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ACADEMIC EMPLOYMENT / WORK EXPERIENCE

2022 -	University of Zagreb <i>Full Professor</i> , Department of Organization and Management, Faculty of Economics and Business	Zagreb, Croatia
2021 - 2028	University of Ljubljana <i>Adjunct Professor</i> , Department of Management and Organization, School of Economics and Business	Ljubljana, Slovenia
2017 - 2022	University of Zagreb <i>Associate Professor</i> , Department of Organization and Management, Faculty of Economics and Business	Zagreb, Croatia
2016 - 2021	University of Ljubljana <i>Visiting Professor</i> , Department of Management and Organization, School of Economics and Business	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 - 2021	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	Zagreb, Croatia

M.Sc., Business Process Management, Faculty of Economics and Business, 14th
November 2006

1998 - 2004 **University of Zagreb** **Zagreb, Croatia**
B.Sc., Organization and Management, Faculty of Economics and Business, 6th
February 2004

EDUCATION/TRAINING

2024 **Statistical Horizons** **(online, USA)**
Power Analysis and Sample Size Planning, March

2023 **The Economist** **(online, United Kingdom)**
Data Storytelling and Visualization, June

2022 **The Economist** **(online, United Kingdom)**
Professional Communication: Business Writing and Storytelling, November –
December

2016 **ESADE, Ramon Llull University** **Barcelona, Spain**
5th EDAMBA-EIASM Consortium on Doctoral Supervision and the New Global
Research Landscape, 18-21 January

2015 **University of Hamburg** **Hamburg, Germany**
Comprehensive PLS Seminar using SmartPLS3, 6-9 November

2015 **Statistical Horizons** **Philadelphia, USA**
Mediation and Moderation, 13-17 June

2011 **IEDC Bled School of Management** **Bled, Slovenia**
Educational program IMTA – International Management Teachers Academy, 5-17
June

2009 - 2011 **Business Process Management Institute** **(online, USA)**
BPMInstitute.org's Certificate of Training, 5th August 2011

2008 **EIASM & Aarhus School of Business** **Aarhus, Denmark**
EDEN Doctoral Seminar on Organizational Design, 21-25 May

2008 **IEDC Bled School of Management** **Bled, Slovenia**
EURAM Doctoral Colloquium, 14th May

2007 **University of Michigan** **Ann Arbor, USA**
Applications of Hierarchical Linear Models, 3-5 December

2007 **University of Michigan** **Ann Arbor, USA**
Applied Structural Equation Modeling, 26-29 November

2007 **University of Zagreb** **Zagreb, Croatia**
Educational program for acquiring competencies of a higher education teacher,
Faculty of Social Sciences, March – December

2006 **Center for Effective Organizations (CEO)** **Los Angeles, USA**
Advanced Topics in Organization Design, 13-16 June

2006 **Center for Effective Organizations (CEO)** **Los Angeles, USA**
Strategic Organization Design, 14-17 February

- 2004 - 2005 **Leeds Metropolitan University** **(Leeds, UK)**
Professional Diploma in Retail Management, 24th May 2005
- 2002 - 2003 **George Washington University** **(Washington D.C., USA)**
CELI Transformative Leadership Program, 19th March 2003

CERTIFICATES

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

HONOURS & AWARDS

- Mijo Mirkovic Award** for published scientific work with original scientific contribution, Faculty of Economics and Business, University of Zagreb (December 2023)
- Award “Alica Wertheimer-Baletić”**, University of Zagreb (November 2023)
- The 83rd Annual Meeting of the Academy of Management Best Paper Proceedings** (April 2023)
- Top Cited Article 2021-2022**, Human Resource Development Quarterly (February 2023)
- Award for scientific productivity measured by h-index**, Faculty of Economics and Business, University of Zagreb (December 2022)
- CEEMAN Researcher of the Year**, CEEMAN – The International Association for Management Development in Dynamic Societies (September 2021)
- Award for the journal article indexed in the Web of Science Core Collection with the highest 5-year impact factor** (based on the number of citations), Faculty of Economics and Business, University of Zagreb (December 2019)
- 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. & Marić, M. (2023) *Workplace creativity and innovation: A work design perspective* [in Croatian]. Zagreb: Naklada Slap, 312 pages

