

UNIVERSITY OF JOSIP JURAJ STROSSMAYER IN OSIJEK  
FACULTY OF ECONOMICS IN OSIJEK

**POSTGRADUATE DOCTORAL STUDIES**  
SCIENTIFIC AREA OF SOCIAL SCIENCES  
SCIENTIFIC FIELD OF ECONOMICS  
BRANCH OF MANAGEMENT AND ADMINISTRATION

**M A N A G E M E N T**

Programme Leader: Professor Dražen Barković, PhD

Osijek, 2006

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## II. 1. INTRODUCTION

### II. 1.1. Reasons for initiating the study programme

European institutions of higher education, including Josip Juraj Strossmayer University in Osijek and its Faculty of Economics, have accepted the challenge of creating a European education system following the Bologna Declaration. After devising undergraduate, graduate and specialist postgraduate studies, Faculty of Economics in Osijek is continuing with the educational vertical and is proposing postgraduate doctoral studies.

Faculty of Economics in Osijek has been present in university life of Croatia for forty years with its developed network of partnerships at home and abroad, which is also a guarantee for this new project of postgraduate doctoral studies.

Considering the long experience in undergraduate and graduate courses and scientific research in the area of management, the aim of the proposed postgraduate doctoral studies in Management is to provide a vehicle for developing the students' research and scholarly capability, to train them for independent scientific and academic work at universities and research institutes, as well as for work in business sector, i.e. local companies and international corporations, which requires problem-solving and decision-making in a scientific way (analysis, synthesis, evaluation) and high-level scientific approach (projects, communication, presentation).

Doctoral studies of Management are focused on preparing the participants for high-level research, according to international standards. The study programme emphasizes methodological and theoretical knowledge, along with science development processes. The ultimate goal of the programme is to create and develop a scientific and research pool required for improving the academic community, or for pursuing a career in the corporate world.

During their studies, participants in the proposed programme will be involved in competitive scientific research whose results are to be processed and presented in a dissertation. The intention is to conduct such research in private and public sector, in cooperation with other scientific institutions, especially our international partners from Hungary, Germany and Poland.

There are similar postgraduate doctoral studies at many universities in the EU countries (Ludwig Maximilian Universität München, Mannheim Universität, London School of Economics), and in the USA (Pennsylvania University, Michigan University); their curriculums were used as a support in developing our vertical of university education.

#### II. 1.1.1. Estimate of purposefulness

Postgraduate doctoral studies of Management are based on direct research work of a doctoral candidate supervised by his/her mentor. The programme will educate internationally competent, recognizable and competitive scientists and researchers, future pillars of higher education system and motors of development in general.

By signing the Bologna Declaration Croatia made a commitment to reorganize its higher education system so as to comprise three cycles: undergraduate, graduate and postgraduate.

The third education cycle has recently been proclaimed an education priority in the European Union<sup>1</sup>. Conditions are being created for the proclaimed unification of the European Higher Education Area and European Scientific Area into a single entity with the aim of creating a knowledge-based society in Europe.

In the context of knowledge-based society, doctoral study programmes have a pivotal role<sup>2</sup>. Creating a critical mass of competent scientists who have had a high-quality education affects not only the academic community; it can improve the quality of life of individual citizens and the society as a whole (labour market, openness and competitiveness of the economy, new technologies, living standard and social standard).

Similarly to other transition countries, for the past fifteen years Croatia has witnessed popularisation of higher education. In this period the number of students in Croatia has doubled, whereas the number of university teachers has increased by only 3%<sup>3</sup>. These figures indicate that the critical mass of competent scientists and teachers has been significantly reduced in this period, at least in relative terms. There is a real danger for academic staff to be reduced to teaching, or instruction, which would undermine the purpose of universities as centres of scientific and research excellence in the knowledge-based society of the 21st century. The average age of people earning their doctor's degree in Croatia is almost 40, much higher than the European average. It is therefore crucial to provide material, administrative and financial support for faster and more efficient education, in order to keep a critical mass of competent, especially young, researchers and scientists in the country by providing them with high-quality doctoral studies.

This becomes even more urgent as the data from the European Commission indicate that the EU currently lacks some 700,000 scientists. Once Croatia becomes a full member of the EU, we can expect a massive brain drain from our country into rich EU countries. This is a serious challenge facing both the system of higher education and society as a whole.

Croatia needs a balanced development of science and higher education in all its regions. Like the EU, Croatia can have a relatively well-funded and furnished university, with good European and world ranking. Existing higher education institutions which conduct doctoral studies in Croatia, their variety in terms of tradition, resources and programmes, and their geographic locations, are all in the function of this balanced development of a critical mass of competent research and teaching staff at the national level. Only by integrating Croatia into a single higher education and scientific area can we create a knowledge-based society.

All these considerations indicate that in the near future there will be a growing demand for competent scientists in Croatia, in spite of the above mentioned challenges, or perhaps because of them. Consequently, there is a clear need and purpose in starting (i.e. continuing) the proposed doctoral studies if one takes into account the current and future requirements in the academic community.

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<sup>1</sup> [http://www.eua.be/eua/en/Salzburg\\_Seminar.aspx](http://www.eua.be/eua/en/Salzburg_Seminar.aspx)

<sup>2</sup> MZOŠ RH (Ministry of Science, Education and Sport) Plan of Development of Education System 2005-2010

<sup>3</sup> <http://www.vjesnik.hr/pdf/Dan.asp?Godina=2005&Mjesec=04&Dan=14> Vjesnik (newspaper), 14 April 2005, supplement «Bologna process – path to a European diploma»

## **II. 1.2. Past experience of the initiator in conducting postgraduate doctoral studies and other postgraduate studies**

Founded in 1961, Faculty of Economics in Osijek is one of the oldest faculties at the Josip Juraj Strossmayer University, whose founding member it was in 1975. Faculty of Economics has a long tradition of awarding master's and doctor's degrees. Since 1964 there have been 365 defences of Master's theses and 97 defences of Doctoral dissertations at the Faculty of Economics in Osijek.

The tradition of postgraduate studies dates back to 1973, the first being «Marketing in business organisation». Over the following years there were postgraduate studies in business policies, organisational planning, and company management. The latest postgraduate programmes have combined the experience with innovation, and now we have four programmes: Management, Financial management, Marketing and Entrepreneurship. With their organisation, modern approach and financial performance these postgraduate programmes have created a solid foundation for new postgraduate specialist and doctoral studies in the spirit of the Bologna process.

Considering postgraduate studies, a special advantage of the Faculty of Economics in Osijek lies in the experiences acquired by teachers and their postgraduate students in cooperation with foreign partners from Augsburg, Pforzheim, Giessen-Friedberg and Pecs. Note should be taken of the practised mobility of students who, together with their teachers, participated in a number of seminars and conferences at home and abroad, publishing papers subsequently.

Among the teachers planned for conducting the proposed doctoral programme there are professors of the highest academic rank, who have taught at different postgraduate studies in Croatia.

The Programme Leader, Professor Dražen Barković, has supervised two doctoral dissertations. On the basis of previous experience and success in conducting the procedures of development and defence of doctoral dissertations, Faculty of Economics in Osijek has the licence to award doctor's degrees.

## **II. 1.3. Openness of the programme to student mobility**

The programme is designed so as to allow ECTS transfer from another Faculty or specialised study programme at the Faculty of Economics (branch Management). The conditions for such a transfer will be determined by the Study Programme Council.

## **II. 1.4. Possibility to include the programme or its parts into a joint study programme with foreign universities**

The possibility to include the programme or its parts into a joint study programme with foreign universities is opened up through comparability of the curriculums and ECTS structure.

