



## CONTACT INFO

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<https://www.ius.edu.ba/en/people/emil-knezovic>

Hrasnička cesta 15,  
71210 Ilidža,  
Bosnia and Herzegovina

## LANGUAGES

**Bosnian**

Native

**English**

Proficient

**Spanish**

Independent

## SKILLS

**Microsoft Office**

Advanced

**SPSS**

Advanced

**AMOS**

Advanced

# Emil Knezović, Ph.D.

Associate Professor of Management and Organization

## CURRENT POSITIONS

**Dean** 2023-present

Faculty of Business and Administration  
International University of Sarajevo

**Full Professor of Management and Organization** 2025-present

Faculty of Business and Administration  
International University of Sarajevo

**Researcher** 2024-present

Humanizing Digital Work  
School of Economics and Business,  
University of Ljubljana, Slovenia

**Institutional Project Coordinator** 2023-present

InterGen  
Angel Kanchev University of Ruse, Bulgaria

## EDUCATION

**Ph.D. in Management and Leadership Studies** 2012-2016

Faculty of Business and Administration  
International University of Sarajevo

**M.A. in Management** 2011-2012

Faculty of Economics and Social Sciences  
International Burch University

**B.A. in Management** 2007-2011

Faculty of Business and Administration  
International University of Sarajevo

## ACADEMIC PROFILES

**Google Scholar**

[https://scholar.google.com/citations?user=M\\_ZvTS0AAAAJ&hl=en](https://scholar.google.com/citations?user=M_ZvTS0AAAAJ&hl=en)

**Scopus**

<https://www.scopus.com/authid/detail.uri?authorId=57210426918>

**Web of Science**

<https://www.webofscience.com/wos/author/record/AAP-8384-2021>

## ACADEMIC EXPERIENCE

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<b>Associate Professor of Management and Organization</b> Faculty of Business and Administration International University of Sarajevo	<b>2021-2025</b>
<b>Vice-Rector for Academic Activities and Students' Affairs</b> International University of Sarajevo	<b>2022-2023</b>
<b>Head of Department of Economics and Management</b> Faculty of Business and Administration International University of Sarajevo	<b>2018-2022</b>
<b>Assistant Professor of Management</b> Faculty of Business and Administration International University of Sarajevo	<b>2016-2021</b>
<b>Vice-Dean for Academic and Students' Affairs</b> Faculty of Business and Administration International University of Sarajevo	<b>2019-2020</b>
<b>Scholarship Assistant</b> Faculty of Business and Administration International University of Sarajevo	<b>2015-2016</b>
<b>Lecturer</b> Leadership and Entrepreneurship Center International University of Sarajevo	<b>2014-2016</b>
<b>Lecturer</b> Faculty of Business and Administration International University of Sarajevo	<b>2013-2014</b>

## INDUSTRY EXPERIENCE

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<b>Consultant</b> Business Projects Development	<b>2018-2020</b>
<b>Associate for Finance, Accounting, and Business Development</b> Bosnian Transport Service, Visoko	<b>2012-2015</b>
<b>Intern at the Accounting and Finance Department</b> BBI Real Estate, Sarajevo	<b>2011-2012</b>

## NGO EXPERIENCE

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<b>Board Member</b> Damar omladine, Visoko	<b>2010-2013</b>
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## RESEARCH

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### Journal Articles Indexed in Scopus and Web of Science

