


## PERSONAL INFORMATION

**Mirjana Hladika**

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Nationality Croatian

## CURRENT POSITION

**Associate Professor at Department of Accounting**

## WORK EXPERIENCE

2021- **Associate Professor at Department of Accounting**  
University of Zagreb Faculty of Economics & Business, Zagreb, Croatia

2016–2021 **Assistant Professor at Department of Accounting**  
University of Zagreb Faculty of Economics & Business, Zagreb, Croatia

2013–2016 **Senior Teaching and Research Assistant at Department of Accounting**  
University of Zagreb Faculty of Economics & Business, Zagreb, Croatia

2007–2013 **Teaching and Research Assistant at Department of Accounting**  
University of Zagreb Faculty of Economics & Business, Zagreb, Croatia

## EDUCATION

2009–2013 **Doctor of Economics (PhD)**  
University of Zagreb Faculty of Economics & Business, University postgraduate (doctoral) study programme in Economics and Business Economics

2007–2009 **University Specialist in Managerial Accounting and Internal Auditing**  
University of Zagreb Faculty of Economics & Business, University specialist postgraduate study Programme "Managerial Accounting and Internal Auditing"

2003–2007 **Master of Economics**  
University of Zagreb Faculty of Economics & Business, University graduate study programme in Business Economics

## TRAINING

2022 „Environmental Accounting in Europe: A Perspective“. European Accounting Association

2022 „Management Accounting and Strategy – A Review and Reflections on Future Research“. European Accounting Association

2021 „International Higher Education Forum 2021“. Pearson

- 2020 „Risk, Compliance, Audit and Regulatory Affairs Program“. INSEAD and UniCredit
- 2020 „Corporate Governance Program“. INSEAD and UniCredit
- 2020 „Scopus Workshops – Increase Your Visibility“. Faculty of Economics & Business, University of Zagreb
- 2019 Erasmus+ program for Teaching Staff. Faculty of Economics and Business Administration, Vilnius University, Litva
- 2019 Workshop „*Partial Least Squares Structural Modelling*“. University of Zagreb, Faculty of Economics & Business, Zagreb, Croatia
- 2017 *IASB Workshop for Academics*. IFRS Foundation, London, UK
- 2013 Workshop „*Accrual Accounting*“. Center of Excellence in Finance, Ljubljana, Slovenia
- 2012 Erasmus Program for Teaching Staff, Hochschule für Wirtschaft und Recht, Berlin, Germany
- 2011 Workshop „*Writing to Publish in International Accounting Journals*“. European Accounting Association and University of Economics, Prague, Czech Republic
- 2010 Workshop „*Writing Scientific English: Perspectives and Argumentation*“. University of Zagreb, Croatia
- 2010 PhD Course „*Government Accounting: CIGAR, U.S. and IPSASs*“. Bodo Graduate School of Business, Norway
- 2010 Workshop „*Public Administration in the Balkans – from Weberian bureaucracy to New Public Management*“. European Public Law Organization (EPLA) and the Faculty of Public Administration – National School of Political Studies and Public Administration (NSPSPA), Bucharest, Athens, Greece
- 2009 Workshop „*Cash vs. Accrual Accounting*“. Center of Excellence in Finance, Ljubljana, Slovenia
- 2009 Workshop „*PEFA PFM Performance Measurement Framework*“. Center of Excellence in Finance, Ljubljana, Slovenia
- 2009 Workshop „*International Public Sector Accounting Standards*“. Center of Excellence in Finance, Ljubljana, Slovenia

## PERSONAL SKILLS

Mother tongue Croatian

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C1	C1	C1	C1	C1
German	B1	B1	B1	B1	B1

Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2 Proficient user

Communication skills Good communication skills acquired through teaching and working in different teams and projects.

Organisational / managerial skills Good organisational and managerial skills acquired through leadership of teams on different projects and workshops, as well as through coordination of team in research activities and writing of scientific and professional papers.

