

TOMISLAV HERNAUS, PhD

University of Zagreb
Faculty of Economics and Business
Department of Organization and Management
J. F. Kennedy square 6
10000 Zagreb, CROATIA

Phone: (385) 1 238 3265
Office: A-405 (4th floor)
Web: www.efzg.unizg.hr/thernaus
E-mail: thernaus@efzg.hr

ACADEMIC EMPLOYMENT / WORK EXPERIENCE

2017 -	University of Zagreb <i>Associate Professor</i> , Department of Organization and Management, Faculty of Economics and Business	Zagreb, Croatia
2016 - 2020	University of Ljubljana <i>Visiting Professor</i> , Department of Management and Organization, Faculty of Economics	Ljubljana, Slovenia
2012 - 2017	University of Zagreb <i>Assistant Professor</i> , Department of Organization and Management, Faculty of Economics and Business	Zagreb, Croatia
2010 - 2012	University of Zagreb <i>Senior Teaching and Research Assistant</i> , Department of Organization and Management, Faculty of Economics and Business	Zagreb, Croatia
2009 - present	University of Zagreb <i>Adjunct Professor</i> , Organization Design course Faculty of Electrical Engineering and Computing	Zagreb, Croatia
2007 - 2008	University of Southern California <i>Visiting Scholar</i> , Department of Management and Organization, Marshall School of Business, August 2007 – February 2008	Los Angeles, USA
2004 - 2010	University of Zagreb <i>Teaching and Research Assistant</i> , Department of Organization and Management, Faculty of Economics and Business	Zagreb, Croatia

DEGREES

2008 - 2010	University of Zagreb Ph.D. , Organizational and Job Design, Doctoral program in economics and business economics, Faculty of Economics and Business, 13 th July 2010	Zagreb, Croatia
2005 - 2006	University of Zagreb M.Sc. , Business Process Management, Faculty of Economics and Business, 14 th November 2006	Zagreb, Croatia
1998 - 2004	University of Zagreb B.Sc. , Organization and Management, Faculty of Economics and Business, 6 th February 2004	Zagreb, Croatia

EDUCATION/TRAINING

2016	ESADE, Ramon Llull University 5 th EDAMBA-EIASM Consortium on Doctoral Supervision and the New Global Research Landscape, 18-21 January	Barcelona, Spain
2015	University of Hamburg Comprehensive PLS Seminar using SmartPLS3, 6-9 November	Hamburg, Germany
2015	Statistical Horizons Mediation and Moderation, 13-17 June	Philadelphia, USA
2011	IEDC Bled School of Management Educational program IMTA – International Management Teachers Academy, 5-17 June	Bled, Slovenia
2009 - 2011	Business Process Management Institute BPMInstitute.org's Certificate of Training, 5 th August 2011	(online, USA)
2008	EIASM & Aarhus School of Business EDEN Doctoral Seminar on Organizational Design, 21-25 May	Aarhus, Denmark
2008	IEDC Bled School of Management EURAM Doctoral Colloquium, 14 th May	Bled, Slovenia
2007	University of Michigan Applications of Hierarchical Linear Models, 3-5 December	Ann Arbor, USA
2007	University of Michigan Applied Structural Equation Modeling, 26-29 November	Ann Arbor, USA
2007	University of Zagreb Educational program for acquiring competencies of a higher education teacher, Faculty of Social Sciences, March – December	Zagreb, Croatia
2006	Center for Effective Organizations (CEO) Advanced Topics in Organization Design, 13-16 June	Los Angeles, USA
2006	Center for Effective Organizations (CEO) Strategic Organization Design, 14-17 February	Los Angeles, USA
2004 - 2005	Leeds Metropolitan University Professional Diploma in Retail Management, 24 th May 2005	(Leeds, UK)
2002 - 2003	George Washington University CELI Transformative Leadership Program, 19 th March 2003	(Washington D.C., USA)

CERTIFICATES

Business Process Management Institute BPMInstitute.org's Certificate of Training – Business Process Management Professional (BPMP), 5 th August 2011	(online, USA)
BPM Group Certified Process Manager – Practitioner (Designate), 22 nd February 2007	Ljubljana, Slovenia
Center for Effective Organizations (CEO) Certificate in Organization Design, November 2006	Los Angeles, USA

HONOURS & AWARDS

Mijo Mirkovic award for published scientific work with original scientific contribution, Faculty of Economics and Business, University of Zagreb (December 2018)

Mijo Mirkovic award for published scientific work with original scientific contribution, Faculty of Economics and Business, University of Zagreb (December 2017)

Outstanding Reviewer Award, AOM – OB Division (May 2017)

Best Teacher Award, Master program Organization and Management, Faculty of Economics and Business, University of Zagreb (December 2016)

Associate EMAB Fellow for the year 2014, EuroMed Academy of Business (December 2013)

Winner at the 2012/2013 Emerald/EMBRI Business Research Award for Emerging Researchers, Emerald Group Publishing and EuroMed Research Business Institute (October 2013)