- Hamur, A., Smajić, H., & Knezović, E. (2025). Green entrepreneurial orientation and SMEs' performance: The mediating role of innovation types. *Journal of the International Council for Small Business*.
- Bičo, A., & Knezović, E. (2025). Assessing the entrepreneurial and intrapreneurial intentions of current and future labor force: The role of entrepreneurial orientation. *European Journal of Management and Business Economics*, 34(3), 265-281.
- Knezović, E. (2024). Self-perceived employability and entrepreneurial and intrapreneurial intentions: Evidence from six countries. *Global Business and Organizational Excellence*, 44(1), 5-15.
- Bičo, A., Aydin, Š., Smajić, H., & Knezović, E. (2024). Entrepreneurial and intrapreneurial intentions: The role of access to resources and individual entrepreneurial orientation. *World Journal of Entrepreneurship, Management and Sustainable Development*, 20(1), 57-73.
- Žemojtel-Piotrowska, M., Sawicki, A., Piotrowski, J. [and 81 others including Knezović, E.] (2024). Grandiose narcissism, unfounded beliefs, and behavioral reactions during the COVID-19 pandemic. *Scientific Reports*, 14(1), 17503.
- Aydin, Š., Knezović, E., Bičo, A., & Smajić, H. (2024). Age, entrepreneurial and intrapreneurial intentions: The mediating role of individual entrepreneurial orientation. *Journal of Enterprising Communities: People and Places in the Global Economy*, 18(1), 94-113.
- Žemojtel-Piotrowska, M., Sawicki, A., Piotrowski, J. [and 81 others including Knezović, E.] (2024). Agentic collective narcissism and communal collective narcissism: Do they predict COVID-19 pandemic-related beliefs and behaviors? *Journal of Research in Personality*, 113, p. 104542.
- Knezović, E., & Jamak, L. (2023). Internal branding as a strategy of increasing employee retention: The role of brand identification and brand orientation. *Journal of East European Management Studies*, 28(Special Issue), 583-605.
- Knezović, E., Aydin, Š., Smajić, H., & Bičo, A. (2023). Understanding individual entrepreneurial orientation: A generational perspective. *Management: Journal of Contemporary Management Issues*, 28(Special Issue), 1-12.
- Bičo, A., & Knezović, E. (2023). Entrepreneurial and intrapreneurial intentions of the current labour force in Bosnia and Herzegovina: The role of theory of planned behaviour and entrepreneurial orientation. *Management: Journal of Contemporary Management Issues*, 28(1), 137-150.
- Smolo, E., Knezović, E., & Aydin, Š. (2023). Extending the concept of financial literacy: A step toward a sustainable society. *Heritage and Sustainable Development*, 5(1), 65-76.
- Knezović, E., & Neimarlija, I. (2023). Organizational justice and employees' intention to stay: The mediating role of job satisfaction. *Evidence-based HRM*, 11(1), 1-18.
- Knezović, E., Atli, H., Lojo, K., & Ridić, O. (2022). Supportive HR practices and employees' intention to quit: The role of affective commitment and perceived supervisor support. *Dynamic Relationships Management Journal*, 11(2), 21-36.
- Jonason, P., Czerwiński, S. K., Tobaldo, F., [and 28 others including Knezović, E.] (2022). Milieu effects on the Dark Triad traits and their sex differences in 49 countries. *Personality and Individual Differences*, 197, 111796.
- Bičo, A., Aydin, Š., Smajić, H., & Knezović, E. (2022). Entrepreneurial and intrapreneurial intentions: Analyzing the premise of distinct constructs with different determinants. *Periodicals of Engineering and Natural Sciences*, 10(3), 5-22.

- Knezović, E., & Smajić, H. (2022). Employee participation in the decision-making process and organizational citizenship behavior: The mediating role of affective commitment. *Organizacija*, 55(1), 64-76.
- Knezović, E., & Drkić, A. (2021). Innovative work behavior in SMEs: The role of transformational leadership. *Employee Relations*, 43(2), 398-415.
- Knezović, E., & Greda, N. (2021). Career development and affective commitment: A comparative study of family and non-family businesses. *Journal of Family Business Management*, 11(4), 462-478.
- Jonason, P., Žemojtel-Piotrowska, M., Piotrowski, J., [and 49 others including Knezović, E.] (2020). Country-level correlates of the dark triad traits in 49 countries. *Journal of Personality*, 88(6), 1252-1267.
- Knezović, E., & Đilović, A. (2020). Employee engagement and work-related outcomes: The case of Bosnia and Herzegovina. *Management: Journal of Contemporary Management Issues*, 25(2), 133-150.
- Knezović, E., Bušatlić, S., & Ridić, O. (2020). Strategic human resource management in small and medium enterprises. *International Journal of Human Resource Development and Management*, 20(2), 114-139.
- Knezović, E., & Musrati, M. (2018). Empowering leadership, psychological empowerment and employee's creativity. *International Journal of Innovation, Creativity and Change*, 4(2), 51-72.

