

Curriculum Vitae

PERSONAL DATA

First name:	Zijada	
Last name:	Rahimić	
Date of birth:	25 th February, 1965	
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Personal Web page:	/	
Fields of Interest:	Human Resource Management, Strategic Management, Management, Management, International Management	

EDUCATION BACKGROUND

Name of Institution	Dates Attended	Qualifications Achieved
Public defense of doctoral dissertation under the title „Building company’s competitive advantages through its strategic assessments“	23th March, 2005	PhD Degree
Public defense of Master’s Work under the title „New reformulated Brettonwood's system“	4th May, 2000	2000 M.A. degree in M. S. in Economics
University of Mostar, Postgraduate studies, Economy of Foreign Trade	1989 – 1992	Satisfied all course requirements
University "Dzermal Bijedic" in Mostar, Faculty of Economics	1983 – 1987	Graduate Economist

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

Language	Reading	Speaking	Writing
German	5	5	5
English	3	2	3

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

SKILL/ABILITY	Description
Word, Excel, Power Point, Internet, SPSS	User
Driving Licence	B Category
Working abilities	Team oriented, positivism, high level of job dedication

PRESENT POSITION:

Institution:	School of Economics and Business, University of Sarajevo
Position:	Associate Professor
Business Address:	Tgr oslobođenja Alija Izetbegović 1, Sarajevo
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EMPLOYMENT HISTORY

Previous full-time positions:

Institution	Dates	Position held
School of Economics and Business, University of Sarajevo	2013- ongoing	Professor, Management and Organization
School of Economics and Business, University of Sarajevo	2010 -2013	Associate Professor, Management and Organization
School of Economics and Business, University of Sarajevo	2005 - 2010	Assistant Professor, Management and Organization
School of Economics and Business, University of Sarajevo	2004 - 2005	Senior Assistant, Strategic Management, Management, Human Resource Management, Leadership
School of Economics and Business, University of Sarajevo	2000 - 2004	Senior Assistant, Strategic Management, Management,
School of Economics and Business, University of Sarajevo	1998 - 2000	Assistant, Business Policy, Economics of Enterprise
«SOKO» airplanes and helicopters company (export-import)	1990 - 1993	Export Officer
«Privredna banka» Sarajevo, Mostar branch (international payment)	1988 – 1990	Sales of international payments Officer

KEY QUALIFICATIONS

1. Human Resource Management,
2. International Management
3. Strategic Management,
4. Management
5. Customer Relationship Management

SPECIFIC PROFESSIONAL EXPERIENCE

1. Guest lecturer- Faculty of Tourism and Hospitality Management, Opatija, 07. – 11. 05. 2018.
2. Guest lecturer- Department of Human Resource Management (Institut für Personalpolitik), Karl-Franzens Universität Graz, 28. 11. – 02. 12. 2016. and 09. – 13. 04. 2018.
3. Guest lecturer: Zentrum für Südosteuropa Studien, Karl Franzens Universität Graz, theme of lectures: Zur Unterrepräsentanz von Frauen in Führungspositionen in Bosnien und Herzegowina, oktobar, 2012.

4. Lecturer for Human Resource Management – Lifelong Learning Program at the University of Sarajevo 2011/2012
5. Lecturer for "TAZ" - a regional organization for education, scientific research, improvement of the judicial, economic, administrative and educational institutions and organizations
6. Lecturer at Civil Service Agency of B&H for managerial education 2009 – ongoing – teacher at Module III “Human resource management”
<http://www.ads.gov.ba/obuke/obuka2407200901.php>
7. Lecturer at Federal Civil Service Agency for managerial education -2016- ongoing
8. Lecturer for Human Resource Management in BiH companies: GRAWE osiguranje d.d. Sarajevo, HRM Udruženje Sarajevo, BH Telecom dd Sarajevo, and ASA Prevent Group Sarajevo, Širbegović group Gračanica, PSC TMD Ai doo Gradačac, Directorate for European Integration Bosnia and Herzegovina,...
9. Expert for review and revision of quality and giving recommendations for the accreditation of higher education institutions and programs.
10. Deputy of Chairman at the Department of Management and Organization, 2010-2015.
11. Vice Dean, Finance/ Executive Director at the School of Economics and Business in Sarajevo 01. 09. – 26. 12. 2012.
12. Member of Editorial Board of Zbornika radova “Sarajevo Business and Economics Review” at Faculty of Economics in Sarajevo, from 2005-2013; Secretary of Editorial Board from 2005-2009
13. Lecturer at Business Academy at School of Economics and Business in Sarajevo, 2006-ongoing
14. Vice Dean, Finance/ Executive Director at the School of Economics and Business in Sarajevo septembar 2008- februar 2009
15. Head of the Career Centre at the School of Economics and Business in Sarajevo 2006-2008
16. Trainer in program of cooperation Finland in education sector in B&H (CES) - Democratic School Management 2005-2006
17. Member of Working Group for Starting Material of Concept of Studies based on ECTS – Undergraduate Program at the School of Economics and Business in Sarajevo
18. Department of Management, Secretary, 2002- 2004

OTHER RELEVANT INFORMATION

Awards (Special Engagement and Recognition)

1. Best evaluated assistant at School of Economics and Business, Sarajevo, spring semester 2004/05 (according to official students questionnaire)
2. Gold medal for total study at the University «Džemal Bijedić» Mostar
3. Four silvers medals for every year of study

Additional professional education

1. 13-14. April 2012, “Continuity of Higher Education Reform”, VI Consultation on Higher Education Reform, University of Sarajevo, Sarajevo, BiH
2. Seminar “Customer Relationship Management“, Kent Monroe, School of Economics and Business Sarajevo, Sarajevo, 04 November 2010.
3. Training on Quality Assurance - Training of experts representing the academic community in B&H, the Agency for Higher Education Development and Quality Assurance, Banja Luka, Sarajevo, 08 July, 2010.
4. Seminar „Service Marketing Management“, Thomas Baker, MATE Zagreb, Sarajevo 14th of April 2009
5. 16th Advising of Croatian Economics Society „Economics Policy of Croatia in 2009“, 12th-14th November 2009, Opatija November 2008 - February 2009: Professional education for Intern auditing through project

