



PERSONAL INFORMATION

Tomislav Hernaus



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Sex M | Date of birth 20/05/1980 | Nationality Croatian

CURRENT POSITION

Associate Professor at Department of Organization and Management

WORK EXPERIENCE

2017 - **Associate Professor, Department of Organization and Management**
 University of Zagreb – Faculty of Economics & Business, J. F. Kennedy Sq. 6, 10000 Zagreb, Croatia
 ▪ Courses: Organization, Designing organizations, Business process management
[Higher education and science](#)

2012-2017 **Assistant Professor, Department of Organization and Management**
 University of Zagreb – Faculty of Economics & Business, J. F. Kennedy Sq. 6, 10000 Zagreb, Croatia
 ▪ Courses: Organization, Designing organizations, Business process management
[Higher education and science](#)

2004 - 2012 **Research and Teaching Assistant, Department of Organization and Management**
 University of Zagreb – Faculty of Economics & Business, J. F. Kennedy Sq. 6, 10000 Zagreb, Croatia
 ▪ Courses: Organization, Business organization, Designing organizations, Business process management, Management, Human resource management
[Higher education and science](#)

EDUCATION

2008 - 2010 **PhD.**
 EDAMBA Doctoral Program at University of Zagreb – Faculty of Economics & Business, J. F. Kennedy Sq. 6, 10000 Zagreb, Croatia
 ▪ research methodology, organizational and job design, multilevel analysis

2005 - 2006 **Master of Science**
 MSc program “Organization and management”, University of Zagreb – Faculty of Economics & Business, J. F. Kennedy Sq. 6, 10000 Zagreb, Croatia
 ▪ organization and management, process-based organization, business process management

1998 – 2004 **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
 ▪ Major in Organization and Management

TRAINING

- 2016 ESADE, Ramon Llull University, 5th EDAMBA-EIASM Consortium on Doctoral Supervision and the New Global Research Landscape, Barcelona, Španjolska
- 2015 University of Hamburg, *Comprehensive PLS Seminar using SmartPLS3*, Hamburg, Njemačka
- 2015 Statistical Horizons, *Mediation and Moderation*, Philadelphia, SAD
- 2011 IEDC Bled School of Management, *Educational program IMTA – International Management Teachers Academy*, Bled, Slovenija
- 2008 EIASM & Aarhus School of Business, *EDEN Doctoral Seminar on Organizational Design*, Aarhus, Danska
- 2007 University of Michigan, *Applications of Hierarchical Linear Models*, Ann Arbor, SAD
- 2007 University of Michigan, *Applied Structural Equation Modeling*, Ann Arbor, SAD
- 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
Slovene	B2	B2	A2	A1	A2

Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2 Proficient user
[Common European Framework of Reference for 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 skills gained through frequent use of statistical methods and statistical software packages (SPSS, PLS-SEM, HLM etc.)

ADDITIONAL INFORMATION

Visiting professorships

- 2016-2020, Visiting professor, Faculty of Economics, University of Ljubljana, Slovenia