### Journal Articles Indexed in Other Scientific Databases

- Knezović, E., Hamarshah, A.G.Y., & Smajić, H. (2024). The role of demographics in green purchase intentions: Evidence from Jordan, the United Arab Emirates, and the Kingdom of Saudi Arabia. *Journal of Economics, Law, and Society*, 1(1), 23-38.
- Smolo, E., & Knezović, E. (2023). Finansijska pismenost u Bosni i Hercegovini [Financial literacy in Bosnia and Herzegovina]. *Context: Časopis za interdisciplinarne studije*, 10(1), 103-134.
- Knezović, E. (2018). The influence of strategic HR practices on organizational performance in micro companies. *Economic Review*, 16(2), 53-62.
- Knezović, E., Palalić, R., Bičo, A., & Đilović, A. (2018). Employee engagement: A comparative study of family and non-family businesses. *International Journal of Transitions and Innovation Systems*, 6(2), 156-172.

### Books

- Knezović E., Aydin, Š., Smajić, H., & Bičo, A. (2025). *Start smart: A student's business plan guide*. International University of Sarajevo.
- Aydin, Š., Bičo, A., Smajić, H., & Knezović, E. (2024). *Entrepreneurial and intrapreneurial intentions in Bosnia and Herzegovina: A demographic exploration of access to human and financial capital*. International University of Sarajevo.
- Palalić, R., Knezović, E., & Dana, L.P. (Eds.). (2020). *Women's entrepreneurship in the former Yugoslavia: Historical framework, ecosystem, and future perspectives for the region*. Springer.

### Book Chapters

- Smajić, H., & Knezović, E. (2023). Psychological empowerment and intention to quit: Is there a difference between female and male employees? In C.-H., Mayer et al. (Eds.), *Women's Empowerment for a Sustainable Future* (pp. 659-675). Springer.
- Knezović E., & Hamur, A. (2022). Porter's business strategies and business performance in SMEs. In V. Ratten (Ed.), *Entrepreneurial Innovation: Strategy and Competition Aspects* (7-23). Springer.
- Knezović, E., Palalić, R., & Dana, L.P. (2020). Women's entrepreneurship in the Former Yugoslavia: An introduction. In R. Palalić et al. (Eds.), *Women's entrepreneurship in the Former Yugoslavia: Historical framework, ecosystem, and future perspectives for the region* (pp. 1-9). Springer.

Palalić, R., Knezović, E., Branković, A., & Bičo, A. (2020). Women's entrepreneurship in Bosnia and Herzegovina. In R. Palalić et al. (Eds.), *Women's entrepreneurship in the Former Yugoslavia: Historical framework, ecosystem, and future perspectives for the region* (pp. 11-35). Springer.

Palalić, R., Dana, L.P., & Knezović, E. (2020). Women's entrepreneurship in the Former Yugoslavia: Toward the future. In R. Palalić et al. (Eds.), *Women's entrepreneurship in the Former Yugoslavia: Historical framework, ecosystem, and future perspectives for the region* (pp. 177-182). Springer.

Knezović, E., Ridić, O., & Chambas, M. (2020). Human capital and innovation: An analysis of Western Balkans. In V. Ramadani et al. (Eds.), *Organizational Mindset of Entrepreneurship* (pp. 153-180). Springer.

Knezović, E. (2018). Berlinski process i Zapadni Balkan: analiza Bosne i Hercegovine. In A. Mulaosmanović (Ed.), *Bosna i Hercegovina i Berlinski proces: Analiza ključnih procesa u BiH pred Londonsku konferenciju 2018* (pp. 6-14). Internacionani Univerzitet u Sarajevu.

Plojović, S., Bušatlić, S., & Knezović, E. (2016). Agribusiness and its potential in Bosnia and Herzegovina. In Y. Oğurlu & A. Kulanić (Eds.), *Bosnia and Herzegovina: Law, society, and politics* (pp. 137-166). International University of Sarajevo.