Hernaus, T. & Černe, M. (eds.) (2021/2022) *Becoming an Organizational Scholar: Navigating the Academic Odyssey*. Cheltenham: Edward Elgar Publishing, 288 pages

Di Ciccio, C., Gabryelczyk, R., Garcia-Banuelos, L., **Hernaus, T.**, Hull, R., Indihar Štemberger, M., Ko, A., & Staples, M. (eds.) (2019) *Business process management: Blockchain and Central and Eastern Europe Forum*. Cham: Springer Nature, 344 pages

Hernaus, T. & Brčić, R. (eds.) (2018) *Effective Organization Design Process* [in Croatian]. Zagreb: Školska knjiga, 363 pages

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

BOOK CHAPTERS

accepted for publication

Marić, M., **Hernaus, T.** & Dragičević, N. (2024) "Strategies for promoting well-being in a digitized work environment", in M. Orel, M. Černe & S. I Wong (eds.), *Humanizing the Digital Workplace: Creativity, Innovation, and Leadership in the Age of Technology*. Springer Nature.

Hernaus, T. & Matić, I. (2024) Funkcija organiziranja. In: M. Gonan Božac (ed.) *Management* (pp. 235-281). Pula: Sveučilište Jurja Dobrile u Puli.

Hernaus, T., Černe, M., & Škerlavaj, M. (2023) "Creative Bootlegging as a Catalyst between Job Design (Mis)fit and Innovative Work Behavior", in P. Aügsdorfer (ed.), *Corporate Underground: Bootleg Innovation and Constructive Deviance* (pp. 219-232). Singapore: World Scientific.

Hernaus, T., Klindžić, M., & Marić, M. (2021) "Creative leadership and work role proficiency: The mediating role of employee innovativeness", in A. McMurray, N. Muenjohn & C. Weerakoon (eds.), *The Palgrave Handbook of Workplace Innovation* (pp. 353-370). London: Palgrave McMillan.

Hernaus, T. & Cerne, M. (2021) "An academic career: Initiating the journey", in T. Hernaus & M. Cerne (eds.), *Becoming an Organizational Scholar: Navigating the Academic Odyssey* (pp. 2-14). Cheltenham: Edward Elgar.

Hernaus, T. & Cerne, M. (2021) "Academic work design as a three- or four-legged stool", in T. Hernaus & M. Cerne (eds.), *Becoming an Organizational Scholar: Navigating the Academic Odyssey* (pp. 15-29). Cheltenham: Edward Elgar.

Hernaus, T. (2021) "Walking the line: In search of academic balance", in T. Hernaus & M. Cerne (eds.), *Becoming an Organizational Scholar: Navigating the Academic Odyssey* (pp. 128-143). Cheltenham: Edward Elgar.

Cerne, M. & **Hernaus, T.** (2021) "The day after tomorrow: Academic career dilemmas and choices", in T. Hernaus & M. Cerne (eds.), *Becoming an Organizational Scholar: Navigating the Academic Odyssey* (pp. 239-253). Cheltenham: Edward Elgar.

Hernaus, T., Sitar, A. S., & Aleksić Mirić, A. (2021) "Futuristic organizational design: the role of technological imperative in defining the changing nature of structure, coordination and people practices", in P. Kumar, Agrawal, A. & P. Budhwar (eds.), *Human & Technological Resource Management: New Insights into Revolution 4.0* (pp. 3-18). London: Emerald Publications.