Highly Commended Award Winner at the **Literati Network Awards for Excellence 2013**, *Baltic Journal of Management* (June 2013)

Annual award of The society of university teachers, scholars and other scientists - Zagreb for scientific contribution in the field of social sciences (February 2013)

Mijo Mirkovic award for published scientific work with original scientific contribution, Faculty of Economics and Business, University of Zagreb (December 2012)

Finalist of the 2010/2011 Emerald/EMBRI Business Research Award for Emerging Researchers, Emerald Group Publishing and EuroMed Research Business Institute (October 2011)

Finalist of the EDAMBA Thesis Competition 2011, European Doctoral Association in Management and Business Administration (September 2011)

Award for Best Scientific Paper in the year 2008, Faculty of Economics, University of Ljubljana (December 2009)

National Science Award of the Republic of Croatia, Croatian Parliament (October 2009)

Mijo Mirkovic award for published scientific work with original scientific contribution, Faculty of Economics and Business, University of Zagreb (December 2008)

Best Young Teacher Award, Department of Organization and Management, Faculty of Economics and Business, University of Zagreb (July 2008)

Best Young Teacher Award, Department of Organization and Management, Faculty of Economics and Business, University of Zagreb (September 2007)

Best conference paper award, InSITE conference, Ljubljana (June 2007)

BOOKS AND TEXTBOOKS

Hernaus, T. & Brčić, R., eds. (2018), *Effective Organization Design Process* [in Croatian]. Zagreb: Školska knjiga.

Sikavica, P., Hunjak, T., Begicevic Redjep, N. & **Hernaus, T.** (2014) *Business Decision-making* [in Croatian]. Zagreb: Školska knjiga, 569 pages

Sikavica, P. & **Hernaus, T.** (2011) *Designing Organizations: Structure, Processes, Jobs* [in Croatian]. Zagreb: Novi informator, 687 pages

Bosilj Vuksic, V., **Hernaus, T.** & Kovacic, A. (2008) *Business Process Management: Organizational and IT Approach* [in Croatian]. Zagreb: Školska knjiga, 271 pages

BOOK CHAPTERS

Hernaus, T. & Černe, M. (2019) "The micro-foundations of strategic renewal: Middle managers' job design, strategic change culture, organizational effectiveness unit, and innovative work behavior", in A. Tuncdogan, A. Lindgreen, H. Volberda & F. Van Den Bosch (ed.), *Strategic Renewal: Core Concepts, Antecedents and Micro-Foundations*. London: Routledge.

Hernaus, T. (2018) "Strategic organizational design" [in Croatian], in Hernaus, T. & Brčić, R. (eds.) *Effective Organization Design Process*. Zagreb: Školska knjiga.

Hernaus, T. (2018) "Designing organizational units" [in Croatian], in Hernaus, T. & Brčić, R. (eds.) *Effective Organization Design Process*. Zagreb: Školska knjiga.

Hernaus, T. (2018) "Business process integration" [in Croatian], in Hernaus, T. & Brčić, R. (eds.) *Effective Organization Design Process*. Zagreb: Školska knjiga.

Hernaus, T. & Černe, M. (2018) "Job and team design" [in Croatian], in Hernaus, T. & Brčić, R. (eds.) *Effective Organization Design Process*. Zagreb: Školska knjiga.

Hernaus, T. (2016) "Organizational theories" [in Croatian], in L. Galetic (ed.) *Organization* (pp. 27-66). Zagreb: Sinergija.

Hernaus, T. (2016) "Organizational differentiation and integration" [in Croatian], in L. Galetic (ed.) *Organization* (pp. 69-117). Zagreb: Sinergija.

Hernaus, T. & Aleksić, A. (2016) "Internal organizational design elements" [in Croatian], in L. Galetic (ed.) *Organization* (pp. 121-153). Zagreb: Sinergija.

Rašić Jelavić, S., Galetić, L. & **Hernaus, T.** (2016) "Organizational structures" [in Croatian], in L. Galetic (ed.) *Organization* (pp. 191-252). Zagreb: Sinergija.

Hernaus, T. (2016) "Job design at the crossroads: From 'creative' jobs to 'innovative' jobs", in M. Skerlavaj, M. Černe, A. Dysvik & A. Carlsen (eds.) *Capitalizing on Creativity at Work: Fostering the Implementation of Creative Ideas in Organizations* (pp. 17-28). Cheltenham: Edward Elgar Press.

Černe, M., **Hernaus, T.**, Dysvik, A. & Skerlavaj, M. (2015) "A bird's eye view of the creativity-innovation nexus: The moderating role of supervisor support and decision

autonomy", in H. Shipton, P. Budhwar, P. Sparrow & J. Bimrose (eds.) *Human Resource Management, Innovation and Performance: Looking across Levels* (pp. 163-178). Hampshire, UK: Palgrave MacMillan.

Hernaus, T., Matic, I. & Begicevic Redjep, N. (2013) Information tools and systems for organization design [in Croatian], in Buble, M. (ed.) *Zbornik radova* (pp. 101-115). Dugopolje: Visoka poslovna skola Minerva.

