

**Amra Kožo**  
**Curriculum Vitae**



**Personal information**

First name(s) / Surname(s) Amra Kožo  
Address(es) Rašida Bešlije 44, Sarajevo, Bosnia and Herzegovina  
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E-mail [amra.kozo@efsa.unsa.ba](mailto:amra.kozo@efsa.unsa.ba) ; [amrako@gmail.com](mailto:amrako@gmail.com)  
  
Nationality Bosnia and Herzegovina  
  
Date and place of birth 09 December 1981, Doboj, Bosnia and Herzegovina

Gender Female

**Work experience**

Dates October 2018 -  
Occupation or position held **Assistant professor; Management and Organization Department**  
  
Subjects Management, International Management, Human Resource Management, Organizational Behavior  
  
Name and address of employer **School of Economics and Business Sarajevo, University of Sarajevo**  
Trg Oslobođenja Alija izetbegović 1, 71 000 Sarajevo, B&H  
(Web site: [www.efsa.unsa.ba](http://www.efsa.unsa.ba))  
Type of business or sector University Education (Higher Education)  
  
Dates May 2013 – October 2018  
  
Occupation or position held **Senior teaching and research assistant at Management and Organization Department**  
  
Subjects Management, International Management, Human Resource Management, Customer Relationship Management  
  
Name and address of employer **School of Economics and Business Sarajevo, University of Sarajevo**  
Trg Oslobođenja Alija izetbegović 1, 71 000 Sarajevo, B&H  
(Web site: [www.efsa.unsa.ba](http://www.efsa.unsa.ba))

Type of business or sector University Education (Higher Education)

Dates December 2006 – May 2013

Occupation or position held **Teaching and research assistant at Management and Organization Department**

Subjects Management, International Management, Human Resource Management, Managing Change, Organization, Management in Tourism

Name and address of employer **School of Economics and Business Sarajevo, University of Sarajevo**  
Trg Oslobođenja Alija izetbegović 1, 71 000 Sarajevo, B&H  
(Web site: [www.efsa.unsa.ba](http://www.efsa.unsa.ba))

Type of business or sector University Education (Higher Education)

Dates February 2011 – September 2011

Occupation or position held **Teaching assistant at Faculty of Educational Sciences**

Subjects Management in Non-profit Organizations, Management in Education

Name and address of employer **Faculty of Educational Sciences Sarajevo, University of Sarajevo**  
Skenderija 72, 71 000 Sarajevo, B&H

Type of business or sector University Education (Higher Education)

Dates September 2006 – March 2007

Occupation or position held **Apprentice**

Departments Financial Departments

Name and address of employer **Bosnia and Herzegovina Presidency,**  
Maršala Tita 16, 71 000 Sarajevo

Type of business or sector Government Sector (Public Institution)

**Key qualifications** Management, Human Resource Management, Cross – Cultural Management, Organizational Behaviour, International Management

### **Specific professional experience**

Dates January 2010 – February 2011

Occupation or position held **Editorial assistant at Collection of Paper “Sarajevo Business and Economics Review”**

Name and address of employer School of Economics and Business Sarajevo, University of Sarajevo,  
Trg Oslobođenja Alija izetbegović 1, 71 000 Sarajevo, B&H

Type of business or sector Publishing

Dates 2010

Occupation or position held **Member of Team for Strategy, Students, and Ethic for AACSB accreditation process for School of Economics and Business in Sarajevo**

Name and address of employer School of Economics and Business Sarajevo, University of Sarajevo,  
Trg Oslobođenja Alija izetbegović 1, 71 000 Sarajevo, B&H

### **Education and training**

Dates September 2013 – January 2018

University Marmara University, Institute for Social Sciences, Istanbul, Turkey

Level **Ph.D. – Doctor of Philosophy**

Area: Business Administration, Major field: Management and Organization (in English)

Proficiency for PhD exam passed on 23<sup>rd</sup> October 2015

PhD Thesis Topic: "Influence of Organizational Culture on Work Engagement among Generation X and Y in Bosnia and Herzegovina and Turkey" (Mentor Professor. dr Fatma Gulruh Gurbuz);

**High Honor Student**

Dates April 2007 – February 2013

Title of qualification awarded **Master of Science (MSc)**, Business Economics,  
Department: Management and Information Systems

Principal subjects/occupational skills covered Master of Science Thesis Topic: "The Influence of National Culture on the Behaviour and Work Performance of Employees in Bosnia-Herzegovina"  
**Grade: 10 (on scale from 6 to 10)**

Name and type of organisation providing education and training School of Economics and Business Sarajevo, University of Sarajevo, Sarajevo, B&H

Dates September 2001 – April 2006

Title of qualification awarded **Bachelor of Science (BSc)** in Management and Organization, Undergraduate

Principal subjects/occupational skills covered Graduate Work Title: "Creativity in Business"  
**Grade: 10 (on scale from 6 to 10)**

Name and type of organisation providing education and training School of Economics and Business Sarajevo, University of Sarajevo, Sarajevo, B&H

Dates October 1997 – June 2001

Title of qualification awarded High School Education

Principal subjects/occupational skills covered Gymnasium; **Award obtained during high school education "Ponos generacije"**

Name and type of organisation providing education and training **First Bosniak High School**

### **Additional professional education**

Dates 21. 06. – 19. 07. 2018.

