



Emil Knezović, Ph.D.

Associate Professor of Management

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Hrasnička cesta 15,
71210 Ilidža,
Bosnia and Herzegovina

LANGUAGES

Bosnian

Native

English

Proficient

Spanish

Independent

SKILLS

Microsoft Office

Advanced

SPSS

Advanced

AMOS

Advanced

CURRENT POSITIONS

Dean	2023-present
Faculty of Business and Administration International University of Sarajevo	
Senior Researcher	2023-present
DeepGreenInno Project International University of Sarajevo	
Project Coordinator	2023-present
GreenMSP International University of Sarajevo	
Institutional Project Coordinator	2023-present
InterGen International University of Sarajevo	
Associate Professor of Management	2021-present
Faculty of Business and Administration International University of Sarajevo	

EDUCATION

Ph.D. in Management and Leadership Studies	2012-2016
Faculty of Business and Administration International University of Sarajevo	
Master in Management	2011-2012
Faculty of Economics and Social Sciences International Burch University	
Bachelor 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

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

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

INDUSTRY EXPERIENCE

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

NGO EXPERIENCE

Board Member Damar omladine, Visoko	2010-2013
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RESEARCH

Journal Articles Indexed in Scopus and Web of Science

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.

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.

Bičo, A., & Knezović, E. (2023). Assessing the entrepreneurial and intrapreneurial intentions of current and future labor force: the role of entrepreneurial orientation. *European Journal of Management and Business Economics*.

Knezović, E. (2023). Self-perceived employability and entrepreneurial and intrapreneurial intentions: evidence from six countries. *Global Business and Organizational Excellence*.

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

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

Aydin, Š., Knezović, E., Smajić, H., Bičo, A. (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 process: 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

Aydin, Š., Bičo, A., Smajić, H., & Knezović, E. (2023). Entrepreneurial and intrapreneurial intentions in Bosnia and Herzegovina: A generational approach. Paper presented at the *Twelfth 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., Ridić, 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

Senior Researcher **2023-present**

DeepGreenInno
European Institute of Innovation & Technology

Project Coordinator **2023-present**

GreenMSP
Ministry of Science, Higher Education and Youth of Sarajevo Canton

Institutional Project Coordinator **2023-present**

InterGen
University of Ruse, Bulgaria

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

TEACHING PROFILE

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

Ph.D. Dissertations

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

Master Theses/Projects

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.

Arneta 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.

OTHER ACTIVITIES

Invited talks, lectures, seminars, and workshops

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

Panelist on “Where to Study and What Are the Tips for Further Education? 3rd STARfest, Sarajevo, April 2024.

Lecturer at the Business Plan Workshop for VACD 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 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.

Peer Reviewer for Academic Journals, Publishers, and Scientific Conferences

Epiphany: Journal of Transdisciplinary Studies

Evidence-based HRM

International Journal of Organizational Analysis

International Journal of Public Sector Performance Management (IJPSPM)

International Scientific Symposium “Region, Entrepreneurship, Development”, Faculty of Economics in Osijek.

Journal of Asia Business Studies

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

Managing Global Transitions: International Research Journal

Prosperitas

Psychology Research and Behavior Management

SAGE Open

Springer Nature