- 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* (pp. 160-176). London: Routledge.
- Hernaus, T.** (2018) "Strategic organizational design" [in Croatian], in T. Hernaus & R. Brčić (eds.) *Effective Organization Design Process*. Zagreb: Skolska knjiga.
- Hernaus, T.** (2018) "Designing organizational units" [in Croatian], in T. Hernaus & R. Brčić (eds.) *Effective Organization Design Process*. Zagreb: Skolska knjiga.
- Hernaus, T.** (2018) "Business process integration" [in Croatian], in T. Hernaus & R. Brčić (eds.) *Effective Organization Design Process*. Zagreb: Skolska knjiga.
- Hernaus, T. & Cerne, M.** (2018) "Job and team design" [in Croatian], in T. Hernaus & R. Brčić (eds.) *Effective Organization Design Process*. Zagreb: Skolska 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. & Aleksic, 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. Cerne, 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.
- Cerne, 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 M. Buble (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 N. Poloski Vokic & A. Obadic (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 N. Poloski Vokic & A. Obadic (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 N. Poloski Vokic & A. Obadic (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 M. A. Sarlak (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 M. A. Sarlak (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 L. Galetic (ed.) *Organization of Large Enterprises* (pp. 21-63). Zagreb: Sinergija.
- Hernaus, T.** (2011) Differentiation and Integration of Organizations [in Croatian], in L. Galetic (ed.) *Organization of Large Enterprises* (pp. 155-208). Zagreb: Sinergija.
- Hernaus, T., Aleksic, A., & Maric, I.** (2011) Internal organizational design elements [in Croatian], in L. Galetic (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 L. Galetic (ed.) *Organization of Large Enterprises* (pp. 267-319). Zagreb: Sinergija.
- Hernaus, T.** (2010.) Process aspects of controlling [in Croatian], in N. Osmanagic Bedenik (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 K. McCormack (ed.) *Business Process Maturity: Theory and Application* (pp. 219-236). Raleigh: DRK Research.

REFEREED JOURNAL PUBLICATIONS – indexed in Web of Science Core Collection

- Hernaus, T., Potočnik, K., Lira, E. M., & LeBreton, J. M.** (2024) Multilevel empirical research: A call for more mixed-methods approaches. *European Management Journal*, 42(4), 452-461.
- Marcus, J., Scheibe et al. (2024) LeverAge: A European network to leverage the multi-age workforce. *Work, Aging, and Retirement*, 10(4), 309-316.
- Hernaus, T., Dragičević, N. & Hauff, S.** (2024) The necessity in employee creativity and innovation: Nothing happens without supportive leadership. *European Journal of Work and Organizational Psychology*, 33(5), 583-598.
- Hernaus, T., Juras, A., & Matic, I.** (2024) The cross-echelon managerial design competencies: Relational coordination in organizational learning and growth performance. *BRQ Business Research Quarterly*, 27(2), 164-181.

Hernaus, T., Sitar, A. S., & Dragičević, N. (2024) Evasive (knowledge) hiding and task performance: The moderating role of accumulative job resources. *Personnel Review*, 53(2), 508-525.

Hernaus, T., Černe, M., & Căniels, M. (2024) The innovative power of misfit in task identity: The mediating role of job crafting. *German Journal of Human Resource Management*, 38(3), 314-341.

Dragičević, N., **Hernaus, T.,** & Lee, R. W. B. (2023) Service innovation in Hong Kong organizations: Enablers and challenges to design thinking practice. *Creativity and Innovation Management*, 32(2), 198-214.

Hernaus, T., Černe, M., & Tadić Vujčić, M. (2023) Leader-Member Innovative Work Behavior Incongruence and Task Performance: The Moderating Role of Work Engagement. *European Management Journal*, 41(5), 687-699.

Hernaus, T. & Černe, M. (2022) Trait and/or situation for evasive knowledge hiding? Multiple versus mixed-motives perspective of trait competitiveness and prosocial motivation in low- and high-trust work relationships. *European Journal of Work and Organizational Psychology*, 31(6), 854-868.

Hernaus, T., Cerne, M., & Skerlavaj, M. (2021) The interplay between relational job design and cross-training in predicting employee job/task citizenship performance. *Human Resource Development Quarterly*, 32(4), 625-646.

Hernaus, T., Marić, M., & Černe, M. (2019) Age-sensitive antecedents of innovative work behavior: The role of cognitive job demands. *Journal of Managerial Psychology*, 34(5), 368-382.

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.

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.

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.

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., 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., Konforta, M., & Sitar, A. S. (2020) A multi-informant assessment of organizational agility maturity: An exploratory case analysis. *Dynamic Relationships Management Journal*, 9(2), 85-104. [Scopus, Q4]

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. [Scopus, Q4]

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. (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.

EDITORIALS

Hernaus, T. & Černe, M. (2022) From the Editors: The Importance of Data in Research – Best Practices Regarding Data Collection, Processing and Visualization. *Dynamic Relationships Management Journal*, 11(2), 1-3.

