

## CURRICULUM VITAE

### PERSONAL INFORMATION

Name and surname: AZRA AHMIĆ  
Date and place of birth: 30.08.1986., Sarajevo, Bosnia and Herzegovina  
Tel. number: +387 61 736 117  
E-mail: [azraahmic30@gmail.com](mailto:azraahmic30@gmail.com) ; [azra.ahmic@iu-travnik.com](mailto:azra.ahmic@iu-travnik.com)  
LinkedIn profile: [www.linkedin.com/in/azra-ahmic-683b201b3](http://www.linkedin.com/in/azra-ahmic-683b201b3)  
Foreign languages: English, Spanish, Slovenian

### SPECIALITY AND BRIEF PROFESSIONAL & EMPLOYMENT INFORMATION

Speciality:	Management, organization, sustainability and corporate governance
Information technologies:	Microsoft Windows, Word, Excel, PowerPoint, SPSS
Current employment:	Assistant Professor on the International University of Travnik from October 2018. on subjects: management of trading companies; company organisation; business analysis; engineering economics; banking management; insurance; sales management; foreign trade and foreign exchange operations  Visiting Professor on the International University Sarajevo from October 2022. on subject: International trade.
Occasional employment:	I work as a consultant for various companies (one of these companies is DDC MLS d.o.o. Sarajevo)
Erasmus experience:	<b>Madrid – Spain, 2022</b> -Erasmus+ KA107 International Staff Week  <b>Ruse – Bulgaria, 2021</b> -I led classes on the University Angel Kanchev  <b>Vilnius - Lithuania, 2019</b> -I led classes on the University Kazimieras Simonavicius
Publications (research articles & conferences):	27 publications + 1 book
Mentorship on final thesis:	27 final thesis
Mentorship on master thesis:	Three master thesis
Previous employment:	From January 2009. until November 2014. I worked as marketing and sales manager at AFA Racing company,

	which was sales representative for Toyota and Lexus vehicles
--	--

## EDUCATION

Educational institutions (date from-until)	Titles and diplomas
School of Economics and Business Sarajevo, 2011 – 2016	<b>DOCTOR OF PHILOSOPHY IN MANAGEMENT/BUSINESS</b> PhD – Doctor of Philosophy Program (Management/Business) Tempus project of School of Economics and Business Sarajevo in collaboration with School of Economics and Business, University of Vienna and Faculty of Economics, University of Ljubljana.  The title of my doctoral thesis: „ <i>The influence of top manager's personal values on sustainable business success of SMEs in Bosnia and Herzegovina</i> “
2008 - 2010	<b>MASTER OF MARKETING</b> Postgraduate study, department: Marketing, School of Economics and Business Sarajevo. The title of my master thesis: „ <i>Toyota Motor Corporation: comparative analysis of corporate governance in Japan and Europe</i> “
2005 - 2008	<b>BACHELOR'S DEGREE IN MARKETING MANAGEMENT</b> Graduate study, department: Marketing management. The title of my thesis: „ <i>Motivation</i> “

## PUBLISHED RESEARCH ARTICLES / CONFERENCES

1.	Ahmić, A. & Isović, I. (2023). „The impact of regulatory quality on deepens level of financial integration: evidence from the European Union countries (NMS-10)“. Economics. Vol. 11, No. 1, pp: 61-76. DOI: 10.2478/eoik-2023-0004
2.	Hajrić, Š. & Ahmić, A. (2022). “B&H managers' attitudes of green banking, its importance, barriers and benefits”. Proceedings of the 25. International conference of International university Travnik. Year:6, No: 13. ISSN: 2490-2268.
3.	Ahmić, A. & Smajlović, S. (2022). “Sustainable human resource management relationship with the human resource risk reduction”. Economic Review – Journal of Economics and Business. Vol: XX, No. 2, pp: 65-78. DOI: 10.51558/2303-680X.2022.20.2.65
4.	Ahmić, A., Šunje, A. & Kurtić, E. (2022). ”Resilient leadership influence on proactive crisis management”. Presentation on the International Conference of the School of Economics and Business Sarajevo (ICES 2022). October 14 <sup>th</sup> , 2022.
5.	Ahmić, A. (2022). “Strategic Sustainability Orientation Influence on Organizational Resilience: Moderating Effect of Firm Size”. Business Systems Research. Vol. 13, No. 1, pp: 169-191. DOI: 10.2478/bsrj-2022-0011
6.	Ahmić, A. (2022). “Business Model for Continuous Enterprise Sustainability”.

