

PERSONAL INFORMATION

Matija Marić



 A407

 mmaric@efzg.hr

 <http://www.efzg.unizg.hr/mmaric>

WORK EXPERIENCE

March 2022 -

Guest Lecturer

WU – Vienna University of Economics and Business

Business or sector Higher education

CEEPUS CIII-AT-0068 scholarship funded by Austria's Agency for Education and Internationalization

November 2020 -

Postdoctoral researcher and teaching assistant at Department of Organization and Management

Faculty of Economics and Business, University of Zagreb

Business or sector Higher education

November 2016 – November 2020

Research and teaching assistant at Department of Organization and Management

Faculty of Economics and Business, University of Zagreb

Business or sector Higher education

EDUCATION AND TRAINING

November 2016 - 2020

PhD in a field of organization and management

8.2

Faculty of Economics and Business, University of Zagreb

PhD dissertation titled *The impact of personal demands and personal resources on the relationship between job design and innovative work behavior* has been defended on August 26, 2020

2013 - 2014

University graduate

7

Faculty of Economics and Business, University of Zagreb

2008 - 2013

Bachelor degree in Economics

6

Faculty of Economics and Business, University of Zagreb

ADDITIONAL TRAINING

workshops - teaching

- Intercultural Preparation of Exchange Students and Teaching in Intercultural Classroom (*University of Zagreb*)
- Students with dyslexia (*University of Zagreb*)
- Students with ADHD (*University of Zagreb*)
- Students with Asperger's syndrome (*University of Zagreb*)

workshops - research and other

- OMT Doctoral Student and Junior Faculty Workshop (as a part of OFEL conference, instructors: prof. Davide Ravasi and prof. Marianne Lewis)
- Experimental Design in Social Sciences (University of Ljubljana, instructor: prof. Ljubica Knežević Cvelbar)
- Science Mapping with Bibliometric Methods (University of Ljubljana, instructor: associate prof. Matej Černe)
- Mediation, moderation, and conditional process analysis (BI Norwegian Business School, Oslo, instructor: assistant prof. Amanda K. Montoya)
- Polynomial regression analysis (Karolinska Institutet, Stockholm, instructor: prof. Jeffrey Edwards)
- Bayesian Data Analysis (Global School in Empirical Research Methods, Ljubljana, instructor: prof. Mike Kalish)
- Experimental Methods for Behavioral Science (Global School in Empirical Research Methods, Ljubljana, instructors: assoc. prof. Robert S. Gazzale and Sarah A. Jacobson, PhD)
- Partial Least Squares Structural Equation Modeling (University of Zagreb, instructor: prof. Joe Hair)
- Multilevel modelling (Coller School of Management, Tel Aviv, instructor: prof. Gilad Chen)
- Qualitative Comparative Analysis (Global School in Empirical Research Methods, instructor: prof. Peer Fiss)
- Mediation, Moderation, and Conditional Process Analysis II (Global School in Empirical Research Methods, instructor: assistant prof. Amanda K. Montoya)
- People Analytics Masterclass (University of Southern California Center for Effective Organizations, instructor: Alec Levenson)

PERSONAL SKILLS

Mother tongue(s) Croatian

Other language(s)

	UNDERSTANDING		Other language(s)		UNDERSTANDING
	Listening		Listening		Listening
English	C2	English	C2	English	C2

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

Communication skills

- very good communication skills acquired during lecture work (high grades from my students) and conferences

Organisational / managerial skills

- organization of courses (working on different courses with different colleagues - undergraduate level)
- managing a programme of Executive education (role of secretary involves coordination between students and lecturers)

Digital skills

SELF-ASSESSMENT				
Information processing	Communication	Content creation	Safety	Problem solving
Proficient user	Proficient user	Proficient user	Independent user	Proficient user

Levels: Basic user - Independent user - Proficient user
[Digital competences - Self-assessment grid](#)

Other digital skills:

- proficient user of MS Excel, Word and Powerpoint
- proficient user of Google online teaching tools and services
- proficient user of IBM SPSS
- proficient user of VOS Viewer
- independent user of R
- basic user of eViews
- basic user of social media for promoting conferences
- basic user of wordpress web sites

Driving licence B category

ADDITIONAL INFORMATION

Projects

- Associate on a research project "Multilevel organization design configurations: Understanding the heterogeneity-homogeneity duality" (MULTIORGDUAL, 2021-2025, project leader: Tomislav Hernaus, PhD)
- Associate on a research project "Fostering innovative work behavior of public employees by using work design interventions" (INPUBWORK, 2016-2019, project leader: Tomislav Hernaus, PhD)
- Associate on a research project "Comparative research of job design in Croatia" (2018-2019, project leader: Tomislav Hernaus, PhD)
- Associate on a research project "Development of organization design function in Croatian enterprises" (2017, project leader: Tomislav Hernaus, PhD)

Memberships

- Slovenian Academy of Management
- European Academy of Management
- Academy of Management
- European Association of Work and Organizational Psychology
- CRANET - The Cranfield Network on International Human Resource Management

Reviewer

- European Management Journal
- European Academy of Management conference
- Dynamic Relationships Management Journal
- Organizacija

Roles at Faculty or University

- Secretary at Professional Specialist Graduate Study of Organization and Management (Executive education)

Awards and recognition

- Nominated for Croatian state science award in 2019
- Won CEEMAN/IMTA Best Paper Award for Junior Scholars at 6th International Conference on Management and Organization SAM 2022

Selected bibliography

- Hernaus, T., **Marić, M.**, & Černe, M. (2019.) Age-sensitive job design antecedents of innovative work behavior: The role of cognitive job demands. *Journal of Managerial Psychology*, 34(5), str. 368-382.
- **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.
- Klindžić, M., & **Marić, M.** (2019) Flexible Work Arrangements and Organizational Performance – The Difference Between Employee and Employer-Driven Practices. *Društvena istraživanja*, 28(1): 89-108.
- Hernaus, T., Klindžić, M., & **Marić, M.** (2021) Creative leadership and work role proficiency: The mediating role of employee innovativeness, In: McMurray, A., Muenjohn, N. i Weerakoon, C. (Eds.), *Handbook of Workplace Innovation across Developed and Developing Countries*, London, UK, Palgrave Macmillan.

Researcher's profiles

- ORCID: <https://orcid.org/0000-0002-5328-6933>
- Google Scholar: <https://scholar.google.hr/citations?user=p4h0GWUAAAAJ&hl=hr>
- Croatian scientific bibliography: <http://bib.irb.hr/lista-radova?autor=361332>