Joint study programmes with foreign universities will be defined by special agreements with our partner institutions University of Applied Sciences Pforzheim, University of Applied Sciences Giessen-Friedberg, and University of Pecs, whose professors have already participated in postgraduate programmes at the Faculty of Economics in Osijek.

## II. 2. GENERAL

### II. 2.1. Title of the study programme

Postgraduate doctoral studies at the Faculty of Economics in Osijek, Josip Juraj Strossmayer University in Osijek.

Scientific area: Social sciences  
Field: Economics  
Branch: Management and administration

### II. 2.2. Organizer of the study programme

Faculty of Economics in Osijek, Josip Juraj Strossmayer University in Osijek  
Cooperating institutions: University of Applied Sciences Pforzheim, University of Applied Sciences Giessen-Friedberg, University Augsburg.

### II. 2.3. Institutional strategy of doctoral programme development

All the bodies in charge of the proposed study programme according to the Statute and Study Regulations are obliged to deliberate the strategy, discuss and give recommendations, guidelines and conclusions regarding further development of the proposed doctoral study programme. The proposed programme is within the competence of the Dean, Vice-Dean for Science, Faculty Council and the Study Programme Council. As a research and higher education institution, Faculty of Economics in Osijek has a sufficient number of academic staff (potential thesis supervisors) for quality research work.

### II. 2.4. Innovativeness of the doctoral study programme

The innovativeness of the doctoral study programme Management is evident in implementing the recommendations resulting from the discussions at the Bologna Process seminar in Salzburg, in particular:

- Promoting doctoral programmes that take into account training and teaching for inter- and transdisciplinary research
- Adopting laws, guidelines and recommendations which state that doctoral programmes need to be open for an interdisciplinary dialogue
- Doctoral candidates should be treated as partners in high-level scientific research, who should have financial, legal and social security for the duration of their doctoral studies
- Transparency of information on doctoral study programmes.

The proposed programme takes into account the new knowledge in the field of economics and will keep including it in its curriculum. Doctoral candidates will be steered towards research within registered research projects dealing with topics of high priority for the country's development and preservation of the national scientific identity.

## **II. 2.5. Prerequisites for enrolment, especially for applicants who have obtained their qualifications in the previous university system prior to 2005**

Conditions for entering the graduate doctoral programme in Management at the Faculty of Economy in Osijek are laid down in the Regulations on Doctoral Programmes.

Students who completed a relevant MA programme and collected at least 300 ECTS credits may enter the doctoral programme.

The doctoral programme is also open to students who completed programmes prior to the academic year 2009/2010, provided they meet the criteria laid down in the study programme, *i.e.*:

- students who graduated from a four-year pre-Bologna university programmes (in line with the provisions of the Regulations on Doctoral Programmes, according to which they first need to complete a specialist course of study);
- students who completed a relevant graduate research programme (pre-Bologna), and who may transfer 60 ECTS credits;
- students who completed a relevant graduate specialist programme (pre-Bologna), and who may transfer 30 ECTS credits;
- students who completed a relevant graduate specialist (Bologna) programme, and who may transfer 30 ECTS credits.

## **II. 2.6. Criteria and procedures for applicant selection**

As its permanent working body, the Council of the Faculty of Economy in Osijek, establishes the Board for the graduate university programme (further on: Board).

The Board determines the enrollment suitability of a student who completed an undergraduate programme in social or other related sciences with excellent or very good GPA at one of the Croatian or foreign institutions of higher education.

Such applicants may be asked to take some exams from the undergraduate programme at the Faculty of Economy, and/or to take a qualifying doctoral exam. The exams taken are not given any ECTS credits.

Students who completed one of the MA programmes at the Faculty of Economy in Osijek, or meet all requirements for submitting their MA thesis topic also qualify for the doctoral programme.

The Board determines the enrollment suitability of a student who completed an MA programme at one of the Croatian or foreign institutions of higher education.

Such applicants may be asked to take some exams from the undergraduate programme at the Faculty of Economy, and/or to take a qualifying doctoral exam. The exams taken are not given any ECTS credits.

Applicants who have considerable scientific achievements whose significance meets the criteria for academic appointments may be awarded a doctoral degree in accordance with Article 73, paragraph 3 of the Act on Scientific Activity and Higher Education.

## **II. 2.7. Competences and title acquired by participants on completion of the programme**

On completing the programme, participants acquire the title of doctor of sciences (PhD degree) in the scientific area of Social sciences, field of Economics, branch of Management and Administration.

## II. 3. PROGRAMME DESCRIPTION

### II. 3.1. Structure and organisation of the doctoral programme

Doctoral university studies last three years, i.e. six semesters. Classes are held during the first semester, and the remaining semesters 2-6 should be dedicated to research work, writing a dissertation and extracurricular activities.

During doctoral studies, ECTS credits are acquired through activities categorized in six groups, the first four being obligatory and the last two supplementary.

Obligatory activities:

1. Core and elective modules
2. Other scientific training
3. Scientific presentation
4. Dissertation

Supplementary activities:

1. Professional activities
2. Teaching activities

In each obligatory activity group students have to earn a minimum of ECTS credits. Since the sum of minimum ECTS credits is 140, it follows that the remaining 40 credits have to be earned in the same activity groups or in supplementary activities. For example, a student can earn all the remaining 40 credits by supplementary activities (professional activities 10 + teaching activities 30) or by other scientific training, as this group can bring a maximum of 100 credits (40 more than the required minimum). In addition, those 40 credits can be earned by a combination of different activities, e.g. 10 from elective modules, 10 from other scientific training, 10 from scientific presentation, 5 from professional activities, and 5 from teaching activities. It is possible for a student to earn through research and other activities more ECTS credits than the maximum stated in the table, however, in the total of 180 ECTS credits no activity group can account for more than the maximum stated for this particular group.

Supplementary activities are optional, but students can engage in such activities and thus earn their credits, up to the maximum amount as stated in the table.

Minimum and maximum number of ECTS credits per each group:

No.	Activity group	ECTS credits	
		Minimum	Maximum
1.	Core and elective modules	30	50
2.	Other scientific training	60	100
3.	Scientific presentation	10	30
4.	Dissertation	40	40
5.	Professional activities	-	10
6.	Teaching activities	-	30
Total required		<b>180</b>	