Type of education/ training Type of education/ training TRAIN (Training & Research for Academic Newcomers) Program

Name and type of organisation providing education and training University of Sarajevo

Dates 21-22 May of 2018

Type of education/ training Type of education/ training Hidden Champions in Dynamically Changing Societies and their Management and Leadership Development Needs

Name and type of organisation providing education and training IEDC-Bled School of Management, Postgraduate Studies/ CEEMAN - International Association for Management Development in Dynamic Societies

Dates 8-9 May of 2018

Type of education/ training Type of education/ training Increasing the Success Rates of Academic and Business Research Studies (led by Professor Joseph Stanley Nadan from New York University School of Professional Studies)

Name and type of organisation providing education and training USAID/ MEASURE BiH

Dates 19. 08. - 21. 08. 2016.

Type of education/ training Speed reading (seminar)

Name and type of organisation providing education and training Mentor (Agency for education)

Dates February 2012

Type of education/ training Case teaching/ Writing workshop

Name and type of organisation providing education and training School of Economics and Business Sarajevo, University of Sarajevo, B&H

Dates January 2009

Type of education/ training Seminar "Development of teaching methods – Case study method."

Name and type of organisation providing education and training WUS AUSTRIA, World University Service Austrian Committee BCC 09

Dates December 2008

Type of education/ training Training "SPSS for Windows for beginners."

Name and type of organisation providing education and training VALICON Marketing Researching and Consulting Company

Dates April 2008

Type of education/ training Seminar: "Third BH Retail Forum: Organization of Retail Placement – "Shopping Experience"

Name and type of organisation providing education and training International Center for Professional Education (ICPE)

Dates February – May 2006

Type of education/ training European Computer Driving License (ECDL)

Name and type of organisation providing education and training CISCO Networking Academy

Dates February – June 2005

Type of education/ training "UNDP Business Training Course – Small and Medium Enterprises"– Towards the Achievement of Millennium Development Goals

Name and type of organisation providing education and training United Nations Development Program (UNDP) - Integrated Youth Program and the Faculty of Economics, Sarajevo

Dates March 2003 – May 2004

Type of education/ training Business English – Certificate Grade B.2.2. (May 2004)  
Working in English - Upper Intermediate (May 2003)  
Business English – Certificate Grade B.1.1.1. (March 2003)

Name and type of organisation providing education and training Interlingua Language School

## Study visits

Dates	July 2008
Summer school	4th Batthyany Summer School in Gyor, Hungary: „Central Europe and European Union“
University	Batthyany Lajos College of Law, Gyor, Hungary

## Personal skills and competences

**Mother tongue** **Bosnian**

**Other language(s)** **English**

IELTS Test Report Form  
Centre: British Council Bosnia and Herzegovina  
International English Language Testing System, ACADEMIC modules  
Date: February 2013  
Overall Band Score: 7 (test results)

Self-assessment	Understanding	Speaking	Writing
	Excellent	Excellent	Excellent

**Other language(s)** **Turkish**

T. C. Marmara Universitesi  
Yabancı Diller Yuksekokulu,  
Marmara TOMER  
Turkce Yeterlilik Belgesi,  
Duzenleme Tarihi: 27. 06. 2014.  
Duzey: C1

Self-assessment	Understanding	Speaking	Writing
	Medium	Medium	Medium

Computer skills and competences SPSS, AMOS, Competent with Microsoft Office programmes (Windows, Word, Excel, Power Point, Access, Internet, Outlook...)