Černe, M. & **Hernaus, T.** (2021) DRMJ Celebrates Ten Years since Inception. *Dynamic Relationships Management Journal*, 10(1), 1-3.

Gabryelczyk, R. & **Hernaus, T.** (2020) From the Editors. *Journal of Entrepreneurship, Management and Innovation*, 16(1), 7-12. [Emerging SCI]

Aleksić Mirić, A., Černe, M., & **Hernaus, T.** (2020) Managing knowledge in organizations: On knowledge creation, renewal, hiding and forgetting. *Dynamic Relationships Management Journal*, 9(1), 1-3.

Hernaus, T. & Černe, M. (2019) The theme. *Društvena istraživanja*, 28(1), 3-4.

Černe, M., **Hernaus, T.**, & Batistič, S. (2019) The role of human resource management for fostering high-quality relationships at work. *Dynamic Relationships Management Journal*, 8(1), 1-2.

Černe, M. & **Hernaus, T.** (2018) Management and organization in the digital society. *Dynamic Relationships Management Journal*, 7(2), 1-3.

Černe, M. & **Hernaus, T.** (2018) DRMJ as a multi-disciplinary, methodologically-diverse and inclusive research outlet. *Dynamic Relationships Management Journal*, 7(1), 1-2.

Černe, M. & **Hernaus, T.** (2017) Pushing Forward: Making DRMJ Appealing for Organizational Researchers Worldwide. *Dynamic Relationships Management Journal*, 6(2), 1-2. [Scopus, Q4]

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.

RESEARCH INTERESTS

Multi-level organization design

Organizational paradoxes

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): **790** (10)

Scopus (h-index): **905** (11)

Google Scholar (h-index): **3296** (24)

Most cited reference in Web of Science: **254** citations (since 2017)

Highly cited papers (top 1% in Web of Science): **2**

REFEREED CONFERENCE PAPERS

Pikl, L., **Hernaus, T.**, & Malbašić, I. (2024) Paradoxical leadership behavior and employee work motivation: The mediating role of job demands-resources fit. *53rd Congress of the German Psychological Society*, September 16-19, Vienna, Austria.

Hernaus, T., Cangialosi, N., Melkić, S., Sitar, A. S., & Dragičević, N. (2024) Multilevel organizational paradoxes for superior unit performance: A configurational approach. *84th Annual Meeting of the Academy of Management*, August 9-13, Chicago, USA.

Hernaus, T., Cangialosi, N., Melkić, S., Sitar, A. S., & Dragičević, N. (2024) Is there a pattern? Exploring paradox-performance relationships within organizations. *EURAM 2024 Annual Conference*, June 25-28, Bath, United Kingdom

Melkić, S., **Hernaus, T.**, & Dragičević, N. (2024) Not all the same: The sufficiency and necessity of organizational paradoxes. *40th EGOS Colloquium*, July 4-6, Milan, Italy

Melkić, S., & **Hernaus, T.** (2024) Cross-level performance effects of multilevel integrative ambidexterity: A two-field study evidence. *7th International Conference on Management and Organization*, Slovenian Academy of Management, June 20-21, Belgrade, Serbia

Hernaus, T., Dragičević, N., Melkić, S., & Marić, M. (2024) What is (not) necessary for team performance? A method triangulation approach. *7th International Conference on Management and Organization*, Slovenian Academy of Management, June 20-21, Belgrade, Serbia

Juras, A., Matic, I., & **Hernaus, T.** (2024) Organizational differentiation–integration paradox: How does it really work and perform? *7th International Conference on Management and Organization*, Slovenian Academy of Management, June 20-21, Belgrade, Serbia

Melkić, S., & **Hernaus, T.** (2024) Mapping the field of organizational paradoxes: A bibliometric review of the literature. *FEB Zagreb 15th International Odyssey Conference on Economics and Business*, May 22-25, Dubrovnik

Melkić, S., & **Hernaus, T.** (2023) Multilevel (integrative) ambidexterity and unit performance: The moderating role of team cross-training. *Paradox Research, Education, Practice Conference (PREP)*, November 6-8, Lisboa, Portugal

Marić, M., & **Hernaus, T.** (2023) (Mis)fit in job design demystified: Which leads to higher work engagement? EAWOP SGM "The Great Re-think", September 21-22, Ljubljana, Slovenia

Hernaus, T., Sitar, A. S., & Marić, M. (2023) From Strategic Ambidexterity to Employees' Task Performance? The Intermediary Role of Job Design. The 83rd Annual Meeting of the Academy of Management, August 4-8, Boston, USA.