Poloski Vokic, N. & **Hernaus, T.** (2012) Trade unions' agenda: What do they do and which roles do they play? [in Croatian], in Poloski Vokic, N. & Obadic, A. (eds.) *The evolution of trade unions: the role of trade unions in contemporary society* (pp. 37-65). Zagreb: Faculty of Economics and Business.

Hernaus, T. (2012) Cost-benefit analysis of trade unions at the micro level: How trade unions influence on employee satisfaction and organizational success? [in Croatian], in Poloski Vokic, N. & Obadic, A. (eds.) *The evolution of trade unions: the role of trade unions in contemporary society* (pp. 81-94). Zagreb: Faculty of Economics and Business.

Hernaus, T. (2012) The anatomy of trade unions: How trade unions are organized and how they should be organized? [in Croatian], in Poloski Vokic, N. & Obadic, A. (eds.) *The evolution of trade unions: the role of trade unions in contemporary society* (pp. 207-234). Zagreb: Faculty of Economics and Business.

Hernaus, T. (2012) The Team-Based Face of Organizations, in Sarlak, M. A. (ed.) *The New Faces of Organizations in the 21st Century* (Vol. 5, pp. 143-170). Toronto: NAISIT Publishers.

Hernaus, T. (2011) The Process-Based Face of Organizations, in Sarlak, M. A. (ed.) *The New Faces of Organizations in the 21st Century* (Vol. 2, pp. 33-80). Toronto: NAISIT Publishers.

Hernaus, T. (2011) Strategy, organizational design and effectiveness [in Croatian], in Galetic, L. (ed.) *Organization of Large Enterprises* (pp. 21-63). Zagreb: Sinergija.

Hernaus, T. (2011) Differentiation and Integration of Organizations [in Croatian], in Galetic, L. (ed.) *Organization of Large Enterprises* (pp. 155-208). Zagreb: Sinergija.

Hernaus, T., Aleksic, A. & Maric, I. (2011) Internal organizational design elements [in Croatian], in Galetic, L. (ed.) *Organization of Large Enterprises* (pp. 64-124). Zagreb: Sinergija.

Galetic, L., **Hernaus, T.** & Rasic, S. (2011) Organizational structures [in Croatian], in Galetic, L. (ed.) *Organization of Large Enterprises* (pp. 211-264). Zagreb: Sinergija.

Galetic, L. & **Hernaus, T.** (2011) Modern organizational design tendencies [in Croatian], in Galetic, L. (ed.) *Organization of Large Enterprises* (pp. 267-319). Zagreb: Sinergija.

Hernaus, T. (2010.) Process aspects of controlling [in Croatian], in Osmanagic Bedenik, N. (ed.) *Controlling between profit and sustainable development* (pp. 305-337). Zagreb: M.E.P.

Skrinjar, R., **Hernaus, T.** & Indihar Stemberger, M. (2007) SCM Maturity in Central Europe, in McCormack, K. (ed.) *Business Process Maturity: Theory and Application* (pp. 219-236). Raleigh: DRK Research.

REFEREED JOURNAL PUBLICATIONS – indexed in Web of Science or Scopus

- In press **Hernaus, T.**, Marić, M., & Černe, M. (2019) Age-sensitive antecedents of innovative work behavior: The role of cognitive job demands. *Journal of Managerial Psychology*. [Current Contents, IF=1.547]
- Hernaus, T.**, Cerne, M., Connelly, C., Poloski Vokic, N. & Skerlavaj, M. (2019) Evasive knowledge hiding in academia: when competitive individuals are asked to collaborate. *Journal of Knowledge Management*, 23(4), 597-618. [Current Contents, IF=2.551]
- Marić, M., **Hernaus, T.**, Tadić Vujčić, M. & Černe, M. (2019) Job characteristics and organizational citizenship behavior: A multisource study on the role of work engagement. *Društvena istraživanja*, 28(1), 25-45. [Current Contents, IF=0.204]
- Hernaus, T.**, Pavlovic, D. & Klindzic, M. (2019) Organizational career management practices: The role of the relationship between HRM and trade unions. *Employee Relations*, 41(1), 84-100. [Current Contents, IF=1.645]
- Poloski Vokic, N., Klindzic, M. & **Hernaus, T.** (2018) Changing HRM practices in Croatia: Demystifying the impact of HRM philosophy, global financial crisis and EU membership. *Journal of East European Management Studies*, 23(2), 322-343.
- Hernaus, T.**, Tadić Vujčić, M. & Aleksić, A. (2017) Changing Work Engagement: The Longitudinal Effect of a Job Redesign Intervention among Public Sector Employees. *Strategic Management: International Journal of Strategic Management and Decision Support Systems in Strategic Management*, 22(2), 3-8.
- Cerne, M., **Hernaus, T.**, Dysvik, A. & Skerlavaj, 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.
- Hernaus, T.**, Bosilj Vuksic, V. & Indihar Stemberger, M. (2016) From strategy to results? Institutionalizing BPM governance within organizations. *Business Process Management Journal*, 22(1), 173-195.
- Hernaus, T.** & Poloski Vokic, 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.** & Mikulic, J. (2014) Work characteristics and work performance of knowledge workers. *EuroMed Journal of Business*, 9(3), 268-292.
- Hernaus, T.**, Aleksic, A. & Klindzic, M. (2013) Organizing for Competitiveness – Structural and Process Characteristics of Organizational Design. *Contemporary Economics*, 7(4), 25-40.
- Hernaus, T.**, Pejic Bach, M. & Bosilj Vuksic, V. (2012) Influence of strategic approach to BPM on financial and non-financial performance. *Baltic Journal of Management*, 7(4), 376-396.