6. „Implementation of system quality management according to ISO 9001:2008 at School of Economics and Business in Sarajevo” organised by Faculty of Economics in Zagreb, University in Zagreb
7. Introduction to Active Learning, Multiple Choice Writing, and Use of Instructional Technologies as Part of the Faculty Development Initiative, Certificate Program, University of Alberta International, Canada, E-net centre Faculty of Economics Sarajevo, B&H, 2006.
8. The Training of Trainers in Democratic School Management 28. 04. 2005. – 04. 06. 2005. Finnish Co-operation in the Education Sector in Bosnia and Herzegovina 2003-2006
9. «B&H - Integration in European area of higher Education 2005» Seminar for developing awareness of Bologna process in B&H, 06. -10. June 2005
10. January 2002: Scenario Management and Strategic Planning, Unity AG, Competence Center strategische und betriebswirtschaftliche Beratung, Bueren, Deutschland
11. July 2001: Ljubljana Summer School 2001 «Modern Teaching Methods», Faculty of Economics in Ljubljana, Slovenia
12. August 1999: International Summer University, Wien: - Strategic Management; - Change Management
13. June-August 1987: Student practice at firm “Rido” Bielefeld, Deutschland

Other

1. Accountant certificate
2. Member of Board for developing “Concept of Studies based on ECTS”, Faculty of Economics in Sarajevo 2005

Membership in professional organizations:

1. Alumni Association of the School of Economics and Business, University of Sarajevo
2. Member- South East Europe Corporate Governance Academic Network (SEE CGAN)

REFERENCES – BIBLIOGRAPHY

I. BOOKS AND CHAPTERS IN THE BOOKS

1. Neostrategic Management An International Perspective on Trends and Challenges, Springer International Publishing Switzerland 2016, ISSN 1431- 1941; ISSN 2197 – 716 X (electronic); ISBN 978-3-319-18185-1 (eBook) – Continuous Innovation of Strategy as a Key to the Success of Enterprises: Intensification of Strategic Orientations; pp. 57-75.
2. International Management (Textbook 665 pages), with Najla Podrug, School of Economics and Business, Sarajevo 2013, ISBN 978-9958-25-082-8(edition in Croatia language)
3. International Management, with Najla Podrug, School of Economics and Business, Sarajevo 2013, ISBN 978-9958-25-085-9 (edition in Bosnian)
4. Human resource Management, (Textbook, 379 pages) School of Economics and Business, Sarajevo 2010, ISBN 978-9958-25-048-4

II. UNIVERSITY TEXTBOOKS AND PUBLICATIONS

1. „Crisis management in Health Care“, Handbook for master studies, 2010, ISBN 978-9958-25-044-6, 59 pages
2. “Management” (Textbook, 312 pages) , School of Economics and Business, Sarajevo, 2006 (Co-author)

III. MONOGRAPHS

„Building company’s competitive advantages through its strategic assessments“, (Monograph, 392 pages), School of Economics and Business, Sarajevo, 2006.

IV. ARTICLES PUBLISHED IN REFEREED JOURNALS or SCIENTIFIC WORKS PUBLISHED IN PROFESSIONAL PROCEEDINGS (CONGRESSES, SYMPOSIUMS, ETC.)

1. "Key drivers of educational reform in times of transition: Analysing the strategy of secondary education reform in canton Sarajevo, paper in the review process for Journal of Educational Change (2018), Springer, ISSN: 1389-2843 (Print) 1573-1812 (Online)
2. "Diversity and equality in Bosnia and Herzegovina: limits to legislation, public debate and workplace practice" paper in the review process for: Equality, diversity and inclusion: An international journal
3. "Manipulative leadership, gender and ethical decision-making in organizations", paper in the review process for Economic Annals
4. „Analysis on compatibility of motivation techniques and national culture traits“u European Journal of Business and Social Sciences, Vol. 4, No. 08; ISSN: 2235 -767X; 2015.; pp 173 – 183. Articles published in EJBSS are refereed in bibliographic base: Cabells Directories, Ulrichs WEB Global Serials Directory, Index Copernicus International, New Jour Electronic Journals&Newsletters, BOAI 10 Open Access; Contemporary Science Association; EBSCO Host, Universe Digital Library; DRJI; DOAJ, Open J-Gate, ProQuest; Universal Impact Factor; S Journals Index; Econ BIZ; Cite Factor Academic Scientific Journals; ISI International Scientific Indexing i academia.edu.
5. "The presence and importance of performance evaluation feedback in companies in Bosnia and Herzegovina" European Journal of Business and Social Sciences Volume 3, Issue 08, November 2014, ISSN 2235-767X; pp. 171-181; indexed: Cabells Directories, Ulrichs WEB Global Serials Directory, Index Copernicus International, New Jour Electronic Journals&Newsletters, BOAI 10 Open Access; Contemporary Science Association; EBSCO Host, Universe Digital Library; DRJI; DOAJ, Open J-Gate, ProQuest; Universal Impact Factor; S Journals Index; Econ BIZ; Cite Factor Academic Scientific Journals; ISI International Scientific Indexing i academia.edu.
6. "Transformational leadership and employee satisfaction" Ekonomski vjesnik/Econviews 2/2014, ISSN 0353-359x; e-ISSN 1847-2206, pp. 259- 270. indexed: CAB Abstract Wallingford UK; EconLit with Full Text, EBSCOhost, Ipswich,USA; ABI/INFORM, ProQuest, London, UK; Hrčak – Portal of scientific journals of Croatia (MZOS, Srce & HID)
7. "Identifying Motivators for the Employees in Companies in Bosnia and Herzegovina" JOURNAL OF SOCIAL SCIENCE RESEARCH Vol 2, No 2 (2013)ISSN 2321-1091, pp. 117-129., Impact Factor 0.592 (New) indexed Google Scholar, Eyesource, CiteSeer, UlrichWeb, Scientific Commons (Univ. of St Gallens), University of Karlsruhe, Germany, PennState University, Informatics, ProQuest CSA Technology Research Database, NASA ADS (Harvard Univ.), Index copernicus, International society of Universal Research in sciences.
8. „Influence of Organizational Climate on Job Satisfaction in Bosnia and Herzegovina Companies“, International Business Research: Vol. 6, No. 3:2013, ISSN 1913-9004 E-ISSN 1913-9012, pp. 129-139, Published by Canadian Center of Science and Education, author, Articles published in International Business Research are refereed in bibliographic base: Cabells, CrossRef, DOAJ, EBSCOhost, Econlit, ERA, Gales Academic Databases, Google Scholar, JEL, LOCKSS, Open J-Gate, PKP Open Archives Harvester, ProQuest, Ulrichs i Universe Digital Library
9. „The importance of compatibility in management style for successful change management in acquired companies“, Ekonomski pregled 7-8, Year 63, Zagreb 2012, ISSN 0424-7558, pp. 379-396, original scientific paper, Co-author, Articles published in Ekonomski pregled are refereed in bibliographic base: International Bibliography of the Social Sciences: Economics, Journal of Economic Literature, EconLit, Scopus i Directory of Open Access Journals (DOAJ)
10. „Evaluating the Effects of Employees Education on B&H Companies“, Conference proceedings/ 6th International Conference of the School of Economics and Business „Beyond the economic crisis. Lessons learned and challenges ahead“, Sarajevo, October 12-13, 2012., ISBN 978-9958-25-077-4, pp. 1044-1057, Co-author, Articles published in Conference