	Management and Business Research Quarterly. Vol. 22, pp: 33-50. Available at: <a href="https://eurokd.com/EJSMB(MBRQ/doi/10.32038/mbrq.2022.22.04.pdf">https://eurokd.com/EJSMB(MBRQ/doi/10.32038/mbrq.2022.22.04.pdf</a>
7.	Čizmić, E., Rahimić, Z., Šestić, M. & Ahmić, A. (2022). “The impact of job design parameters on employee satisfaction and effectiveness in developing countries within digitalization context”. 8th International Conference - New Technologies, Development and Application NT-2022. June 23-25. 2022. Sarajevo, Bosnia and Herzegovina. Available at: <a href="https://link.springer.com/chapter/10.1007/978-3-031-05230-9_127">https://link.springer.com/chapter/10.1007/978-3-031-05230-9_127</a>
8.	Ahmić, A. (2022). „Business Model for Continuous Enterprise Sustainability“. Conference presentation on the 8th International Conference on Management Studies (ICMS-2022) organized by EUROKD in Istanbul, Turkey: 11-12 June. Presentation available at: <a href="https://eurokd.com/Resources/Uploaded/202206200104470478_%20Azra_Ahmic.pdf?CT=application_pdf.png">https://eurokd.com/Resources/Uploaded/202206200104470478_%20Azra_Ahmic.pdf?CT=application_pdf.png</a>
9.	Skopljak, L., Ahmić, A & Otuzbir, S. (2022). “Women's inequality in employment and career development”. Research article for the first International UNIGEM conference. 6th and 7th May. Sarajevo.
10.	Ahmić, A. & Čizmić, El. (2021). “Motivational factors and retention of talented managers”. Business Systems Research. Vol. 12, No. 2, pp: 200-220. URL: <a href="https://doi.org/10.2478/bsrj-2021-0028">https://doi.org/10.2478/bsrj-2021-0028</a>
11.	Ahmić, A. & Trgo, A. (2021). „Talents' Learning and Development Impact on their Retention within the Companies in Bosnia and Herzegovina“. Pregled – periodical for social issues. Vol. 62, No. 3. pp: 23-43. UDK 331.108.5(497.6) <a href="https://pregled.unsa.ba/index.php/pregled/article/view/1078/1120">https://pregled.unsa.ba/index.php/pregled/article/view/1078/1120</a>
12.	Alić, Ž., Skopljak, L. i Ahmić, A. (2021). „Perspective on the use of cryptocurrencies in BiH“. Proceedings of the 23. International conference of International university Travnik. Year:10, No: 23. ISSN: 2232-8807. Available at: <a href="https://drive.google.com/file/d/1kh3KPJj00w9-wAayG3uYh9Otyhuc4nLa/view">https://drive.google.com/file/d/1kh3KPJj00w9-wAayG3uYh9Otyhuc4nLa/view</a>
13.	Čizmić, E. & Ahmić, A. (2021). „The major barriers in retaining talents in developing countries – from the perspective of successful managers“. Sarajevo Business and Economics Review. Vol. 39, pp. 8-26. URL <a href="http://www.efsa.unsa.ba/ef/sites/default/files/zbornik_39_2021.pdf">http://www.efsa.unsa.ba/ef/sites/default/files/zbornik_39_2021.pdf</a>
14.	Čizmić, E. & Ahmić, A. (2021). „Contemporary sources and methods of recruiting and selecting talented managers in developing countries“. Proceedings of the The 9th International Scientific-Professional Conference Business Development 2021 on subject: Status and perspectives of digital transformation of business in the Western Balkans. Available at: <a href="https://ef.unze.ba/wp-content/dokumenti/Zbornik_BDC_2022.pdf">https://ef.unze.ba/wp-content/dokumenti/Zbornik_BDC_2022.pdf</a>
15.	Čizmić, E. & Ahmić, A. (2021). „The influence of Talent Management on Organisational Performance in Bosnia & Herzegovina as a Developing Country“. Management Journal of Contemporary Management Issues, Vol. 26; No. 1, pp. 129-