Hernaus, T., Skerlavaj, M. & Dimovski, V. (2008) Relationship between Organisational Learning and Organisational Performance: The Case of Croatia. *Transformations in Business & Economics*, 7(2/14), 32-48.

Dimovski, V., Skerlavaj, M., Kimman, M. & **Hernaus, T.** (2008) Comparative Analysis of the Organisational Learning Process in Slovenia, Croatia, and Malaysia. *Expert Systems with Applications*, 34(4), 3063-3070.

Poloski Vokic, N., Maric, I., **Hernaus, T.** (2007) Global orientation and global competencies of top managers in Croatia [in Croatian]. *Drustvena istrazivanja*, 16(3), 533-556.

OTHER REFEREED JOURNAL PUBLICATIONS

Hernaus, T. & Matić, I. (2017) Organization Design and Corporate Governance of Business Groups: A Comparison of the Public and Private Sector. *Dynamic Relationships Management Journal*, 6(2), 17-30.

Černe, M. & **Hernaus, T.** (2017) Pushing Forward: Making DRMJ Appealing for Organizational Researchers Worldwide. *Dynamic Relationships Management Journal*, 6(2), 1-2.

Černe, M. & **Hernaus, T.** (2016) Turning the Page; DRMJ's Chapter Three – In Search of Increased Relevance, Rigor, Comprehensiveness and Internationalization. *Dynamic Relationships Management Journal*, 5(2), 1-4.

Hernaus, T. (2011) Business Trends and Tendencies in Organization Design and Work Design Practice: Identifying Cause-and-Effect Relationships. *Business Systems Research*, 2(1), 4-16.

Hernaus, T. & Perkovic, S. (2011) Development of Business Process Management Field: The Analysis of Educational Programs [in Croatian]. *Zbornik Ekonomskog fakulteta u Zagrebu*, 9(2), 195-208.

Skrinjar, R., **Hernaus, T.** & Indihar-Stemberger, M. (2008) The State of Business Process Orientation and Key Future Challenges in Slovenia and Croatia [in Slovenian]. *Uporabna informatika*, 16(4), 210-218.

Prester, J., Hruska, D. & **Hernaus, T.** (2006) Case-by-Case Privatization in Croatia: Cases of Viadukt, Koncar and Tehnika. *International Journal of Management Cases*, 8(1), 66-72.

Poloski Vokic, N. & **Hernaus, T.** (2005) Interpersonal Relations at Work Perceived by Croatian and Worldwide Employees and by Different Age, Gender, Education, Hierarchical and Company Size Groups – Empirical Evidence. *Management: Journal of Contemporary Management Issues*, 10(1), 23-49.

RESEARCH INTERESTS

Multi-level organization design

Business unit design and process management

Knowledge hiding and organizational learning

Work design and job interventions
Innovative work behavior

CITATIONS

Web of Science (h-index): 102 (6)
Scopus (h-index): 69 (3)
Google Scholar (h-index): 731 (14)
Most cited reference: 23 WoS citations (since 2008)

REFEREED CONFERENCE PAPERS

- | | |
|---------------------------|--|
| accepted for presentation | Hernaus, T. , Černe, M., Sitar, A. S., & Marić, M. (2019) Strategy-structure fit and job demands-resources fit: The cross-level impact on work performance. <i>11th International Conference of the Dutch HRM Network</i> , November 14-15, Tilburg, Netherlands. |
| accepted for presentation | Hernaus, T. , Sitar, A. S., Marić, M., & Černe, M. (2019) The cross-level performance effects of the strategy-structure (mis)fit: Examining the mediating role of job demands-resources fit. <i>AOM Responsible Leadership in Rising Economies</i> , October 23-25, Bled, Slovenia. |
| accepted for presentation | Prester, J., Hernaus, T. , Aleksić, A., & Trkman, P. (2019) Performance Effects of Dynamic Capabilities: The Interaction Effect of Process Management Capabilities. <i>17th International Conference on Business Process Management</i> , September 3-6, Vienna, Austria. |
| | Hernaus, T. , Klindzic, M., & Maric, M. (2019) Understanding the role of leaders in simulating employee innovative work behavior and task performance, <i>19th EAWOP Congress</i> , May 29 – June 1, Turin, Italy. |
| | Hernaus, T. , Sitar, S. A., & Marić, M. (2019) The Job Modification Framework Revisited: The Performance Effects of the Relationship between Strategy-structure Fit and Motivational Job Design Characteristics? <i>13th International Conference Challenges of Europe: Growth, Competitiveness, Innovation and Well-being</i> , May 22-24, Bol na Braču, Croatia. |
| | Cerne, M., Kase, R., Hernaus, T. , Dysvik, A. & Skerlavaj, M. (2018) Pay-for-hiding? The Interplay between pay-for-performance, intra-team competitiveness and team-based pay in preventing knowledge hiding in mistrusted teams. <i>AOM 2018 conference symposium paper</i> , August 10-14, Chicago, USA. |
| | Hernaus, T. , Maric, M. & Cerne, M. (2018) Do job demands lead to employee innovativeness? The moderating role of chronological age. <i>Slovenian Academy of Management</i> , 14-15 June, Brdo pri Kranju, Slovenia. |
| | Tadić Vujčić, M., Hernaus, T. & Černe, M. (2018) Engaged Employees and Innovative Supervisors: Fostering Innovative Work Behavior and Work Performance among Public Sector Employees. <i>The 4th Israel Organization Behavior Conference</i> , 2-4 January, Tel Aviv, Israel. |