Proceedings are refereed in bibliographic base:EBSCO Publishing – Business Source Complete

11. “Quality as a Differentiating Element in the B2B Market of Bosnia and Herzegovina”, Conference proceedings/ 6th International Conference of the School of Economics and Business „Beyond the economic crisis. Lessons learned and challenges ahead“, Sarajevo, October 12-13, 2012., ISBN 978-9958-25-077-4, pp. 1025-1043, Co-author, Articles published in Conference Proceedings are refereed in bibliographic base:EBSCO Publishing – Business Source Complete
12. “Education and Career Development as Motivational Factors in Companies in Bosnia and Herzegovina”, IJBM International Journal of Business and Management Studies, Vol. 4, No. 2, 2012, ISSN: 1309-8047 (Online), pp. 201-210, author. Articles published in Journal are refereed in bibliographic base: Econlit, EBSCO, EBSCO host, ProQuest, Ulrich’s Periodicals Directory, Cabell Publishing, Genamics, ASOS, DOAJ (Directory of Open Access Journals), UR-Electronic Journals Library, Open Science Directory, Open J-Gate, http://www.sobiad.org/eJOURNALS/journal_IJBM/2012.htm
13. “Determining the Level of Management Competences in the Process off Employee Motivation” Procedia- Social and Behavioral Sciences, 41 (2012) pp. 535-543, ISSN 1877-0428, available online at www.sciencedirect.com (SciVerse ScienceDirect), published by Elsevier Ltd, Co-author. Articles published in Procedia- Social and Behavioral Sciences are refereed in bibliographic base: Scopus i (Indexed by the Conference Proceedings Citation Index (CPCI) of Thomas Reuters, <http://www.sciencedirect.com/science/journal/18770428>
14. „Customer Satisfaction as a Key Factor in building and maintaining Competitive Advantage of Companies“, Journal "Problems of Management in the 21st Century"-Recent Issues in Management -2012, Volume 3, 2012, ISSN 2029-6932, pp. 91-105, Co-author. Articles published in Journal are refereed in bibliographic base: Index Copernicus, EBSCO Business Source Complete, Cabell Publishing, Inc., Directory of Publishing Opportunities in Management, TOC Premier (EBSCO list), The Wroblewski Library of the Lithuanian Academy of Sciences, PECOB (Portal on Central Eastern and Balkan Europe), Genamics JournalSeek.
15. “Strategic quality management on business to business market in Bosnia and Herzegovina”, Business and Economics Horizons- BEH, Volume 6/ Issue 2/2011, <http://academicpublishingplatforms.com/volume.php?journal=BEH&id=3&number=6> Articles published in Economic Journal are refereed in bibliographic base: Ulrich’s Periodicals Directory, EBSCO Discovery Service, Gale, Google scholar, DOAJ, RePEc, CEEOL , Elektronische Zeitschriftenbibliothek EZB, E-International Scientific Research Journal Consortium (E-ISRJC), AgEcon Search, Open J-Gate, e-LIBRARY.RU (ISSN 1804-5006 (ONLINE) ISSN 1804-1205 (PRINT), pp. 1-17.
16. „Mass customization strategy using information and communication technologies“ IJMC- International Journal of Management Cases, Special Issue, Volume 14, Issue 1, published by Access Press UK, Darwen, Lancashire, UK, ISSN 1741- 6264, pp. 295-304.
17. „Establishing the quality system framework as a prerequisite of building Value Creation Selling System“, Sarajevo Business and Economics Review 31/2011, pp. 11-30.
18. „Commitment of B&H companies to innovation or imitation“, Ekonomski vjesnik (Economic Journal) 1/2011, Mai 2011., Faculty of Economics in Osijek. Articles published in Economic Journal are refereed in bibliographic base: *Sociological Abstracts*, San Diego, USA, *CAB International*, Wallingford, United Kingdom, *EBSCOhost*, Ipswich, USA, portal *Hrčak*. ISSN 0353-359x; e-ISSN 1847-2206, pp. 188- 194.
19. „Establishment and sales team education in function of building Value Creation Selling System“, 5th International Conference - “Entrepreneurship and Macroeconomic Management: Reflections on the World in Turmoil”, 24-26 March, 2011. Pula, Croatia. Conference Proceedings, Volume 1, pp. 950-966, ISBN 978-953-7498-41-2, Vol. 1 ISBN 978-953-7498-42-9 (sv.1), The Conference Proceedings are referred by: ABI/INFORM PROQUEST i EBSCO PUBLISHING DATABASE.
20. „MANAGING CUSTOMER COMPLAINTS IN THE BANKING SECTOR IN B&H“ Collection of Papers, No. 30, School of Economics and Business in Sarajevo, 2010, co-author.

