 11<sup>th</sup> edition, NJ: Prentice Hall.

Bryman, A & Bell, E 2007, *Business Research Methods*, NY: Oxford University Press.

Cooper, D.R & Schindler, P.S 2007, *Business Research Methods with student DVD*, 10th edition, NY: McGraw Hill / Irwin,

Field, A. 2009, *Discovering statistics using SPSS, 3e and SPSS CD Version 17*, London: SAGE

Foster, J 2001, *Data Analysis using SPSS for windows versions 8-10: a beginner's guide*, London: SAGE

Fowler, F.J 2008, *Survey Research Methods*, 4th edition, London: SAGE.

Freedman, D, Pisani, R & Purves, R 2007, *Statistics*, 4<sup>th</sup> edition, NY: WW Norton and Company.

George, D & Malley, P 2005, *SPSS for windows step by step*, Boston: Allyn and Bacon.

Ghauri, P & Gronhaug, K 2005, *Research Methods in Business Studies: a practical guide*, 3<sup>rd</sup> edition, NJ: Prentice Hall.

Gravetter, F & Wallnau, L 2008, *Statistics for the behavioral sciences*, 8<sup>th</sup> edition, Boston: Wadsworth Publishing.

Hair, J 2006, *Research Methods*, SF: John Wiley and Sons.

Hair, J, Black, B, Babin, B & Anderson, R 2009, *Multivariate Data Analysis*, 7<sup>th</sup> edition, NJ: Prentice Hall.

Lyman Ott, R & Longnecker, M 2008, *An introduction to statistical method and data analysis*, 6<sup>th</sup> edition, CA: Duxbury Press.

McClave, J, Benson, P, Sincich, T 2007, *Statistics for Business and Economics*, 10<sup>th</sup> edition, NJ: Prentice Hall.

Morgan, G, Leech, N, Gloeckner, G & Barrett, K. 2006, *SPSS for introductory statistics: use and*

interpretation, 3<sup>rd</sup> edition, NJ: Lawrence Erlbaum Associates.

Norusis, M 2009, SPSS 17.0 Advanced Statistical Procedures Companion, NJ:Prentice Hall.

Pallant, J 2010, SPSS survival manual, 4<sup>th</sup> edition, Buckingham: Open University Press.

Salkind, N 2010, Statistics for people who (think they) hate statistics, 4<sup>th</sup> edition, London: SAGE

Saunders, M.N.K, Thornhill, A & Lewis, P 2009, Research Methods for Business Students, 5<sup>th</sup> edition, NJ: Financial Times / Prentice Hall.

Sekaran, U & Bougie, R 2010, Research Methods for business: a skill building approach, 5<sup>th</sup> edition, SF: Wiley.

Zikmund, W, Babin, B, Carr, J & Griffin, M 2009, Business Research Methods, 8<sup>th</sup> edition, Ohio: South Western Publication.

Δημητριάδη, Ζ. 2000, Μεθοδολογία Επιχειρηματικής Έρευνας, Αθήνα: Interbooks.

Κονδύλης, Εμμ 1999, Στατιστικές τεχνικές διοίκησης επιχειρήσεων, Αθήνα: Interbooks.

Μακράκης, Β, 1997, Ανάλυση δεδομένων στην επιστημονική έρευνα με τη χρήση του SPSS: από τη θεωρία στην πράξη, Αθήνα: Gutenberg.

Παπαδάκης, Μ, Τσίμπος, Κ & Μουρελάτος, Αλ 1997, Στατιστική ανάλυση δεδομένων με το λογισμικό STATGRAPHICS, Αθήνα: Σταμούλης.