Marić, M. & **Hernaus, T.** (2017) Work Engagement as Mediator between Job Characteristics and Organizational Citizenship Behavior. *British Academy of Management Conference*, 5-7 September, Coventry, United Kingdom.

Cerne, M., **Hernaus, T.** & Skerlavaj, M. (2017) Actual-Wanted Task Identity Incongruence and Innovative Work Behavior: The Moderated Polynomial Regression Effects of Creative Bootlegging. *AOM Conference*, 4-8 August, Atlanta, USA.

Hernaus, T., Maric, M. & Cerne, M. (2017) How does employees' age make a difference? The relationship between job design and innovative work behavior. EURAM Conference "Making Knowledge Work", 21-24 June, Glasgow, Scotland.

Hernaus, T., Tadic Vujcic, M. & Aleksic, A. (2017) Solving the job design jigsaw: The step-wise effect of a managerial re-design intervention on public-sector work engagement. *22nd EBES conference*, 24-26 May, Rome, Italy.

Cerne, M., **Hernaus, T.** & Tadic Vujcic, M. (2017) Two halves of the same innovative jobs: A distinctive impact of initiated and received task interdependence on innovative work behaviors. *EAWOP 2017 Conference*, 17-20 May, Dublin, Ireland.

Tadic Vujcic, M., **Hernaus, T.** & Cerne, M. (2017) Work engagement and task performance within public organizations: The role of innovative work behavior. *EAWOP 2017 Conference*, 17-20 May, Dublin, Ireland.

Hernaus, T., Cerne, M. & Guistiniano, L. (2017) Connecting the Dots: Towards a Multi-Level Framework of Organizational Design. *SMS Special Conference*, 31 March - 1 April, Milano, Italy.

Hernaus, T., Cerne, M. & Skerlavaj, M. (2016) Going the extra mile? Cross-training, relational job design and extra-role behavior of high-skilled and low-skilled workers. *Xth International Workshop on HRM*, 27-28 October, Cadiz, Spain.

Hernaus, T., Miocic, M. & Aleksic, A. (2016) Phase-specific antecedents of innovative work behavior: the role of knowledge job characteristics and organizational climate, *9th EuroMed Conference of the EuroMed Academy of Business*, 14-16 September, Warsaw, Poland.

Hernaus, T., Cerne, M. & Poloski Vokic, N. (2016) Understanding the nature of innovative work behavior in the public sector: Conceptualizing a static and dynamic role of job design, *EURAM 2016 – Manageable Cooperation?* 1-4 June, Paris, France.

Hernaus, T. & Matic, I. (2016) Organization design and corporate governance of business groups: A comparison of the public and private sector, *4th International Conference on Management and Organisation "Corporate governance: Challenges and development"*, 9-10 June, Brdo pri Kranju, Slovenia.

Poloski Vokic, N. & **Hernaus, T.** (2015) Is there a new public human resource management in Croatia? A comparative analysis of public- and private-sector organisations, *International scientific seminar Managing and Developing Human Resources*, 26th October, Bratislava, Slovakia.

Poloski Vokic, N. & **Hernaus, T.** (2015) The triad of job satisfaction, work engagement and employee loyalty – The interplay among the concepts, *5th South-East European (SEE) meeting & scientific conference of management departments*, 25-26 September, Varazdin, Croatia.

Poloski Vokic, N., Klindzic, M. & **Hernaus, T.** (2015) Changing HRM practices in Croatia – Demystifying the impact of HRM philosophy, global financial crisis and EU membership, *31st EGOS Colloquium*, 2-4 July, Athens, Greece.

Hernaus, T., Poloski Vokic, N., Aleksic, A., Cerne, M. & Skerlavaj, M. "Knowledge Hiding in the Academia: What, Where, and How Often", *17th congress of the European Association of Work and Organizational Psychology (EAWOP 2015)*, 20-23 May, Oslo, Norway.

