

Curriculum Vitae

PERSONAL INFORMATION

First name: Amra
 Last name: Kožo
 Date of birth: 09. 12. 1981.
 Address: Sarajevo, Bosnia and Herzegovina (BIH)
 Telephone: Business: + 387 33 275 964 Fax: + 387 33 275 994
 E-mail: amra.kozo@efsa.unsa.ba
 Web page: <http://www.efsa.unsa.ba>;
<https://scholar.google.com/citations?user=Rf8CGlgAAAAJ&hl=hr>
 Fields of interest: Management, Organizational Behavior, Human Resource Management, International Management, Cross-Cultural Management, Managing Change

EDUCATIONAL BACKGROUND

Name of institution	Dates attended	Qualification achieved
Marmara University, Institute for Social Sciences, Istanbul, Turkiye	2013 – 2018	Ph.D. – Doctor of Philosophy Area: Business Administration Major field: Management and Organization (in English); Proficiency for Ph.D. exam passed on October 23, 2015; Ph.D. 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);
University of Sarajevo - School of Economics and Business Sarajevo, Sarajevo, BiH	April 2007 – February 2013	Master of Science (MSc) , Business Economics, Department: Management and Information Systems Thesis title: "The Influence of National Culture on the Behaviour and Work Performance of Employees in Bosnia-Herzegovina" Grade: 10 (on a scale from 6 to 10)
University of Sarajevo - School of Economics and Business Sarajevo, Sarajevo, BiH	September 2001 – April 2006	Bachelor of Science (BSc) in Management and Organization, Graduate Work Title: "Creativity in Business" Grade: 10 (on a scale from 6 to 10)
First Bosniak High School, Sarajevo, BiH	October 1997 – June 2001	High School Education , Gymnasium

Working Knowledge of Foreign Languages, Self-assessment [from 1 to 5 (1 = weak, 5 = excellent)]

Language	Reading	Speaking	Writing
English	5	5	5
Turkish	4	3	4

English Language: IELTS Test Report Form	Test Results/ Overall Band Score
International English Language Testing System, ACADEMIC Date: February 2013 (Centre: British Council Bosnia and Herzegovina)	7,0
Turkce Yeterlilik Belgesi: TOMER Report Form	Turkce Yeterlilik Belgesi
T. C. Marmara Universitesi Yabancı Diller Yuksekokulu, Marmara TOMER	Düzenleme Tarihi: 27. 06. 2014. Düzey: C1

ADDITIONAL SKILLS/ ABILITIES (e.g., computer software knowledge, driving license...)

SKILL/ABILITY	Description
MS Office	SPSS, AMOS, VOSviewer, MS Office
Driving license	B Category

PRESENT POSITION:

Institution:	University of Sarajevo - School of Economics and Business Sarajevo, Sarajevo, BiH	
Position:	Associate Professor (Management and Organization Department)	
Business Address:	Trg Oslobođenja Alija Izetbegović 1	
Postal code: 71 000	City: Sarajevo	Country: BiH
Phone:	+ 387 33 253 773	Fax: + 387 33 275 994
E-mail:	amra.kozo@efsa.unsa.ba	
Website:	www.efsa.unsa.ba ; http://www.efsa.unsa.ba/ef/bs/nastavnici-i-saradnici	

EMPLOYMENT HISTORY (Previous full-time positions):

Institutions	Dates	Position held
University of Sarajevo - School of Economics and Business Sarajevo	May 2023 -	Associate Professor, Management and Organization Department (Subjects: Organizational Behavior, International Management, Managing Change (undergraduate study); Global Management and Research Methodology (master study) Organization and Management (MBA program))
University of Sarajevo - School of Economics and Business Sarajevo	October 2018 – May 2023	Assistant Professor, Management and Organization Department (Subjects: Management, Strategic Management, Organizational Behavior, International Management, Change Management (undergraduate study); Global Management and Research Methodology (master study))
University of Sarajevo – Academy of Performing Arts	Summer semester 2023	Assistant Professor, Department of Production (Subject: Economy and Management II)
University of Sarajevo - School of Economics and Business Sarajevo	May 2013 – October 2018	Senior teaching and research assistant, Management and Organization Department (Subjects: Management, International Management, Human Resource Management, Customer Relationship Management)
University of Sarajevo - School of Economics and Business Sarajevo	2006 - 2013	Teaching and research assistant, Management and Organization Department (Subjects: Management, International Management, Human Resource Management, Managing Change, Organization, and Management in Tourism)
Faculty of Educational Sciences Sarajevo, University of Sarajevo	February 2011 – September 2011	Teaching assistant at Faculty of Educational Sciences (Subjects: Management in Non-profit Organizations, Management in Education)
Bosnia and Herzegovina Presidency	September 2006 – March 2007	Apprentice at Financial Department