#### 4. ONLINE LINKS

<b>Organization</b>	<b>Website</b>
<b>University of Piraeus Library</b>	<a href="http://www.lib.unipi.gr/">http://www.lib.unipi.gr/</a>
<b>Inter-University System "Artemis"</b>	<a href="http://artemis.cslab.ntua.gr/">http://artemis.cslab.ntua.gr/</a>
<b>National Library of Greece</b>	<a href="https://www.nlg.gr/">https://www.nlg.gr/</a>
<b>National Archive of Doctoral Theses</b>	<a href="https://phdtheses.ekt.gr/eadd/">https://phdtheses.ekt.gr/eadd/</a>
<b>National Documentation Center (EKT)</b>	<a href="https://www.ekt.gr/">https://www.ekt.gr/</a>
<b>National Documentation Center: Databases</b>	<a href="http://argo.ekt.gr/opac2/zConnectELL.html">http://argo.ekt.gr/opac2/zConnectELL.html</a>
<b>National Printing Office</b>	<a href="https://www.et.gr/">https://www.et.gr/</a>
<b>Electronic Books</b>	<a href="https://lib.unipi.gr/iguana/www.main.cls?surl=e-books">https://lib.unipi.gr/iguana/www.main.cls?surl=e-books</a>
<b>Heal-Link Electronic Books</b>	<a href="https://www.heal-link.gr/">https://www.heal-link.gr/</a>
<b>Digital Repository "Dione"</b>	<a href="https://dione.lib.unipi.gr/">https://dione.lib.unipi.gr/</a>
<b>Digital Library of Ancient Greek Literature</b>	<a href="https://www.greek-language.gr/digitalResources/ancient_greek/library/index.html">https://www.greek-language.gr/digitalResources/ancient_greek/library/index.html</a>
<b>Academy of International Business</b>	<a href="http://aib.msu.edu/">http://aib.msu.edu/</a>
<b>Academy of Management</b>	<a href="http://www.aonline.org/">http://www.aonline.org/</a>
<b>Academy of Marketing</b>	<a href="http://www.academyofmarketing.org/">http://www.academyofmarketing.org/</a>
<b>American Chemical Society</b>	<a href="http://pubs.acs.org/action/showPublications?display=journals">http://pubs.acs.org/action/showPublications?display=journals</a>
<b>American Mathematical Society</b>	<a href="http://www.ams.org/mathscinet/">http://www.ams.org/mathscinet/</a>
<b>Cambridge University Press Journals</b>	<a href="https://www.cambridge.org/core/publications/journals">https://www.cambridge.org/core/publications/journals</a>
<b>CSA Illumina</b>	<a href="http://healthsci.lib.uoa.gr/ypiresies/baseis-dedomenon/csa-illumina.html">http://healthsci.lib.uoa.gr/ypiresies/baseis-dedomenon/csa-illumina.html</a>
<b>Directory of Open Access Journals</b>	<a href="http://www.doaj.org/">http://www.doaj.org/</a>
<b>Ebsco</b>	<a href="https://www.ebsco.com/">https://www.ebsco.com/</a>
<b>EdITlib</b>	<a href="http://www.editlib.org/journals/">http://www.editlib.org/journals/</a>
<b>Elsevier</b>	<a href="https://www.elsevier.com/">https://www.elsevier.com/</a>
<b>Emerald</b>	<a href="https://www.emerald.com/insight/">https://www.emerald.com/insight/</a>
<b>ERCIM News</b>	<a href="https://ercim-news.ercim.eu/">https://ercim-news.ercim.eu/</a>
<b>National Library of Greece</b>	<a href="https://www.nlg.gr/">https://www.nlg.gr/</a>

