

PERSONAL INFORMATION

Maja Klindžić



-  University of Zagreb Faculty of Economics & Business
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Sex F | Date of birth 08/04/1984 | Nationality Croatian

CURRENT POSITION

Assistant Professor at Department of Organization and Management

WORK EXPERIENCE

- 2016- **Assistant Professor at Department of Organization and Management**
University of Zagreb – Faculty of Economics & Business, J. F. Kennedy Sq. 6, 10000 Zagreb, Croatia
 - Courses: Organization, Compensation Management, Management Skills, Organization Development, Reward Management in SMEs, Management Skills for Entrepreneurs

[Higher education and science](#)
- 2007-2016 **Research and Teaching Assistant at Department of Organization and Management**
University of Zagreb – Faculty of Economics & Business, J. F. Kennedy Sq. 6, 10000 Zagreb, Croatia
 - Courses: Organization, Fundamentals of Management, Introduction to Management, Compensation Management, Human Resource Management, Project Management, Change Management, Organization Development

[Higher education and science](#)
- 2005-2007 **Student Assistant at several departments**
University of Zagreb – Faculty of Economics & Business, J. F. Kennedy Sq. 6, 10000 Zagreb, Croatia
 - Assisting professors and teaching assistants in administrative tasks

[Higher education and science](#)
- 2005-2005 **Intern at Risk Management Department**
Privredna banka Zagreb, Radnička cesta 50, 10000 Zagreb, Croatia
 - Financial statements analysis

[Banking and finance](#)

EDUCATION

- 2010-2013 **PhD.**
EDAMBA Doctoral Program at University of Zagreb – Faculty of Economics & Business, J. F. Kennedy Sq. 6, 10000 Zagreb, Croatia
 - Business administration, research methodology, knowledge transfer in strategic alliances
- 2008-2011 **Master of Arts**
Master of Business Administration program at University of Zagreb – Faculty of Economics & Business, J. F. Kennedy Sq. 6, 10000 Zagreb, Croatia

- Market research, corporate finance, HRM, corporate governance, international trade, M&A

2000-2010 **Bachelor of Economics**

Graduate program in Business and Economics at University of Zagreb – Faculty of Economics & Business, J. F. Kennedy Sq. 6, 10000 Zagreb, Croatia

- 2005-2009 – Major in Finance
- 2002-2006 – Major in Organization and Management

TRAINING

- 2017 Universitat Pompeu Fabra, *Summer School in Survey Methodology - Latent Trait and Latent Class Analysis for Cross-National Surveys*, Barcelona, Spain
- 2016 International Labour Organization, *Jobs and Skills Mismatch*, Geneva, Switzerland
- 2016 Tel Aviv University, Collier School of Management, *Summer Workshop in Advanced Research Methods - Structural Equation Modelling with MPlus*, Tel Aviv-Yafo, Israel
- 2014 Tel Aviv University, Faculty of Management, *Summer Workshop in Advanced Research Methods - Theoretical and Methodological Foundations of Multi-level Research*, Tel Aviv-Yafo, Israel
- 2013 Tel Aviv University, Leon Recanati School of Management, *Summer Workshop in Advanced Research Methods – Advanced Regression Analysis*, Tel Aviv-Yafo, Israel
- 2007 University of Zagreb, Faculty of Humanities, *Training for teaching assistants in rethorics, didactics and psychology*, Zagreb, Croatia

PERSONAL SKILLS

Mother tongue(s) Croatian

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
	TOEFL				
German	A2	A2	A1	A1	B1
Hebrew	A1	A2	A1	A1	A2

Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2 Proficient user
[Common European Framework of Reference for Languages](https://www.cedefop.europa.eu/en/common-european-framework-reference-languages)

Communication skills

- good communication skills gained through my experience as a teacher, good presentation skills acquired through both lecturing and participating at international conferences

Organisational / managerial skills

- good delegating and time management skills acquired through both working with a team of student assistants as well as through tendency to work simultaneously on multiple projects in relatively short periods of time

Job-related skills

- good numerical and analytical skills gained through frequent use of statistical methods and statistical software packages (SPSS, Mplus, R, etc.)