MEMBERSHIP IN PROFESSIONAL BODIES/ORGANIZATIONS

1. EURAM - European Academy of Management (Since 2011)
2. Alumni, School of Economics and Business, Sarajevo (Since 2007)

AWARDS AND RECOGNITIONS

1. Award for Scientific Achievement 2021, University of Sarajevo, Sarajevo, BiH
2. Certificate of Excellence in Cross-Cultural Research. GLOBE 2020 Research Project, Phase 1. Global Leadership and Organizational Behavior Effectiveness. Thunderbird School of Global Management and SFU Beedie School of Business
3. High Honor Student – Marmara University, Istanbul, Turkey
4. Award obtained during high school education "Ponos generacije", First Bosniak High School, Sarajevo, BiH

D) OTHER RELEVANT INFORMATION

a) Specific professional experience: editorial boards, reviews, scientific committees at conferences, congress, and symposia:

1. Judge at the Three Minute Thesis Competition 3MT 2024 in Bosnia and Herzegovina (Founded by the University of Queensland) organized by BH Futures Foundation, Scientific Instrument Australia, and BHAAS (Bosnian-Herzegovinian American Academy of Arts and Science).
2. Scientific board of the conference "21st Century Capitalism Conference on Business, Law and Governance". Széchenyi István University, Faculty of Law and Political Sciences, Győr, Hungary; Moderator for session "Business as Unusual - Private and Public Impacts of Pandemic," February 25, 2022
3. Production editor of The South East European Journal of Economics and Business, January 2020-February 2022 (journal editorial).
4. Coordinator for the Organizing Committee of the IX Interdepartmental Conference of Departments for Management, Organization, and Entrepreneurship in Southeast Europe, September 20-21, 2019 organized by the University of Sarajevo – School of Economics and Business, Department of Management and Organization (9th Meeting and Scientific Conference of South East European Management Departments "Next Generation Management for Business and Society: Challenges of Regional Businesses in Complex Environment" <http://www.efsa.unsa.ba/ef/bs/interkatedarski-skup-2019> .)
5. Reviewer (journals, conferences, evaluation of the summer school program):
 - a) Management – Journal of Contemporary Management Issues. The University of Split, Faculty of Economics, Croatia. <https://www.efst.unist.hr/management> (Scopus, Emerging SCI/CWoS), Ebsco, ProQuest, EconLit)
 - b) Economic Review: Journal for Economics and Business. University of Tuzla, Faculty of Economics. <http://ef.untz.ba/ekonomskarevija-economicreview/> (Ebsco, EconLit, EconBiz, DOAJ)
 - c) Zbornik Veleučilišta u Rijeci – Journal of the Polytechnic of Rijeka. Veleučilište u Rijeci, Croatia. <https://student.veleri.hr/zbornik/> (ESCI-WoS, Erih Plus, the Nordic List).
 - d) EURAM Conference; Lisbon, Portugal, June 2019 (Exploring the Future of Management: Facts, Fashion, and Fado). European Academy of Management (EURAM). <http://www.euram-online.org/programme2019/conference-programme.html>
 - e) Sveučilište Jurja Dobrile u Puli. Fakultet ekonomije i turizma "Dr. Mijo Mirković". 9th International Scientific Conference Tourism, Innovation and Entrepreneurship – TIE 2019 Juraj Dobrila University of Pula. Faculty of Economics and Tourism "Dr. Mijo Mirković". Croatia
 - f) University of Split, Croatia, evaluator for the summer school program - International Summer School 2023: Performance-Based and Inclusive Leadership 2023