Invited lectures

- 2017, "Actual-Wanted Task Identity Incongruence, Creative Bootlegging and Innovative Work Behavior" (*research seminar*). BI Norwegian Business School, 8th September, Oslo, Norway.
- 2017, "Multi-level organization design: from theory to research and practice" (*PhD seminar*). BI Norwegian Business School, 7th September, Oslo, Norway.
- 2017, "Strategic BPM and performance" (course: Business Process Management), WU – Vienna University of Economics and Business, 27th April, Vienna, Austria
- 2017, "Managing personal productivity" (Business skills development workshop), Faculty of Economics, University of Ljubljana, 23rd March, Ljubljana, Slovenia
- 2017, "Job design" (course: Human Resource Management), Faculty of Economics, University of Ljubljana, 6th and 8th March, Ljubljana, Slovenia
- 2016, "Organization of business processes" (course: Organization of Business), Faculty of Economics, University of Split, 4th May, Split, Croatia
- 2015, "From strategy to results: Institutionalizing BPM governance within organizations", *MPP 2015 – Mednarodna poslovna konferenca*, 15th October, Ljubljana, Slovenia
- 2015, "Organizational structures" (course *Organization theory*), Faculty of Organization and Informatics, University of Zagreb, 24th April, Varazdin, Croatia
- 2014, "Managing Information and Processes", *Managerial-Entrepreneurial Skills Development Programme*, PACINNO International IPA project, 12th December, Ajdovščina, Slovenia
- 2014, "Organizational structures" (course *Organization theory*), Faculty of Organization and Informatics, University of Zagreb, 2nd May, Varazdin, Croatia
- 2012, "The position of BPM within organizations: an island or a bridge?", *5th Business Process Management conference*, 18th October, Ljubljana, Slovenia
- 2011, "Organization design in SMEs", *Croatian Agency for SMEs*, Zagreb, Croatia
- 2008, "Process orientation as a driver of business agility: empirical findings from Croatia and Slovenia", *6th European Business Process Management Conference*, Zagreb, Croatia

Projects

- National, 2017, "Development of the organization design function within Croatian companies", university research project (*project manager and principal investigator*)
- National, 2015-2018, "Fostering Innovative Work Behavior of Public Employees by Using Work Design Interventions", *installation research project*, Croatian Science Foundation (*project manager and principal investigator*)
- National, 2015-2016, "Organization of HRM in the public sector", university research project (*project manager and principal investigator*)
- National, 2014-2015, "Knowledge hiding in academia", university research project (*project manager and principal investigator*)
- National, 2013-2014, "Academic work design", university research project (*project manager and principal investigator*)
- National, 2012, "Business process model of the University of Zagreb", university research project (*project member*)
- National, 2012, "Holistic role of trade unions in contemporary society", university research project (*investigator*)
- National, 2008-2012, "Intelligent systems of controlling, finance and accounting for a digital enterprise", project of Ministry of Science, Education and Sports (*research assistant*)
- National, 2007-2008, "Organization as a source of competitive advantage of Croatian companies", project of Ministry of Science, Education and Sports (*research assistant*)
- National, 2007-2008, "Systems for managing information, processes and knowledge", project of Ministry of Science, Education and Sports (*research assistant*)
- National, 2005-2006, "Business process management and knowledge management in Croatian companies", internal faculty project (*project member*)
- National, 2005-2006, "Educating leaders – leadership for businesses, political, educational and public organizations in Croatia", internal faculty project (*project member*)

Honours and awards

- 2017, *Mijo Mirković Award*, University of Zagreb - Faculty of Economics & Business
- 2017, *Outstanding Reviewer Award*, AOM – OB Division
- 2016, *Best Teacher Award, Master program Organization and Management*, Faculty of Economics and Business, University of Zagreb
- 2014, *Associate EMAB Fellow*, EuroMed Academy of Business
- 2013, *Winner at the 2012/2013 Emerald/EMBRI Business Research Award for Emerging Researchers*, Emerald Group Publishing and EuroMed Research Business Institute
- 2013, *Highly Commended Award Winner at the Literati Network Awards for Excellence 2013*, Baltic Journal of Management
- 2013, *Annual award of The society of university teachers, scholars and other scientists - Zagreb* for scientific contribution in the field of social sciences
- 2012, *Mijo Mirković Award*, University of Zagreb - Faculty of Economics & Business
- 2011, *Finalist of the 2010/2011 Emerald/EMBRI Business Research Award for Emerging Researchers*, Emerald Group Publishing and EuroMed Research Business Institute
- 2011, *Finalist of the EDAMBA Thesis Competition 2011*, European Doctoral Association in Management and Business Administration
- 2009, *Award for Best Scientific Paper in the year 2008*, Faculty of Economics, University of Ljubljana
- 2009, *National Science Award of the Republic of Croatia*, Croatian Parliament
- 2008, *Mijo Mirković Award*, University of Zagreb - Faculty of Economics & Business
- 2007, *Best conference paper award*, InSITE conference, Ljubljana

