



**Emil Knezović, Ph.D.**

May 1, 1988

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## CURRENT POSITIONS

**2023 – Present**

**Dean**

Faculty of Business and Administration, International University of Sarajevo

**2023 – Present**

**Senior Researcher in DeepGreenInno**

Deep Tech in Material Sciences: Greening the Balkan HEIs Innovation and Entrepreneurial Potential, European Institute of Innovation & Technology

**2021 – Present**

**Associate Professor of Management**

Faculty of Business and Administration, International University of Sarajevo

Research Interests: Human Resource Management, Entrepreneurship, Leadership.

## EDUCATION

**2012 - 2016**

**Ph.D. in Management and Leadership Studies**

Faculty of Business and Administration, International University of Sarajevo, Bosnia and Herzegovina

**2011 - 2012**

**Master in Management**

Faculty of Economics and Social Sciences, International Burch University, Sarajevo, Bosnia and Herzegovina

**2007 - 2011**

**Bachelor in Management**

Faculty of Business and Administration, International University of Sarajevo, Bosnia and Herzegovina

## 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>

**ACADEMIC EXPERIENCE**

- 2022 – 2023**            **Vice-Rector for Academic Activities and Students' Affairs**  
International University of Sarajevo
- 2018 – 2022**            **Head of Department**  
Department of Economics and Management, Faculty of Business and Administration, International University of Sarajevo
- 2016 – 2021**            **Assistant Professor of Management**  
Faculty of Business and Administration, International University of Sarajevo
- 2019 – 2020**            **Vice-Dean for Academic and Students Affairs**  
Faculty of Business and Administration, International University of Sarajevo
- 2015 - 2016**            **Scholarship Assistant**  
Faculty of Business and Administration, International University of Sarajevo
- 2014 - 2016**            **Lecturer**  
Leadership and Entrepreneurship Center, International University of Sarajevo  
Areas lectured: Leadership, Entrepreneurship, Project Management.
- 2013 - 2014**            **Expert in Practice**  
Faculty of Business and Administration, International University of Sarajevo  
Undergraduate Course: Advertising Management

**INDUSTRY EXPERIENCE**

- 2018 – 2020**            **Consultant**  
Business projects development
- 2012 - 2015**            **External collaborator for finance, accounting, and business development**  
Bosnian Transport Service Visoko
- 2011 - 2012**            **Internship at the Accounting and Finance Department**  
BBI Real Estate

**OTHER EXPERIENCE**

- 2010 - 2013**            **Board Member**  
Udruženje "Damar Omladine"

**RESEARCH****Edited book:**

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.

**Journal articles:**

Knezović, E., Aydin, Š., Smajić, H., & Bičo, A. (in press). Understanding individual entrepreneurial orientation: a generational perspective. *Management: Journal of Contemporary Management Issues*.

Knezović, E., & Jamak, L. (in press). Internal branding as a strategy of increasing employee retention: the role of brand identification and brand orientation. *Journal of East European Management Studies*.

Bičo, A., Aydin, Š., Smajić, H., & Knezović, E. (in press). Entrepreneurial and intrapreneurial intentions: the role of access to resources and individual entrepreneurial orientation. *World Journal of Entrepreneurship, Management and Sustainable Development*.

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). 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*.

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.

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., & Aydın, 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., Atlı, 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., Żemojtel-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.
- 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.

Knezović, E., Bušatlić, S., & Plojović, S. (2015). Corporate social responsibility and web reporting. *Inquiry*, 1(2), 47-64.

**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.. *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. *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.. *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). Internacionalni 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 *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 *14<sup>th</sup> 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 Croatsians - an empirical study. Paper presented at the *6th 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 - )**

Deep tech in material sciences: greening the Balkan HEIs innovation and entrepreneurial potential, European Institute of Innovation & Technology.

**Project Coordinator (2023 - )**

Determinants and outcomes of different types of innovation in small and medium enterprises in Bosnia and Herzegovina: the role of green practices, Ministry of Science, Higher Education and Youth of Sarajevo Canton.

**Data Analyst (2023)**

ProReha Inclusion plan for people with disabilities, USAID Diaspora Invest Project.

**Researcher (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)**

COVID-19, personality and quality of life: Self-enhancement in the time of pandemic, Cardinal Stefan Wyszyński University in Warsaw, Poland.

**Researcher / Implementation Team Member (2016-2018)**

Horizon2020 Systemic Action for Gender Equality, Trinity College Dublin, Ireland. International University of Sarajevo.

**Researcher (2018)**

Bosna i Hercegovina i Berlinski proces: Analiza ključnih procesa u BiH pred Londonsku konferenciju 2018, Balkan Studies Center, International University of Sarajevo.

**National Research Project Manager (2018-2020)**

Narcissism(s) and Self-Esteem(s) in Cross Cultural Context, Cardinal Stefan Wyszyński University in Warsaw, Poland.

**Research Team Member (2018)**

International abstractness study of economic, financial, managerial, and philosophical terms, University of Economics, Varna, Bulgaria.

**TEACHING PROFILE**

**Undergraduate Courses:**

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

**Graduate Courses:**

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

**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:**

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.

#### **INVITED TALKS, GUEST LECTURES, SEMINARS, AND ACADEMIC VISITS**

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

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

Lecturer at the seminar: Small Businesses and Entrepreneurship, BALANS, Sarajevo, February 24, 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**

1. Evidence-based HRM
2. International Journal of Organizational Analysis
3. Journal of Enterprising Communities: People and Places in the Global Economy
4. Journal of Asia Business Studies
5. International Journal of Public Sector Performance Management (IJSPSPM)
6. Psychology Research and Behavior Management
7. Springer Nature
8. SAGE Open
9. Management – Journal of Contemporary Management Issues
10. Epiphany: Journal of Transdisciplinary Studies
11. Managing Global Transitions: International Research Journal

12. International Scientific Symposium “Region, Entrepreneurship, Development”,  
Faculty of Economics in Osijek.
13. Prosperitas
14. Journal of Organizational Effectiveness: People and Performance
15. Journal of Family Business Management

**PERSONAL SKILLS**

**Languages:**

Bosnian, Croatian, Serbian (Native)

English (Proficient)

Spanish (Independent)

**Computer:**

Microsoft Office (Advanced)

SPSS (Advanced)

AMOS (Advanced)