6. Editorial member in Zbornik radova Sarajevo Business and Economics Review, January 2010 – February 2011

b) Specific professional experience: other

1. IMPACT School of Economics and Business (SEBS) HRM Team 2020 – 2022. Team for revision, analysis, and improvement of the human resources management process (team leader; in charge of SEBS Human Resources Development Strategy 2020-2022, employee development program, Faculty Handbook, socialization and orientation program, exit interview, schedule of HR activities at the SEBS)
2. Secretary of the Management and Organization Department SEBS, June 2018 – October 2019
3. Member of the Team for Strategy, Students, and Ethics during the AACSB accreditation at the SEBS, 2010

c) Additional professional education

1. Professional development of teaching staff at the University of Sarajevo - courses for improving digital and pedagogical competencies DigiEdu: "Scientific research integrity and prevention of plagiarism." University of Sarajevo. January 23, 2023.
2. TRAIN (Training & Research for Academic Newcomers) program organized by the University of Sarajevo 21. 06. – 19. 07. 2018.
3. IEDC-Bled School of Management, Postgraduate Studies/ CEEMAN - International Association for Management Development in Dynamic Societies, Hidden Champions in Dynamically Changing Societies and their Management and Leadership Development Needs, May 21-22, 2018 (training for researchers)
4. USAID/ MEASURE BiH, Increasing the Success Rates of Academic and Business Research Studies, May 7-8, 2018. (lecturers Prof. Joseph Stanley Nadan, New York University School of Professional Studies) (seminar)
5. School of Economics and Business, seminar Applied research methods, Zaoztrog, Croatia, May 13-15, 2012
6. School of Economics and Business, Case teaching/ Writing workshop, February 2012
7. WUS Austria, World University Service Austrian Committee BCC 09, seminar: "Case study method," January 2009
8. VALICON marketinško savjetovanje i istraživanje, kurs: "SPSS for Windows for beginners", December 2008
9. Međunarodni centar za profesionalnu edukaciju (ICPE): Treći bh. maloprodajni forum – Organizacija prodajnog mjesta "Shopping Experience", April 2008
10. SEBS and E-Net centar: "Orijentacija novog nastavnog osoblja", Centar za razvoj nastavnog osoblja, February 2008

d) Education (other)

1. O. D. "Mentor" Agency for education, personal and professional development - Seminar: Speed Reading Course, August 19 - August 21, 2016, Sarajevo
2. Marmara TOMER, T. C. Marmara Universitesi Yabancı Diller Yüksekokulu, Düzenleme Tarihi: 27. 06. 2014., Düzey: C1
3. IELTS International English Language Testing System, ACADEMIC, Date: February 18 2013 (Centre: British Council Bosnia and Herzegovina), Overall Band Score 7
4. CISCO Networking Academy: "European Computer Driving License (ECDL)," February – May 2006
5. United Nations Development Programme (UNDP) - Integrated Youth Programme and the Faculty of Economics in Sarajevo: "UNDP Business Training Course – Small and Medium Enterprises "– Towards the Achievement of Millennium Development Goals, February – June 2005

II) PUBLICATIONS

a) Books

1. Softić, S. & **Kožo, A.** (2020). Osnove individualnog organizacijskog ponašanja. Perfecta. Sarajevo. ISBN 978-9926-403-32-4
2. **Kožo, A.** (2020). Savremene teme u biznisu. Univerzitet u Sarajevu Ekonomski fakultet u Sarajevu. ISBN 978-9958-25-153-5 (book editor and author of the chapter "Work engagement: The Bright Side of the Workplace")