Melkić, S. & **Hernaus, T.** (2023) Organizational paradox research: A bibliometric review and content analysis. 39th EGOS Colloquium, July 5, Cagliari, Italy.

Dragičević, N., Lamovšek, A., Batistič, S., Černe, M., & **Hernaus, T.** (2023) A Typology of Digital Work: Individual Ambidexterity Analytical Lens. *European Academy of Management Conference*, June 14-16, Dublin, Ireland.

Dragičević, N., & **Hernaus, T.** (2023) The FRAME method: facilitating smart service innovation through design thinking. *XXXIV ISPIIM Innovation Conference*, June 4-7, Ljubljana, Slovenia.

Hernaus, T., Sitar, A. S., & Dragičević, N. (2022) Evasive (knowledge) hiding and task performance: The moderating role of job resources. *Academy of Management Conference*, August 5-9, Seattle, USA.

Hernaus, T. & Sitar, A. S. (2022) Do organizational dualities drive business-unit performance? A dual stage cross-level moderated mediation model. *Slovenian Academy of Management Conference*, June 23-24, Ljubljana, Slovenia.

Hernaus, T., Černe, M., Sitar, A. S., & Marić, M. (2022) From Organization Design to Task Performance: A Multilevel and fit approach extension of the Job Modification Framework. *Slovenian Academy of Management Conference*, June 23-24, Ljubljana, Slovenia.

Globočnik, D., **Hernaus, T.**, & Černe, M. (2021) Bootlegging or Innovating? The Predictive Nature of Social-Exchange Relationships. *1st Symposium of Underground Creativity and Innovation*, April 21, London, United Kingdom.

Hernaus, T. & Sitar, A. S. (2020) Knowledge hiding, job design and work performance. *9th Economic and Business Review Conference & SEB LU Doctoral Conference*, December 4, Ljubljana, Slovenia.

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. *11th International Conference of the Dutch HRM Network*, November 14-15, Tilburg, Netherlands.

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. *AOM Responsible Leadership in Rising Economies*, October 23-25, Bled, Slovenia.

Prester, J., **Hernaus, T.**, Aleksić, A., & Trkman, P. (2019) Performance Effects of Dynamic Capabilities: The Interaction Effect of Process Management Capabilities.

17th International Conference on Business Process Management, 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, 19th EAWOP Congress, 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? *13th International Conference Challenges of Europe: Growth, Competitiveness, Innovation and Well-being*, 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. *AOM 2018 conference symposium paper*, 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. *Slovenian Academy of Management*, June 14-15, 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. *The 4th Israel Organization Behavior Conference*, January 2-4, Tel Aviv, Israel.

Marić, M. & **Hernaus, T.** (2017) Work Engagement as Mediator between Job Characteristics and Organizational Citizenship Behavior. *British Academy of Management Conference*, September 5-7, 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*, August 4-8, 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", June 21-24, 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*, May 24-26, 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*, May 17-20, 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*, May 17-20, Dublin, Ireland.

Hernaus, T., Cerne, M., & Guistiniano, L. (2017) Connecting the Dots: Towards a Multi-Level Framework of Organizational Design. *SMS Special Conference*, March 31 - April 1, 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*, October 27-28, 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*, September 14-16, 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?* June 1-4, 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”*, June 9-10, 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*, October 26, 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*, September 25-26, 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*, July 2-4, 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)*, May 20-23, 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*, September 18-19, 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*, June 12-13, 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*, May 8-9, Florence, Italy, 109-114.

Hernaus, T., Poloski Vokic, N. & Aleksic, A. (2014) Gender Differences in Work Characteristics across Occupational Groups, *5th LAEMOS Conference*, April 2-5, 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*, September 27-28, 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*, June 26-29, 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*, December 1-3, 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*, October 20-21, 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*, June 12-14, 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*, July 6-9, 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*, May 18-20, 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*, January 28-30, 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*, September 10-14, 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*, June 22-25, Ljubljana, Slovenia.