### II. 3.2. Core and optional modules with contact hours and ECTS credits

Course title - semester		Teachers	Lectures	Seminars	Exercises	ECTS
<b>Core courses – 1st semester</b>						
1.	Ekonomika za managere Managerial Economics	Prof.dr.sc. Ivan Ferenčak Prof.dr.sc. Mate Babić Prof.dr.sc.Rudi Kurz	20	10	-	4
2.	Operacijski management Operations Management	Prof.dr.sc. Dražen Barković Prof.dr.sc. Thomas Cleff	20	10	10	4
3.	Organizacijsko ponašanje Managing Organisational Behavior	Prof.dr.sc.ŽeljkoTurkalj Prof.dr.sc.Regina Moczaldo	20	10	10	4
4.	Informacijski management Information Management	Prof.dr.sc. Maja Lamza Maronić Prof.dr.sc. Nino Novak Prof.dr.sc. Karl-Heinz Rau	20	10	10	4
5.	Marketing management Marketing Management	Prof.dr.sc. Marcel Meler	20	10	10	4
<b>Total</b>			<b>100</b>	<b>50</b>	<b>40</b>	<b>20</b>
<b>Elective courses – 1st semester</b>						
6.	Financije Finance	Prof.dr.sc. Branimir Marković Prof.dr.sc. Zoran Jašić Prof.dr.sc. Susanne Schmidtmeier	20	5	5	3
7.	Financijski management Finance Management	Prof.dr.sc. Branko Novak Prof.dr.sc. Matthias Kropp	10	10	10	3
8.	Financijsko računovodstvo Financial Accounting	Prof.dr.sc. Luka Crnković Prof.dr.sc. Urban Bacher	10	10	10	3
9.	Menadžerske metode i strategije Management methods and strategies	Prof.dr.sc. Niko Majdandžić Prof.dr.sc. Marina Dabić	10	10	10	3
10.	Upravljanje troškovima Cost Management	Doc.dr.sc. Stipan Penavin Prof.dr.sc. Bernd Britzelmaier Prof.dr.sc. Bodo Runzheimer	20	-	10	3
11.	Logistika Logistic	Prof.dr.sc. Zdenko Segetlija	15	10	5	3
12.	Globalizacija i management Globalisation and Management	Doc.dr.sc. Ivana Barković Prof.dr.sc. Hartmut Loffler	15	15	-	3
13.	Management u GIS okruženju Management in GIS environment	Prof.dr.sc. Mladen Jurišić	10	-	10	2
14.	Međunarodna makroekonomija – izabrana poglavlja International Macroeconomics – selected chapters	Prof.dr.sc. Đula Borožan Prof.dr.sc. Dirk Wentzel	10	10	-	2
15.	Međunarodno trgovačko pravo International Business Law	Prof.dr.sc. Srećko Jelinić Prof.dr.sc. Rainer Gildeggen	10	10	-	2
16.	Računarske mreže Computer Networks	Prof.dr.sc. Drago Žagar Prof.dr.sc. Nino Grau	10	-	10	2
17.	Management ljudskih resursa Human Resources Management	Prof.dr.sc. Ante Lauc	10	10	-	2
18.	Modul po izboru na Fakultetu Elective module at the Faculty of Economics in Osijek					2
19.	Modul po izboru na Sveučilištu Elective module at Josip Juraj Strossmayer University					2

### II. 3.3. Core and optional activities and criteria for their assessment

<b>Core and supplementary group activities (Research)</b>	
<b>Other scientific training</b>	<b>ECTS</b>
Recognizing and creating a research topic (desk research)*	15
Conducting research (field research)*	15
Statistical data processing*	10
Paper quoted in secondary publications - category A1 (co-author)	20
Paper quoted in secondary publications - category A2 (co-author)	10
Paper in proceedings from an international conference – category A3 (co-author)	5
Paper in proceedings from a domestic conference (co-author)	3
Summary published in a book of summaries	1
<b>Scientific presentation</b>	
Oral presentation at an international conference	10
Poster at an international conference	5
Oral presentation at a domestic conference	5
Poster at a domestic conference	3
Training at a foreign scientific institution (minimum duration of a course or 30 days)	15
Training at another University or Institute in Croatia	10
Researcher in domestic projects	10
Researcher in international projects	10
Awards and recognitions for scientific work**	10
<b>Dissertation</b>	
Dissertation	40
<b>Professional activities</b>	
Participation in professional seminars, conferences, round-table discussions, forums	3
Public lecture on the topic of dissertation	2
Project design (co-author)	3
Awards and recognitions for professional work**	4
<b>Teaching activities</b>	
University textbook (co-author)	10
Book (co-author)	10
In-house course materials	5
Classes at undergraduate or graduate studies (seminars or exercises)	4***

\* Within scientific research, these activities should result in a seminar paper that shows the level of the student's independence and capability. ECTS credits are awarded by the Study Programme Council or an appointed committee.

\*\* Awards for scientific or professional work by ministries, universities, faculties, scientific institutes, scientific or organisational boards of conferences.

\*\*\* 4 ECTS credits are awarded for the full programme of exercises or seminars in a semester or module conducted in accordance with the syllabus of a module. Otherwise, credits are awarded in proportion to the number of classes conducted by that particular student. For example, a postgraduate student was responsible for conducting all the exercises in one module, and 25% of seminars in another module, which makes 5 ECTS credits.

## **II. 3.4. Module description – in the Appendix I**

### **II.3.5. Timing of the course, student responsibilities, requirements for advancement**

Students are required to accumulate a **minimum of additional 20 ECTS credits** in each semester, or **cumulatively a minimum of 2/3 of the total ECTS credits** for each year. This means that students need to accumulate **at least 40 ECTS credits** to enrol in the second year, and to enrol in the third year they need **at least 80 ECTS credits**.

### **II.3.6. Mentoring and counselling system**

The study programme is coordinated by the Programme Leader. Postgraduate doctoral studies of Management have the Study Programme Council, consisting of three module coordinators, dissertation supervisors and one student. The Council selects the candidates for the programme, helps them in choosing the topic of their dissertation, and proposes a study advisor, a dissertation supervisor and co-supervisor in consultation with each student.

A study advisor's task is to help the student with advice and information referring to the process of studying and his/her rights and responsibilities in this process.

Supervisors and co-supervisors of doctoral dissertations have to be available for consultations to the students. In addition, a supervisor oversees his/her advance in the development of the dissertation and suggests members of the committee for evaluation and defence of the dissertation. This committee is finally approved by the Study Programme Council. Doctoral candidates have to participate in classes, research activities and extra-curricular activities.

### **II.3.7. Choosing modules from other universities**

Modules from other universities can be chosen by prior consultation and consent of the dissertation supervisor. Credits acquired in this manner are added to the total amount of credits accumulated during doctoral studies.

### **II.3.8. List of modules that can be conducted in a foreign language**

All the core courses can be conducted in English as well as Croatian.

Elective courses – in case there is a foreign guest lecturer can also be conducted in English and German, in addition to Croatian.

### **II.3.9. Criteria and conditions for ECTS credit transfer**

Criteria and conditions for ECTS credit transfer are laid down in the University and Faculty regulations, i.e. in agreements between faculties.

### **II.3.10. Completing the study programme, prerequisites for submitting the dissertation proposal, procedures and conditions for accepting the dissertation proposal, procedures and conditions for evaluating the completed dissertation, defence of the doctoral dissertation**

The study programme is completed with the defence of the dissertation. Prior to submitting a dissertation proposal a student has to accumulate at least 10 ECTS credits.

Conditions for submitting a dissertation proposal, procedure and conditions for its approval, procedure and conditions for evaluation and defence of a doctoral dissertation are laid down in the Regulations on Studies of the Josip Juraj Strossmayer University in Osijek.

Postgraduate students who started their studies for a master's degree according to the regulations valid before the Act on Scientific Activity and Higher Education came into force (Official Gazette 123/03), can submit a dissertation proposal and initiate the procedure for dissertation evaluation and defence under the following conditions:

- **Conditions for submitting a dissertation proposal:**
  - Passed all the exams from the postgraduate master's programme
  - Enrolled in two additional courses from the list of the programme's electives or from other postgraduate studies subject to thesis supervisor's approval
  
- **Conditions for evaluation and defence of doctoral dissertation:**
  - Passed all the exams (master's programme + two additional elective courses)
  - One published paper of A1 category (author or co-author)
  - Presenting a paper at two domestic conferences or one international conference
  - Public lecture on a scientific topic agreed with the supervisor.

### **II. 3.11. Resuming postgraduate studies – students who had discontinued their study programme or lost the right to study in a particular programme**

Students who had discontinued a study programme can continue their studies subject to the approval of Postgraduate Studies Commission and following its instructions.

### **II. 3.12. Requirements for a certificate on completing a part of doctoral study programme as a component of life-long learning**

Certified completion of all the stated requirements during postgraduate studies. A student takes particular modules i.e. fulfils particular requirements, and receives guidance from the module coordinator and the supervisor.