Bušatlić, S., Plojović, S., & Knezović, E. (2013). Turkish-Balkans economic diplomacy: A tool for strengthening business opportunities. In M. Mulalić, H. Korkut, & E. Nuroglu (Eds.), *Turkish-Balkans relations* (pp. 317-334). TASAM Publication.

### Conference Papers and Presentations

Hamur, A., & Knezović, E. (2025). Organizational setting, green innovation, and SMEs' performance: a moderated mediation model. Paper presented at the *2025 Annual Meeting of Turkish Academy of Management on Resilience and Adaptability in Turbulent Times: A New Era of Management*, Budapest, Hungary.

Hernaus, T., Aleksić Mirić, A., Černe, M., Dragičević Rogge, N., Juras, A., Knezović, E., Marić, Matić, I., Melkić, S., Milić, J., Pikel, L., Radević, I., Sitar, A.S., & Stevanović, A. (2025). Cross-country evidence of the organizational paradox-performance relationships. Paper presented at the *First Croatian Academy of Management Conference*, Dubrovnik, Croatia.

Knezović, E., & Smajić, H. (2025). Organizational-level paradoxes across organizational sizes: Evidence from Bosnia and Herzegovina. Paper presented at the *First Croatian Academy of Management Conference*, Dubrovnik, Croatia.

Bičo, A., & Knezović, E. (2024). Green entrepreneurial intentions among students: A comparative study across six countries and demographic factors. Paper presented at the *22<sup>nd</sup> Interdisciplinary European Conference on Entrepreneurship Research (IECER): NEXTGen\_eration Entrepreneurship*, Innsbruck, Austria.

Knezović, E. (2024). Organizational characteristics and business performance of small and medium enterprises in Bosnia and Herzegovina: The role of green innovations. Paper presented at the *7<sup>th</sup> International Conference on "Management and Organization: Managing Paradoxes in and Across Organizations"*, Belgrade, Serbia.

Hamur, A. Zulić, N., Smajić, H., & Knezović, E. (2024). Innovation in SMEs in Bosnia and Herzegovina: The role of green entrepreneurial orientation. Paper presented at the *3<sup>rd</sup> International Conference on Advances in Science and Technology "COAST 2024"*, Herceg Novi, Montenegro.

Aydin, Š., Bičo, A., Smajić, H., & Knezović, E. (2023). Entrepreneurial and intrapreneurial intentions in Bosnia and Herzegovina: A generational approach. Paper presented at the *12<sup>th</sup> International Scientific Symposium "Region, Entrepreneurship, Development"*, Osijek, Croatia.

Knezović, E., Aydin, Š., Bičo, A., & Smajić, H. (2023). Understanding individual entrepreneurial orientation: A generational perspective. Paper presented at the *Fourteenth International Conference Challenges of Europe: "Design for the Next Generation"*, Island of Brač, Croatia.

Marinov, G., Riđić, O., Jukić, T., & Knezović, E. (September, 2019). Abstractness of economic terms in the perceptions of Bosnians-Herzegovinians, Bulgarians and Croatians - An empirical study. Paper presented at the *Sixth International Mediterranean Social Sciences Congress (MECAS VI)*, Milan, Italy.

Knezović, E. Bušatlić, S. (2016). Evaluating performance of the banking sector in Bosnia and Herzegovina: CAMELS model. *Proceedings of the Second Sarajevo International Conference*, 388-404.

Bušatlić S. & Knezović E. (2015). Determinants of small and medium business performance. *Proceedings of the International Research Congress on Social Sciences*, 327-338.

Knezović, E. & Bušatlić, S. (2014). Investing in human capital: A case of Bosnia and Herzegovina. *Proceedings of the First Sarajevo International Conference*, 162-172.

Knezović, E. (2013). Optimization problem with transaction cost. Paper presented at the *Second Regional Conference on Soft Computing 2013*, Sarajevo.

Knezović, E. & Bušatlić, S. (2013). Importance and contribution of small and medium enterprises to the economy of Bosnia and Herzegovina. Paper presented at the *European Conference of Technology and Society*, Sarajevo.