	147. URL <a href="https://doi.org/10.30924/mjcmi.26.1.8">https://doi.org/10.30924/mjcmi.26.1.8</a>
16.	Ahmić, A. & Skopljak, L. (2021). "Problems and responses of small and medium enterprises in Bosnia and Herzegovina to COVID-19 related to the management of key stakeholders". Proceedings of the XXI International online Conference in organisation by International University Travnik in cooperation with academic partner University of Donja Gorica, Montenegro. URL <a href="https://drive.google.com/file/d/10cwqpc8dD2hvGFHKQ9hgA7nfOoRY-4Ex/view">https://drive.google.com/file/d/10cwqpc8dD2hvGFHKQ9hgA7nfOoRY-4Ex/view</a>
17.	Čaušević, A. & Ahmić, A. (2020). Tourists' satisfaction, recommendation and revisiting Sarajevo. Sarajevo Business and Economics Review. Vol. 38, pp. 151-166. URL <a href="https://www.efsa.unsa.ba/ef/sites/default/files/zbornik_38_2020.pdf">https://www.efsa.unsa.ba/ef/sites/default/files/zbornik_38_2020.pdf</a>
18.	Ahmić, A. (2019). Attractive digitalisation in the business - viewed especially through digital marketing and new forms of digital communication. Proceedings of the XX International Conference of International University Travnik. URL <a href="https://drive.google.com/file/d/1EkrghQ0nEFwSWhEngMbA5GFPwb_cU1yw/view">https://drive.google.com/file/d/1EkrghQ0nEFwSWhEngMbA5GFPwb_cU1yw/view</a>
19.	Ahmić, A. (2018). Circular economy and the possibilities of its application in business - through industrial symbiosis, closed loop business model and cradle-to-cradle model. Proceedings of the XVIII International Conference – in organisation by International University Travnik with academic partners. URL <a href="https://drive.google.com/file/d/1VnB-YmoNw_46a9owEBXbXiGoyOO3jmco/view">https://drive.google.com/file/d/1VnB-YmoNw_46a9owEBXbXiGoyOO3jmco/view</a>
20.	Ahmić, A. (2018). Continuous innovation in logistics - through logistics business models, business practices and technology. Proceedings of the XVII International Conference in organisation by International University Travnik with academic partners. URL <a href="https://drive.google.com/file/d/1e4zEQvJPquUxmzx_v77JHhH6Z8QQbZKi/view">https://drive.google.com/file/d/1e4zEQvJPquUxmzx_v77JHhH6Z8QQbZKi/view</a>
21.	Šunje, A., Kurtić, E. & Ahmić, A. (2017). Are your employees coachable? Unveiling the employee coachability construct. Proceedings of the 5th International OFEL Conference on Governance, Management and Entrepreneurship: The paradoxes of leadership and governance in the postmodern society.
22.	Ahmić, A. (2016). The influence of top manager's personal values on sustainable business success of SMEs in Bosnia and Herzegovina (Doctoral dissertation). Retrieved from COBISS.BH (ID514721730)
23.	Ahmić, A., Šunje, A. & Kurtić, E. (2016). The influence of top manager's personal values on sustainability of SMEs in developing countries. Journal of Corporate Governance, Insurance, and Risk Management (JCGIRM). Vol. 3, No. 1, pp. 27-49. URL <a href="https://jcgirm.com/wp-content/uploads/2020/10/3-JCGIRM-2016-Vol-3-issue-1-pp-27-49.pdf">https://jcgirm.com/wp-content/uploads/2020/10/3-JCGIRM-2016-Vol-3-issue-1-pp-27-49.pdf</a>
24.	Ahmić, A., Šunje, A. & Kurtić, E. (2016). The influence of top manager's personal values on sustainability of SMEs in developing countries. Proceedings of the 4th International OFEL Conference on Governance, Management and Entrepreneurship - New governance for value creation. Towards stakeholding and participation.