### **II. 3.13. Obtaining a doctoral degree by enrolling in a doctoral study programme without attending classes and taking exams**

Individuals who earned their master's degree according to the regulations valid before the Act on Scientific Activity and Higher Education came into force (Official Gazette 123/03) can take their doctor's degree by completing and defending a dissertation according to the regulations valid on the day the aforementioned Act came into force, within eight years from the day the aforementioned Act came into force.

In addition, doctoral candidates who have made scientific achievements whose significance is equal to the conditions for tenure can earn a doctor's degree on the basis of the Faculty Council's decision on fulfilling the conditions, followed by the completion and public defence of a dissertation. Furthermore, this needs to be approved by the university Senate.

### **II. 3.14. Maximum duration of studies**

The maximum duration of postgraduate doctoral studies is 6 years for full-time students, i.e. 7 years for part-time students.

## II. 4. PROGRAMME DELIVERY

### II. 4.1. Venues of programme delivery

Faculty of Economics in Osijek, Josip Juraj Strossmayer University, Institute for Economic Research, University of Applied Sciences Pforzheim.

### II. 4.2. Data on facilities and equipment available for programme delivery

Faculty of Economics in Osijek has 3,944.90 m<sup>2</sup> of floor space on the locations Gajev trg 7 and Gundulićeva ulica 10. The available space is the ownership of the Faculty of Economics in Osijek as evident from the registered land certificate.

This space comprises six lecture rooms with the total number of 1,180 seats, covering the area of 1,128.9 m<sup>2</sup>. The Faculty has two computer rooms (180 m<sup>2</sup> together) with 45 seats and a CATI centre covering the area of 110 m<sup>2</sup>. The administration offices and common rooms take up 282.1 m<sup>2</sup>. There are 40 teachers' offices covering the area of 646.7 m<sup>2</sup>.

There is a special room of 40 m<sup>2</sup> for extracurricular activities of students, as well as a canteen of 50 m<sup>2</sup> for students, and a sitting area for faculty employees of 42 m<sup>2</sup>.

The remaining floor space is taken up by the entrance, halls, staircases, workshop, storage rooms, archive, heating room and bathrooms.

#### Computer room 1

Location: 2nd floor at the Faculty of Economics in Osijek, Gajev trg 7

*Computer room is intended for:*

Classes and exercises for the course of Informatics and other courses in which computers are used; independent practice of students, writing seminar papers.

#### Computers and other equipment:

##### Computers

PC – Pentium 16 units

##### Software packages installed on the computers:

OS: MS Windows NT WORKSTATION 4.0

Programmes: Client for terminal server (Windows 2000 SERVER) which has the following: MS Office 2000 (Word, Excel, Power Point, Access) Internet Explorer 5.5.

## **Computer room 2**

Location: 2<sup>nd</sup> floor at the Faculty of Economics in Osijek, Gajev trg 7

*Computer room is intended for:*

Classes and exercises for the course of Informatics and other courses in which computers are used; independent practice of students, writing seminar papers.

### **Computers and other equipment:**

#### **Computers**

PC – 486    24 units

#### **Software packages installed on the computers:**

OS: MS Windows NT WORKSTATION 4.0

Programmes: Client for terminal server (Windows 2000 SERVER) which has the following: MS Office 2000 (Word, Excel, Power Point, Access) Internet Explorer 5.5.

## **CATI Centre**

Location: Department of marketing, Faculty of Economics in Osijek, Gundulićeva 10

*Computers and other equipment:*

#### **Computers**

PC – 486    - 8 units

PC Celeron    - 1 unit

*Software packages:*

Software for telephone surveys

All the teacher's offices are equipped with computers connected through a network to the Central computer.

Total number: 46 PCs

The library contains some 35,000 volumes (around 28,000 titles) and some 1,500 journals (120 titles).

### II. 4.3. Scientific and development projects making up the basis of the doctoral programme

The doctoral study programme and its implementation are based on scientific and development projects.

#### Scientific projects within Croatia

0010008	Continental economic resources in the function of tourism development in Croatia	Marcel Meler	Faculty of Economics in Osijek	Social sciences	
0010010	Turnaround strategies and crisis management in companies	Branko Novak	Faculty of Economics in Osijek	Social sciences	
0010011	Influence of the Stabilisation and Association Agreement with the EU on the economy in Eastern Croatia	Ivan Ferenčak	Faculty of Economics in Osijek	Social sciences	
0010012	Development of Croatia between <i>autopoiesis</i> and <i>alopoiesis</i>	Ante Lauc	Faculty of Economics in Osijek	Social sciences	
0010013	Logistic systems and the economy of Eastern Croatia	Maja Lamza-Maronić	Faculty of Economics in Osijek	Social sciences	
0010015	Development of retail structure in the Republic of Croatia	Zdenko Segetlija	Faculty of Economics in Osijek	Social sciences	
0010999	Investment decision-making in practice	Dražen Barković	Faculty of Economics in Osijek	Social sciences	

#### International projects

Interdisziplinäre Managementforschung – Interdisciplinary Management Research – cooperation between the Faculty of Economics in Osijek, Postgraduate studies of Management, and the University of Applied Sciences Pforzheim (second book of proceedings in print).

### II. 4.4. Institutional administration of the doctoral programme

Faculty of Economics in Osijek as the institution offering the proposed doctoral studies has appointed Professor Dražen Barković as the Programme Leader.

### II. 4.5. Contractual relations between students and programme organizers, i.e. cooperating institutions

On entering the doctoral study programme, the students and the institution offering the programme sign a contract on mutual rights and obligations, pursuant to Croatian positive legislation, i.e. the Act on Higher Education.

## **II. 4.6. List of university teachers and other associates running each course at the start of the doctoral programme**

### **TEACHERS - CONVENORS**

Faculty of Economics in Osijek:

- **Prof. dr. sc. Dražen Barković**
- **Prof. dr. sc. Željko Turkalj**
- **Prof. dr. sc. Maja Lamza-Maronić**
- **Prof. dr. sc. Ivan Ferenčak**
- **Prof. dr. sc. Marcel Meler**
- **Prof. dr. sc. Zdenko Segetlija**
- **Prof. dr. sc. Branko Novak**
- **Prof. dr. sc. Branimir Marković**
- **Prof. dr. sc. Ante Lauc**
- **Prof. dr. sc. Đula Borozan**
- **Prof. dr. sc. Luka Crnković**
- **Prof. dr. sc. Ninoslav Novak**
- **Doc. dr. sc. Stipan Penavin**

Faculty of Law in Osijek:

- **Prof. dr. sc. Srećko Jelinić**
- **Doc. dr. sc. Ivana Barković**

Faculty of Electrical Engineering in Osijek:

- **Prof. dr. sc. Drago Žagar**

Faculty of Mechanical Engineering in Slavonski Brod:

- **Prof. dr. sc. Niko Majdandžić**
- **Prof. dr. sc. Marina Dabić**

Faculty of Agriculture in Osijek:

- **Prof. dr. sc. Mladen Jurišić**

**Guest lecturers – in the Appendix II.**

- 1. Prof. dr. sc. Rudi Kurz**
- 2. Prof. dr. sc. Regina Moczaldo**
- 3. Prof.dr.sc. Susanne Schmidtmeier**
- 4. Prof. dr. sc. Dirk Wentzel**
- 5. Prof. dr. sc. Harmut Loffler**
- 6. Prof. dr. sc. Urban Bacher**
- 7. Prof. dr. sc. Bernd Britzelmaier**
- 8. Prof. dr. sc. Matthias Kropp**
- 9. Prof. dr. sc. Rainer Gildeggen**
- 10. Prof. dr. sc. Karl-Heinz Rau**
- 11. Prof. dr. sc. Bodo Runzheimer**
- 12. Prof. dr. sc. Nino Grau**
- 13. Prof. dr. sc. Thomas Cleff**