21. "PARTICIPATION OF WOMEN IN MANAGEMENT IN B&H COMPANIES" Fifth International Conference of the School of Economics and Business in Sarajevo (ICES2010). Proceedings: Book of Extended Abstract USB with full papers, pp. 39-40, (extended abstract), str. 1-11, (USB with full papers), ISBN 978-9958-25-046-0, COBISS.BH-ID 18370310; The Conference Proceedings are refereed in bibliographic base: EBSCO Publishing – Business Source Complete
22. "Adaptability of B&H companies to market environment changes with aim of building long lasting competitive advantages", Fifth International Conference of the School of Economics and Business in Sarajevo (ICES2010). Proceedings: Book of Extended Abstract USB with full papers, str. 39-40, (extended abstract), pp. 1-11, (USB with full papers), ISBN 978-9958-25-046-0, COBISS.BH-ID 18370310; The Conference Proceedings are refereed in bibliographic base: EBSCO Publishing – Business Source Complete
23. „The Leader-Member Exchange in Teams of B&H Companies“ Collection of Papers, No. 29, pp. 89-104, School of Economics and Business in Sarajevo, 2009, co-author, ISSN 0581-7439. Articles published in Collection of Papers are refereed in bibliographic base EBSCO Publishing – Business Source Complete and CEEOL /CENTRAL AND EASTERN EUROPEAN ONLINE LIBRARY)
24. „Possibilities of Development of Knowledge Based Economy in B&H“ Collection of Papers, No. 29, pp. 379-388, School of Economics and Business in Sarajevo, 2009, co-author, ISSN 0581-7439. Articles published in Zbornik radova are refereed in bibliographic base EBSCO Publishing – Business Source Complete i CEEOL /CENTRAL AND EASTERN EUROPEAN ONLINE LIBRARY)
25. „Building and development of the Knowledge based economy in Bosnia and Herzegovina“, co-author, V International Conference „Interdisciplinary Management Research (IMR)“, Josip Juraj Strossmayer Univerzitet in Osijek, Faculty of Economics in Osijek and Hochschule University Pforzheim, Poreč 8-10 May 2009, pp. 111-122., ISSN 1847-0408. Articles indexed in next bases: RePEc, EconPapers, SOCIONET. Conference "Interdisciplinary Management Research (IMR)“ is indexed in Conference Proceedings Citation Index - CPCI (as a part of Web of Science).
26. „Appliance of the Concept of Learning Organization in Developing Tourism of Bosnia and Herzegovina“, Co-author, 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.
27. „Continual Education of Employees in Order to Strengthen Competitive Position of B-H Companies“ Collection of Papers, No. 28, pp. 290-308, School of Economics and Business, Sarajevo, 2008, Co-author, ISSN 0581-7439, the Collection of Papers has been included in the bibliographical database EBSCO Publishing – Business Source Complete;
28. „Team Leadership as a Factor of Success of B&H Companies“, ICES2008 - School of Economics and Business Sarajevo, October 2008, Sarajevo, Co-author, Proceedings: Book of Extended Abstract CD-ROM with full papers, pp. 140-142, (extended abstract), section 11 – Competitiveness Strategies, pages 0-16, (CD-ROM with full papers), ISBN 978-9958-25-015-6, COBISS.BH-ID 16892422
29. "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, Co-author, 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
30. «THE IMPORTANCE AND ROLE OF STRATEGIES ACTIVITIES OF HUMAN RESOURCE MANAGEMENT IN COMPANIES IN BOSNIA AND HERZEGOVINA», Journal of Global Strategic Management, October 2007, ISSN 1307-6205, pp. 94-104
31. „A Justifiability and a Possibility of Outsourcing Tasks in Function of Human Resource Management“, Co-author, ICES 2006, «From Transition to Sustainable Development The Path to European Integration» Conference Proceedings Part 1, ISBN, School of Economics and Business Sarajevo, 2006.
32. Ongoing Development of Key Competences – Prerequisite for the Long-term Sustainability of a Company, SEE Journal, School of Economics and Business, Sarajevo, Second issues, September 2006., ISSN 1840-118X, pp. 32-42

V. SCIENTIFIC WORKS PUBLISHED IN PROFESSIONAL PROCEEDINGS (CONGRESSES, SYMPOSIUMS, ETC.)

1. "Horizontal and vertical segregation in academia in Bosnia and Herzegovina: Case of social sciences and STEM faculties", Book of Abstracts p. 131, Scientific Conference Bosnian-Herzegovinian Women Scientists and Their Research Work, Mostar 13-14. 04. 2018.
2. "E-recruiting in Bosnia and Herzegovina: Challenges and Restrictions ahead" Book of Abstracts, 7th South East European Meeting & Scientific Conference of Management Departments, Faculty of Economics and Business, University of Zagreb, 22-23 September 2017, ISBN 978-953-346-046-8, p. 65
3. "Organizations as complex adaptive systems: prospects of complexity theory in management and leadership research" Book of Abstracts, 7th South East European Meeting & Scientific Conference of Management Departments, Faculty of Economics and Business, University of Zagreb, 22-23 September 2017, ISBN 978-953-346-046-8, p. 45.
4. "Analysis of the influence of economic development on motivation and job satisfaction" ICES 2016 – School of Economics and Business Sarajevo, October 2016, Co-author, Proceedings: Book of Extended Abstract p. 378, ISBN 978-9958-25-093-4, COBISS.BH-ID 21596166
5. „Importance of human resource marketing in the context of demographic change“ 6th South East European Meeting & Scientific Conference of Management Departments, Faculty of Economics, University of Banja Luka, Banja Luka September 2016
6. "Customer Relationship Management Strategy: BH Telecom Case Study", 7th International Conference of the School of Economics and Business (ICES2014), October 2014, Sarajevo, Proceedings: Book of Extended Abstracts USB with Full Papers, str. 378 (abstract), ISBN 978-9958-25-093-4, URL: <http://www.efsa.unsa.ba/ices2014/conferenceproceedings.pdf>; Co-author
7. "Analysis of Corporate Social Responsibility of Banks in Bosnia and Herzegovina" Collection of Papers of 4th South-East European (SEE) meeting & scientific conference of management departments: management, leadership, organisation and entrepreneurship in 21st century: how to develop managerial and entrepreneurial skills and competences in the SEE region, Tuzla, 2014, ISSN 2233-0445, pp. 131-145, Co-author
8. "Application of Nonparametric Tests in Human Resource Management", International Scientific Conference: Statistics as a science, education, profession and activity, Varna Bulgaria 24-25. October 2013, Conference Proceeding, University of Economics, Varna-Bulgaria, ISBN: 978-954-21-0670-8, pp. 62-68.
9. "Significant Predictors of Employees' Motivation and Employees' Job Satisfaction, International conference of Economic and Social Studies ICESoS' 2013, 10-11. May 2013, Sarajevo Book of Abstract ISSN 2303-4564, pp. 189-190.
10. „Identifying Motivators for the Employees in Companies in Bosnia and Herzegovina“ Eurasia Business and Economics Society EBES 2012, 01- 03. November, 2012. Warsaw, Abstract Book p. 78, Editor: Teknik Basim Matbaacilik, Istanbul, Turska, Co-author, ISBN: 978-605-61069-7-2.
11. "The Role of Knowledge Workers in Building and Development of Knowledge Economy", 1st Scientific Conference of management Departments with International Participation: Management, Leadership and Organisation in XXI Century, Faculty of Economics Split & Faculty of Economics and Business Zagreb, 2012, Co-author, ISBN 978-953-281-044-8 (Split) i ISBN 978-953-6025-55-8 (Zagreb), pp. 61-66.
12. "Determining the Level of Management Competences in the Process of Employee Motivation" The Proceedings of International Conference on Leadership, Technology and Innovation Management (ICLTIM-2011), Beykent University, Istanbul, Turska, 02-04 Decembar 2011, Co-author, ISBN 978-605-60771-5-9, pp. 601-609.
13. „Participation of women in management in B&H companies“, Book of abstracts, Federal Ministry for Education and Science, Mostar 2011 ISBN 978-9958-11-124-2, p. 297.
14. "Influence of Organizational Climate on Job Satisfaction in B&H Companies", Eurasia Business and Economics Society EBES 2011, 13-15. October, 2011. Zagreb, Abstract Book pp. 56, Editor: Sazak Ofset, Istanbul, Turkey, ISBN: 978-605-61069-3-4.
15. „Mass customization strategy using information and communication technologies“ Book of Abstracts 8th CIRCLE International Conference, University of Dubrovnik and Faculty of

Economics and Business, University of Zagreb, Dubrovnik, 27-29. april, 2011, author, ISBN 978-953-6025-40-4, TEMPUS Fostering Entrepreneurship in Higher Education – FoSentHE, University of Zagreb.

