

Curriculum Vitae



CONTACT INFORMATION

Azra Bičo, Ph.D.

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EDUCATION

Degree	Faculty/Program	University	Year
Ph.D.	Faculty of Business and Administration/Management	International University of Sarajevo	2018 - 2023
MA	Faculty of Business and Administration/Economics	International University of Sarajevo	2014
BA	Faculty of Business and Administration /Economics	International University of Sarajevo	2010

WORK EXPERIENCE

Title	Faculty/Program/Company	University	Period
Undergraduate coordinator	Faculty of Business and Administration/ECON/IBF/MAN	International University of Sarajevo	January 2025-present
Assistant professor	Faculty of Business and Administration/Economics	International University of Sarajevo	September 2023-present
SDG Executive Committee Chair	International University of Sarajevo	International University of Sarajevo	November 2022 - present
Erasmus Exchange Coordinator for three study programs	International Business and Finance, Management and Economics	International University of Sarajevo	October 2018 – February 2020
Cambridge Instructor of Business Studies Course and Economics Course	Gimnazija Maarif Koledž	-	November 2017 –

			January 2019
Senior Assistant	Faculty of Business and Administration/Management	International University of Sarajevo	October 2019-September 2023
Senior Assistant	Faculty of Business and Administration/Economics	International University of Sarajevo	November 2014-October 2019
Teaching Assistant	Faculty of Business and Administration/Economics	International University of Sarajevo	May 2011 – November 2014
Administrative assistant/Commercialist	Atilla Group d.o.o. (informal experience)	-	August 2010 - December 2010

PROFESSIONAL SKILLS

LANGUAGE SKILLS

- Bosnian language – native speaker
- English language - proficient

COMPUTER SKILLS

- Good command of Microsoft Office Tools - namely Microsoft Word, Outlook, Excel, Access, PowerPoint and usage of Internet Explorer.
- Good command of SPSS (Statistical Package for the Social Sciences), AMOS
- Good command of STATA - Data Analysis and Statistical Software

RESEARCH INTERESTS

- Entrepreneurship
- Macroeconomics
- Human Capital
- Labor Economics

PUBLICATIONS

BOOKS

- 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.

REFEREED JOURNAL ARTICLES

- Bičo, A., & Knezović, E. (2025). Assessing the entrepreneurial and intrapreneurial intentions of current and future labor forces: the role of entrepreneurial orientation. *European Journal of Management and Business Economics*, 34(3), 265-281.
- 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), 1-17.
- Knezović, E., Aydin, Š., Smajić, H. & Bičo, A. (2023). Understanding individual entrepreneurial orientation: A generational perspective. *Management*, 28 (Special Issue), 1-12. <https://doi.org/10.30924/mjcmi.28.si.1>
- Aydin, Š., Knezović, E., Bičo, A., & Smajić, H. (2023). Age, entrepreneurial and intrapreneurial intentions: the mediating role of individual entrepreneurial orientation. *Journal of Enterprising Communities: People and Places in the Global Economy*.
- Bičo, A., & Knezović, E. (2023). Entrepreneurial and intrapreneurial intentions of the current labour force in Bosnia and Herzegovina: the role of the theory of planned behaviour and entrepreneurial orientation. *Management: Journal of Contemporary Management Issues*, 28(1), 137-150.
- 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., 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.
- Bičo, A. (2016). Gender Segregation in Employment in Bosnian and Herzegovinian Labor Market. *Southeast Europe Journal of Soft Computing*, 5(2).
- Bičo, A., & Ganić, M. (2012). The efficiency of banking sector in Bosnia and Herzegovina in comparison to Slovenia: comparative analysis. *Journal of Economic and Social Studies*, 2(2), 125-149.

BOOK CHAPTER

- Branković, A., & Bičo, A. (2022). Case Study on Female Entrepreneurship in Bosnia and Herzegovina. In *Towards Economic Inclusion in the Western Balkans* (pp. 209-228). Cham: Springer International Publishing.
- Ramadani, V., Palalić R., Dana L.P., Bičo A. (2021). Entrepreneurship in Kuwait. In *Entrepreneurship in the Gulf Cooperation Council Countries: Evolution and Future Perspectives* (pp. 25-44). World Scientific, New York
- Palalić, R., Bičo, A., Ramadani, V., & Dana, L. P. (2020). Human Capital and Entrepreneurial Intentions in Bosnia and Herzegovina. In *Intrapreneurship and Sustainable Human Capital* (pp. 117-136). Springer, Cham.
- Palalić, R., Branković, A., & Bičo, A. (2020). Entrepreneurial Mindset and SMEs' Sustainability. In *Organizational Mindset of Entrepreneurship* (pp. 53-77). Springer, Cham.
- Palalić, R., Knezović, E., Branković, A., & Bičo, A. (2020). Women's Entrepreneurship in Bosnia and Herzegovina. In *Women's Entrepreneurship in Former Yugoslavia* (pp. 11-35). Springer, Cham.
- Palalić, R., & Bičo, A. (2018). Entrepreneurship in Bosnia and Herzegovina. In *Entrepreneurship in Former Yugoslavia* (pp. 9-35). Springer, Cham.
- Palalić, R., Bičo, A., Ramadani, V., & Dana, L. P. (2018). Entrepreneurship in Montenegro. In *Entrepreneurship in Former Yugoslavia* (pp. 91-105). Springer, Cham.