**Prof. dr. sc. Dražen Barković**  
**Faculty of Economics in Osijek**  
**tel: 031 22 44 00/ 37**  
**e-mail:barkovic@oliver.efos.hr**

**EDUCATION AND APPOINTMENTS:**

1999 appointment to the rank of full professor with tenure  
1988 appointment to the rank of full professor  
1984 appointment to the rank of associate professor  
1981 appointment to the rank of assistant professor  
1981 doctor's degree at the Faculty of Economics in Osijek  
1977 master's degree at the Faculty of Economics in Subotica  
1975 lecturer at the Faculty of Economics in Osijek  
1967 assistant at the Faculty of Economics in Osijek  
1967 graduated from the Faculty of Economics in Zagreb

**PROFESSIONAL EXPERIENCE:**

1967 - Faculty of Economics in Osijek

**TEACHING APPOINTMENTS:**

- Mathematical methods for economic analyses – Faculty of Economics in Osijek
- Economic, financial and actuarial mathematics – Faculty of Economics in Osijek
- Operational research - Faculty of Economics in Osijek
- Quantitative methods in marketing - Faculty of Economics in Osijek
- Selected chapters from quantitative methods - Faculty of Economics in Osijek
- Theory of production - Faculty of Economics in Osijek
- Analysis of marketing decision-making - Faculty of Economics in Osijek (postgraduate studies)
- Decision-making in marketing - Ekonomski fakultet Zagreb (postgraduate studies)
- Quantitative methods for business decision-making - Faculty of Economics in Osijek
- Marketing models - Faculty of Economics in Osijek (postgraduate studies)
- Operational management - Faculty of Economics in Osijek (postgraduate studies)
- Quantitative methods in financial decision-making - Faculty of Economics in Osijek (postgraduate studies)

**OTHER PROFESSIONAL ACTIVITIES:**

- Member of CORS (Croatian Operational Research Society)
- Croatian Pan-European Union of the Osijek-Baranja County
- Croatian Association of Economists
- EAIE (European Association for International Education)
- Editorship of journals, etc. : “Ekonomski vjesnik” (journal), Proceedings of conferences organised jointly by the Faculty of Economics in Osijek and University of Applied Sciences Pforzheim

**PERSONAL DETAILS:**

- Born: 3 April 1941 in Osijek
- Hobby: tennis
- Foreign languages: German, English

**NOTABLE PUBLICATIONS IN THE LAST FIVE YEARS****a) Books**

1. Barković, D.: Operacijska istraživanja, drugo revised and expanded edition, Ekonomski fakultet u Osijeku, Osijek 2001, 524 str.
2. Barković, D., Vossebein, U. (izdavači): Qualitätsmanagement, University of Applied Sciences, Giessen-Friedberg, Giessen-Friedberg, 2002, str. 181
3. Barković, D., Barković, I.: Nobelova nagrada u ekonomiji, Ekonomski fakultet u Osijeku, Osijek 2004, stranica 194.
4. Barković, D.: Operacijska istraživanja u investicijskom odlučivanju, Ekonomski fakultet u Osijeku, Osijek 2004, str.217

**b) Papers presented at conferences**

1. Barković, D. (Koautor mit Novak, B.): „Klassifikation von Banken in der Republik Kroatien aufgrund des Grades der Geschäftsprobleme“, u „Interdisziplinäre Managementforschung“, Ekonomski fakultet u Osijeku, University of Applied Sciences Pforzheim, Osijek 2005., pp. 254-278. (u tisku).
2. Barković, D. (Koautor mit Novak, B.): „Die Nützlichkeit Öffentlich Zugänglicher Indikatoren bei der Einschätzung der Geschäftsprobleme von Banken in der Republik Kroatien“, XXIV, Wissenschaftliches Symposium „Management dezentraler Systeme in Staat und Wirtschaft“, Pforzheim University of Applied Sciences, The J.J. Strossmayer University of Osijek, Pforzheim, October 2003.
3. Barković, D.: Velike mreže – potpora u distribucijskom planiranju, II. Znanstveni kolokvij „Poslovna logistika u suvremenom menadžmentu“, Ekonomski fakultet u Osijeku, Osijek, 2002., pp.49-65.
4. Barković, D.: „Operacijska istraživanja u službi logistike“, 1. Znanstveni kolokvij „Poslovna logistika u suvremenom managementu“, Ekonomski fakultet u Osijeku, Osijek, 2001., pp. 317- 327.
5. Barković, D. (coauthor with Barković, I.): “The Contribution of Chaos Theory to Theory Development on Entrepreneurship”, International Conference “Transition in Central and Eastern Europe-Challenges of 21<sup>st</sup> Century”, Sarajevo, October 17-18, 2002, pp. 35-41.
6. Barković, D. (coauthor with Barković, I.): “Catastrophe and chaos theory as new paradigms of entrepreneurship”, International conference: An Enterprise Odyssey: Economic and Business in the New Millennium, Zagreb, June 27-29, 2002, apstrakt pp. 151, CD-ROM, pp. 1-10.
7. Barković, D. (coauthor with Turkalj, Ž.): “Ekonomski fakultet u Osijeku-organizacija koja uči”, Drava 2002, 3. međunarodni simpozij, Rotary club Osijek, Osijek 2002, pp.107-113.
8. Barković, D. (coauthor with Bigelbauer, M.): “Osječki mostovi”, Drava 2002, 3. međunarodni simpozij, Rotary club Osijek, Osijek 2002, pp. 19-25.
9. Barković, D.: “Karamarkov algoritam”, Ekonomski vjesnik, Osijek 2002, br. 1 i 2, pp. 41-46.
10. Barković, D.: “Lernprozess und Qualität” in Qualitätsmanagement- Eine Betrachtung aus unterschiedlichen betriebswirtschaftlichen Perspektiven (Barković, D. und Vossebein, U., Hrsg), Josip Juraj Strossmayer Universität und University of Applied Sciences Giessen-Friedberg, Osijek-Giessen-Friedberg 2002, pp. 3-25.
11. Barković, D. (co-author Barković, I.): Nobelova nagrada za ekonomiju-potvrda suvremene ekonomske misli”, Druga znanstvena konferencija katedri za ekonomsku teoriju ekonomskih fakulteta, Osijek, listopada 2001, pp. 147-169.
12. Barković, D. (Kooautoren Meler, M., Turkalj, Ž.): “Wissensvermittlung in der Funktion der haltbaren regionalen Entwicklung“, VI. Gemeinsames Symposium, „Region und

regionale Entwicklung“, Universität Augsburg und der Josip Juraj Strossmayer Universität Osijek, Augsburg, 2001.

13. Barković, D.: „Operacijska istraživanja u službi logistike“, 1. Znanstveni kolokvij „Poslovna logistika u suvremenom managementu“, Ekonomski fakultet u Osijeku, Osijek, 2001., pp. 317- 327.

