

PERSONAL INFORMATION

Nina Pološki Vokić



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WORK EXPERIENCE

2013 – Present

Full professor

University of Zagreb, Faculty of Economics and Business, Zagreb (Croatia)

Courses: undergraduate level – Management; graduate (master) level – Management skills, Human resource management, Strategic human resource management; postgraduate and doctoral level – several courses in the area of management and human resource management at the Faculty of Economics and Business and other faculties of the University of Zagreb

2009 – 2013

Associate professor

University of Zagreb, Faculty of Economics and Business, Zagreb (Croatia)

2004 – 2009

Assistant professor

University of Zagreb, Faculty of Economics and Business, Zagreb (Croatia)

1997 – 2004

Teaching and research assistant

University of Zagreb, Faculty of Economics and Business, Zagreb (Croatia)

EDUCATION

2000 – 2003

Ph.D.

University of Zagreb, Faculty of Economics and Business, Zagreb (Croatia)

1997 – 2000

Mr. Sc.

University of Zagreb, Faculty of Economics and Business, Zagreb (Croatia)

Postgraduate study program "Organization and Management"

1992 – 1997

B. Sc.

University of Zagreb, Faculty of Economics and Business, Zagreb (Croatia)

"Organization and Management", 1992. – 1997.

"Marketing", 1992. – 1996.

PUBLICATIONS

SCIENTIFIC JOURNAL
ARTICLES
(in the last 5 years)

- Pološki Vokić, N., Kohont, A., Slavić, A. (2017), Is there Something as an Ex-Yugoslavian HRM Model? – Sticking to the Socialist Heritage or Converging With Neoliberal Practices, *Naše gospodarstvo/Our Economy*, 63(4): 40-53.
- Dražić Lutitsky, I., Pološki Vokić, N., Galić, Z. (2017), Development of the Instrument for the Measurement of Job Satisfaction of Employees – Empirical Research at the University of Zagreb, *Oeconomica Jadertina*, 7(2): 18-34.
- Tkalac Verčič, A., Pološki Vokić, N. (2017), Engaging employees through internal communication, *Public Relations Review*, 43(5): 885-893.
- Pološki Vokić, N., Sinčić Ćorić, D., Obadić, A. (2017), To be or not to be a woman? – Highly educated women's perceptions of gender equality in the workplace, *Revija za socijalnu politiku*, 24(3): 253-276.

- Pološki Vokić, N. (2016), Looking at HRM through the lens of agency theory – Are suboptimal HRM practices a consequence of moral hazard?, *Dynamic Relationships Management Journal*, 5(2): 5-18.
- Pološki Vokić, N. (2016), Fifteen years of strategic HRM philosophy in Croatian companies – Has HR department evolved into a strategic partner?, *Strategic Management – International Journal of Strategic Management and Decision Support Systems in Strategic Management*, 21(2): 37-44.
- Pološki, Vokić, N., Vidović, M. (2015), Managing internal digital publics: What matters is digital age not digital nativity, *Public Relations Review*, 41(2): 232-241.
- Pološki Vokić, N., Obadić, A. (2014), The future of trade unions in Croatia – various stakeholders' perspective, *Transfer: European Review of Labour and Research*, 20(4): 521-536.
- Hernaus, T., Pološki Vokić, N. (2014), Work Design for Different Generational Cohorts: Determining Common and Idiosyncratic Job Characteristics, *Journal of Organizational Change Management*, 27(4): 615-641.
- Pološki Vokić, N., Marić, I., Horvat, G. (2013), Motivacija za volontiranje – jesu li motivi za volontiranje povezani sa spolom, ličnosti i područjem studiranja?, *Revija za socijalnu politiku*, 20(3): 225-252.

BOOK CHAPTERS (in the last 5 years)

- Pološki Vokić, N., Vidović, M. (2017), Generational HRM Preferences – Motivating Xers and Yers, in: James, O. R. (ed.), *Generation X, Y and the Baby Boomers*, Nova Science Publishers, Inc., New York, NY, 1-26.
- 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, 245-280.

INTERNATIONAL CONFERENCES (in the last 5 years)

- Pološki Vokić, N., Klindžić, M. (2017), Organized labour in MNCs – exploring the role of country of origin labour relations model, paper presented at “33rd EGOS Colloquium – The Good Organization: Aspirations, Interventions, Struggles”, Copenhagen, Denmark
- Pološki Vokić, N., Vidović, M. (2016), Learning from multinationals – Are Croatian organizations using the same HRM practices?, *Proceedings of the 8th International Conference “An Enterprise Odyssey: Saving the Sinking Ship through Human Capital”*, Ekonomski fakultet – Zagreb, Zagreb, 219-228.
- Hernaus, T., Černe, M., Pološki Vokić, N. (2016.), Understanding the nature of innovative work behavior in the public sector: Conceptualizing a static and dynamic role of job design, paper presented at “EURAM 2016 – Manageable Cooperation?”, Paris, France
- Pološki Vokić, N., Hernaus, T. (2015.), Is there a new public human resource management in Croatia? – A comparative analysis of public- and private-sector organizations, *Proceedings of the international scientific seminar Managing and developing human resources 2015 – The academic bridge to HRM practice*, Ekonomická univerzita v Bratislave, Fakulta podnikového manažmentu, Bratislava & MCDP International UG, 110-124.
- Pološki Vokić, N., Hernaus, T. (2015.), The triad of job satisfaction, work engagement and employee loyalty – The interplay among the concepts, *Book of Full Papers of 5th South-East European (SEE) meeting & scientific conference of management departments “Entrepreneurial Society: Current Trends and Future Prospects in Entrepreneurship, Organization And Management”*, Fakultet organizacije i informatike Varaždin, Varaždin, 125-134.
- Pološki Vokić, N., Klindžić, M., Hernaus, T. (2015.), Changing HRM practices in Croatia – Demystifying the impact of HRM philosophy, global financial crisis and EU membership, paper presented at “31st EGOS Colloquium”, Athens, Greece
- Hernaus, T., Pološki Vokić, N., Aleksić, A., Černe, M., Škerlavaj, M. (2015.), Knowledge Hiding in the Academia: What, Where, and How Often?, paper presented at “17th congress of the European Association of Work and Organizational Psychology (EAWOP): Respectful and effective leadership – managing people and organizations in turbulent times”, Oslo, Norway
- Pološki Vokić, N. (2014.), Competitiveness and sustainability of HRM activities in Croatia – CRANET survey results, *Proceedings of Via Futuri 2014 International Conference on Sustainability, Competitiveness Urban and Regional Development – On the Crossroads of Theory and Empirical Research*, Pécsi Tudományegyetem Közgazdaságtudományi Kar, Pécs, 208-221.