<b>European Academy of Management</b>	<a href="https://euram.academy/">https://euram.academy/</a>
<b>European Academy of Marketing</b>	<a href="https://www.emac-online.org/">https://www.emac-online.org/</a>
<b>European Foundation for Management Development</b>	<a href="http://www.efmd.org/">http://www.efmd.org/</a>
<b>European Foundation for Quality Management</b>	<a href="http://www.efqm.org/">http://www.efqm.org/</a>
<b>Eurostat Statistical Databases</b>	<a href="http://epp.eurostat.ec.europa.eu/">http://epp.eurostat.ec.europa.eu/</a>
<b>Gale-Cengage Learning</b>	<a href="http://go.galegroup.com/ps/start.do?p=GVRL&amp;u=upir&amp;authCount=1">http://go.galegroup.com/ps/start.do?p=GVRL&amp;u=upir&amp;authCount=1</a>
<b>Google Scholar</b>	<a href="https://scholar.google.gr/">https://scholar.google.gr/</a>
<b>Hein On Line</b>	<a href="http://heinonline.org/HOL/Welcome">http://heinonline.org/HOL/Welcome</a>
<b>Highwire Press</b>	<a href="http://portal.highwire.org/lists/browse.dtl">http://portal.highwire.org/lists/browse.dtl</a>
<b>ICAP findbiz</b>	<a href="http://www.findbiz.gr/">http://www.findbiz.gr/</a>
<b>IEEE Xplore</b>	<a href="http://ieeexplore.ieee.org/Xplore/dynhome.jsp">http://ieeexplore.ieee.org/Xplore/dynhome.jsp</a>
<b>IMF Data and Statistics</b>	<a href="https://data.imf.org/?sk=388dfa60-1d26-4ade-b505-a05a558d9a42">https://data.imf.org/?sk=388dfa60-1d26-4ade-b505-a05a558d9a42</a>
<b>IOP Journal of Statistics Mechanics</b>	<a href="https://iopscience.iop.org/journal/1742-5468">https://iopscience.iop.org/journal/1742-5468</a>
<b>IOP Publishing</b>	<a href="https://www.iop.org/">https://www.iop.org/</a>
<b>ISI</b>	<a href="http://isiknowledge.com/">http://isiknowledge.com/</a>
<b>ISI Citation Reports</b>	<a href="http://www.isiknowledge.com/JCR">http://www.isiknowledge.com/JCR</a>
<b>JSTOR</b>	<a href="http://www.jstor.org/">http://www.jstor.org/</a>
<b>Kluwer (Law)</b>	<a href="http://www.kluwerlawonline.com/">http://www.kluwerlawonline.com/</a>
<b>KOMPASS</b>	<a href="http://www.kompass.com/">http://www.kompass.com/</a>
<b>National Bureau of Economic Research</b>	<a href="http://papers.nber.org/papers/">http://papers.nber.org/papers/</a>
<b>NUMDAM</b>	<a href="http://www.numdam.org/?lang=en/">http://www.numdam.org/?lang=en/</a>
<b>OCLC First Search</b>	<a href="http://firstsearch.oclc.org/FSIP">http://firstsearch.oclc.org/FSIP</a>
<b>Oxford Economic Papers</b>	<a href="http://oep.oxfordjournals.org/archive/">http://oep.oxfordjournals.org/archive/</a>
<b>Oxford Reference</b>	<a href="https://www.oxfordreference.com/">https://www.oxfordreference.com/</a>
<b>Oxford Scholarship</b>	<a href="http://www.oxfordscholarship.com/oso/public/economicsfinance/subject_home.html">http://www.oxfordscholarship.com/oso/public/economicsfinance/subject_home.html</a>
<b>Project Euclid</b>	<a href="https://projecteuclid.org/">https://projecteuclid.org/</a>
<b>Project Muse</b>	<a href="https://muse.jhu.edu/">https://muse.jhu.edu/</a>
<b>Proquest Dissertations and Abstracts</b>	<a href="https://www.proquest.com/">https://www.proquest.com/</a>
<b>Sage</b>	<a href="http://online.sagepub.com/">http://online.sagepub.com/</a>
<b>Science Direct</b>	<a href="http://www.sciencedirect.com/">http://www.sciencedirect.com/</a>
<b>SCOPUS</b>	<a href="https://www.scopus.com/home.uri">https://www.scopus.com/home.uri</a>

<b>Springer</b>	<a href="https://link.springer.com/">https://link.springer.com/</a>
<b>Taylor and Francis</b>	<a href="https://taylorandfrancis.com/">https://taylorandfrancis.com/</a>
<b>Wiley</b>	<a href="https://onlinelibrary.wiley.com/">https://onlinelibrary.wiley.com/</a>
<b>Wilson Web</b>	<a href="https://www.ebsco.com/products/research-databases/h-w-wilson-databases">https://www.ebsco.com/products/research-databases/h-w-wilson-databases</a>
<b>World Development Indicators</b>	<a href="https://databank.worldbank.org/">https://databank.worldbank.org/</a>
<b>World Economic Forum</b>	<a href="http://www.weforum.org/">http://www.weforum.org/</a>

## **Annex 4: Master's Thesis Template**



**UNIVERSITY OF PIRAEUS**  
**School of Economic, Business, and International Studies**  
**Department of Economics**

**MASTER'S PROGRAM**  
**«ECONOMICS OF EDUCATION AND MANAGEMENT OF**  
**EDUCATIONAL UNITS»**

**Master's Thesis**

***The Impact of Education on Reducing Wage Inequality***

**Student's Name**

**Piraeus, 2023**



*Dedicated to my parents*

## The Impact of Education on Wage Inequality

Student's Full Name

**Keywords:** education, human capital, wage inequality

### ABSTRACT

Human capital is the primary determinant of wages and, consequently, wage differentiation. Defined as the total knowledge and skills an individual possesses, human capital influences productivity, which in turn affects earnings. The more productive an individual is, the higher their expected wage. Education (both formal and informal) is one of the key factors that determine the quantity and quality of human capital.