### **Publications:**

1. Barković, D.: Uvod u operacijski management, Ekonomski fakultet u Osijeku, Osijek, 1999 (knjiga).
2. Barković, D.: Operacijska istraživanja, knjiga druga, Sveučilište J.J. Strossmayera, Ekonomski fakultet u Osijeku, Osijek, 2001.
3. Barković, D., Ulrich Vossebein (Hrsg.): Qualitätsmanagement, Eine Betrachtung aus unterschiedlichen betriebswirtschaftlichen Perspektiven, University of Applied Sciences Giessen-Friedberg, Giessen-Friedberg, 2002 (knjiga)
4. Barković, D.: Osnove teorije proizvodnje i troškova, Ekonomski fakultet u osijeku, Osijek 1996. (knjiga)
5. Barković, D-. (co-author Meler, M.): Inovacija proizvoda kao bitan činilac razvoja izvoznih proizvoda, III. Znanstveni skup Osijek-Pforzheim, Osijek, 1980.
6. Barković, D.: Ekološki aspekti u teoriji proizvodnje, časopis Ekonomski vjesnik, br. 1, Osijek, 1993.
7. Barković, D.: Primjena metoda operativnih istraživanja u planiranju industrijske proizvodnje, časopis Privreda, br. 3, Osijek 1987.
8. Barković, D.: Operacijska istraživanja, drugo revised and expanded edition, Ekonomski fakultet u Osijeku, Osijek 2001, 524 str., especially pp.335-358, 503-509.
9. Barković, D.: Operacijska istraživanja u investicijskom odlučivanju, Ekonomski fakultet u Osijeku, Osijek 2004, str.217, especially pp. 137-181, 185-206.
10. Barković, D. (coauthor with Barković, I.): Catastrophe and Chaos Theory as New Paradigms of Entrepreneurship, International Conference, Zagreb 2002. pp. 151-161.
11. Barković, D. (with coauthor Barković, I.): Pursuing new horizon in management, Third International Conference on “Enterprise in Transition”, , Book of extended apstracts, CD ROM with full papers, Split 1999, pp. 354-362.
12. Barković, D.: Einige nicht Bayes'sche Vorgangsweisen in Entscheidungssituationen, XVII. Wissenschaftliches Symposium, Ekonomski fakultet u Osijeku, Fachhochschule Pforzheim, Hochschule für Gestaltung, Technik und Wirtschaft, Osijek 1996, pp.1-19.
13. Barković, D.: Interactive methods in multicriteria decision, 4<sup>th</sup> Conference on Operational Research, Rab 1995.
14. Barković, D.: Operacijska istraživanja u službi menadžera, Ekonomski vjesnik, br. 1, Osijek 1994, pp. 111-119.
15. Barković, D.: Economics of Enterprice-Decision Making Process, Proceedings of 2<sup>nd</sup> Conference on Operational Research, Rovinj 1992. pp. 109-120.
16. Barković, D.: Kratka revija metoda odlučivanja u kompleksnim situacijama, časopis Ekonomski vjesnik, br. 2 , Osijek 1991, pp. 259-265.
17. Barković, D.: Analiza decydowania pomoca modelowania priorytetowego podzialu, Uniwersytet Gdansky, Bulten Instytutu organizaciji i zarzadzania, Sopot 1987, pp. 1-16.
18. Barković, Dražen: Operacijska istraživanja, knjiga druga, Sveučilište J.J. Strossmayera, Ekonomski fakultet u Osijeku, Osijek, 2001.
19. Barković, D.: Operacijska istraživanja u investicijskom odlučivanju, Ekonomski fakultet u Osijeku, Osijek 2004, knjiga.
20. Barković, D. (co-author Runzheimer, B.): Investitionsentscheidungen in der Praxis, Gabler, Wiesbaden, 1998, knjiga.

21. Barković, D.: Analitika novog proizvoda, Sveučilište J.J: Strossmayera, Ekonomski fakultet u Osijeku, Osijek, 1998, knjiga.
22. Barković, D.: Interactive methods in multicriteria decision, 4<sup>th</sup> Conference on Operational Research, Rab, October 3-5. 1995.
23. Barković, D.: Programmierungsmethoden beim Treffen von Investitionsentscheidungen, XVI. Wissenschaftliches Symposium Pforzheim-Osijek, Fachhochschule Pforzheim Hochschule für Gestaltung, Technik und Wirtschaft, Ekonomski fakultet Osijek, Pforzheim 1995.
24. Barković, D.: Fuzzy Programming for Media Selection, Proceedings of the 4th International Symposium on Operational Research, Slovenia, Preddvor, 1997.
25. Barković, D.: Primjena teorije igara na problem višekriterijalnog programiranja, časopis Ekonomski analitičar, br.6, Zagreb 1981.
26. Barković, D.: Primjena Fischburnove metode u analizi odlučivanja pri nepotpunim informacijama, Statistička revija, br. 3-4, Beograd 1983.
27. Barković, D.: Einige nicht-Bayes'sche Vorgangsweisen in Entscheidungssituationen, XVII. Wissenschaftliches Symposium Pforzheim-Osijek, Fachhochschule Pforzheim Hochschule für Gestaltung, Technik und Wirtschaft, Ekonomski fakultet Osijek, Osijek, 1996.

**Prof. dr. sc. Željko Turkalj**  
**Faculty of Economics in Osijek**  
**tel: 031-224-400**  
**e-mail: turkalj@efos.hr**

**EDUCATION AND APPOINTMENTS:**

- 2004 appointment to the rank of full professor with tenure
- 1998 appointment to the rank of full professor
- 1989 appointment to the rank of associate professor
- 1984 appointment to the rank of assistant professor
- 1976 appointment to the rank of junior researcher
- 1974 appointment to the rank of assistant researcher
- 1983 doctor's degree at the Faculty of Economics in Osijek
- 1976 master's degree at the Faculty of Economics in Osijek
- 1973 graduated from the Faculty of Economics in Osijek

**PROFESSIONAL EXPERIENCE:**

- 1973 - 1974 IPK Osijek
- 1974 - Faculty of Economics in Osijek

**TEACHING APPOINTMENTS:**

**FACULTY OF ECONOMICS IN OSIJEK**

Business Organisation

Company Organisation

Lecturer at postgraduate studies of Management, Marketing, Entrepreneurship  
at the Faculty of Economics in Osijek

**POLYTECHNIC COLLEGE IN POŽEGA**

Company Organisation

**OTHER PROFESSIONAL ACTIVITIES:**

- Member of the parliamentary board for economy, reconstruction and development
- Associate of the Institute for Agriculture and Tourism in Poreč
- 1999 – 2000 member of the County Administration in charge of economy
- 1995 – 2000 member of the County Council for Reconstruction and Development
- Vice-President of the Management Board of the Agency for *Tvrđa* Reconstruction
- Member of the Management Board of the Technology and Development Centre of J.J.Strossmayer University in Osijek
- till 2003 President of the Managing Board of the Centre for Entrepreneurship in Osijek
- 1998 – 2003 Editor-in-Chief of „Ekonomski vjesnik“, journal published by the Faculty of Economics in Osijek
- Chair of a number of programme and organisational boards at international and domestic conferences
- Served as advisor to several domestic and foreign companies
- Scientific leader and researcher in several scientific projects
- Member of different expert groups with the County and town authorities
- Finance and organisation advisor at J. J. Strossmayer University in Osijek
- Croatian Association of Economists
- Croatian Marketing Association
- Rotary International Croatia

**PERSONAL DETAILS:**

- Born 14 April 1950 in Osijek
- Hobby: music (guitar, bass guitar, percussion)
- Foreign languages: fluent English, reads and understands German
- Proficient PC user