- Bičo, A. (2016). Economic Aspects of Unemployment in Bosnia and Herzegovina. In Y. Oğurlu and A. Kulanić. Bosnia and Herzegovina: Law, Society, and Politics (pp. 167-178). Ilidža, Bosnia and Herzegovina: Sabah print

ARTICLES IN CONFERENCE PROCEEDINGS

- Bičo A., (2025). Entrepreneurial Intentions Revisited: Three-year Study from Traditional to Circular Entrepreneurship. Paper presented at the 5th Edition of the International Conference Modern Trends in Business, Hospitality, and Tourism on Innovation, Sustainability, and Growth in a VUCA Environment, Cluj, Romania.
- Bičo, A., & Knezović, E. (2024). Green entrepreneurial intentions among students: A comparative study across six countries and demographic factors. Paper presented at the 22nd Interdisciplinary European Conference on Entrepreneurship Research (IECER): NEXTGen_eration Entrepreneurship, Innsbruck, Austria.
- Aydin,Š., Bičo, A., Smajić, H., Knezović, E. (2023) Entrepreneurial and intrapreneurial intentions in Bosnia and Herzegovina: A generational approach.12th International Scientific Symposium “Region, Entrepreneurship, Development”, Osijek, Croatia: 06/2023
- Knezović, E., Aydin,Š., Smajić, H., Bičo, A., (2023) Understanding Individual Entrepreneurial Orientation: A Generational Perspective. Conference Challenges of Europe Bol/Brač 17-19 May 2023 Faculty of Economics, Business and Tourism, University of Split. Croatia 5/2023.
- Branković, A. & Bičo, A. (2019) Case study on female entrepreneurship in Bosnia and Herzegovina. 5th Conference of the LSEE Research Network on Social Cohesion in South East Europe “Economic and social inclusion in an age of political uncertainty in South East Europe”, Belgrade, Serbia ; 11/2019.
- Palalić, R., & Bičo, A. (2019). Effect of organizational leadership and internal business environment on organizational commitment: a case study from a public service organisation, Sultanate of Oman. ISCBE 2019, 112.

- Bičo, A. and Opačin, N. (2015). Gender (In)Equality in Political Participation in Bosnia and Herzegovina. International Research Congress on Social Sciences 02-06 May 2015, Sarajevo, Bosnia and Herzegovina. International University of Sarajevo, Pamukkale University, International University of Sarajevo, 2015.
- Bajram, N., Bičo, A. (2013) The Gravity Model and Bosnia and Herzegovina's Trade. European Conference in Technology and Society, EuroTecS-2013, International University of Sarajevo, BIH; 06/2013 ISSN 2304 – 4580
- Bičo, A., Bajram, N. (2013) Strategies for Curbing Unemployment in Bosnia and Herzegovina: Lessons from Ireland and Netherlands. International Conference on Economic and Social Studies (ICEoS13): "Economic Crises and European Union", Sarajevo, BIH; 05/2013
- Bajram, N., Bičo, A. (2013) The Effect of Monetary Policy and the Timing of Interest Rate Movement. European Conference in Technology and Society, EuroTecS-2013, International University of Sarajevo, BIH; 06/2013, ISSN 2304 – 4580
- Bičo, A., Bajram, N. (2012) Economic Policies for Business: Case of Bosnia and Herzegovina. 5th International scientific-technical conference Business Development 2012: Economic policy & business of small and medium enterprises., Zenica, BIH; 11/2012

SEMINARS AND TRAININGS

- Participant at Gender STE Training School, Novi Sad, Serbia, 3-4, March 2016.
- Successful completion of Ally for Future Leadership program for young women organized under the Ministry of Family and Social Policies, Republic of Turkey, with the contribution of OIC Women consultative council, Istanbul 2-10 November 2017

PROJECTS

- 2016 – 2018: Horizon2020 Systemic Action for Gender Equality, Trinity College Dublin, Ireland. Junior researcher.
- Member of project "Entrepreneurial and Intra-Entrepreneurial Intentions in the Sarajevo Canton: A Generational Approach" funded by Ministry of Science, Higher Education and Youth of Sarajevo Canton"
- Member of DeepGreenInno Project , junior researcher

- Member of FIPOBA Project by Ministry of Science, Higher Education and Youth of Sarajevo Canton , junior researcher
- InterGen University of Ruse, Bulgaria, Institutional Project Member

COURSES TAUGHT OVER THE YEARS

UNDERGRADUATE COURSES

- Introduction to Economics (Assistant)
- Microeconomics (Assistant)
- Macroeconomics (Assistant)
- Globalization and Business (Assistant)
- International Economics (Lecturer)
- Labor Economics (Lecturer)
- Macroeconomics (Lecturer)
- Growth and Development (Lecturer)
- Understanding Politics, Economy and Management (Lecturer)
- Intermediate Microeconomics (Lecturer)
- Intermediate Macroeconomics (Lecturer)
- Principles of International Business (Lecturer)
- Entrepreneurship and SMB (Lecturer)
- Introduction to Microeconomics (Lecturer)
- Introduction to Macroeconomics (Lecturer)

COURSES TAUGHT OVER THE YEARS

GRADUATE COURSES

- International Business Environment (Lecturer)

MOBILITIES

- Erasmus + Staff Training Exchange at University of Universitatea Babeş-Bolyai; Romania (2023)
- Erasmus + Staff Training Exchange at University of Limerick, Ireland (2022)
- Erasmus + Teaching exchange at Universitatea Babeş-Bolyai; Romania (2025)
- Erasmus +Teaching exchange at The John Paul II Catholic University of Lublin (2017)
- Erasmus + Teaching exchange, at University of Varna, Bulgaria (2016)