The main objective of this study is to examine the impact of education on wage inequality.

This research utilizes macroeconomic data from **OECD countries** covering the period **1980–2020**. The analysis employs **panel data methodology**, with education as the main explanatory variable, alongside other macroeconomic control variables. Education is measured by the number of years of schooling an individual has completed.

The results indicate a **positive relationship between education and wages**, meaning that additional years of education are associated with higher earnings. Regarding the impact of education on the **wage gap**, the findings suggest that **more years of education contribute to reducing wage inequality**.

## Acknowledgments

In this section, it is advisable, though not mandatory, for the student to express their gratitude to those who have contributed to the completion of their Master's Thesis. Typically, acknowledgments are directed toward the **supervising professor**, the **members of the three-member evaluation committee**, other **faculty members (D.E.P.)**, or **business executives** who provided assistance. Additionally, students often extend their gratitude to **family members or close associates** for their support.

However, the number of individuals mentioned should generally not exceed **five to six**.

## **Certification of Master's Thesis Completion**

I hereby declare that the work carried out and presented in this submitted Master's Thesis has been written exclusively by me in its entirety. It has not been submitted or approved as part of any other postgraduate or undergraduate program, nor does it constitute, in whole or in part, an academic or professional work.

I also declare that all sources consulted in the preparation of this thesis have been appropriately cited in full. Any violation of the above academic responsibility constitutes a valid reason for the revocation of my degree.

**Full Name of Postgraduate Student**  
**Signature**

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Figure n:	Title	

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<b>Appendices</b>	
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Table 1: Continuing Vocational Education (CVE) in the European Union

Source: Survey on Continuing Vocational Education - EUROSTAT. To VIMA Newspaper, 10/10/1999, p. D39

	Επιχειρήσεις που προσφέρουν ΣΣΕ στους εργαζόμενους τους %	Κόστος της ΣΣΕ ως ποσοστό του συνολικού εργατικού κόστους	Εργαζόμενοι που συμμετέχουν σε προγράμματα ΣΣΕ (%)
Ευρωπαϊκή Ένωση	57,4	1,6	28
Βέλγιο	45,9	1,4	25
Δανία	86,8	1,3	32
Γερμανία	85,3	1,2	24
Ελλάδα	16,4	1,1	13
Ισπανία	26,5	1,0	20
Γαλλία	62,4	2,0	37
Ιρλανδία	76,8	1,5	43
Ιταλία	15,0	0,8	15