Hernaus, T. (2014) Developing and Testing a Work Design Taxonomy of Knowledge Workers' Jobs, *7th Annual Conference of the EuroMed Academy of Business*, 18-19 September, Kristiansand, Norway.

Hernaus, T., Rupcic, N. & Aleksic Miric, A. (2014) Towards Superior Organizational Performance: Interaction between Horizontal Integration and Organizational Learning Practices, *3rd International Conference on Management and Organisation: Knowledge Management and Organizational Learning Practices*, 12-13 June, Brdo pri Kranju, Slovenia, 34-52.

Bosilj Vuksic, V., Pejic Bach, M. & **Hernaus, T.** (2014) Educating Students in Business Process Management with Simulation Games, *ICISEM 2014: International Conference on Information Systems Engineering and Management*, 8-9 May, Florence, Italy, 109-114.

Hernaus, T., Poloski Vokic, N. & Aleksic, A. (2014) Gender Differences in Work Characteristics across Occupational Groups, *5th LAEMOS Conference*, 2-5 April, Havana, Cuba.

Hernaus, T. & Aleksic, A. (2013) A Relational View of Strategy, Knowledge and Teamwork: Implications for Organizational Success, *IFKAD - International Forum on Knowledge Asset Dynamics: Smart Growth: Organizations, Cities and Communities*, 12-14 June, Zagreb, Croatia, 177-192.

Hernaus, T., Aleksic, A. & Maric, I. (2012) Work Design Practices: Do Trade Unions Make a Difference? *IS 2012 - Innovation for Sustainability*, 27-28 September, Porto, Portugal.

Hernaus, T., Vidovic, M. & Aleksic, A. (2012) Are Job Training and Education Practices Related to Work Design and Alternative Ways of Working? *11th World Congress of the International Federation of Scholarly Associations of Management*, 26-29 June, Limerick, Ireland.

Hernaus, T., Aleksic Miric, A. & Skerlavaj, M. (2011) Strategic Alliances' Creation: Rationality vs Emotions, *5th International Conference on Economics and Management of Networks*, 1-3 December, Limassol, Cyprus.

Hernaus, T. (2011) Determining a Multilevel Mediating Role of Work Characteristics in Relationship between Macro-organizational Variables and Work Performance Outcomes, *4th Annual Conference of the Euromed Academy of Business*, 20-21 October, Elounda, Greece.

Hernaus, T. & Kolar, N. (2011) Differences in Job Characteristics Between Line and Staff Positions, *Annals of DAAAM for 2011 & Proceedings of the 22nd International DAAAM Symposium*, Vienna, 22(1), 785-786.

- Aleksic Miric, A. & **Hernaus, T.** (2011) Exploring Dynamics of International Strategic Alliances: The Role of Emotions, *3rd International Conference Economies of Central and Eastern Europe: Convergence, Opportunities and Challenges*, 12-14 June, Tallinn, Estonia.
- Hernaus, T.**, Aleksic, A. & Klindzic, M. (2011) Structural and Process Dimensions of Organizational Units: The Case of Croatian Companies, *Business & Economics Society International Conference*, 6-9 July, Split, Croatia.
- Hernaus, T.**, Pejic Bach, M. & Rebac Jirous, Z. (2010) Using Business Intelligence in Decision-Making Process: An Empirical Analysis, *Annals of DAAAM for 2010 & Proceedings of the 21st International DAAAM Symposium*, Zadar, 21(1), 1179-1180.
- Hernaus, T.** (2008) Process-Based Organization Design Model: Theoretical Review and Model Conceptualization, *Third International Workshop on Organization Design*, 18-20 May, Aarhus, Denmark.
- Hernaus, T.** (2008) Generic Process Transformation Model - Transition to Process-Based Organization, *The 2008 Proceedings of the International Academy of Management and Business - IAMB Conference*, 28-30 January, San Diego, USA.
- Galetic, L., **Hernaus, T.** & Nacinovic, I. (2007) Organizational changes as an issue of organization development: case of Croatia, *6th International Symposium Economy & Business 2007: Economic Development and Growth*, 10-14 September, Sunny Beach Resort, Bulgaria.
- Skrinjar, R., Indihar-Stemberger, M. & **Hernaus, T.** (2007) The Impact of Business Process Orientation on Organizational Performance, *InSite – Information Science & Information Technology Education Joint Conference*, 22-25 June, Ljubljana, Slovenia.
- Hernaus, T.** (2007) Work Structure in Different Organization Designs, *Workshop on Organisational Design*, EIASM, 16-17 April, Bruxelles, Belgium.
- Tipuric, D., Krajcar, S. & **Hernaus, T.** (2007) Organizational Transformation: A Case of HEP Group, *26th International Conference on Organizational Science Development*, Portoroz, Slovenia.
- Skerlavaj, M., Dimovski, V. & **Hernaus, T.** (2006) Comparative analysis of Organizational Learning Construct: Slovenia and Croatia, *3rd International Conference An Enterprise Odyssey: Integration or Disintegration*, 15-17 June, Zagreb, Croatia, 1421-1434.
- Skrinjar, R., **Hernaus, T.** & Indihar-Stemberger, M. (2006) Business Process Orientation Construct Analysis – Slovenia and Croatia, *3rd International Conference An Enterprise Odyssey: Integration or Disintegration*, 15-17 June, Zagreb, Croatia, 1435-1447.
- Dimovski, V., Skerlavaj, M., Kimman, M. & **Hernaus, T.** (2006) Comparative Analysis of the Organizational Learning Process in Three Countries, *Proceedings of the 7th International Conference of the Faculty of Management Koper*, 23-25 November, Portoroz, Slovenia, 303-311.