## ADDITIONAL INFORMATION

Visiting professorships

- Faculty of Economics, University of Mostar, Bosnia and Herzegovina, 2019.
- Faculty of Economics, University of Banja Luka, Bosnia and Herzegovina, 2019.

- Invited lectures**
- “Challenges and changes in accounting treatment of leases according to IFRS 16 – Leases”. 21st international symposium “BH MATRICA”, Association of accountants and auditors of Federation of Bosnia and Herzegovina, Sarajevo, Neum, Bosnia and Herzegovina, 2018.
  - “Focusing of internal auditors on risks associated with financial instruments”. 21st consulting Internal audit and control, Croatian Association of Accountants and Financial Experts, Zagreb, Primošten, Croatia, 2018.
  - “Analysis of investment portfolio of insurance companies in Bosnia and Herzegovina”. 16th international symposium “Stanje i perspektive u Bosni i Hercegovini”, Revicon, Sarajevo, Neum, Bosnia and Herzegovina, 2015.
  - “Accounting for budgetary users”, invited lecture for teachers in the Education sector of business, trade and business administration – economy, Agency for Vocational Education and Adult Education, Zagreb, Croatia, 2011.
  - “Accounting for non-profit organizations”, invited lecture for teachers in the Education sector of business, trade and business administration – economy, Agency for Vocational Education and Adult Education, Zagreb, Croatia, 2010.
- Projects**
- Associate on the COST Project CA 17125 PUVACA “Public value capture of increasing property values”, funded by the European Commission, 2018-2022.
  - Associate on the Project “Interdependence of the application of fair value concept and tax burden of business entities from the real sector in Republic of Croatia” funded by University of Zagreb, 2018.
  - Project Manager “The usage of accounting information for cash management in Croatian companies” funded by University of Zagreb, 2017.
  - Associate on the project “Application of the model BSC (Balanced Scorecard) for performance measurement of the University”, funded by the Development Fund of the University at the University of Zagreb, 2012–2013.
  - Teaching and Research Assistant at project of Ministry of science, education and sport “The perspectives of implementation of managerial accounting in the public sector of the Republic of Croatia”, 2007–2013.
- Honours and awards**
- 2017. Award of “Mijo Mirković” for scientific book “Računovodstvo financijskih instrumenata”
  - 2014. Award of Croatian Association of Accountants and Financial Experts (for PhD thesis)
  - 2010. Award of Croatian Association of Accountants and Financial Experts (for specialist postgraduate thesis)
  - 2007. Dean’s Award for Outstanding Success and Results during the study
  - 2007. Dean’s Award for Outstanding Success and Results at IV. year of study
- Public and university services**
- Deputy Head of the Department of Accounting, 2022 - today
  - Chief editor of the website of the Faculty of Economics & Business, University of Zagreb, 2022 - today
  - Member of the Committee for Integrated Undergraduate and Graduate University Studies, Faculty of Economics & Business, University of Zagreb, 2022 – today
  - Member of the Committee for Digitization of the Faculty of Economics & Business, University of Zagreb, 2022 - today
  - Member of the Faculty Council, Faculty of Economics & Business, University of Zagreb, 2020 – 2022
  - President of the Library Committee, Faculty of Economics & Business, University of Zagreb, 2020 – 2022
  - Vice president of the Ethics Committee, Faculty of Economics & Business, University of Zagreb, 2020 - today
  - Member of the Ethics Committee, Faculty of Economics & Business, University of Zagreb, 2014 – 2020
  - Secretary of postgraduate study “Managerial Accounting and Internal Auditing”, Faculty of Economics & Business, University of Zagreb, 2007 – today
- Professional activities**
- member of the Supervisory Board, Zagrebačka banka d.d., Croatia, 2020 - today
  - president of the Audit Committee, UniCredit Bank d.d., Mostar, Bosnia and Herzegovina, 2018 – today

