


PERSONAL INFORMATION

Nina Pološki Vokić



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Sex F | Date of birth 02/07/1973 | Nationality Croatian

CURRENT POSITION

Full Professor with tenure at the Department of Organization and Management

WORK EXPERIENCE

2019 – Present

Full professor with tenure

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

Courses:

- undergraduate level (in Croatian): Management
- graduate (master) level (in Croatian & English): Management skills, Human resource management, Strategic human resource management
- specialistic postgraduate level (in Croatian): multiple courses in the areas of management, management skills and human resource management at the Faculty of Economics & Business and other faculties of the University of Zagreb
- doctoral level (in Croatian): Research methodology and qualitative methods (mandatory), Human resource management (elective)

2013 – 2019

Full professor

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

2009 – 2013

Associate professor

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

2004 – 2009

Assistant professor

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

1997 – 2000

Mr. Sc.

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

Postgraduate study program "Organization and Management"

1992 – 1997

B. Sc.

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

"Organization and Management", 1992. – 1997.

"Marketing", 1992. – 1996.

TRAINING

2002

Doctoral seminar "Corporate Learning: Theories and Methods" organized by European Doctoral School on Knowledge and Management – EUDOKMA, Barcelona, Spain

2001

Doctoral seminar "Research Methodology: Using Statistics for the Development of Reliable Scales" organized by European Doctoral School on Knowledge and Management – EUDOKMA, London, Great Britain

- 2001 Doctoral program organized by European Doctoral Programmes Association in Management and Business Administration – EDAMBA, Chateau de Bonas, France
- 2000 International Management Teachers Academy organized by Bled School of Management, Bled, Slovenia

PERSONAL SKILLS

Mother tongue(s) Croatian

Other language(s)	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
French	B2	B2	B2	B2	B2
German	B2	B2	B2	B2	B2
Italian	A2	A2	A1	A1	A1

Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2 Proficient user
Common European Framework of Reference for Languages

Communication skills Excellent communication skills due to my profession

Organisational / managerial skills Organisational and managerial skills developed through (co)heading of scientific postgraduate programs, leading scientific and commercial projects and committees, and having subordinates

Job-related skills Especially interpersonal, conflict handling and negotiating skills due to people-related job

ADDITIONAL INFORMATION

- Visiting professorships
- 2016 – 2020, Vienna University of Economics and Business (Wirtschaftsuniversität – Wien), international summer school course “International HRM”
 - 2011/2012 - 2015/2016, Vienna University of Economics and Business (Wirtschaftsuniversität – Wien), undergraduate courses “Cross-cultural and diversity issues in European HRM” and “HRM and diversity issues, with a special focus on CEE”
- Projects
- Project leader for Croatia in the international CRANET research project of researching human resource management practices led by CRANET research network and PennState College of the Liberal Arts, USA, 2011 –
 - Project associate in the HRZZ research project grant “The role of internal communication in an organization: position, channels, measurement and relationship with related concepts”, 2018 – 2022
 - Project associate in the HRZZ installation research project grant “Fostering Innovative Work Behavior of Public Employees by Using Work Design Interventions”, 2015 – 2018
 - Project associate in the university project “Organization of human resource management in the public sector”, 2015 – 2016
 - Project associate in the university project “Knowledge hiding in academia”, 2014 – 2015
 - Partner in the international “HR in progress: HR competencies in international comparison” led by the Institute for human resources and organization, Vienna, Austria, 2012 – 2013
 - Project leader of the university project “Holistic analysis of the trade unions role in the contemporary society”, 2012
 - Project associate in the university project “The development of the model for measuring and managing reputation of the University of Zagreb”, 2012
 - Project associate in the university project “The application of the balanced-scorecard model for measuring university performance”, 2012

Honours and awards

- 2020, "Mijo Mirković award" for scientific contribution rewarded by Faculty of Economics & Business – Zagreb for co-authorship of book "Gender Equality in the Workplace – Macro and Micro perspectives on the Status of Highly Educated Women" (publisher: Palgrave Macmillan)
- 2018, "Mijo Mirković award" for scientific contribution rewarded by Faculty of Economics & Business – Zagreb for co-authorship of article "Changing HRM practices in Croatia: Demystifying the impact of the HRM philosophy, the global financial crisis and the EU membership" (journal: Journal of East European Management Studies)
- 2008, "Mijo Mirković award" for scientific contribution rewarded by Faculty of Economics & Business – Zagreb for co-authorship of book "Temelji menadžmenta" ("Fundamentals of management")
- 2004, "Annual award for young scientists and artists" rewarded by "Society of university faculty and other scientists in Zagreb" for a scientific article in social sciences