INVITED LECTURES

- 2018 "Actual-wanted task identity (in)congruence and innovative work behavior: the mediated polynomial regression effects of job crafting", Faculty of Economics and Business, University of Zagreb, 11th October, Zagreb, Croatia
- 2018 "Managing personal productivity" (Business skills development workshop), Faculty of Economics, University of Ljubljana, 6th March, Ljubljana, Slovenia
- 2018 "Job design" (course: Human Resource Management), Faculty of Economics, University of Ljubljana, 6th and 8th March, Ljubljana, Slovenia
- 2017 "Work organization and job design in the academia" (*invited lecture*). Polytechnic in Požega, 29th September, Požega, Croatia.
- 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 "Emerging trends in work organization" (course *Postindustrial society*), Croatian studies, University of Zagreb, 9th December, Zagreb, Croatia
- 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

PROFESSIONAL ACTIVITIES

- 2021 - 2023 *Guest editor of the special issue on "Integrating Organizational Research through a Multilevel Approach", European Management Journal*
- 2019 - 2020 *Conference chair, 6th International Conference on Management and Organization: Integrating Organizational Research: Individual, Team, Organizational and Multilevel Perspectives, 11-12 June, Bled, Slovenia*
- 2018 - 2019 *Guest editor of the special issue on "Business Process Management: state-of-the-art and future research trends", Journal of Entrepreneurship, Management, and Innovation (work-in-progress)*
- 2017 - 2019 *Guest editor of the special issue on "Designing Jobs for Personal, Work and Organizational Outcomes, Drustvena izarazivanja, 28(1), 1-151.*
- 2018 - 2019 *Program co-chair, Central and Eastern Europe Forum at the 17th International Conference on Business Process Management, 1-6 September, Vienna, Austria*
- 2018 - present *Editorial Board Member, Management: Journal of Contemporary Management Issues*
- 2018 *Member of the Scientific Program Committee, International Scientific Jubilee Conference 2018: Transforming the business for future: Building a modern HR organization, 4-5 October, Skopje, Macedonia*
- 2017 - 2018 *Member of the Program Committee, 7th Slovenian Academy of Management International Conference on Management and Organization in the Digital Society*
- 2017 *Track Chair, 7th South East European Meeting & Scientific Conference of Management Departments, 22-23 September, Zagreb, Croatia*
- 2016 - present *Co-editor, Dynamic Relationships Management Journal*
- 2015 - present *HR Division Ambassador for Croatia, Academy of Management*
- 2015 - 2016 *Member of the Program Committee, 5th Slovenian Academy of Management International Conference on Corporate Governance*
- 2014 *Track Chair, International Conference on Knowledge Management and Organizational Learning, Slovenian Academy of Management, 13-14 June, Brdo pri Kranju, Slovenia*
- 2014 *Reviewer (3rd Slovenian Academy of Management International Conference on Knowledge Management and Organizational Learning)*
- 2014 *Reviewer (7th International Conference 'An Enterprise Odyssey: Leadership, Innovation and Development for Responsible Economy')*
- 2013 - 2014 *Member of the Program Committee, 3rd Slovenian Academy of Management International Conference on Knowledge Management and Organizational Learning*
- 2012 *Member of the Organizing Committee, Scientific roundtable Holistic role of trade unions in contemporary society, Zagreb*
- 2011 *Track Chair, 1st Scientific Conference of Management Departments, 28-30 September, Split, Croatia*
- 2010 - present *Editorial Board Member, Contemporary Economics journal*

- 2010 - present *Ad-hoc reviewer* (Human Resource Management Journal, International Journal of Human Resource Management, Journal of Organizational Behavior, European Management Journal, Management Decision, Journal of Knowledge Management, Human Relations, Personnel Review, Baltic Journal of Management, EuroMed Journal of Business, SAGE Open, Contemporary Economics, Drustvena istrazivanja, Business Systems Research, Zbornik Ekonomskog fakulteta u Zagrebu, Financial theory and practice, Economic and Business Review, The Research Foundation Flanders, Polish National Science)
- 2008 - present *Reviewer* (Academy of Management Conference, British Academy of Management)

TEACHING EXPERIENCE (COURSES)

- 2018 - present *Organizational and job design* (postgraduate level)
- 2018 - present *HR organization* (postgraduate level)
- 2011 - 2014 *Organization Development* (graduate level)
- 2008 - present *Organization Design* (graduate and postgraduate level)
- 2008 - 2011 *Methodology of Organization Design* (undergraduate level)
- 2006 - present *Business Process Management* (graduate and postgraduate level)
- 2005 - present *Organization Theory* (undergraduate level)
- 2004 - 2005 *Management* (undergraduate level)
- 2004 - 2005 *Human Resource Management* (undergraduate level)