Driving licence "B" Category

Social skills and competences Team work, communication, knowledge transfer abilities, determination, ability to overcome conflicts, intercultural skills  
- Tutor at subjects: Management and Enterprise Economics (October 2005 – September 2006)  
- Working in NGO sector during undergraduate studies (2003 – 2006)

Organisational skills and competences Planning, organizing, moderation and presentation techniques, time management, managing human resources  
- Organizing "Third meeting of Bosniak youth", 6-9 of August 2004

## Participation at professionals conferences and events

Dates April 10 – 11, 2015  
Conference Balkan Economy Summit, Growing Relations of Balkan and Turkey: An Economic Perspective; TUIC Turkiye Uluslararası İlişkiler Çalışmaları, Istanbul, Turkey

Dates December 12, 2014  
Conference Silk Roads: Inspiration and Opportunities, SETA, Istanbul, Turkey

Dates December 2 – 4, 2011

- Conference International Conference on Leadership, Technology and Innovation Management ICLTIM 2011, Beykent University, Istanbul, Turkey
- Dates September 28 – 30, 2011
- Conference 1<sup>st</sup> Croatian Scientific Conference Of Management Departments With International Participation: Management, Leadership and Organisation in XXI century - (Dis)continuities in the practice of organisation and management, University of Split, Faculty of Economics
- Dates October 14 – 15, 2010
- Conference “ICES2010”, Economic Development Perspectives of SEE Region in the Global Recession Context, School of Economics and Business Sarajevo
- Dates May 8 – 10, 2009
- Conference Fifth International Conference „Interdisciplinary Management Research (IMR)“, Josip Juraj Strossmayer University in Osijek, Faculty of Economics in Osijek and Hochschule University Pforzheim, Poreč, Croatia
- Dates April 2009
- Conference Fifth Annual International Bata Conference for Ph.D. Students and Young Researches, Tomas Bata University in Zlin, Czech Republic
- Dates October 9 –10, 2008
- Conference “ICES2008”, Transitional Challenges of EU Integration and Globalization, School of Economics and Business Sarajevo
- Dates June 19 – 21, 2008
- Conference Fourth International Strategic Management Conference based on issue “Exploring for International Competition and Cooperation Strategies to Foster Regional Development“, organized by Beykent University, Gebze Institute of Technology, Canakkale Onsekiz Mart University and International University in Sarajevo, Sarajevo, B&H

### **Domestic Scientific Researches**

- Dates 2010
- Project “Determining the level of Management Competences in the Process of Employee Motivation”  
Project financed by Federal Ministry of Education and Science

### **Membership in Professional Bodies/Organization**

- Dates Since 2011
- Organization European Academy of Management (EURAM)
- Dates Since 2007
- Organization Alumni, School of Economics and Business, Sarajevo

### **Additional information      References - Bibliography**

**Papers published in refereed journals**

1. Gulruh Gurbuz, F. and Kožo, A., (2017)., „Work Engagement among Generations: Do Generations Really Matter?“ *International Journal of Social Science and Economic Research*, ISSN: 2455-8834, Vol. 02. Issue. 09, September 2017, 4649-4668
2. Rahimić, Z. and Kožo, A., (2013). “Identifying motivators for the employees in companies in Bosnia and Herzegovina”, *Journal of Social Science Research*, Vol. 2, No. 2 (2013), ISSN: 2321-1091, pg: 117-1294
3. Rahimić, Z., Resić, E., and Kožo, A., (2011).“Determining the Level of Management Competences in the Process of Employee Motivation”, *Procedia- Social and Behavioral Sciences*, 41 (2012), pp. 535-543, ISSN 1877-0428, [www.sciencedirect.com](http://www.sciencedirect.com) (SciVerse ScienceDirect), Elsevier Ltd.; Scopus and Conference Proceedings Citation Index (CPCI) of Thomas Reuters, <http://www.sciencedirect.com/science/journal/18770428>
4. Rahimić, Z. and Kožo, A., (2011). “Commitment of B&H Companies for Innovation or Imitation”, *Ekonomski vjesnik*, Journal of Faculty of Economics in Osijek, Croatia; Year: XXIV, no.1/2011, pp. 186-194, ISSN 0353 - 359x: CODEN EKVJEE, e-ISSN 1847-2206, UDK 33. Papers published in this journal are indexed in: Sociological Abstracts, San Diego, USA; CAB International, Wallingford, United Kingdom; EBSCO host, Ipswich, USA and Hrčak portal.
5. Rahimić, Z. and Kožo, A., (2010). “Upravljanje žalbama kupaca na primjeru bankarskog sektora u BiH”, *Sarajevo Business and Economics Review* 30, str. 572-587, Ekonomski fakultet u Sarajevu, Sarajevo, 2010, ISSN 1986-5473, članci objavljeni u Zborniku referiraju se u bibliografskoj bazi EBSCO Publishing – Business Source Complete i CEEOL bazi
6. Rahimić, Z. and Kožo, A., (2009). „Possibilities of development knowledge based economy in B&H“/“Mogućnosti razvoja ekonomije znanja u BiH“, *Collection of Paper „Zbornik radova“* no. 29, pp. 290-308, School of Economics and Business in Sarajevo, Sarajevo, 2009, ISSN 0581-7439, Papers published in Zbornik radova are indexed in EBSCO Publishing – Business Source Complete and CEEOL database.

