

## Professor Tomislav Hernaus, PhD

Department of Organization and Management

Editor-in-Chief at Ekonomski znalac; President of the Croatian Academy of Management

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### Career overview

Tomislav Hernaus is a Full Professor at the Department of Organization and Management, Faculty of Economics and Business of the University of Zagreb and an Adjunct Professor at the School of Economics and Business of the University of Ljubljana (Slovenia). He has also been a Visiting Scholar at the Marshall School of Business (University of Southern California, USA) and BI Norwegian Business School (Oslo, Norway). Dr. Hernaus graduated (in 2004) and completed his MSc (in 2006) and PhD studies (in 2010) at the Faculty of Economics and Business (University of Zagreb). He holds a Certificate in Organization Design from the Center for Effective Organizations (Los Angeles, USA), BPMInstitute.org's Certificate of Training (online, USA), and a Professional Communication: Business Writing and Storytelling Certificate from the Economist magazine (London, UK).

Dr. Hernaus has been the program director of the postgraduate study program Organization and Management (Faculty of Economics and Business, University of Zagreb) since 2017. He also co-founded the interdisciplinary postgraduate study program Human Resource Management (University of Zagreb). He was a vice president of the Faculty's committee for business affairs (2014-2018), a member of the Council for Science at the Faculty of Economics and Business of the University of Zagreb (2018-2024), and served as the president of the Faculty's committee for scientific journals (2022-2024).

His work has been recognized both domestically and internationally. He is a well-cited scholar (790 citations in the Web of Science) with currently two highly cited papers (that is, papers that perform in the top 1%). Dr. Hernaus received several awards and honors for his scientific contribution (e.g., the National Science Award of the Republic of Croatia, Highly Commended Award Winner at the Literati Network Awards for Excellence, EDAMBA top 10 dissertation awards, the Emerald/EMBRI Business Research Award for Emerging Researchers, CEEMAN Researcher of the Year, The University award "Alica Wertheimer-Baletić," The 83<sup>rd</sup> Annual Meeting of the Academy of Management Best Paper Proceedings, Top Cited Article 2021-2022 published in Human Resource Development Quarterly, The Faculty award for scientific productivity measured by h-index).

### Research areas

His multi-level research interests include organization design and paradox theory, business process management, human resources (HR) organization, work design, job interventions, innovative work behavior, and knowledge hiding. His work has been published in highly-ranked academic journals such as Human Resource Management Journal, European Journal of Work and Organizational Psychology, Journal of Knowledge Management, Expert Systems with Applications, Business Process Management, Journal of Organizational Change Management, Creativity and Innovation Management, Human Resource Development Quarterly, Employee Relations, Journal of Managerial Psychology, and European Management Journal. In addition, he co-authored and co-edited seven scholarly books and textbooks (e.g., *Becoming an organizational scholar: Navigating the Academic odyssey*, *Designing organizations: Structure, processes, jobs*; *Workplace creativity and innovation: A work design perspective*; *Business process management: Organizational and IT approach*).

Dr. Hernaus is a project lead and principal investigator of the 4-year research project “Multilevel organization design configurations: Understanding the heterogeneity–homogeneity duality,” financed by the Croatian Science Fund (HRZZ). Previously, he successfully managed another HRZZ project (“Fostering Innovative Work Behavior of Public Employees by Using Work Design Interventions”). In addition, he is a Management Committee member of the COST action 22120 (“A European Network to Leverage the Multi-Age Workforce”), as well as a researcher-collaborator in the Slovenian Research Agency research program “Regenerative Economy and Business.”

## External activity

Tomislav Hernaus serves as the editor-in-chief of the professional magazine *Ekonomski znalac* (since 2022), the co-editor of the *Dynamic Relationships Management Journal* (since 2016), and an editorial board member of several academic journals both domestically (*Management: Journal of Contemporary Management Issues*, *Journal of Information and Organizational Sciences*) and internationally (*Baltic Journal of Management*). He was also an associate editor of the *European Management Journal* (2020–2024) and conference chair of the 6<sup>th</sup> International Conference on Management and Organization organized by the Slovenian Academy of Management.

Dr. Hernaus was the AOM–HR Division ambassador for Croatia (2015–2024) and is a member of the CRANET network (since 2013). He is a founding president of the Croatian Academy of Management and is a member of the Economic Council of the President of the Republic of Croatia (2020–2024). Tomislav Hernaus is a regular member of international scholarly associations such as the Academy of Management (AOM), the European Group for Organizational Studies (EGOS), the European Academy of Management (EURAM), and the European Association of Work and Organizational Psychology (EAWOP).

## Notable publications in the period 2019–2023

- 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.
- 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., Sitar, A. S., & Marić, M. (2023) From Strategic Ambidexterity to Employees' Task Performance? The Intermediary Role of Job Design. The 83<sup>rd</sup> Annual Meeting of the Academy of Management, August 4-8, Boston, USA.
- Hernaus, T. & Marić, M. (2023) *Workplace creativity and innovation: A work design perspective [in Croatian]*. Jastrebarsko: Naklada Slap, 312 pages
- 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. & Černe, M. (eds.) (2021/2022) *Becoming an Organizational Scholar: Navigating the Academic Odyssey*. Cheltenham: Edward Elgar Publishing, 288 pages
- Hernaus, T., Černe, 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., Černe, 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.
- 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.