- Memberships in professional association or bodies**
- European Accounting Association
  - Association of Accountants and Financial Experts – Zagreb
  - Croatian Economists Association
  - Eurasia Business and Economic Society
  - CIGAR Network
- Professional certifications**
- 2010. Certified Internal Auditor, specialist for banks and financial institutions, certified by the Section of Internal Auditors, Croatian Association of Accountants and Financial Experts
  - 2010. Certified Internal Auditor, specialist for economy, certified by the Section of Internal Auditors, Croatian Association of Accountants and Financial Experts
- Journal editor roles**
- 2019. – member of the Editorial Board of the Journal of Finance and Accounting, Science Publishing Group
  - 2013. – member of the editorial board of Journal “Računovodstvo i financije”
  - 2013. – member of the editorial board of Journal “Riznica”
- Reviewer**
- Academic Information Centre, Latvia
  - Accounting in Europe
  - International Journal of Environment and Sustainable Development
  - Interdisciplinary Description of Complex Systems: INDECS
  - Business Systems Research: International journal of the Society for Advancing Innovation and Research in Economy
  - Universal Journal of Accounting and Finance
  - Operations Research and Decisions
  - Ekonomski pregled
  - Socijalna ekologija
  - Zbornik Ekonomskog fakulteta u Zagrebu
  - Zbornik radova Ekonomskog fakulteta Sveučilišta u Mostaru
  - International Journal of E-Services and Mobile Applications
  - Central European Public Administration Review
  - 12th Odyssey Conference
  - 11th Odyssey Conference
  - 34th IBIMA International Conference
  - 33rd IBIMA International Conference
  - 32nd IBIMA International Conference
- Prominent conferences**
- 2022, Session Chair, Odyssey Conference, Dubrovnik, Croatia
  - 2021, Member of the Scientific Board of the Third International conference for business, economy and finance ICBEF 2021, organized by the Faculty of Economics at the University of Goce Delchev, Stip, Republic of Macedonia
  - 2019, Member of Review Committee, International Conference on Administration Management and Social Science, Sarajevo, Bosnia and Herzegovina
  - 2019, Member of Program Committee, 33rd IBIMA International Conference, Granada, Spain
  - 2019, Session Chair, EMAN Conference, Ljubljana, Slovenia
  - 2018, Member of Program Committee, 32nd IBIMA International Conference, Seville, Spain
- Researcher's profiles**
- ORCID: <https://orcid.org/0000-0003-3170-9138>  
Google Scholar: <https://scholar.google.hr/citations?user=gbGzuOgAAAAJ&hl=hr>  
Full bibliography: <http://bib.irb.hr/lista-radova?autor=300152>