**Papers published in refereed proceedings (Congresses Conferences etc)**

1. Berberović, D., Činjurević, M. i Kožo, A. (2018). „Success Despite Lack of Support: Lessons Learned From Hidden Champions Doing Business in Fragile Business Environments“. Symposium, Hidden Champions in the Connected World, National Institute for Innovation Management and IEDC Bled School of Management, Zhejiang University, Hangzhou, China, 22 – 23 October 2018
2. Činjurević, M., Kožo, A., Berberović, D. (2018). „Sharing is Caring and Millennials Do Care: Collaborative Consumption Through the Eyes of Internet Generation“. 9<sup>th</sup> International Conference of School of Economics and Business in Sarajevo – ICES 2018, Sarajevo, B&H, 12<sup>th</sup> of October 2018
3. Gulruh Gurbuz, F. and Kožo, A., (2015). “Strategy as Practice Through the Prism of Organizational Culture: An Ethnography Study from Academia”, 20th International Research Conference on Business, Economics and Social Sciences, Book of Proceedings ISSN: 2410-5465, IRC-2015 , December 05-06, 2015 , Istanbul, Turkey
4. Rahimić, Z. and Kožo, A., (2012). “Identifying Motivators for the Employees in Companies in Bosnia and Herzegovina” EBES 2012 Conference – Warsaw, November 1-3, 2012, Poland
5. Rahimić, Z. and Kožo, A., (2011). „The role of knowledge workers in building and development of knowledge economy“, 1ST Croatian Scientific Conference Of Management Departments With International Participation: Management, Leadership and Organisation in XXI century - (Dis)continuities in the practice of organisation and management, 28-30 September 2011, University of Split, Faculty of Economics
6. Rahimić, Z. and Kožo, A., (2010). “Adaptability of B&H Companies to Market Environment Changes With Aim of Building Competitive Advantages”, “ICES2010” – School of Economics and Business Sarajevo, October 2010, Sarajevo, Proceedings: Book of Extended Abstracts USB with Full Papers, pp. 39-40, (extended abstract), ISBN 978-9958-25-046-0, COBISS.BH-ID 18370310
7. Rahimić, Z. and Kožo, A., (2009). „Building and development of the Knowledge based economy in Bosnia and Herzegovina“, V International Conference „Interdisciplinary Management Research (IMR)“, Josip Juraj Strossmayer University in Osijek, Faculty of Economics in Osijek and Hochschule University Pforzheim, Poreč, 8th-10th May 2009, pp. 111-122., ISSN 1847-0408. (CPCI database in Web of Science, RePEc, Socionet and EconPapers database)
8. Kožo, A., (2009). „Development of B&H as a knowledge based economy“, 5th Annual International Bata Conference for Ph.D. Students and Young Researches, Tomas Bata University in Zlin, Czech Republic, April 2009
9. Rahimić, Z. and Kožo, A., (2008). „Appliance of the Concept of Learning Organization in Developing Tourism of Bosnia and Herzegovina“, Challenges of Economic Sciences in the 21st Century [Electronic Resource]/ editors Jean-Paul Guichard ... [et al.]. - Beograd: Institute of Economic Sciences, 2008; ISBN 978-86-80315-71-3, pp. 522-533., Belgrade, Serbia
10. Rahimić, Z. and Kožo, A., (2008). "The significance and role of the University Institutions in supporting and developing the tourism of Bosnia and Herzegovina", „ICES2008 - School of Economics and Business Sarajevo, October 2008, Sarajevo, Proceedings: Book of Extended Abstract CD-ROM with full papers, pp. 267-269, (extended abstract), section 11 – Competitiveness Strategies, pages 1-14, (CD-ROM with full papers), ISBN 978-9958-25-015-6, (EBSCO Publishing – Business Source Complete)



11. Rahimić, Z. and Kožo, A., (2008). „Job enrichment as stimulus to employees of B&H companies“, IV International Strategic Management Conference based on issue “Exploring for International Competition and Cooperation Strategies to Foster Regional Development“, Sarajevo, B&H, 19th-21th June of 2008, (www.gyte.edu.tr/ismc), pp: 855-864, ISBN978-975-01397-0-3

**Articles published in professional magazines** 1. „Development of Bosnia and Herzegovina as a Knowledge-based economy“/“Razvoj BiH kao ekonomije bazirane na znanju“, INSTORE TRADE MAGAZINE, 2009, II/ 8, pp 42-43., ISSN 1840-4049