

## **CEEMAN Researcher of the Year 2021**

**Tomislav Hernaus**

**Faculty of Economics and Business, University of Zagreb, Croatia**

Tomislav Hernaus is Associate Professor at the Department of Organization and Management, Faculty of Economics and Business (University of Zagreb, Croatia) and Adjunct Professor at the School of Economics and Business (University of Ljubljana, Slovenia). He has also been a Visiting Scholar at the Marshall School of Business (University of Southern California, USA), BI Norwegian Business School in Oslo (Norway), and at the Vienna University of Economics and Business (Austria). His teaching portfolio includes several undergraduate (Organization), (post)graduate (Organization Design, Business Process Management, Organizing Human Resources, Applied Organizational Research Methods) and doctoral courses (Organization and Management Theories) delivered at various higher-education institutions.



Dr Hernaus is an organizational scholar who integrates knowledge from several scientific disciplines. His multi-level research interests include organization design, business process management, human resources (HR) organization, work design and job interventions, innovative work behavior, and knowledge hiding. He has published over a hundred peer-reviewed papers; out of which six books, and a significant number of scientific papers in top-tier academic journals such as the Human Resource Management Journal, Human Resource Development Quarterly, Business Research Quarterly, Journal of Knowledge Management, Business Process Management Journal, and others. Additionally, his work has been presented at leading conferences worldwide (e.g. AOM Conference, EURAM, EAWOP Congress, SMS).

His research ideas have been well accepted by scientific authorities. He managed to receive prestigious national research project grants (Croatian Science Foundation), as well as several international awards and honors for his scientific contribution. He is an Associate Editor at the European Management Journal, a Co-editor of the Dynamic Relationships Management Journal, and currently serves as the HR Ambassador for Croatia (AOM-HR Division). He holds the Certificate in Organization Design received from the Center for Effective Organizations (University of Southern California, USA), as well as Certificate of Training – Business Process Management Professional (BPM Institute, USA).