STUDENT SUPERVISION

- Mentorship of 76 undergraduate students
- Mentorship of 29 graduate students
- Mentorship of 11 postgraduate (MBA) students
- Mentorship of 3 doctoral students (two ongoing)
- Ana Juras – PhD thesis successfully defended
- Matija Marić – PhD topic accepted
- Karmen Dežmar Krainz – PhD topic accepted

SCIENTIFIC (RESEARCH) PROJECTS

- 2018 “Comparative research of work design practices: national, sectoral, occupational, organizational and sociodemographic differences”, university research project (*project manager* and *principal investigator*)
- 2017 - present “Global work design project”, HR division of the Academy of Management (*country representative* and *principal investigator*)
- 2017 “Development of the organization design function within Croatian companies”, university research project (*project manager* and *principal investigator*)

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

PROFESSIONAL (CONSULTING) PROJECTS

2014 - 2015	Developing the Integrated Model of Controlling in ZET (<i>team member</i>)
2008 - 2009	Developing the Treasury Model of the City of Zagreb (<i>team member</i>)
2008 - 2009	Consulting services in developing process-based organizational solutions and risk management in ZET (<i>team member</i>)
2008	Designing a new corporate governance model for DIOKI group (<i>executive secretary</i>)
2008	Structural changes in organizational solution of Studentski centar – Zagreb (<i>project manager</i>)
2007	Reorganization of the Natura Agro Ltd. (<i>project manager</i>)
2007	Job Analysis and Workplace Systematization in Hrvatska lutrija Ltd. (<i>team member</i>)
2007	Strategy formulation and implementation in Croatia osiguranje Plc. (<i>team member</i>)
2007	Efficiency improvement of the system and organization of institutions for older and disabled persons in Zagreb (<i>team member</i>)
2007	Expert support in setting up and opening of the Coordination entity for implementation of program of economic usability geothermal power on location Lunjkovec-Kutnjak (<i>team member</i>)

2006	Concept of establishing company for managing Croatian interests in Adria LNG Study Company (<i>team member</i>)
2006	Organizational structuring and management of the HEP Group (<i>executive secretary</i>)
2006	Concept and feasibility of program of economic usability geothermal power on location Lunjkovec-Kutnjak (<i>team member</i>)
2006	ESOP program RVR – service industry Ltd. (<i>team member</i>)
2005	Concept of privatization for TZV Gredelj Ltd. (<i>team member</i>)
2005	Concept and proposal for potential privatization of Jardolinija Ltd. (<i>team member</i>)
2005	Workplace systematization of administrative staff at Faculty of Economics and Business – Zagreb (<i>team member</i>)
2004	Proposal and concept of privatization of HEP Group (<i>team member</i>)

INSTITUTIONAL SERVICE

2018 - present	<i>Member of the Council for Science, Faculty of Economics and Business, University of Zagreb</i>
2018 - present	<i>Member of the Work group for development and innovation, Faculty of Economics and Business, University of Zagreb</i>
2017 - present	<i>Program director of the Postgraduate study program Organization and Management, University of Zagreb (www.spds-oim.eu)</i>
2017 - 2018	<i>Academic Secretary of the Postgraduate study program Human Resource Management, University of Zagreb</i>
2015 - present	<i>President of the Management Board, Faculty of Economics and Business' sport society</i>
2014 - present	<i>Founder and web administrator, Organization design knowledge hub, www.orgdesignhub.com [in Croatian]</i>
2014 - 2018	<i>Vice president of the Committee for business affairs, Faculty of Economics and Business, University of Zagreb</i>
2014 - 2016	<i>Member of the Council, Faculty of Economics and Business, University of Zagreb</i>
2012 - 2014	<i>Member of the Graduate Program Council in Management, Faculty of Economics and Business, University of Zagreb</i>
2010 - 2014	<i>Member of the Management Board, Faculty of Economics and Business' sport society</i>
2005 - 2017	<i>Academic Secretary of the Postgraduate study program Organization and Management, Faculty of Economics and Business, University of Zagreb</i>

PROFESSIONAL AFFILIATIONS / MEMBERSHIPS

2015 - present	European Association of Work and Organizational Psychology (EAWOP), <i>member</i>
2014	EuroMed Academy of Business (EMAB), <i>member</i>

- 2013 - present Organizational Design Community (ODC), *member*
- 2013 - present CRANET research network, *member*
- 2012 - present Academy of Management (AOM), *member*
- 2012 - 2016 The society of university teachers, scholars and other scientists in Zagreb, *member*
- 2008 European Group for Organizational Studies (EGOS), *member*
- 2008 - present European Academy of Management (EURAM), *member*
- 2007 - 2008 Organization Design Forum (ODF), *member* and *committee chair*
- 2007 - 2008 International Academy of Management and Business (IAMB), *member*