**NOTABLE PUBLICATIONS IN THE LAST FIVE YEARS**

1. Turkalj, Ž., Barković, D., Meler, M.: «MÖGLICHKEITEN FÜR DIE ORGANISATION FÜR MARKETING AN DER UNIVERSITÄT», V. Gemeinsames Symposium «Universität und Universitätreform», Augsburg, 1999., Zbornik radova pp. 96-125. ISBN 953-6931-00-1
2. Turkalj, Ž., Mesarić, J., Cini, V.: «NUTZUNG VON EXPERTENSYSTEMEN ZUR BEWERTUNG WIRTSCHAFTLICHER UND TECHNOLOGISCHER POTENTIALE», XX. Wissenschaftliches Symposium, «Systemtransformation und Internationaler Webeverb», Pforzheim, 1999., Zbornik radova, pp. 154-168., ISBN 953-6073-45-5
3. Turkalj, Ž.; Mašek, A.: «Euroregional Collaboration «Danube-Drava-Sava» as a «Preaccession» Strategy in the European Integration Process», - Spatial Information Management in the New Millennium, Krakow, 1999., Zbornik radova, pp. 469-474., ISBN 83-86053-98-4
4. Turkalj, Ž.; Mujić, N.: «Makroorientation, Flexible Organization und Regulation der Unternehmen in Transitionsländern», XXI. Wissenschaftliches Symposium «Makro, Mikro und Rechtliche Aspekte in Transitionsprozessen», 18.-20. listopad 2000., Osijek, Zbornik radova, pp. 103-124., ISBN 953-6073-49-8
5. Turkalj, Ž., Barković, D., Meler, M.: «WISSENSVERMITTLUNG IN DER FUNKTION DER HALTBAREN REGIONALEN ENTWICKLUNG» VI. Gemeinsames Symposium – «Region und Regionale Entwicklung», Augsburg 2001., Zbornik radova, pp. 89.-108., ISBN 953-6931-03-6
6. Turkalj, Ž., Mašek, A.: «BY REENGINEERING OF GIS – GEOINFORMATIONAL SUPPORT – TO THE MODERN ORGANIZATION», GIS Odyssey 2002 – International Conference and Exhibition, 2-6 September 2002., Split, Solin, Trogir, Korčula, Dubrovnik, Proceedings, pp. 366-374., (ISBN 953-6129-21-1
7. Turkalj, Ž., Mašek, A.: «FRACTAL ORGANIZED GIS IN THE FUNCTION OF GLOBALIZATION; CASE STUDY OF ECOLOGICAL AND ETHNIC VALUES OF KOPAČEVO», International Conference and Exhibition «GIS-SILESIA 2003», 22-26. septembar 2003, SOSNOWIEC – Poland, Proceedings, pp. 317-329, ISBN 953-6129-26-4
8. Turkalj, Ž., Ružić, D., Račić, N.: «MARKETING ASPECTS OF THE DEVELOPMENT OF CONGRES AND INCENTIVE ACTIVITIES IN CROATIA», 5th International Conference – Enterprise in Transition, 22-24 May, 2003., Split – Tučepi, Proceedings, pp. 371-374., ISBN 953-6024-49-7
9. Turkalj, Ž., Ružić, D., Tomčić, T.: Razmjenski odnosi u marketingu – organizacija i provedba – Ekonomski fakultet u Osijeku, Osijek 2003., ISBN 953-6073-68-4
10. Turkalj, Ž., Grau, N. (redakcija) : Qualitätsmanagement, Fachhochschule Giessen – Friedberg – University of Applied Sciences, Giessen – Friedberg 2002., pp. 133-165., ISBN 1430-2020

**Prof. dr. sc. Maja Lamza - Maronić**  
**Faculty of Economics in Osijek**  
**tel: 091 22 44 036**  
**e-mail: maja@efos.hr**

#### **EDUCATION AND APPOINTMENTS:**

2004 appointment to the rank of full professor with tenure  
1999 appointment to the rank of full professor  
1993 appointment to the rank of associate professor  
1987 appointment to the rank of assistant professor  
1979 appointment to the rank of scientific assistant  
1978 appointment to the rank of assistant

#### **PROFESSIONAL EXPERIENCE:**

1974 – Secondary Trade School in Osijek – teacher of economic subjects  
1975-1978 – Faculty of Agriculture Osijek, Faculty of Food Technology Osijek,  
J.J. Strossmayer University – assistant at the Department for Economics and Organization  
1978 – Faculty of Economics in Osijek, J.J. Strossmayer University

#### **TEACHING APPOINTMENTS:**

- Faculty of Agriculture Osijek, Faculty of Food Technology Osijek – assistant at the Department for Economics and Organization (1975–1978)
- System and information theory, System theory, Information theory, Information and communication theory, Informatics – assistant at the department for Cybernetics and Informatics, Faculty of Economics in Osijek (1978–1985)
- Information and communication theory – Faculty of Law Osijek – assistant at the Faculty of Economics in Osijek (1979–1981)
- Information theory, Designing information systems, Data organization – assistant professor, research fellow at the Faculty of Economics in Osijek (1987-1992)
- Information systems – Faculty of Education in Osijek (1996–1992)
- Controlling, Information system design – associate professor, senior research fellow at the Faculty of Economics in Osijek (1993- 1999)
- Informatology – Faculty of Education in Osijek (1994-1997)
- Teaching methodology (economics and related subjects) – Faculty of Education in Osijek, Faculty of Philosophy in Osijek ( 1993- )
- Methodology of research work – Faculty of Education in Osijek ( 1994-1999)
- Management information systems – Faculty of Economics in Osijek, postgraduate studies «Running a company – management », full professor the Faculty of Economics in Osijek (1994- 2000)
- Introduction into research methodology – Faculty of Economics in Osijek, full professor at the Faculty of Economics in Osijek (1999–2003)
- Management information systems – Faculty of Economics in Osijek, full professor with tenure at the Faculty of Economics in Osijek (1999- )
- Information technology in distribution channels, Information technology in accounting – Faculty of Economics in Osijek – two-year college study (Požega, Osijek), associate professor, full professor, full professor with tenure at the Faculty of Economics in Osijek (1993 - )
- Information technology in distribution channels – Polytechnic College in Požega, full professor, full professor with tenure at the Faculty of Economics in Osijek (2000 - )

- Information technology in distribution channels, Information technology in accounting - Faculty of Economics in Osijek – two-year college study in Varaždin (2002 - )
- Information technology in accounting – Faculty of Economics in Osijek – two-year college study in Vukovar (2004 - )
- IT Management – Faculty of Economics in Osijek, postgraduate studies «Management» (2000-)
- Methodology of social research – Faculty of Economics in Osijek, postgraduate studies «Finance and Banking» (2004 - )

#### **OTHER PROFESSIONAL ACTIVITIES :**

- Vice-Dean for academic affairs at the Faculty of Economics in Osijek (1993 -1995; 1995-1997)
- President of the Management Board of the City and University Library Osijek (1996-2000)
- member of the Management Board of the City and University Library Osijek (2000-2002)
- member of the Committee for Development at the J.J. Strossmayer University (1996-2000)
- member of the editorial board of GOS (1997- )
- member of the University publishing board (1996 - )
- head of the project “Alumni of the Faculty of Economics in Osijek”
- member of the Croatian Association of Economists
- member of CROMAR
- member of MIPRO
- member of Association for Geospatial Information in South East Europe – AGISEE

#### **PERSONAL DETAILS:**

Born: 17 July 1949 in Đakovo

Foreign languages: fluent English, some Italian, Slovakian (understanding)

#### **NOTABLE PUBLICATIONS IN THE LAST FIVE YEARS**

##### **A. Books**

1. **Primjena metodologije stručnog i znanstvenog istraživanja**, university textbook, Ekonomski fakultet, Osijek, 2000. (co-author)
2. **Distribucija–Logistika-Informatika**, II. revised and expanded edition, Ekonomski fakultet, Osijek, 2000. (co-author)
3. **Marketing trgovine**, II revised and expanded edition, Ekonomski fakultet, Osijek, 2001. (co-author)

##### **B. Books – editor or author of individual chapters**

1. **Poslovna logistika u suvremenom managementu**, (editor with Segetlija, Z.), I. Znanstveni kolokvij, Ekonomski fakultet u Osijeku, Osijek, 2001.
2. **Suvremena poslovna logistika**, Book I (editor with Segetlija, Z.), II. Scientific colloquium, Ekonomski fakultet u Osijeku, Osijek, 2002.
3. **Poslovna logistika u suvremenom menadžmentu**, Book II. (editor with Segetlija, Z.), III. Scientific colloquium, Ekonomski fakultet u Osijeku, Osijek, 2003.
4. **Suvremena logistika i distribucija u uvjetima globalizacije**, (editor with Segetlija, Z.), IV. Scientific colloquium, Ekonomski fakultet u Osijeku, Osijek, 2004.