16. «Innovation od strategic commitment to the function of construction of long-term sustainable competitive advantage of enterprise“ this paper is accepted to be published and presented at Fifth International Conference on Business, Management and Economics, Yasar University, Izmir, 22. 10. – 24. 10. 2009. (http://conference2009.yasar.edu.tr/accepted_.htm)
17. „Establishing the long-term sustainable competitive advantage of a hotel by applying open source software“, 19th. Biennial International Congress Tourism&Hospitality Industry 2008., Faculty of Tourism and Hospitality Management Opatija, Croatia, May 07-09. 2008., Opatija, co-author, Proceedings: Book of Abstracts, pp. 80. ISBN 978-953-6198-63-4, CD-ROM with full paper.
18. „Book Review: Leadership“, Collection of Papers, No. 28, pp. 569-576, School of Economics and Business, Sarajevo, 2008. ISSN 0581-7439
19. “JOB ENRICHMENT AS STIMULUS TO EMPLOYEES OF B&H COMPANIES”; IV International Strategic Management Conference “Exploring for International Competition and Cooperation Strategies to Foster Regional Development“, co-author, Sarajevo, B&H, 19-21. 06. 2008, (www.gyte.edu.tr/ismc), pp. 855-864; ISBN 978-975-01397-0-3
20. “Planning for quality with components of variability analysis”, Proceedings of 5th Research/Expert Conference with International Participation, Quality 2007, Neum, B&H, June 2007, Co-author, ISSN 1512-9268
21. “Disruptive Impact Index as a Model to Measure Quality of Products and Services”, Proceedings of 5th Research/Expert Conference with International Participation, Quality 2007, Neum, B&H, June 2007, Co-author pages 203-208, ISSN 1512-9268
22. "APPLICATION OF OPEN SOURCE SOFTWARE IN ESTABLISHING AND STRENGTHENING CUSTOMER RELATIONSHIPS“, Third International Conference on Business, Management and Economics" Yasar University, Izmir, Turkey, June 13–17. 2007; (Co author) (<http://conference2007.yasar.edu.tr>, Selected Proceedings, Vol. 5, pp. 287-305, ISBN 978-975-6339-15-2
23. «THE IMPORTANCE AND ROLE OF STRATEGIES ACTIVITIES OF HUMAN RESOURCE MANAGEMENT IN COMPANIES IN BOSNIA AND HERZEGOVINA», Co-author, III International Strategic Management Conference, “Advances in Crafting Competitive Strategies for National and International Markets”, Antalia June 21–23. 2007, (www.gyte.edu.tr/ismc)
24. «Improving competitive advantages of B&H economy through clusters» co-author, extended abstract, pp. 207, Proceedings of 3rd International Conference «An Enterprise Odyssey: Integration or Disintegration» from June 15-17, 2006; Faculty of Economics and Business, University of Zagreb, Croatia; ISBN 953-6025-18-3; in electronic announcement p. 1408-1420. ISBN 953-6025-17-5;
25. „Methods of quality process advancement in function of competitive advantages building“, (pp. 553-562), II International Strategic Management Conference „Strategies for Navigating through National, Regional and Global Challenges & Crises“, Beykent University, Gezbe Institute of Technology, Canakkale Onsekiz Mart University, Istanbul – Turkey, (Co - author), ISBN 975-8316-12-5
26. „Product's quality target costing and simultaneous engineering“ pp. 53 - 60; «Quality 2005» Year IV, number 1; ISSN 1512-9268, Publisher: Faculty of Mechanical Engineering; Zenica, B&H
27. „Models of Identification Company’s main competitive“, pp. 205-226, ISSN 0581-7439, School of Economics and Business Sarajevo, 2005.
28. „The Generic Building Blocks of Company Competitive Advantage“, (pp. 395-401) International Strategic Management Conference „Strategic Management from National and Global Perspectives“; Biga Faculty of Economics and Administrative Science Canakkale Onsekiz Mart University, Biga/ Canakkale – Turkey, Co-author
29. „Innovatory as Main Limit in Building Competitive Advantage of B&H Companies“, pp. 113-124., ACCEDING TO THE EUROPEAN UNION: NEW MEMBERS AND CANDIDATES – Fourth European Doctoral Seminar (EDS), September 16-19. 2004., ISBN 3-931052-47-8, BERG Verlag Bamberg, 2004. (Published by Die Deutsche Bibliothek)

30. «Role of Universities in first phase's start-up business», pp. 49-55; «Tempus Projects in function of small business development», Publisher: School of Economics and Business Sarajevo, 2004.
31. «The Quality of HR Management and Competitive Advantage of SME in B&H», co-author, in electronic announcement of essays from International Conference «An Enterprise Odyssey: Building Competitive Advantage» from June 17-19, 2004; pp. 1463-1473. Graduate School of Economics and Business, University of Zagreb, Croatia
32. «Product quality as a core support to the company competitiveness» pp. 445-452; « Quality 2003» Year III, number 1; ISSN 1512-9268, Publisher: Faculty of Mechanical Engineering; Zenica, B&H
33. «The quality of management of human resources: a condition for a successful development of the small and middle companies in Bosnia and Herzegovina», co-author, pp. 923-935, ICES 2003, «From Transition to Development» Conference Proceedings Part 1, ISBN 9958-605-58-9, School of Economics and Business Sarajevo, 2003.
34. «Activities of high educational institutions in stimulating small business», (p.15-22); EU Tempus Project-role in sector of lecture plans and programmes; Sarajevo, 2003.
35. «Implications of e-commerce on business ambient in B&H» p. 59-67, Informatics, E-economy and necessary IT skills and university programs; year IV, number 4, 2002.; Study of Informatics, University « Džemal Bijedić» in Mostar.
36. «Development strategies of small and medium organizations in context of globalization» (pp. 83-93) Notifications of Tempus Phare Project JEP 1410-99 Enterprise advancement in small and medium organizations in function of development of B&H»; ISBN 9958-605-31-7, Sarajevo, October 2001.