b) Chapters

1. **Kožo, A.,** & Braček Lalić, A. (2021). Hidden Champions: Management and Leadership Development Needs. In: Braček Lalić, A., Purg, D. (eds) Hidden Champions in Dynamically Changing Societies. **Springer, Cham.** Springer Nature Switzerland AG. pp. 57-65. https://doi.org/10.1007/978-3-030-65451-1_6 (https://link.springer.com/chapter/10.1007/978-3-030-65451-1_6)
2. Berberović, D., **Kožo, A.,** & Činjurević, M. (2021). Hidden Champions: Common Lessons Learned on the Path to Success. In: Braček Lalić, A., Purg, D. (eds) Hidden Champions in Dynamically Changing Societies. **Springer, Cham.** Springer Nature Switzerland AG. pp. 25-39. https://doi.org/10.1007/978-3-030-65451-1_4 (https://link.springer.com/chapter/10.1007/978-3-030-65451-1_4)
3. Berberović, D., Činjurević, M., **Kožo, A.,** & Brkić, N. (2021). Hidden Champions of Bosnia and Herzegovina. In: Braček Lalić, A., Purg, D. (eds) Hidden Champions in Dynamically Changing Societies. **Springer, Cham.** Springer Nature Switzerland AG. pp. 107-122 https://doi.org/10.1007/978-3-030-65451-1_9 (https://link.springer.com/chapter/10.1007/978-3-030-65451-1_9)
4. **Kožo, A.** (2020). Radna angažiranost: svijetla strana radnog mjesta. U Kožo, A. (ur.) Savremene teme u biznisu. Univerzitet u Sarajevu Ekonomski fakultet u Sarajevu. ISBN 978-9958-25-153-5. pp. 78-96
5. Rahimić, Z. & **Kožo, A.** (2020). Menadžment ljudskih resursa. U Rahimić, Z., Klepić, Z., Alfirević, N. (ur.) Menadžment. Ekonomski fakultet Univerziteta u Sarajevu, Sveučilište u Mostaru i Ekonomski fakultet Sveučilišta u Splitu. ISBN 978-9958-25-154-2 (Ekonomski fakultet Univerziteta u Sarajevu); ISBN 978-9958-16-156-8 (Sveučilište u Mostaru); ISBN 978-953-281-089-9 (Ekonomski fakultet Sveučilišta Split). pp. 217-247
6. Rahimić, Z., & **Kožo, A.** (2020). Motivacija. U Rahimić, Z., Klepić, Z., Alfirević, N. (ur.) Menadžment. Ekonomski fakultet Univerziteta u Sarajevu, Sveučilište u Mostaru i Ekonomski fakultet Sveučilišta u Splitu. ISBN 978-9958-25-154-2 (Ekonomski fakultet Univerziteta u Sarajevu); ISBN 978-9958-16-156-8 (Sveučilište u Mostaru); ISBN 978-953-281-089-9 (Ekonomski fakultet Sveučilišta Split); pp. 249-276

c) Articles in indexed journals

1. **Kožo, A.,** Bulog, I., Wilczewski, M., Misoska, A. T., Honsová, P., & Mileva, I. (2024). Culture and Preferred Leadership Behaviors: A Cross-Cultural Exploration of Slavic Nations. *Cross-Cultural Research*, Sage, 58(4), 395-407. <https://doi.org/10.1177/10693971241266282>
2. **Kožo, A.,** Janković, A., & Rahimić, Z. (2024). Exploring Societal Culture and Preferred Leader Behavior in Bosnia and Herzegovina. *Cross-Cultural Research*, Sage, 58(4), 288-299. <https://doi.org/10.1177/10693971241262064>
3. Turulja, L., **Kožo, A.,** Kurtić, E., & Pejić Bach, M. (2023). HRM PRACTICES AND ORGANIZATIONAL PERFORMANCE: MEDIATION EFFECT OF INNOVATION. *The South East European Journal of Economics and Business*, 18(1), 85-99. Retrieved from <http://journal.efsa.unsa.ba/index.php/see/article/view/2053>; DOI: 10.2478/jeb-