25.	Ahmić, A. (2015). The importance and application of sustainability in small and medium enterprises in developing countries. Proceedings of the XII International Conference in organisation by International University Travnik. URL <a href="https://drive.google.com/file/d/1oZEujP6JA-DCmGilmeWP63T9UiLdmIHN/view">https://drive.google.com/file/d/1oZEujP6JA-DCmGilmeWP63T9UiLdmIHN/view</a>
26.	Ahmić, A. (2015). The triple bottom line as a contemporary indicator for measuring the success of an enterprise. Proceedings of the XII International Conference – in organisation by International University Travnik. URL <a href="https://drive.google.com/file/d/1oZEujP6JA-DCmGilmeWP63T9UiLdmIHN/view">https://drive.google.com/file/d/1oZEujP6JA-DCmGilmeWP63T9UiLdmIHN/view</a>
27.	Ahmić, A. (2011). Toyota Motor Corporation: comparative analysis of corporate governance in Japan and Europe (master's thesis). Retrieved from COBISS.BH (ID512802754)

### **PUBLISHED BOOKS**

1.	Ahmić, A. (2022). „Sustainable management in companies“. International University Travnik: Travnik. (Bosnian edition – written in bosnian language)
----	---

### **PARTICIPATION AND WORK ON PROJECTS**

<b>Projects:</b>	
1.	Preparation of the Elaborate on the model of possible financing of students at private universities – the project of VITEZ University, International University Travnik and Travnik University.
2.	UNIGEM project (2021). Member of the Advisory Board of the Focal Office for the UNIGEM project, made in cooperation with the International University of Travnik and the TPO Foundation with the support of the British Embassy in BiH.

### **MEMBER OF CONFERENCE PROGRAMME COMMITTEE**

1.	Member of the Organizing Committee at the 23rd International Conference (December 17/18, 2021.): "Resilience of the Economy, Rights and Media in the Conditions of Global and Regional Uncertainty with Special Reference to the Western Balkans", organized by the International University of Travnik
2.	Member of Programme Committee at the 21st International online conference (26, 27 March, 2021.): "The impact of Covid-19 pandemics on the globalization and global economic/legal/media matters with an emphasis on the western Balkan countries", in organisation by International University Travnik in cooperation with academic partner University of Donja Gorica, Montenegro

### **MENTORSHIP ON MASTER THESIS**

<b>MASTER THESIS</b>	
1.	„Women as holders of managerial positions“ – master Šejma Hajrić (defence 16.09.2023.)
2.	„Risk management in the banking sector“ – master Šahza Omerović (defence

	October 2021.)
3.	„Credit risk management in banking“ – master Ajla Delić (defence 21.09.2021.)
4.	„Collection of receivables in the private companies“ – master Ivan Grujica (defence 12.09.2020.)