- Hernaus, T.** (2007) Work Structure in Different Organization Designs, *Workshop on Organisational Design*, EIASM, April 16-17, Bruxelles, Belgium.
- Tipuric, D., Krajcar, S., & **Hernaus, T.** (2007) Organizational Transformation: A Case of HEP Group, *26th International Conference on Organizational Science Development*, March 28-30, 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*, June 15-17, 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*, June 15-17, 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*, November 23-25, Portoroz, Slovenia, 303-311.

PROFESSIONAL ARTICLES

- Dragičević, N. i **Hernaus, T.** (2024). Podrška nadređenog: pokretač kreativnosti i inovativnosti zaposlenika. *Ekonomski znalac*, 2(2), 11-16.
- Hernaus, T.** (2023) Organizacijski paradoksi: složenošću do uspjeha. *Ekonomski znalac*, 1(3), 11-16.
- Hernaus, T.** (2023) Što je važnije: kreativan menadžer ili inovativan zaposlenik? *Ekonomski znalac*, 1(1), 3-7.
- Hernaus, T.** (2016) Quick wins: Alat top-menadžera za povećanje uspješnosti promjena. *Lider*, XII (548), 48-51.

INVITED LECTURES

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|------|---|
| 2023 | “Temelji razvoja uspješne akademske karijere”, Faculty of Organization and Informatics, Invited lecture, 24 th October, Varaždin, Croatia |
| 2023 | Gdje počinje inovativnost? Lider G.R.I.D. konferencija, 24 th May, Zagreb, Croatia. |
| 2022 | “PhD as a project: The art of composing puzzles”, Faculty of Economics and Business, PhD invited lecture, 30 th June, Zagreb, Croatia |
| 2022 | “Becoming (and being) an organizational scholar”, Università degli studi di Trieste, PhD guest (online) lecture, 4 th February, Trieste, Italy |
| 2021 | “Methodological opportunities in BPM governance research”, 19th International Conference in Business Process Management, 6 th September, Rome, Italy (online) |
| 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, 11 th 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

- 2024 - 2026 *The Founding President*, The Croatian Academy of Management
- 2024 - present *Editorial Board Member*, Journal of Information and Organizational Sciences

- 2023 - 2024 *Member of the Program Committee, 7th Slovenian Academy of Management International Conference on Organizational Paradoxes*
- 2022 - 2027 *Editor-in-Chief, Economic Scholar (professional magazine)*
- 2021 - 2024 *Guest editor of the special issue on "Integrating Organizational Research through a Multilevel Approach", European Management Journal*
- 2020 - 2024 *Associate Editor, European Management Journal*
- 2019 - 2020 *Editorial Board Member, European Management Journal*
- 2019 - present *Editorial Board Member, Baltic Journal of Management*
- 2019 - 2022 *Conference chair, 6th International Conference on Management and Organization: Integrating Organizational Research: Individual, Team, Organizational and Multilevel Perspectives, 11-12 June, Bled, Slovenia*
- 2018 - 2020 *Guest editor of the special issue on "Business Process Management: Current Applications and the Challenges of Adoption", Journal of Entrepreneurship, Management, and Innovation, 16(1), 7-193.*
- 2017 - 2019 *Guest editor of the special issue on "Designing Jobs for Personal, Work and Organizational Outcomes, Drustvena istrazivanja, 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, 5th Slovenian Academy of Management International Conference on Management and Organization in the Digital Society*
- 2016 - present *Co-editor, Dynamic Relationships Management Journal*
- 2015 - 2024 *HR Division Ambassador for Croatia, Academy of Management*
- 2015 - 2016 *Member of the Program Committee, 4th Slovenian Academy of Management International Conference on Corporate Governance*
- 2013 - 2014 *Member of the Program Committee, 3rd Slovenian Academy of Management International Conference on Knowledge Management and Organizational Learning*
- 2010 – present (selected list) *Ad-hoc reviewer (International Journal of Management Reviews, 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, Project Management Journal)*
- ad hoc reviewer *The Research Foundation Flanders (Belgium), Polish National Science (Poland), the Science Fund of the Republic of Serbia (Serbia)*