## PROJECTS

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<b>Senior Researcher</b> Pyrosafe Federal Ministry of Education and Science and UNDP	<b>2025-present</b>
<b>Researcher</b> Humanizing Digital Work School of Economics and Business, University of Ljubljana, Slovenia	<b>2024-present</b>
<b>Researcher</b> GreenCB Ministry of Science, Higher Education and Youth of Sarajevo Canton	<b>2024-present</b>
<b>Institutional Project Coordinator</b> InterGen Faculty of Business and Management, University of Ruse, Bulgaria	<b>2023-present</b>
<b>Researcher</b> MULTIORGDUAL Faculty of Economics and Business, University of Zagreb, Croatia	<b>2024-2025</b>
<b>Senior Researcher</b> DeepGreenInno European Institute of Innovation & Technology	<b>2023-2024</b>
<b>Project Coordinator</b> GreenMSP Ministry of Science, Higher Education and Youth of Sarajevo Canton	<b>2023-2024</b>

<b>Data Analyst</b> ProReha Inclusion plan for people with disabilities USAID Diaspora Invest Project	<b>2023-2023</b>
<b>Researcher</b> The War beliefs Cardinal Stefan Wyszyński University in Warsaw, Poland	<b>2023-2023</b>
<b>Project Coordinator</b> Entrepreneurial and intrapreneurial intentions in Sarajevo Canton: a generational approach Ministry of Science, Higher Education and Youth of Sarajevo Canton	<b>2021-2023</b>
<b>Researcher</b> Financial literacy competencies of Muslims in Bosnia and Herzegovina Center for Advanced Studies	<b>2021-2022</b>
<b>Researcher</b> COVID-19, personality and quality of life: Self-enhancement in the time of pandemic Cardinal Stefan Wyszyński University in Warsaw, Poland	<b>2020-2020</b>
<b>National Research Project Manager</b> Narcissism(s) and Self-Esteem(s) in Cross Cultural Context Cardinal Stefan Wyszyński University in Warsaw, Poland	<b>2018-2020</b>
<b>Researcher</b> Bosna i Hercegovina i Berlinski proces Balkan Studies Center, International University of Sarajevo	<b>2018-2018</b>
<b>Research Team Member</b> International Abstractness Study University of Economics, Varna, Bulgaria	<b>2018-2018</b>
<b>Researcher / Implementation Team Member</b> Horizon2020 Systemic Action for Gender Equality Trinity College Dublin, Ireland	<b>2016-2018</b>

## TEACHING PROFILE

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### Undergraduate Courses

Human Resource Management, Organization Theory, Introduction to Business, Marketing, International Marketing, Advertising Management, Consumer Behavior.

### Graduate Courses

Advanced Human Resource Management, Seminar in Strategic Human Resource Management, Advanced Business Research Methods, Quantitative Research Methods in Business, Seminar in Entrepreneurship, Marketing Management.

## SUPERVISION

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### Ph.D. Dissertations

Aida Hamur (2025). *Innovation in small and medium enterprises: a multi-perspective approach with a green focus*. International University of Sarajevo.

Azra Bičo (2023). *Entrepreneurial and intrapreneurial intentions among current and future labor forces in Bosnia and Herzegovina: the role of the theory of planned behavior and entrepreneurial orientation*. International University of Sarajevo.

### Master Theses/Projects

Enes Serkan Akıncı (2025). *Green innovation and small and medium enterprises' performance in Bosnia and Herzegovina*. International University of Sarajevo.

Mohamed Awad Kweidir (2025). *Job satisfaction in Libyan SMEs: the role of transformational leadership and organizational size*. International University of Sarajevo.

Javier Hernan Mondragon Hernandez (2024). *Attractiveness of the employer: a study on the determining factors that motivate Colombians regarding job opportunities and optimal work environment*. International University of Sarajevo.

Ho Thi Minh Trung (2024). *Psychological capital, self-perceived employability and migration intentions in Viet Nam*. International University of Sarajevo.

Selma Žiga (2023). *Employer attractiveness: a comparative assessment of six countries*. International University of Sarajevo.