## SELECTED BIBLIOGRAPHY

- Hladika, M. (2022) Analysis of public managers' attitudes toward constraints for implementation of public sector accounting reform in Croatia. *Ekonomski pregled*, Vol. 73, No. 1, str. 81-106.
- Hladika, M., Žmuk, B. (2021) Exploring the level of utilizing of management reports in decision-making in Croatian companies. *Management: Journal of Contemporary Management Issues*, Vol. 26, No. 2, str. 63-78.
- Hladika, M., Poljašević, J., Grbavac, J. (2021) Assessment of transparency of audit reports based on presentation of key audit matters – the cases of Bosnia and Herzegovina and of Croatia. *Ekonomski vjesnik: Review of Contemporary Entrepreneurship, Business, and Economic Issues*, Vol. 34, No. 2, str. 459-470.
- Hladika, M., Gulin, D., Bernat, I. (2021) Revaluation as a model of subsequent measurement of property, plant and equipment – case of Croatia. *Croatian Economic Survey*, Vol. 23, No. 1, pp. 63-95.
- Perčević, H., Hladika, M., Valenta, I. (2020) The Analysis of the Appliance of Fair Value Concept in Croatian Companies From Real Sector. In: Bilgin, M. H., Danis, H., Demir, E. (Ed.), *Proceedings of the 26th and 27th Eurasia Business and Economics Society Conferences*, pp. 17-29. Switzerland, Cham: Springer.
- Hladika, M., Mužević, A. (2020) Izazovi u implementaciji i učinci primjene MSFI-ja 16 Najmovi u bankama (Challenges in implementation and effects of the application of IFRS 16 Leases in banks). *Zbornik Ekonomskog fakulteta u Zagrebu*, Vol. 18, No. 2, pp. 141-160.
- Gulin, D., Hladika, M., Valenta, I. (2019) Digitalization and the Challenges for the Accounting Profession. U: Milković, M., Seljan, S., Pejić Bach, M., Peković, S., Perovic, Đ. (ur.), *Proceedings of the 5th ENTRENOVA – ENTERPRISE RESEARCH INNOVATION CONFERENCE*, str. 502-511. Nakladnik: Udruga za promicanje inovacija i istraživanja u ekonomiji „IRENET“.
- Gulin, D., Hladika, M., Bernat, I. (2019) Analysis of profitability of hotel industry in Croatia. In: Khalih, S. S. (ur.), *Proceedings of the 34th International-Business-Information-Management-Association (IBIMA) Conference*, pp. 5186-5194.
- Subačienė, R., Alver, L., Brūna, I., Hladika, M., Mokošová, D., Molin, J. (2018) Evaluation of Accounting Regulation in Selected Countries. *Entrepreneurship and Sustainability Issues*, Vol. 6, No. 1, p. 139-175.
- Hladika, M., Valenta, I., Milčić, I. (2018) Analiza međuovisnosti između novčanog toka i zaduženosti u hotelskoj industriji u Republici Hrvatskoj. *Zbornik radova (Journal of Economy and Business)*, Vol. XXIV, p. 195-207.
- Gulin, D., Hladika, M., Mićin, M. (2018) Disclosure of Non-financial Information: The Case of Croatian Listed Companies. U: Bilgin, M. H., Danis, H., Demir, E., Can, U. (ed.). *Consumer Behavior, Organizational Strategy and Financial Economics*. Proceedings of the 21st Eurasia Business and Economics Society Conference, p. 159-175. Cham, Switzerland, Springer.
- Perčević, H., Hladika, M., Mićin, M. (2018) Does Longer Cash Gap Require Greater External Financing? U: Bilgin, M. H., Danis, H., Demir, E., Can, U. (ed.). *Consumer Behavior, Organizational Strategy and Financial Economics*. Proceedings of the 21st Eurasia Business and Economics Society Conference, p. 189-201. Cham, Switzerland, Springer.
- Hladika, M., Matovina, H., Perčević, H. (2017) Računovodstvo financijskih instrumenata (Accounting for financial instruments). Croatian Association of Accountants and Financial Experts, Zagreb.
- Perčević, H., Hladika, M. (2017) Application of transfer pricing methods in related companies in Croatia. *Economic Research-Ekonomski istraživanja*, Vol. 30, p. 611-628.
- Hladika, M., Valenta, I. (2017) Integrirano izvještavanje – nova platforma korporativnog izvještavanja. *Zbornik radova (Journal of Economy and Business)*, Vol. XXIII, p. 166-186.
- Gulin, D., Hladika, M., Mićin, M. (2017) Application of the Fair Value Concept in Function of Achievement the Objectives of Financial Statement Users. U: Bilgin, M. H., Danis, H., Demir, E., Can, U. (ed.). *Country Experiences in Economic Development, Management and Entrepreneurship*. Proceedings of the 17th Eurasia Business and Economics Society Conference, p. 553-570. Istanbul, Turska: Springer International Publishing.
- Gulin, D., Grbavac, J., Hladika, M. (2016) Kvaliteta korporativnog izvještavanja kao pretpostavka transparentnosti poslovnih subjekata. *Zbornik radova (Journal of Economy and Business) – posebno izdanje*, Vol. XXII, p. 154-180.
- Tušek, B., Perčević, H., Hladika, M. (2014) Interdependence between cash gap and profitability in the hotel industry in Croatia. *Acta turistica*, Vol. 26, No. 1, p. 55-75.
- Roje, G., Vašiček, V., Hladika, M. (2012) The perspectives of IPSASs introduction in Croatian public sector. *International Journal of Public Sector Performance Management*, Vol. 2, No. 1, p. 25-43.