VI. PROFESSIONAL WORKS IN PROFESSIONAL PROCEEDINGS

1. „The importance of continuous education and employee development in cultural heritage institution” Book of Abstracts BAM 2016, 9. International conference: European Guidelines for Cooperation of Libraries, Archives and Museums, pp. 19-20; Sarajevo 28 – 29 October 2016.
2. „Organizational culture as non-material strategy for employee motivation”, Collection of Papers, 6th International conference BAM 2012 6th International Conference European Guidelines for Cooperation of Libraries, Archives and Museums KNOWLEDGE MANAGEMENT Sarajevo
3. „Problems in communication - misunderstandings”, Collection of Papers, BAM 2011, 5th International Conference, European Guidelines for the Cooperation of Libraries, Archives and Museums, Legal Norms, Standards and Recommendations
4. „Conflict management – constructive versus destructive conflict”, Collection of Papers, 4th International Conference BAM 2010 „Informational Institutions for 21st Century”, Association of Informational Experts – librarians, archivists and museologists, Sarajevo 2012. ISBN 978-9958-9934-3-5
5. «Mass customization – advantages and disadvantages», pp. 205 – 226, Collection of Papers of School of Economics and Business in Sarajevo
6. „QFD method in function of consumer's needs and demands satisfaction“, pp.183-194, ISSN 0581-7439, Faculty of Economics, Sarajevo, 2004.
7. „Consumer Orientation and long-term success of the company”, pp.143-154, Faculty for business management, University “Džemal Bijedić”, July- December, 2004.
8. „Life cycle of main competitiveness“, pp.165-181; Collection of articles number. 2 year 1; ISSN 1512-8377, Faculty of business management, University“Džemal Bijedić“ Mostar, July-December, 2002.
9. “Einige Lehren aus der deutschen Wiedervereinigung fuer den Wiederaufbau in Bosnien-Herzegowina” Volker Nienhaus, Bochum- Translation: Some lessons for restore in Bosnia and Herzegovina from German uniting”, (pp.71-74) Economic year II, number 2. University “Džemal Bijedić” Mostar, December 1998.
10. “Internationaler Technologietransfer durch Klein- und Mittelbetriebe: einige Thesen zu den Strategien und Erfolgsfaktoren” prof. dr. B.N. Kumar – Universitaet Erlangen Nuernberg- Translation: International Transfer of technology through small and medium enterprises: some

thesis about strategies and factories of success", (pp. 125-129), Economic year II, number 2. University "Džemal Bijedić" Mostar, December 1998.

VII. PROFESSIONAL ARTICLES PUBLISHED IN MAGAZINES

1. "Development of B&H as a knowledge based economy" co-author, INSTORE TRADE MAGAZINE, 2009, year II, no. 8, pp. 42-43.
2. «Career and Labour Market», pp. 37 -141, Guide for graduation student of High School Institutions «First steps in Finding Jobs», Sarajevo 2007
3. Study on director's work, co-author, Handbook for training of School management teams in "Democratic school management", First part: School Management and good management, CES Program, Pedagogic institute Tuzla and CES, May- June, 2005, pp. 72-94
4. "Human Resources Management Quality and it's impact on company's success", Accounting and Business Financing, p. 85.89, FEB newsletter for accounting, financing and revision, Sarajevo, ISSN 1512-7818, September, 2004.

VIII. INTERNATIONAL RESEARCH PROJECTS

1. 2012: TEMPUS-Exposé:"University support for the protection and promotion of competition in the Western Balkans – Uni.PPC" – collaboration on application development for joint project with University of Paderborn, Germany
2. "Open Career Advice Network" cooperation at project with Technische Universitaet Dresden. 2008-2009
3. 2002- 2004: Tempus Phare Project NP 16098:2001 Construction one net for further development of management for small and medium organizations at economics faculties in B&H and SRJ"
4. „Needs analysis for Manager Education in B&H“, MIT Centre, GEA College Business school Bled, 2002
5. January 2002: "Development of strategy for disposal of telecommunication products and decisions in furniture industry market"
6. January 2002: "Development of business strategy for private educational institution. Target is positioning the institution in 2010. using scenario technique" at Unity AG, Bueren, Deutschland
7. October 2001 «Barriers in small business development in Bosnia and Herzegovina» International Phare Programme
8. January 2000: PHARE ACE Programme – Project „Barriers to small business development in Slovenia, Bosnia and Herzegovina and Former Yugoslav Republic of Macedonia“, Partner for Bosnia and Herzegovina,
9. 1999-2001: «Development of learning plans for small business «TEMPUS Phare project»

IX. DOMESTIC RESEARCH PROJECTS (IN BOSNIA AND HERZEGOVINA)

1. 2012: Designing and establishing a new organization and functioning marketing & sales in the company - Bosnalijek dd Sarajevo (project team member)
2. 2010: Determining the level of managerial competence in motivating employees, project funded by the Federal Ministry of Education and Science (project leader)
3. Development strategy for B&H in 2009, 2008.-2013. (working group Competitiveness of human resources, Directive for economic planning in B&H (DEP), Austrian development agency (ADA) and Switzerland development agency
4. Development Strategy of Tuzla Canton, Economics Institute of Sarajevo, co-author, Sarajevo 2008.
5. 2008: «Apprentice Card – steps in students working practice», School of Economics and Business in Sarajevo,
6. 2008: „Career Day 2008“, project funded by the Federal Ministry for Education and Science, project leader.
7. Identification of Leadership Styles in B&H Companies, Fund for scientific-research work, Faculty of Economy in Sarajevo, 2005-2007, project leader, Sarajevo, 2007 - 2008.

8. Role of Women in Management of B&H Companies, funded by the Federal Ministry for Education and Science, project leader, 2007 - 2008.
9. Project „Conception and evaluation of quality in high education“, Co-author, Fund for scientific-research work, School of Economics and Business in Sarajevo, 2005-2007.
10. «Symptoms and causes business crisis of B&H companies», 2004 -2005.
11. Micro Organization School of Economics and Business in Sarajevo, 2003.
12. «Macroeconomic Vision of Development in Federation of B&H» Government of the Federation of BiH, 2001

X PARTICIPATION IN ORGANIZATION OF INTERNATIONAL CONGRESSES AND CONFERENCES (MEMBERSHIP IN ORGANIZATION COMMITTEE)

1. 1st Dubrovnik International Economic Meeting (DIEM 2013), Scientific Conference of Innovative Approaches to the Contemporary Economic Problems which will be held on 27-29 September 2013, organised by the Department of Economics and Business Economics, University of Dubrovnik (the Programme Committee) <http://www.diem-dubrovnik.com/>
2. ICES 2012, 6th International Conference of the School of Economics and Business „Beyond the economic crisis. Lessons learned and challenges ahead“, Sarajevo, October 12-13, 2012. <http://www.efsa.unsa.ba/ices2012/>
3. International Conference on Economic and Social Studies (ICESoS` 13) 10th to 11th May 2013 Sarajevo, Bosnia and Herzegovina - International Scientific Committee. <http://icesos.ibu.edu.ba>
4. “Problems and perspectives of small and medium organizations in Bosnia and Herzegovina and SR Yugoslavia “, Sarajevo, October 17-18, 2001.