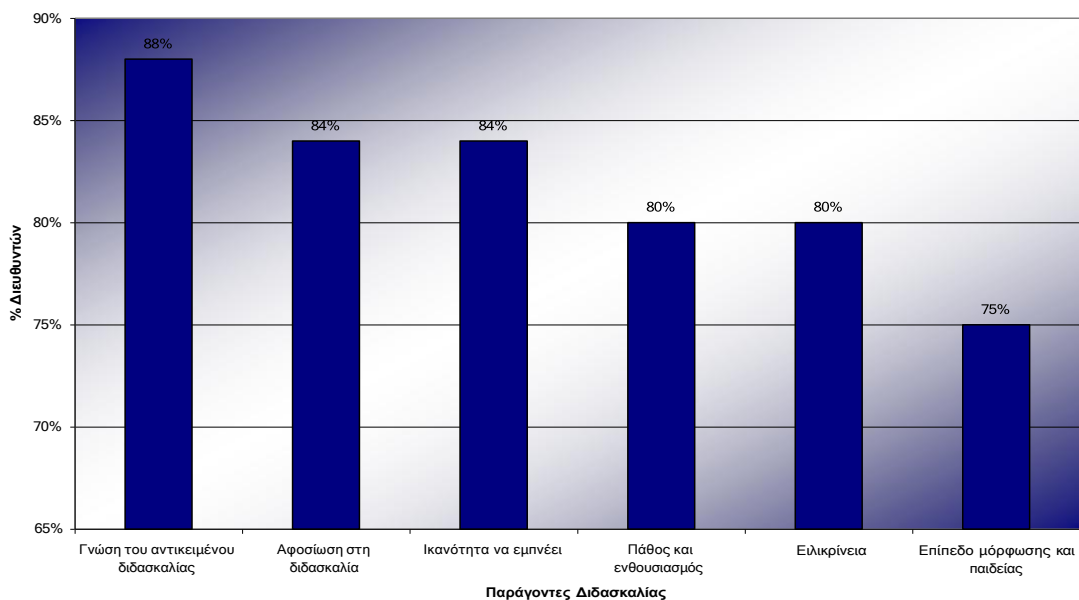


Figure 1: The 6 Most Important Teaching Factors for Service Quality in Schools

Source : Papadopoulos L. & Karakostas L., 2004, Leadership and Quality in Private Secondary Schools, Study, University of Piraeus, p. 45

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<b>Multiple Sources by a Single Author</b>	2005)	Hair, J, Black, B, Babin, B. & Anderson, R 2009, <i>Multivariate Data Analysis</i> , 7 <sup>th</sup> edition, NJ: Prentice Hall.
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<b>Without Year of Publication</b>	(Chytiris χ.ε.)	Chytiris, L χ.ε, <i>BPR</i> , London: KENT Business School
<b>With a Probable Year of Publication</b>	(π.2005)	Ministry of Foreign Affairs π. 2005, <i>Draft policy on exports</i> , London.
<b>Τόμος / τεύχος</b>	(Eds Dawson & Browning, 1986)	Dawson, P. & Browning, MC eds. 1986, <i>The world at war</i> , vol. 3, <i>The Asian conflict</i> , Harmondsworth:Penguin.
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<b>Conference paper (in printed form)</b>	(Chytiris and Anninos, 2009)	Chytiris, L. & Anninos, L 2009, 'In search of university excellence', <i>Proceedings of QMOD Conference</i> , 8–12 January 2009, Verona: Italy, pp. 75–81.
<b>Conference presentation</b>	(Chytiris and Anninos, 2010)	Chytiris, L. & Anninos, L May 2010, Views of academic excellence, paper presented at the meeting of the European Academy of Management, Rome.
<b>Brochure</b>	Guidelines such as those found by the Research and Training Centre of Independent Living (RTCIL) (1993) have become standard procedures.	Research and Training Centre of Independent Living (RTCIL) 1993, <i>Guidelines for reporting and writing about people with disabilities</i> , Author, New York.
<b>Video / Film</b>	In the film Gandhi (1982)	Gandi 1982, Movie / Video Recording, Columbia Pictures, New York.
<b>Microfiche</b>	(Peters, 2005)	Peters, G 2005, <i>Quality and Tourism</i> , microfich, University of Piraeus, Library, Piraeus. Panagiotou, C., 1995, <i>Teaching Megaclases</i> , Sage Productions, London, ERIC Microfiche ED 121245.
<b>Thesis / Dissertation (unpublished)</b>	Taylor, 2005 (not published)	Taylor, P 2005, Service Quality, MSc Thesis, KENT University.
<b>Acronym</b>	European Foundation for Management Development	European Foundation for Management Development

	(EFMD)	(EFMD) 2008, <i>Policy statement on Best Management Practices</i> , London.
<b>Dictionary</b>	The Dictionary of the Modern Greek Language by G. Babiniotis (2008, p. 856)...	Babiniotis, G. (2008). Dictionary of the Modern Greek Language (3rd ed.). Center for Lexicology.
<b>Atlas (with publisher / without publisher)</b>	(ed. Myers et al., 1992, Map.45).  ( <i>The Jacaranda atlas</i> 2003, Map 34).	Myers, J.W, Myers E. E. & Cadogan, G (Eds) 1992, <i>The Aerial Atlas of Ancient Crete</i> , Berkeley.  <i>The Jacaranda atlas</i> 2003, 3rd edn, John Wiley & Sons, Brisbane.



**UNIVERSITY OF PIRAEUS**

**DEPARTMENT OF ECONOMICS**

**MASTER'S PROGRAM  
«ECONOMICS OF EDUCATION AND MANAGEMENT OF  
EDUCATIONAL UNITS»**

**M4.2 Regulations for Conducting Assignments**