Public and university services

- 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
- Member of the "Committee for Scientific Conferences and Scientific Associations" at the Ministry of Science and Education, Croatia, 2004 – present
- Deputy head of the Department of Organization and Management at the Faculty of Economics & Business, 2022 – present

Memberships in professional association or bodies

- 2004 – present, Society of University Teachers and Other Scientists in Zagreb

Journal editor roles (editor in chief, associate editor, guest editor, editorial board)

- 2013 – present, "Contemporary Economics", member of the editorial board
- 2018 – present, "Management Revue", member of the advisory board
- 2021 – present, "Strategic management – International Journal of Strategic Management and Decision Support Systems in Strategic Management", member of the editorial board
- 2022 – present, "Human Resource Management", member of the editorial board

Reviewer (journals, proceedings etc.)

- From 2003, reviewer of more than 100 papers for scientific journals and conferences from all over the world, such as: journals – Baltic Journal of Management, Employee Relations, Journal of Business Ethics, Journal of Public Relations Research, Public Relations Review and Social Indicators Research; conferences – British Academy of Management HRM Workshop, EURAM
- reviewer of 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 4 scientific books ("Internationalisation of human resource management – Focus on Central and Eastern Europe", "Managing costs and measuring performance in the public higher education system", "Smart production", "Izzivi in management na področju sociale in zdravja v moderni informacijski družbi")

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

- 2019, 21st EUPRERA Annual Congress „Joy – Using strategic communication to improve the quality of life“, member of the organizing committee
- 2016, 8th International Conference „An Enterprise Odyssey: Saving the Sinking Ship through Human Capital“, member of the organizing committee

Researcher's profiles

ORCID: <https://orcid.org/0000-0001-7600-7928>
 Google Scholar: <https://scholar.google.hr/citations?user=4cd16ZcAAAAJ&hl=hr>
 Full bibliography: <https://www.bib.irb.hr:8443/pretraga?operators=and|Polo%C5%A1ki%20Voki%C4%87,%20Nina%20%2822073%29|text|profile>

- Pološki Vokić, N., Tkalac Verčič, A., & Sinčić Ćorić, D. (2023). Strategic Internal Communication for Effective Internal Employer Branding. *Baltic Journal of Management*, 18(1), 19-33. <https://doi.org/10.1108/BJM-02-2022-0070>
- Pološki Vokić, N. (2022). The potency of managerial work redesign for raising creative performance: A student sample experiment. *Management Revue*, 34(4), 452-471. <https://doi.org/10.5771/0935-9915-2022-4-452>
- Pološki Vokić, N., & Klindžić, M. (2022). The country of origin and the country of operations effect on organized labour in multinational companies – Exploring the role of labour relations models. *Transfer: European Review of Labour and Research*, 28(4), 409-422. <https://doi.org/10.1177/10242589221119022>
- Tkalac Verčič, A., Sinčić Ćorić, D., & Pološki Vokić, N. (2021). Measuring internal communication satisfaction: validating the internal communication satisfaction questionnaire. *Corporate Communications: An International Journal*, 26(3), 589-604. <https://doi.org/10.1108/CCIJ-01-2021-0006>
- Pološki Vokić, N., Obadić, A., & Sinčić Ćorić, D. (2019). *Gender Equality in the Workplace – Macro and Micro Perspectives on the Status of Highly Educated Women*. Cham: Palgrave Macmillan.
- Pološki Vokić, N., Klindžić, M., & Hernaus, T. (2018). Changing HRM practices in Croatia: Demystifying the impact of the HRM philosophy, the global financial crisis and the EU membership. *Journal of East European Management Studies*, 23(2), 322-343. <https://doi.org/10.5771/0949-6181-2018-2-322>
- Tkalac Verčič, A., & Pološki Vokić, N. (2017). Engaging employees through internal communication. *Public Relations Review*, 43(5), 885-893. <https://doi.org/10.1016/j.pubrev.2017.04.005>
- 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. <https://doi.org/10.1016/j.pubrev.2014.12.004>
- 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. <https://doi.org/10.1177/1024258914546277>
- 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. <https://doi.org/10.1108/JOCM-05-2014-0104>