- 2023-0007 (Emerging Sources Citation Index (ESCI) - Web of Science Core Collection, Elsevier – SCOPUS, DOAJ, EBSCO, EconLit, EconBiz, ProQuest)
4. **Kožo, A., & Delalić, K.** (2022). Whistleblowing and whistleblowers: an intra-organizational view. *Sarajevo Business and Economics Review*. Vol. 40. pp. 33-45
 5. Činjurević, M., **Kožo, A., & Berberović, D.** (2019). Sharing is Caring, and Millennials Do Care: Collaborative Consumption through the Eyes of Internet Generation. *The South East European Journal of Economics and Business*, 14(1) pp. 49-60. <https://doi.org/10.2478/jeb-2019-0003> Available at: <http://journal.efsa.unsa.ba/index.php/see/article/view/918>; (Emerging Sources Citation Index (ESCI) - Web of Science Core Collection, Elsevier – SCOPUS, DOAJ, EBSCO, EconLit, EconBiz, ProQuest)
 6. Berberović, D., Činjurević, M., & **Kožo, A.** (2018). "Success Despite Lack of Support: Lessons Learned From Hidden Champions Doing Business in Fragile Business Environments", *Sarajevo Business and Economics Review*. ISSN CD ROM: 2303 – 8381, ISSN online: 2303 - 839X Vol. 37. pp. 191-204, December (Ebsco, Ceeol, ProQuest). (<https://www.efsa.unsa.ba/ef/bs/arhiva-sber>)
 7. Gulruh Gurbuz, F., & **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
 8. Rahimić, Z., & **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: 117-129
 9. Rahimić, Z., Resić, & **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 (SciVerse ScienceDirect), Elsevier Ltd.; Scopus and Conference Proceedings Citation Index (CPCI) of Thomas Reuters, <http://www.sciencedirect.com/science/journal/18770428>
 10. Rahimić, Z., & **Kožo, A.**, (2011). "Commitment of B&H Companies for Innovation or Imitation", *Ekonomski vjesnik, časopis Ekonomskog fakulteta u Osijeku* god: XXIV, broj.1/2011, str. 186-194, ISSN 0353 - 359x: CODEN EKVJEE, e-ISSN 1847-2206, UDK 33. Sociological Abstracts, San Diego, USA; CAB International, Wallingford, United Kingdom; EBSCO host, Ipswich, USA and Hrčak portal
 11. Rahimić, Z., & **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, EBSCO Publishing – Business Source Complete, CEEOL
 12. Rahimić, Z., & **Kožo, A.**, (2009). "Mogućnosti razvoja ekonomije znanja u Bosni i Hercegovini", *Zbornik radova broj 29*, str. 379-388, Ekonomski fakultet u Sarajevu, Sarajevo, 2009, ISSN 0581-7439, EBSCO Publishing – Business Source Complete

d) Articles in refereed proceedings (conferences, congresses, etc.)

1. Kožo, A., Peštek, A., & Kovačević, J. (2024). Exploring the relationships between meaning in life, academic engagement and academic achievement among students in Bosnia and Herzegovina. Paper accepted for presentation and publishing in Conference proceeding of Interdisciplinary Management Research IMR XX, Osijek, Croatia, <https://imr-conference.com/> (October 2024)
2. Pestek, S., Pestek, A., & **Kožo, A.** (2024). Effect of Social Media on Workplace Procrastination Among Employees in Bosnia and Herzegovina. In: Rocha, Á., Adeli, H., Dzemyda, G., Moreira, F., Poniszewska-Marańda, A. (eds) *Good Practices and New Perspectives in Information Systems and Technologies. WorldCIST 2024. Lecture Notes in Networks and Systems*, vol 990. Springer, Cham. https://doi.org/10.1007/978-3-031-60328-0_9

