



# Hamza Smajić

## CONTACT

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**Google Scholar:**  
<https://scholar.google.com/citations?user=iKLAdFMAAA&hl=en>

## LANGUAGES

Bosnian/Serbian/Croatian  
English

## SHORT SUMMARY

Professor at International University of Sarajevo (IUS). Has excellent research, organization, and presentation skills and enjoys teamwork.

Current Position: Assistant Professor at Department of Economics and Management, Faculty of Business and Administration, International University of Sarajevo;  
<https://www.ius.edu.ba/en/people/hamza-smajic>

## EDUCATION

2020 - 2023  
PhD at Faculty of Business and Administration, International University of Sarajevo (B&H); Hrasnička cesta 15, 71210 Ilidža;  
<https://www.ius.edu.ba/>

2019 - 2020  
MBA at Faculty of Business and Administration, International University of Sarajevo (B&H); Hrasnička cesta 15, 71210 Ilidža;  
<https://www.ius.edu.ba/>

2015 - 2019  
BA in Management at Faculty of Business and Administration, International University of Sarajevo (B&H); Hrasnička cesta 15, 71210 Ilidža; <https://www.ius.edu.ba/>

2019  
Exchange student at West University of Timisoara (Romania); Blvd. V. Parvan 4, Timisoara 300223; <https://www.uvt.ro/en/>

2011 - 2015  
Student at Third Gymnasium Sarajevo (B&H); Vilsonovo šetalište 16, 71 000 Sarajevo; <http://teca-gimnazija.edu.ba/>

## EXPERIENCE

- 2023 – present
  - Assistant Professor at Faculty of Business and Administration, International University of Sarajevo.
- 2022 – present
  - Advisor to the construction project manager.
- 2021 – 2023
  - Assistant at Faculty of Business and Administration, International University of Sarajevo.

- **Duties:**

- Lecturing: Organizational Behavior, Understanding Business, Consumer Behavior, Principles of International Business
- Assisting in the promotion of the International University of Sarajevo.
- Academic advising
- Managing internship reports
- Invigilating exams
- Other (assigned by the program coordinator, head of department, or dean)

2019 – 2020

- Scholarship Assistant at Faculty of Business and Administration, International University of Sarajevo.
  - **Duties:**
    - Assisting in the promotion of the International University of Sarajevo.
    - Assisting in the preparation of the Faculty of Business and Administration website.
    - Academic advising
    - Managing internship reports
    - Invigilating exams

2019 – present

- Participating in management research in Bosnia and Herzegovina and Oman.

2018

- Assisted in the promotion of the International University of Sarajevo.
- Assisted in the creation of a business plan for a hotel.

2016

- Assisted in the organization of the 6 Sigma Seminar at the International University of Sarajevo.

## HONORS

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2019

- Received the Excellence Scholarship as the 2<sup>nd</sup> best student (3.87 CGPA) of the Faculty of Business and Administration, IUS.

## CERTIFICATIONS

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2016

- Completed 6 Sigma Seminar at International University of Sarajevo

## PROFESSIONAL SKILLS

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Proficient User of MS Word, Excel, and PowerPoint

Data analysis skills: SPSS, Amos

Cultural skills: intercultural experience gathered at IUS and Timisoara

Driver's license: B category

Excellent research, presentation, organization, leadership, communication, and teamwork skills

## PERSONAL SKILLS

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Unwavering  
Responsible  
Loyal  
Persistent  
Ambitious

## RESEARCH

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2023

- 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*, ahead-of-print (ahead-of-print). <https://doi.org/10.1108/JEC-08-2022-0107>
- Palalić, R., Khan, Ramadani, Al Abri, & Smajić, H. (2023). Mediation effect of organisational leadership on internal business environment and organisational commitment: Insights from Oman. *Middle East Journal of Management*, 10(2), 203-224. <https://doi.org/10.1504/MEJM.2022.10044236>
- 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. [https://doi.org/10.1007/978-3-031-25924-1\\_41](https://doi.org/10.1007/978-3-031-25924-1_41)
- Aydin, S., 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, Josip Juraj Strossmayer University of Osijek, Faculty of Economics and Business in Osijek, Croatia*, 263-279.

2022

- Ahmad, N., Smajić, H., Palalić, R., & Al-Riyami, S. (2022). Sustainability management research in the Arab world: A citation-based systematic literature review. *Management & Sustainability: An Arab Review*, 1(1), 14-37. <https://doi.org/10.1108/MSAR-01-2022-0004>
- E. Knezović, & 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. <https://doi.org/10.2478/orga-2022-0005>
- A. Bičo, 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. <https://doi.org/10.21533/pen.v10i3.2905>

- Palalić, R., & Smajić, H. (2022). Socioemotional wealth (SEW) as the driver of business performance in family businesses in Bosnia and Herzegovina: The mediating role of transformational leadership. *Journal of Family Business Management*, 12(4), 1043-1064 <https://doi.org/10.1108/JFBM-07-2021-0067>

## PROJECTS

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2023 – present

- Researcher in the Project “Determinants and Consequences 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

2021-2023

- Researcher in the Project “Entrepreneurial and Intrapreneurial Intentions in Sarajevo Canton: A Generational Approach”, Ministry of Science, Higher Education and Youth of Sarajevo Canton

2023

- Researcher in the Project “ProReha Inclusion Plan for People with Disabilities, USAID Diaspora Invest Project (2023)”

## COURSES

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- MAN345 Organizational Leadership
- MAN352 Consumer Behavior
- MAN445 Customer Relationship Management
- ECON105 Understanding Business
- IBF205 Principles of International Business
- MBA541 Marketing Management

## REFERENCES

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Assistant Professor Dr. Ramo Palalić  
Sultan Qaboos University  
r.palalic@squ.edu.om

Associate Professor Dr. Emil Knezović  
International University of Sarajevo  
eknezovic@ius.edu.ba

Amna Valjevac, CEO  
EFANNO d.o.o.  
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