Professional certificates

- 2009-2011, Business Process Management Professional, BPM Institute, SAD
- 2006, Certificate in Organization Design, Center for Effective Organizations, Los Angeles, SAD

Memberships in professional association or bodies

- 2015 -, European Association of Work and Organizational Psychology (EAWOP), *member*
- 2013 -, Organizational Design Community (ODC), *member*
- 2013 -, CRANET research network, *member*
- 2012 -, Academy of Management (AOM), *member*
- 2008 - 2017, European Academy of Management (EURAM), *member*

Reviewer
(journals, proceedings etc.)

- 2015 -, Zbornik Ekonomskog fakulteta u Zagrebu
- 2017, European Management Conference
- 2017, Management
- 2017, 7th South East European Meeting & Scientific Conference of Management Departments
- 2016, Economics and Business Review
- 2016, Business Excellence
- 2016, An Enterprise Odyssey International Conference
- 2015, Academy of Management Annual Meeting

Prominent conferences
(program, organizing, scientific
etc. committees)

- Peer-review journals: Journal of Organizational Behavior, Human Resource Management Journal, International Journal of Human Resource Management, European Management Journal, Management Decision, Baltic Journal of Management i dr.
- Scientific conferences: Academy of Management Annual Meeting, British Academy of Management, Slovenian Academy of Management i dr.

Researcher's profiles

ORCID: <https://orcid.org/0000-0002-7200-5279>
 Google Scholar: <https://scholar.google.hr/citations?user=n3qYEZsAAAAJ&hl=en>
 CROSBIB full bibliography: <https://bib.irb.hr/lista-radova?autor=269593>

SELECTED BIBLIOGRAPHY

- Selection of 5 -10 prominent publications (excellence qualifications based on bibliometric's indicators, awards, recognized scientific, educational or public impact)

- Černe, M., Hernaus, T., Dysvik, A. i Škerlavaj, M. (2017.) The Role of Multilevel Synergistic Interplay among Team Mastery Climate, Knowledge Hiding, and Job Characteristics in Stimulating Innovative Work Behavior. *Human Resource Management Journal*, 27(2), 281-299.
- Černe, M., Hernaus, T. i Škerlavaj, M. (2017.), Actual-Wanted Task Identity Incongruence and Innovative Work Behavior: The Moderated Polynomial Regression Effects of Creative Bootlegging. *AOM Conference*, 4. - 8. kolovoza, Atlanta, SAD.
- Hernaus, T., Bosilj Vukšić, V. i Indihar Štemberger, M. (2016.), From strategy to results? Institutionalizing BPM governance within organizations. *Business Process Management Journal*, 22(1), 173-195.
- Hernaus, T. i 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.
- Hernaus, T. i Mikulić, J. (2014.), Work characteristics and work performance of knowledge workers. *EuroMed Journal of Business*, 9(3), 268-292.
- Hernaus, T., Pejić Bach, M. i Bosilj Vukšić, V. (2012.), Influence of strategic approach to BPM on financial and non-financial performance. *Baltic Journal of Management*, 7(4), 376-396.
- Sikavica, P. i Hernaus, T. (2011.), *Dizajniranje organizacije: strukture, procesi, poslovi*. Zagreb: Novi informator, 687 str.
- Bosilj Vukšić, V., Hernaus, T. i Kovačić, A. (2008.), *Upravljanje poslovnim procesima: organizacijski i informacijski pristup*. Zagreb: Školska knjiga, 271 str.
- Dimovski, V., Škerlavaj, M., Kimman, M. i Hernaus, T. (2008.), Comparative Analysis of the Organisational Learning Process in Slovenia, Croatia, and Malaysia. *Expert Systems with Applications*, 34(4), 3063-3070.