3. **Kožo, A., & Peštek, S.** (2023). How Do We Use Our Social Networks? A Study from Bosnia and Herzegovina. In: Karabegovic, I., Kovačević, A., Mandzuka, S. (eds) *New Technologies, Development and Application VI. NT 2023. Lecture Notes in Networks and Systems*, vol 707. Springer, Cham. https://doi.org/10.1007/978-3-031-34721-4_58 (Web of Science, SCOPUS, INSPEC, WTI Frankfurt eG, zbMATH and SCImago)
4. Turulja, L., & **Kožo, A.** (2023). Modeling Employee Job Performance Through Organizational Communication, Organizational Commitment and Innovative Behavior. In: Tufek-Memišević, T., Arslanagić-Kalajdžić, M., Ademović, N. (eds) *Interdisciplinary Advances in Sustainable Development. ICSD 2022. Lecture Notes in Networks and Systems*, vol 529. **Springer, Cham.** pp. 109-128, https://doi.org/10.1007/978-3-031-17767-5_9 (ISI Proceedings, SCOPUS, Google Scholar, and Springerlink). (https://link.springer.com/chapter/10.1007/978-3-031-17767-5_9)
5. **Kožo, A.,** Hodžić, I., & Bičo Ćar, M. (2022). Job Insecurity and Psychological Safety in the Workplace: Evidence from Bosnia and Herzegovina. In: Karabegović, I., Kovačević, A., Mandžuka, S. (eds) *New Technologies, Development and Application V. NT 2022. Lecture Notes in Networks and Systems*, vol 472. **Springer, Cham.** pp. 981-990. https://doi.org/10.1007/978-3-031-05230-9_115 (Web of Science, SCOPUS, INSPEC, WTI Frankfurt eG, zbMATH and SCImago). (https://link.springer.com/chapter/10.1007/978-3-031-05230-9_115)
6. **Kožo, A., & Džinić, E.** (2021). Two Sides of Heavy Work Investment: Work Engagement and Workaholism. 7th International Scientific Conference "Economy of Integration "ICEI 2021, University of Tuzla, Faculty of Economics, December 2021. ISSN 2490-2616. pp. 268-278. (Conference Proceedings Citation Index (CPCI), a Web of Science (WoS) Core Collection Database), (<http://ef.untz.ba/19405-2/>)
7. Kovačević, J., Peštek, A., & **Kožo, A.** (2020). OUT OF SIGHT, OUT OF MIND? DIFFERENCES IN PERCEPTION OF COLLECTIVE TEACHER EFFICACY IN URBAN AND RURAL SCHOOLS. In *INTED2020 Proceedings - 14th Annual International Technology, Education and Development Conference; Valencia, Spain; March, 2020.* pp. 368-374. IATED. ISBN:978-84-09-17939-8, ISSN: 2340-1079 DOI: 10.21125/inted.2020.0158 (Web of Science Core Collection - Conference Proceedings Citation Index). (<https://library.iated.org/view/KOVACEVIC2020OUT>)
8. Gulruh Gurbuz, F., & **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
9. Rahimić, Z., & **Kožo, A.,** (2012). "Identifying Motivators for the Employees in Companies in Bosnia and Herzegovina," EBES 2012 Conference – Warsaw, November 1-3, 2012, Poland
10. Rahimić, Z., & **Kožo, A.,** (2011). "The role of knowledge workers in building and development of knowledge economy", 1STCroatian Scientific Conference Of Management Departments With International Participation: Management, Leadership, and Organisation in XXI century - (Dis)continuities in the practice of organization and management, 28-30 September 2011, Ekonomski fakultet Univerziteta u Splitu
11. Rahimić, Z., & **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, str. 39-40, (extended abstract), ISBN 978-9958-25-046-0, COBISS.BH-ID 18370310
12. Rahimić, Z., & **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 Univerzitet u Osijeku,

Ekonomski fakultet u Osijeku i Hochschule University Pforzheim, Poreč 8-10 May 2009., str. 111-122., ISSN 1847-0408., RePEc, Socionet, EconPapers, Conference Proceedings Citation Index - CPCI (u okviru Web of Science)