ADDITIONAL INFORMATION

Visiting professorships

- 2014, Universidade Nova de Lisboa, Nova School of Business and Economics, *Visiting scholar*, Lisbon, Portugal

Invited lectures

- 2014, Kozminski University, Warsaw, Poland, course in “Organization Change and Development”

- Projects**
- National, 2015-2019, Closing the Gap in Compensation Practices between Croatia and EU, funded by Croatian Science Foundation, team member
 - National, 2018-2021, Implicit personality, decision making and organizational leadership, funded by Croatian Science Foundation, team member
 - International, 2015-2018, Potentials and obstacles of Social Supermarkets Development in Central and Eastern Europe, funded by Croatian Science Foundation, team member
- Honours and awards**
- 2018, Mijo Mirković Award for a research paper, University of Zagreb - Faculty of Economics & Business
 - 2017, Mijo Mirković Award for a textbook, University of Zagreb - Faculty of Economics & Business
 - 2006, Rector's Award, University of Zagreb
 - 2006, Double Dean's Award, University of Zagreb - Faculty of Economics & Business
 - 2005, Scholarship for Excellence, University of Zagreb
- Memberships in professional association or bodies**
- 2017.-, Croatian Society of Economists
 - 2011 - , The Cranfield Network on Human Resource Management
 - 2011. Academy of Management, European Group of Organization Studies
- Reviewer (journals, proceedings etc.)**
- Proceedings of Faculty of Economics and Business Zagreb (University of Zagreb)
 - Management: Journal of Contemporary Management Issues (University of Split)
 - European Management Conference
 - Management (University of Koper)
 - 7th South East European Meeting & Scientific Conference of Management Departments
 - Economics and Business Review (University of Ljubljana)
 - Business Excellence (University of Zagreb)
 - An Enterprise Odyssey International Conference
 - Academy of Management Annual Meeting
- Prominent conferences (program, organizing, scientific etc. committees)**
- 2018. - , member of the faculty board for digitalization
 - 2014. – member of the Master in Management board
 - 2006-2016, An Enterprise Odyssey, organization support
- Researcher's profiles**
- ORCID: <https://orcid.org/0000-0001-7199-9542>
 Google Scholar: <https://scholar.google.hr/citations?user=K06h2r8AAAAJ&hl=en>
 Full bibliography: <http://bib.irb.hr/lista-radova?autor=295772>

SELECTED BIBLIOGRAPHY

- Selection of 5 -10 prominent publications
- Klindžić, M., Marić, M. (2019), Flexible work arrangements and organizational performance – the difference between employee and employer-driven practices, *Društvena istraživanja: Journal for general social issues* (accepted for publication)
- Hernaus, T., Pavlović, D., Klindžić, M. (2019.), Organizational Career Management Practices: The role of the relationship between HRM and Trade Unions, *Employee Relations* (accepted for publication)
- Načinović Braje, I., Klindžić, M., Galetić, L. (2019.), The Role of Individual Variable Pay in a Collectivistic Culture Society: an Evaluation, *Economic Research* (accepted for publication)
- Pološki Vokić, N., Klindžić, M., Hernaus, T. (2018), Changing HRM practices in Croatia – Demystifying the impact of HRM philosophy, global financial crisis and EU membership, *Journal for East European Management Studies*, 23(2): 322-343.
- Pološki Vokić, N., Klindžić, M., Načinović Braje, M. (2016), Determinants of financial participation – Two decades of Croatian practice, in: Fietze, S., Matiaske, W. (eds.), *Dimensions and Perspectives of Financial Participation in Europe*, Nomos Verlagsgesellschaft, Baden-Baden, pp. 245-280.
- Klindžić, M., Galetić, L. (2016), Organizational change and development, in: Galetić, L. (ur.), *Organization*, Zagreb, Sinergija, pp. 401-434