XI PARTICIPATION IN ORGANIZATION OF DOMESTICS CONGRESSES AND CONFERENCES (MEMBERSHIP IN ORGANIZATION COMMITTEE)

XII MENTORSHIP (Doctoral Dissertations, Master’s Works and Graduation Theses)

1. Mentor on doctoral dissertation "Continuing education of employees to strengthen the competitiveness of enterprises" candidate Sanvila Vuk (dissertation defended on January 15th 2011)
2. Mentor on doctoral dissertation „Motivacija zaposlenih i njena uslovljenost nacionalnom kulturom” candidate Admir Bešlaga (dissertation defended on May 5th 2016)
3. Mentor on doctoral dissertation „Analysis of learning on online platforms with a purpose of enhancing upbringing and education“, PhD candidate Minela Kerla (dissertation defended on December 22nd, 2016.)
4. number of mentorships on master and bachelor theses

XIII MEMBERSHIP IN ACADEMIC COMMISSIONS / Doctoral Dissertations and Master’s Works)

number of memberships in committees for evaluation and defense of master and doctoral theses

XIV ADDITIONAL REFERENCES

▪ STUDY VISITS

1. 11. 05. 2018. Faculty of Tourism and Hospitality Management, Opatija, study visit financed by CEEPUS project
2. 09. – 13. 04. 2018. Karl Franzens University Graz, Austria, Department of Human Resource Management (Institut für Personal Politik), study visit financed by Erasmus+ KA 107
3. 28. 11. – 02. 12. 2016. Karl Franzens University Graz, Austria, Department of Human Resource Management, study visit financed by Erasmus+

4. September – October 2012. Karl Franzens University Graz, Austria, Institut fuer Personal Politik, study visit in duration of one month, financed by Join-EU-SEE/Erasmus Mundus Partnership Programme.
5. March 2010, Medizinische Universität Wien, Austria, cooperation on curriculum development and teaching within joint Master program „Quality Management in Health Institutions“ for course „Management of Crisis Situations in Healthcare“
6. June 2006 University of Alberta, Edmonton, Canada
7. May 2006, SAA-Scuola di Amministrazione Aziendale, Università degli Studi di Torino, Italia
8. January 2004: Karl Franzens University Graz, Austria;
9. January 2002: Unity AG, Competence Center strategische und betriebswirtschaftliche Beratung, Bueren, Deutschland
10. July 2001: Ljubljana Summer School 2001 «Moder Teaching Methods», Faculty of Economics in Ljubljana, Slovenia
11. January 2001 Karl-Franzens University Graz – study stay
12. December 1999-February 2000: International Project in cooperation with KMU-Institute and University Paderborn about development of small business
13. August 1999: International Summer University, Wien: - Strategic Management; - Change Management
14. June-August 1987: Student practice at firm “Rido” Bielefeld, Deutschland

▪ PARTICIPATION IN PROFESSIONALS CONFERENCES AND EVENTS

1. 5th Sarajevo Days of Psychology, scientific-expert conference, April 19th – 21st 2018. Faculty of Philosophy in Sarajevo, Round table topic: „Challenges and Opportunities for Developing and Sustaining the Culture of Trust in Organization“ (expose: The Role of HRM in Developing the Culture of Trust in Organization)
2. Round table moderator on a topic: Human Resource Potential in State Service – Challenges for the Future, Sarajevo April 22nd 2016. Under sponsorship by GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH) i PARCO (Office of Coordinator for Public Service Reform)
3. 7th South East European Meetings & Scientific Conference of Management Departments, Zagreb 22-23. September 2017, presented papers: “E-recruiting in Bosnia and Herzegovina: “Challenges and Restrictions ahead” and „Organizations as complex adaptive systems: prospects of complexity theory in management and leadership research“
4. 6th regional meeting & scientific conference of management departments: Banja Luka September 2016, presented paper: „Importance of human resource marketing in the context of demographic change“
5. 4th regional meeting & scientific conference of management departments: Tuzla September 2014, presented paper: “Analysis of Corporate Social Responsibility of Banks in Bosnia and Herzegovina”
6. 3rd regional meeting & scientific conference of management departments: Dubrovnik 25-26. septembar 2013, presented paper: “The Presence and Importance of Performance Evaluation Feedback in Companies in Bosnia and Herzegovina”
7. International conference of Economic and Social Studies ICESoS’ 2013, 10-11. May 2013, Sarajevo ISSN 2303-4564 presented paper: “Significant Predictors of Employees’ Motivation and Employees’ Job Satisfaction”
8. Eurasia Business and Economics Society EBES 2012, 01-03. November, 2012. Warsaw, presented paper: “Identifying motivators among employees in Bosnia and Herzegovina”;
9. 6th International Conference of the School of Economics and Business „Beyond the economic crisis. Lessons learned and challenges ahead“, Sarajevo, October 12-13, 2012.
10. 2nd regional meeting & scientific conference of management departments: MANAGEMENT, ENTREPRENEURSHIP AND ORGANISATION IN 21st CENTURY: Regional exchange of best practices, Mostar, 13th-14th October 2012,
11. „HRM Business Partner“, TELEKOM BH, Konjic, 22. December 2011