13. **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., ISBN za CD sa abstractima: 978 – 80 – 7318 – 811 – 5 i ISBN za CD sa radovima: 978 – 80 – 7318 – 812 – 2 (author)
14. Rahimić, Z., & **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 [Elektronski izvor] / editors Jean Paul Guichard...(et al.). – Beograd: Institut ekonomskih nauka, 2008; ISBN 978-86-80315-71-3, str. 476-485 (co-author)
15. Rahimić, Z., & **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 (co-author)
16. Rahimić, Z., & **Kožo, A.**, (2008). "Job enrichment as stimulus to employees of B&H companies"; IV International Strategic Management Conference na temu "Exploring for International Competition and Cooperation Strategies to Foster Regional Development ", Sarajevo, BiH, June 19-21, 2008, (www.gyte.edu.tr/ismc), pp. 855-864, ISBN 978-975-01397-0-3 (co-author)

e) Articles 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

III) ADDITIONAL REFERENCES

a) Study visits, additional teaching experiences

1. Erasmus+ Teaching Mobility Program Spring Semester 2022-23, Wroclaw University of Economics and Business, Poland (May 8-12, 2023.)
2. Erasmus+ Teaching Mobility Program Spring Semester 2019-20, UNIVERSITE CATHOLIQUE DE LILLE (Lille Catholic University), FRANCE; ESTICE (International Management) - ESPAS; Course Management (Cross–Cultural Management); Type of Mobility: Teaching, February 10-14, 2020.
3. Erasmus+ Teaching Mobility Program, UNIVERSITE CATHOLIQUE DE LILLE (Lille Catholic University), FRANCE; Study Program: Corporate Culture, Human Resources and Innovation; Type of Mobility: Teaching, June 17-21, 2019.
4. 4th Batthyany Summer School in Győr, Hungary: "Central Europe and European Union ", July 2008. (Győr, Hungary).

b) Mentoring

1. Mentor for **29** successfully defended undergraduate theses (During 2018-2024)
2. Mentor for **ten** successfully defended master theses (During 2019-2024)
3. Supervisor for **one** PhD candidate (Doctoral program) (current)

c) Professional conferences and events

1. Interdisciplinary Management Research Conference XX, October, 24-25 2024. Josip Juraj Strossmayer University in Osijek, Faculty of Economics in Osijek – Postgraduate Studies of Management, and Pforzheim University.
2. 9th International Conference New Technologies Development and Applications NT 2022. Academy of Arts and Science of Bosnia and Herzegovina. Sarajevo, June 22-24, 2023
3. 8th International Conference New Technologies Development and Applications NT 2022. Academy of Arts and Science of Bosnia and Herzegovina. Sarajevo, June 23-25 2022
4. 13th Days of BHAAAS Bosnian Herzegovinian American Academy of Arts and Sciences. International Conference on Sustainable Development ICSD 2022. Quadruple Helix Approach to Sustainable Development. June 23-26, 2022
5. 7th Scientific Conference with International Participation Economy of Integration ICEI 2021 Economic Response and Crisis Recovery Caused by the COVID-19 Pandemic. 2nd – 4th December, 2021, Univerzitet u Tuzli, Ekonomski fakultet. Tuzla, BiH
6. Balkan Economy Summit, Growing Relations of Balkan and Turkey: An Economic Perspective; TUIC Turkiye Uluslararası İlişkiler Çalışmaları, Istanbul, Turkey, April 10 – 11, 2015
7. Silk Roads: Inspiration and Opportunities, SETA, Istanbul, Turkey, December 12, 2014
8. International Conference on Leadership, Technology and Innovation Management, ICLTIM 2011, Beykent University, December 2-4, 2011, Istanbul, Turkey
9. 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
10. World University Service Austrian Committee WUS Austria, Degree Development Structure Project Promotion of Doctoral Studies, 11-12 Mart, 2010, Mostar, BiH
11. "ICES2010" – School of Economics and Business Sarajevo, October 2010, Sarajevo
12. Fifth 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
13. Fifth Annual International Bata Conference for Ph.D. Students and Young Researches, Tomas Bata University in Zlin, Czech Republic, April 2009
14. ICES2008 - School of Economics and Business Sarajevo, October 2008, Sarajevo, "The significance and role of the University Institutions in supporting and developing the tourism of Bosnia and Herzegovina"
15. 4th International Strategic Management Conference: "Exploring for International Competition and Cooperation Strategies to Foster Regional Development" u organizaciji Beykent University, Genze Institute of Technology, Canakkale Onsekiz Mart University i Međunarodni Univerzitet u Sarajevu, June 2008, Sarajevo, "Job enrichment as stimulus to employees of B&H companies " (www.gyte.edu.tr/ismc)