TEACHING EXPERIENCE (COURSES)

- 2023 - present *Job design* (undergraduate and graduate level)
- 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)

SCIENTIFIC (RESEARCH) PROJECTS

- 2024 - 2027 "Well-Being And Mental Health of Early Career Researchers in Croatia: A Longitudinal Study", Croatian Science Foundation (*team member*)
- 2023 - 2029 "Regeneracija ekonomije in posla", P5-0441, ARRS – Slovenian Research Agency (*researcher*)
- 2023 - 2027 "A European Network to Leverage the Multi-Age Workforce", COST action CA22120 (*researcher and Management Committee member*)
- 2021 - 2025 "Multilevel organization design configurations: Understanding the heterogeneity-homogeneity duality", research project, Croatian Science Foundation (*project manager and principal investigator*)
- 2020 - 2023 "Organizational design in the digital era", research project, ARRS (*team member*)
- 2018 - 2019 "Comparative research of work design practices: national, sectoral, occupational, organizational and sociodemographic differences", university research project (*project manager and principal investigator*)
- 2017 - 2024 "Global work design project", HR division of the Academy of Management (*country representative and principal investigator*)
- 2019 - 2021 "Implicit personality, decision making and organizational leadership", research project, Croatian Science Foundation (*researcher*)
- 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 (*project manager and principal investigator*)
- 2015 - 2016 "Organization of HRM in the public sector", university research project (*project manager and principal investigator*)
- 2014 - 2015 "Knowledge hiding in academia", university research project (*project manager and principal investigator*)

- 2013 - 2014 "Academic work design", university research project (*project manager and principal investigator*)
- 2012 "Business process model of the University of Zagreb", university research project (*project member*)
- 2012 "Holistic role of trade unions in contemporary society", university research project (*investigator*)
- 2008 - 2012 "Intelligent systems of controlling, finance and accounting for a digital enterprise", project of Ministry of Science, Education and Sports (*research assistant*)
- 2007 - 2008 "Organization as a source of competitive advantage of Croatian companies", project of Ministry of Science, Education and Sports (*research assistant*)
- 2007 - 2008 "Systems for managing information, processes and knowledge", project of Ministry of Science, Education and Sports (*research assistant*)
- 2005 - 2006 "Business process management and knowledge management in Croatian companies", internal faculty project (*project member*)
- 2005 - 2006 "Educating leaders – leadership for businesses, political, educational and public organizations in Croatia", internal faculty project (*project member*)

INSTITUTIONAL SERVICE

- 2022 - 2024 *President* of the Committee for Scientific Journals, Faculty of Economics and Business, University of Zagreb
- 2020 - 2024 *Member* of the Economic Council, President of the Republic of Croatia
- 2018 - 2024 *Member* of the Council for Science, Faculty of Economics and Business, University of Zagreb
- 2018 - 2020 *Member* of the Workgroup for development and innovation, Faculty of Economics and Business, University of Zagreb
- 2017 - present *Program director* of the Postgraduate study program *Organization and Management*, University of Zagreb (www.sss-oim.eu)
- 2017 - 2018 *Academic Secretary* of the Postgraduate study program *Human Resource Management*, University of Zagreb
- 2015 - present *President* of the Management Board, Faculty of Economics and Business' Sport Society
- 2014 - 2018 *Founder and web administrator*, Organization design knowledge hub, www.orgdesignhub.com [in Croatian]
- 2014 - 2018 *Vice president* of the Committee for Business Affairs, Faculty of Economics and Business, University of Zagreb
- 2014 - 2016 *Member* of the Council, Faculty of Economics and Business, University of Zagreb
- 2012 - 2014 *Member* of the Graduate Program Council in Management, Faculty of Economics and Business, University of Zagreb
- 2010 - 2014 *Member* of the Management Board, Faculty of Economics and Business' Sport Society

2005 - 2017 *Academic Secretary* of the Postgraduate study program *Organization and Management*, Faculty of Economics and Business, University of Zagreb

PROFESSIONAL AFFILIATIONS / MEMBERSHIPS

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