- Hernaus, T., Pološki Vokić, N., Aleksić, A. (2014.), Gender differences in work characteristics across occupational groups, paper presented at “5th LAEMOS Colloquium – Latin American and European Meeting on Organization Studies”, Havana, Cuba
- Pološki Vokić, N. (2013.), Poželjna obilježja sindikalnih vođa današnjice – percepcije različitih dionika o ulozi sindikalnih vođa u oživljavanju sindikata, *Zbornik radova PAR International Leadership Conference – PILC “Leadership for Life”*, Visoka poslovna škola PAR, Rijeka, 75-85.

DOMESTIC CONFERENCES (in the last 5 years)

- Pološki Vokić, N. (2013.), Održivost hipoteze o menadžerskoj supstituciji sindikata proaktivnim aktivnostima upravljanja ljudskim potencijalima, *Zbornik radova okruglog stola Uloga sindikata u suvremenome društvu*, Ekonomski fakultet – Zagreb, Zagreb, 37-57.

SCIENTIFIC ACTIVITIES

- programme committee member “8th International Conference “An Enterprise Odyssey: Saving the Sinking Ship through Human Capital”, 2016.
- reviewer for scientific journals (in total = 60), such as *Acta Turistica*, *Baltic Journal of Management*, *Employee Relations: The International Journal*, *Journal of Business Ethics*, *Journal of Tourism and Hospitality Management*, *Public Relations Review*, *Social Indicators Research*
- reviewer for scientific conferences (in total = 36), such as EURAM, HRM SIG Workshop, International Conference “An Enterprise Odyssey”, SEE Conference
- reviewer for 3 educational programs for the National Council for Science, Higher Education and Technological Development (Zagreb, Croatia) and 1 educational program for the Agency for Science and Higher Education (Zagreb, Croatia)
- reviewer of 1 university textbook (“Management in Culture and Tourism”) and 2 scientific books (“Internationalisation of human resource management – Focus on Central and Eastern Europe“ and “Managing costs and measuring performance in the public higher education system”)

ACADEMIC ACTIVITIES

- Co-head of the postgraduate study program “Human Resource Management”, University of Zagreb, Zagreb, Croatia, 2017 – present
- Head of the postgraduate study program "Organization and Management", Faculty of Economics and Business, Zagreb, Croatia, 2013 – 2017

PROFESSIONAL ACTIVITIES

- Member of "Committee for Scientific Conferences and Scientific Associations" at the Ministry of Science, Education and Sports, Croatia (member), 2004 – present
- Head and associate on several consulting projects for business

PROJECTS

- Project leader for Croatia in international project of researching into international human resource management “CRANET research” led by CRANET network and Cranfield School of Management, Cranfield, Great Britain, 2011 –
- Project associate for HRZZ installation research project grant “Fostering Innovative Work Behavior of Public Employees by Using Work Design Interventions“, 2015 – 2018
- Project associate for university project “Organization of human resource management in the public sector“, 2015 – 2016
- Project associate for university project “Knowledge hiding in academia“, 2014 – 2015
- Partner in international study on the development of human resource competencies in Austria, Bosnia-Herzegovina, Croatia, Serbia and Slovenia “HR in progress: HR competencies in international comparison” led by Institute for human resources and organization, Vienna, Austria, 2012 – 2013
- Project leader for university project “Holistic analysis of the trade unions role in the contemporary society“, 2012
- Project associate for university project “The development of the model for measuring and managing reputation of the University of Zagreb“, 2012
- Project associate for university project “The application of the balanced-scorecard model for measuring university performance“, 2012

MENTORING

- Doctoral dissertations: 2 (Marinela Dropulić Ružić, *Contribution of human resources management to the success of hotel companies*, 2013; Maja Vidović, *Development of typology of employee management strategies in international business affiliates*, 2013)
- Postgraduate theses (M.A.): 17
- Postgraduate specialist theses: 26
- Graduate master theses (from 2006): 146
- Undergraduate theses: 18

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

- European Academy of Management (EURAM)
- European group for organizational studies (EGOS)
- The Cranfield Network on International Human Resource Management (CRANET network)
- Society of University Teachers and Other Scientists in Zagreb