### MENTORSHIP ON FINAL THESIS

<b>GRADUATE THESIS</b>	
1.	“Project organizational structure and its characteristics” – bachelor Nedžla Kolak (September, 2023)
2.	“The role of the Central bank of Bosnia and Herzegovina in the financial market” – bachelor Eldar Hasanović (September, 2023)
3.	“Electronic channels of distribution” – bachelor Dženita Joldić (September, 2023)
4.	“Theoretical analysis of the organizational structure influence on the achievement of the organizational goals” – bachelor Ivana Ružičić (September, 2023)
5.	“Analysis of the capital market in Bosnia and Herzegovina” – bachelor Merima Tutkur (December, 2022)
6.	“Assessment of the company's creditworthiness” – bachelor Emir Bećirović (December, 2022)
7.	“Analysis of the organizational structure on the example of company “X”” – bachelor Lejla Halilović (September, 2022)
8.	“Organizational changes and the impact of stress on employees” – bachelor Belma Sofić (September, 2022)
9.	“Dropshipping as one of the trends in the world of online sales” – bachelor Lamija Mandara (September, 2022)
10.	“Factors affecting the market competitiveness of companies” – bachelor Sanin Omerović (September, 2022)
11.	“The role of the Central bank of Bosnia and Herzegovina in the financial market” – bachelor Emina Zuhrić (September, 2022)
12.	“Enterprise value assessment” – bachelor Mirza Čengiđ (July, 2022)
13.	“Conflict management in the organization” – bachelor Irma Trako (June, 2022)
14.	“Motivation and rewarding of employees as a factor in the success of the company” – bachelor Ilhana Akin (December, 2021)
15.	“Halal market and export potentials of B&H companies” – bachelor Berina Sikira

	(December, 2021)
16.	“Social media marketing - a special review of B&H” – bachelor Amina Durek (September, 2021)
17.	“Significance of long-term loans and their placements in performing economic activities” – bachelor Azemina Turić (September, 2021)
18.	“Financial system and importance of the Central Bank of B&H” – bachelor Sevime Ramadani (September, 2021)
19.	“Bill of exchange business in Bosnia and Herzegovina” – bachelor Amina Bećirević (September, 2021)
20.	“Institutionally-legal framework for conducting foreign trade business” – bachelor Edina Belegić (September, 2021)
21.	“Digital banking in Bosnia and Herzegovina” – bachelor Elma Skrobo (September, 2021)
22.	“Key competencies of human resources managers in the 21st century” – bachelor Ilhana Garanović (July, 2021)
23.	“Financial markets and trading on the Sarajevo Stock Exchange” – bachelor Šejma Hajrić (July, 2021)
24.	“Causes and consequences of financial crises” – bachelor Safija Ganić (July, 2021)
25.	“The concept, characteristics and type of financial markets” – bachelor Reisa Selimović (September, 2020)
26.	“Causes and consequences of financial and economic crises - with special reference on Bosnia and Herzegovina” - bachelor Amna Selimović (September, 2020)
27.	“Financial indicators in the function of growth assessment of ZOI 84” - bachelor Edin Imamović (September, 2020)
28.	“Financial management and control as an instrument to protect an efficiency of budget execution” - bachelor Ivana Galović (July, 2020)
29.	„Development of mobile technology on the global and regional market“ – bachelor Almedin Hasanović (September, 2019)
30.	„Financial leasing as a way of financing a company“ – bachelor Almira Lutvica (July, 2019)
31.	„An importance of total quality management (TQM) as a strategic orientation of a company“ – bachelor Sadeta Buljubašić (July, 2019)

**COMMISSION MEMBER ON THE DEFENCE OF MASTER THESIS**

**MASTER THESIS**

1.	“Pull factors in the Balkan region and their effect on capital inflows” – bachelor Hamza Kanurić (IUS, June, 2023)
2.	“Comparative analysis of companies' financial operations with special reference to the COVID-19 pandemic” – master Amela Mehić (September, 2022)
3.	“Motivation of employees in the IT sector” – master Žarko Knezović (September, 2021)
4.	“Ethical cases and business climate in Bosnia and Herzegovina” – master Ivana Gudelj (September, 2021)
5.	“Transparency of corporate governance in Bosnia and Herzegovina” – master Samira Hodžić