IV) RESEARCH PROJECTS**a) Domestic research projects and consultancy**

1. 2023-ongoing: Correlation of the determinants of transformational learning and sustainable thinking in the university context. A project co-financed by the Ministry of Higher Education of Sarajevo Canton.
2. December 2019-January 2020: (Re)Systematization of Workplace. Sarajevski otvoreni centar (SOC). Sarajevo, BiH. Resistematizacija radnih mjesta – promjena

- organizacione strukture, organizacioni razvoj, resistematizacija radnih mjesta. Sarajevski otvoreni centar (SOC). Sarajevo, BiH. Decembar 2019 – Januar 2020
3. Winter semester 2021-2022: Students' research projects in cooperation with NLB Bank d.d. Sarajevo/ Studentski istraživački projekat sa NLB Bankom d.d. Sarajevo u okviru predmeta Organizacijsko ponašanje (zimski semestar 2021-2022. ak. godine)
 4. October 2010: Leadership Academy – Women leaders in politics, lecturer for Work-life balance/Lideršip akademija – Liderice u politici, edukator na modulu "Balansiranje političke karijere i privatnog života". Univerzitet u Sarajevu Ekonomski fakultet. October 4-6, 2021
 5. 2019: Youth strategy in Tuzla Canton 2020-2024, Economic Institute Sarajevo (team member, in charge for data analysis) / "Provođenje istraživanja o potrebama i problemima mladih na Tuzlanskom kantonu i izrada strategije prema mladima Tuzlanskog kantona za period 2020-2024." Ekonomski institut Sarajevo (član tima, istraživač zadužen za kvalitativnu i kvantitativnu analizu), 2019. godina
 6. April 2019: HRM Society, lecturer for Talent management. Sarajevo BiH/ HRM Udruženje, edukator za Talent menadžment. Sarajevo, Bosna i Hercegovina (02. 04. 2019. godine)
 7. April – September 2018 Project: "Rural Competitiveness Development Programme: Gender and Youth Diagnostic Study; IFAD (International Fund for Agricultural Development)/ Project Coordination Unit (PCU) & Federal Ministry of Agriculture, Water Management and Forestry Role: Team member (in charge of situational analysis, research design, focus groups, qualitative and quantitative analysis) / "Rural Competitiveness Development Programme: Gender and Youth Diagnostic Study"; IFAD (International Fund for Agricultural Development)/ Ured za koordinaciju projekata PCU i FMPVŠ (član tima, zadužena za: situaciona analiza, dizajn istraživanja, fokus grupe, kvalitativna i kvantitativna analiza istraživanja). April – Septembar 2018
 8. 2010: Project "Determining the level of managerial competences in employee motivation". Project funded by the Federal Ministry of Science and Education BiH (team member, in charge of research)/ "Određivanje nivoa menadžerskih kompetencija u motiviranju zaposlenih", projekat finansiran od strane Federalnog ministarstva obrazovanja i nauke BiH, 2010 (član tima, istraživanje i pisanje naučnog rada kao outputa projekta), 2010 godina

b) International research projects

1. 2022-ongoing: "Hidden Champions in Rising Economies/Skriveni Šampioni u ekonomijama u usponu"; IEDC-Bled School of Management, CEEMAN, International Association for Management Development in Dynamic Societies and Alliance of Management Development Associations in Rising Economies (team lead for BiH),
2. 2020-ongoing: GLOBE 2020 – Global Leadership and Organizational Behavior Effectiveness; Thunderbird School of Global Management and Beedie School of Business (Country Co-Investigator),
3. 2018-2020: "Hidden Champions in Dynamically Changing Societies and their Management and Leadership Development Needs"; IEDC-Bled School of Management, Postgraduate Studies/ CEEMAN - International Association for Management Development in Dynamic Societies (team member, in charge of research design, qualitative research, co-author on three chapters published by Springer Cham, Switzerland).
4. 2018-2021: "Women in Business"; Interreg Danube Transnational Programme (National Stakeholder on behalf of Academia, part of Transnational Stakeholder Group).