12. INTERNATIONAL CONFERENCE ON LEADERSHIP TECHNOLOGY AND INNOVATION MANAGEMENT, İstanbul, Turska, 02-04 December 2011, Parer "Assessment of Managerial Competencies in Motivating Employees"
13. Eurasia Business and Economics Society EBES 2011, 13-15. Ocobe, 2011. Zagreb, paper: "Influence of Organizational Climate on Job Satisfaction in B&H Companies"
14. BAM 2011, 5th International Conference, European guidelines for the cooperation of libraries, archives and museums, legal norms, standards and recommendations, the workshop on the topic: Problems in communication - misunderstandings, Sarajevo, 07 October 2011
15. 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, Split 28-30. September, 2011., Papers: "The importance and role of motivator in achieving corporate objectives" and " The role of knowledge workers in the construction and development of knowledge economy", Chairman of the Session II - New leadership and human resource management concepts
16. " 8th International Conference, CIRCLE, University of Dubrovnik and Faculty of Economics Zagreb, Dubrovnik, 27-29. April, 2011, paper „Mass customization strategy using information and communication technologies
17. 5th International Conference - "Entrepreneurship and Macroeconomic Management: Reflections on the World in Turmoil", 24-26 March, 2011, Pula, Croatia, paper: „Establishment and sales team education in function of building Value Creation Selling System“
18. BAM 2010, 4th International Conference, Information Institution for 21 century, workshop; Conflict management, Sarajevo, 12 November 2010
19. ICES2010 - School of Economics and Business Sarajevo, October 2010, Sarajevo, papers: "PARTICIPATION OF WOMEN IN MANAGMENT IN B&H COMPANIES", and "Adaptability of B&H companies to market environment changes with aim of building long lasting competitive advantages"
20. International conference of Interdisciplinary Management Research 2010, IMR2010, „Commitment of B&H companies to innovation or imitation“, Poreč, Croatia, 7-9 May 2010.
21. „Human Resource Management 2008“, Business Seminar, Sarajevo, November 2008
22. ICES2008 - School of Economics and Business Sarajevo, October 2008, Sarajevo, papers: "The significance and role of the University Institutions in supporting and developing the tourism of Bosnia and Herzegovina" and „Team Leadership as a Factor of Success of B&H Companies”
23. IV International Strategic Management Conference "Exploring for International Competition and Cooperation Strategies to Foster Regional Development“, Sarajevo, B&H, June 19-21. 2008. (www.gyte.edu.tr/ismc), theme "JOB ENRICHMENT AS STIMULUS TO EMPLOYEES OF B&H COMPANIES"
24. III International Strategic Management Conference, "Advances in Crafting Competitive Strategies for National and International Markets", Antalia, June 21–23. 2007, theme «THE IMPORTANCE AND ROLE OF STRATEGIES ACTIVITIES OF HUMAN RESOURCE MANAGEMENT IN COMPANIES IN BOSNIA AND HERZEGOVINA». (www.gyte.edu.tr/ismc)
25. "Third International Conference on Business, Management and Economics", Yasar University, Izmir, June 13–17. 2007; theme "APPLICATION OF OPEN SOURCE SOFTWARE IN ESTABLISHING AND STRENGTHENING CUSTOMER RELATIONSHIPS“ (<http://conference2007.yasar.edu.tr>)
26. „Quality 2007“, V Research/Expert Conference with International Participation, Neum, B&H, June 06-09. 2007, papers "Planning for quality with components of variability analysis" and "Disruptive Impact Index as a Model to Measure Quality of Products and Services ”
27. ICES 2006, «From Transition to Sustainable Development The Path to European Integration» School of Economics and Business in Sarajevo, October 12-13. 2006., theme:

- „A Justifiability and a Possibility of Outsourcing Tasks in Function of Human Resource Management“
28. „Strategies for Navigating through National, Regional and Global Challenges & Crises“, II International Strategic Management Conference Beykent University, Gezbe Institute of Technology, Canakkale Onsekiz Mart University, Istanbul – Turkey, June 8-10. 2006, theme: „Methods of quality process advancement in function of competitive advantages building“
 29. „Strategic Management from National and Global Perspectives“, International Strategic Management Conference; Biga Faculty of Economics and Administrative Science Canakkale Onsekiz Mart University, Biga/ Canakkale – Turkey, June, 23-25. 2005., theme: „The Generic Building Blocks of Company Competitive Advantage“, Co-author
 30. «Quality 2005» 4th Research/Expert Conference with International Participation, November 9 -12., Fojnica; theme: «Product's quality target costing and simultaneous engineering“
 31. «Introducing to ECTS at University in Sarajevo», April, 8-9. 2005, Bjelašnica, B&H
 32. „4th European Doctoral Seminar“ at the School of Economics and Business in Sarajevo, September, 16-19. 2004., theme: „Innovatory as Main Limit in Building Competitive Advantage of B&H Companies“
 33. «An Enterprise Odyssey: Building Competitive Advantage, Second International Conference of the Faculty of Economics, Zagreb, June 17-19., 2004., Zagreb, theme: «The Quality of HR Management and Competitive Advantage of SMEs in B&H», co-author
 34. «Quality 2003» 3rd Research/Expert Conference with International Participation, November 13-14, Zenica; theme: «Product Quality as a Core Support to the Company Competitiveness»
 35. «From Transition to Development», Second International Conference of the Faculty of Economics, theme: «The quality of management of human resources: a condition for a successful development of the small and middle companies in Bosnia and Herzegovina», Sarajevo, October 9 -11. 2003
 36. «Regionally - development problems in B&H and neighbouring countries in approaching process to EU», theme: » Globalization and strategic orientation of companies in B&H»Tuzla, April 21-22. 2003
 37. “E-economy era and necessary it skills and university programs”, 2.nd International conference on information technology, theme: “Implications od e-commerce on business ambient in B&H”, Mostar, September 12-14, 2002
 38. “Problems and perspectives of small and medium organizations in Bosnia and Herzegovina and SR Yugoslavia “, Sarajevo, October 17-18, 2001

▪ MEDIA INTERVIEWS

1. Al-Jazeera Balkans interview on a topic „Work relations and „eternal“ apprentices“
2. Promotor of the book“Teacher as Manager“ by Aide Omersoftić, April 7th, 20160
3. "The woman manager" – interview for BHT 1, held on 11 March 2010
4. Editor and Organizer of TV program based on the issue of Employment of Young People in B&H – NTV Hayat May 2008
5. Guest in TV Information Program (BHT 1-Jutarnji program, NTV 99 – “Okolo 22” ...) due to the organizing first and second Career Days at School of Economics and Business in Sarajevo.

▪ EDITOR WORK FOR INTERNATIONAL AND DOMESTIC JOURNALS

1. Book reviewer, Edited by Jasmina Gržinić and Vanja Bevanda, Contemporary Trends in Tourism, Juraj Dobrila University, Pula, 2013
2. Book reviewer, Authored by Dževad Šehić and Adisa Delić, Strategic Management and Organizational Effectiveness, Off-Set Tuzla 2012
3. Monograph reviewer, Authored by Sanvila Vuk „Continuing education of employees to strengthen the competitiveness of enterprises“

4. Reviewer/Editor of Huge Number of Papers on Management and Organization issue for Collection Paper at School of Economics and Business in Sarajevo
5. Reviewer/Editor of Huge Number of Papers on Journal "Management" School of Economics Split, Business System Review <http://www.business-systems-review.org>, Journal of Economic and Social Studies (JECOSS), Proceedings of scientific conference of management departments with international participation, Tehnički vjesnik/Technical Gazette Osijek, Eastern European Economics (EEE).

▪ ACADEMIC ENGAGEMENTS OUTSIDE OF FACULTY OF ECONOMICS IN SARAJEVO

1. Faculty of Medicine, University of Sarajevo, postgraduate studies, course: Human Resource Management
2. Teachers Faculty, University of Sarajevo, postgraduate studies, course: Human resource Management in institutions of education, Doctoral degree, course: Human Resource management in Education, and Bachelor degree: School Management and Management of Non-profit Organizations
3. Center for Interdisciplinary Postgraduate Studies, University of Sarajevo, course: Organizational Behavior
4. Faculty of Business Management, University «Džemal Bijedić», Mostar

Zijada Rahimić, PhD