Anas Ghassan Yousef Hamarsheh (2022). *The role of demographic factors in green purchase intentions: evidence from the United Arab Emirates, the Kingdom of Saudi Arabia, and Jordan*. International University of Sarajevo.

Lamija Jamak (2021). *Internal branding as a strategy of increasing employee's intention to stay: the role of brand orientation and brand identification*. International University of Sarajevo.

Ilma Neimarlija (2021). *Organizational justice and employees' intention to stay: the mediating role of job satisfaction*. International University of Sarajevo.

Hamza Smajić (2020). *Investigating the mediating role of affective commitment between employee participation in the decision-making process and organizational citizenship behavior*. International University of Sarajevo.

Adla Rašidović (2020). *Path-goal theory and employee engagement: insights from Bosnia and Herzegovina*. International University of Sarajevo.

Amina Drkić (2019). *The determinants and outcomes of innovative work behavior*. International University of Sarajevo.

Nedžla Greda (2019). *Career development: a comparative study of family and non-family businesses*. International University of Sarajevo.

Azra Bunjo (2019). *The impact of motivation on employee performance*. International University of Sarajevo.

Kerim Lojo (2019). *Perceived organizational support and its outcomes*. International University of Sarajevo.

Hakan Atli (2019). *Supportive human resource practices*. International University of Sarajevo.

Mubarak Adam (2019). *Human capital and innovation*. International University of Sarajevo.

Arnela Đilović (2018). *Employee engagement in Bosnia and Herzegovina: an analysis of determinants and outcomes*. International University of Sarajevo.

Muad Musrati (2017). *The influence of empowerment leadership and psychological empowerment on employees' creativity in Bosnia and Herzegovina*. International University of Sarajevo.

## SERVICE TO ACADEMIC COMMUNITY

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**Expert - Representative of the Academic Community** **2024-present**

Agency for the Development of Higher Education and Quality Assurance of Bosnia and Herzegovina

**Editorial Board Member** **2026-present**

International Journal of Intercultural Information Management

**Editorial Board Member** **2024-present**

Journal of Economics, Law and Society

**Editorial Board Member** **2023-present**

Journal of Entrepreneurial Researchers

### Reviewer for Selected Academic Journals, Publishers, and Scientific Conferences

Academy of Management

Cogent Business & Management

Economic Annals

Education + Training

Employee Relations

Evidence-based HRM

International Journal of Organizational Analysis

International Journal of Public Sector Performance Management

Journal of Enterprising Communities: People and Places in the Global Economy

Journal of Family Business Management

Journal of Organizational Effectiveness: People and Performance

Management - Journal of Contemporary Management Issues

Psychology Research and Behavior Management

SAGE Open

Springer Nature

## OTHER ACADEMIC ACTIVITIES

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### Invited talks, lectures, seminars, and workshops

Lecturer at the Business Plan Workshop for VACD Students, International University of Sarajevo, April 2024.

Panelist on "Where to Study and What Are the Tips for Further Education? 3<sup>rd</sup> STARfest, Sarajevo, April 2024.

Lecturer at the Business Plan Workshop for GBE Students, International University of Sarajevo, November 2023.

Participant at the Round Table: HUB Homework - Quo Vadis Academia?, January 24, 2023.

Lecturer at the BSC Summer School on Critical Thinking: Migration Management in the Balkans: Challenges and Obstacles, Sarajevo, July 15-20, 2019.

Participant at the 2nd International Youth Forum on the Belt and Road Initiative, Hangzhou, China, December 28-29, 2018.

Lecturer at the Seminar: Small Businesses and Entrepreneurship, BALANS, Sarajevo, February 24, 2018.

### **Academic Exchanges**

Erasmus+ Staff Exchange at B2 Ljubljana School of Business, Ljubljana, Slovenia, 2025.

Erasmus+ Staff Exchange at IGS Higher Education Group, Paris, France, 2023.

Erasmus+ Staff Exchange at University of Social Sciences, Lodz, Poland, 2018.

Erasmus+ Staff Exchange at Alexandru Ioan Cuza University of Iasi, Romania, 2017.

Erasmus+ Staff Exchange at Ludwigshafen University of Applied Sciences, Germany, 2016.