5. **Globalizacija i logistički menadžment – Globalization and Logistics Management**, (editor with Segetlija, Z.), V. Scientific colloquium, Ekonomski fakultet u Osijeku, Poreč 2005.
6. **Pojava, razvoj i značenje poslovne logistike – Emergence, Development and Importance of Business Logistics**, editor with Segetlija, Z.), Proceedings, Ekonomski fakultet u Osijeku, Osijek, 2005.

### C. Scholarly papers presented at conferences

1. **Roles of Virtual Retail and of Geographic Information System in the Planning of the Territorial Development of Retail Network (co-author with Z. Segetlija)**, Proceedings, Geographical Information Systems International Conference and Exhibition *GIS CROATIA 2000*, 27<sup>TH</sup> - 29<sup>TH</sup> of September 2000, Osijek, Hrvatski informatički zbor - GIS Forum, Zagreb, and INA - Industrija nafte d.d., Zagreb, 2000, pp. 263–269.
2. **Information Technology And The Development Of Modern Forms of Shops (co-author with Z. Segetlija)**, Conference Booklet, 12th International Conference *Information and Intelligent Systems -iis 2001*, Varaždin, Croatia, September, 26th - 28th, 2001. Faculty of Organization and Informatics, Varaždin, 2001., p. 19 (CD ROM with proceedings, pp. 87-93 full papers)
3. **Information Technology as Important Factor of the Development of Retailing in the Croatia (co-author with Z. Segetlija)**, 3th International Symposium *RIM 2001 - Revitalization and Modernization of Production*, Proceedings, Faculty of Technical Engineering, Bihać, Bosnia and Herzegovina, September, 27th - 29th, 2001, pp. 683–690.
4. **The Role of Geographic Information Systems in the Retail Trade in Croatia (co-author with Z. Segetlija)**, Geographical Information Systems International Conference *GIS POLONIA 2001*, Warsaw, Poland, 15th-17 th October, 2001. Faculty of Geodesy and Cartography, Warsaw University of Technology a.o. 2001, pp. 301–307 (on CD 1–7)
5. **Information Flows in the Logistical Chain (co-author with Z. Segetlija)**, Proceedings of 22. International Scientific Conference on Development of Organizational Sciences «Management and Organisation Development», March 26<sup>th</sup> – 28<sup>th</sup> 2003, Slovenia, Portorož, Fakulteta za organizacijske vede, Kranj, 2003, pp. 620–626.
6. **Possible Implementation of GIS in the Business System**, International Conference *Geographical Information Systems: Interdisciplinary Aspects, Processdings (and CD ROM)*, Sosnowiec, Poland, 21–26 September 2003, University of Silesia, Faculty of Earth Science, Faculty of Engineering, 2003, pp. 263–273.
7. **Informacijski sustavi u logističkim lancima**, MIPRO 2004, Zbornik radova savjetovanja DE - Digital Economy - 1st e-business ALADIN, Rijeka : Hrvatska udruga za mikroprocesorske, procesne i informacijske sustave, mikroelektroniku i elektroniku - MIPRO - HU, Rijeka, 2004, pp. 105-110.
8. **The Role of GIS in the Research of the Territorial Distribution of the Retail Network**, Proceedings of thr 23rd International Scientific Conference on Organizational Science Development "Management, Knowledge and EU", Kranj: Publishing House Moderna organizacija, 2004, pp. 307–312.
9. **Informacijski sustav za donošenje odluka pri planiranju proizvodnje i vođenju poljoprivrednog gospodarstva**, Zbornik priopćenja II. savjetovanja HAED-a "Menadžment u agrobiznisu", Zagreb : Hrvatsko agronomsko društvo, Zagreb ; Agronomski fakultet, Zagreb, 2004, pp. 45–50.

10. **Information Technologies and the Formation of Croatian Retail Chains**, Poster Abstracts of the 25th International Conference on INFORMATION TECHNOLOGY INTERFACES Zagreb: SRCE University Computing Centre, University of Zagreb, 2003., pp. 13-14.
11. **Designing Business Software for the "Belišće" Inc. Discount Store**, Poster Abstracts of the 24th International Conference on INFORMATION TECHNOLOGY INTERFACES - ITI 2002. - INFORMATION TECHNOLOGY INTERFACES : SRCE University Computing Centre, University of Zagreb, 2002., pp. 15–16.
12. **Problems of Territorial Distribution of Retail Trade Units in the Republic of Croatia**, *International Conference Geographic Information Systems in Research and Practice (and CD ROM)*, Zagreb, Croatia, 22-24. 2005., Hrvatski informatički zbor – GIS FORUM, University of Silesia, Poland, 2005. pp. 219-225.

#### **D. Proceedings – papers published in proceedings from domestic conferences**

1. **E - trgovina: izazov za hrvatske maloprodavače (co-author with Z. Segetlija)**, Book of Abstracts, 1<sup>st</sup> International Conference on *Economic Globalisation and Development*, Pula, October, 19 - 20, 2000., Faculty of Economics and Tourism “Dr. Mijo Mirković”, Pula, 2000., p. 125 - 126; cijeli rad obj. u knjizi “Ekonomska globalizacija i razvoj u malim zemljama Europe”, Fakultet ekonomije i turizma “Dr. Mijo Mirković”, Pula, 2001., pp. 219–226.
2. **E - Business i E- Commerce - izazov za hrvatske maloprodavače (co-author with Z. Segetlija)**, Zbornik radova XXIV Međunarodnoga skupa *MIPRO - 2001.* - zajedničkih seminara i savjetovanja DE+EC+CCMB, Opatija, 24. - 25. svibnja 2001., Hrvatska udruga za mikroprocesorske, procesne i informacijske sustave, mikroelektroniku i elektroniku - MIPRO HU, Rijeka, 2001., pp. 43–48.
3. **Utjecaj elektroničke trgovine na promjene maloprodajne strukture (co-author with Z. Segetlija)**, Zbornik radova XXV jubilarnoga međunarodnog skupa 2002 MIPRO, zajedničkih seminara i savjetovanja De+EC+CCMB, Opatija, 20. - 24. svibnja 2002., Hrvatska udruga za mikroprocesorske, procesne i informacijske sustave, mikroelektroniku i elektroniku - MIPRO - HU, Rijeka, 2002., pp. 35–39.
4. **Poslovna logistika, suvremene koncepcije managementa i hrvatsko gospodarstvo**, Prvi znanstveni kolokvij “Poslovna logistika u suvremenom managementu”, Osijek, 19.04. 2001., Zbornik radova “Poslovna logistika u suvremenom managementu”, Ekonomski fakultet u Osijeku, Osijek, 2001., pp. 1-21.
5. **Information Flows in Logistics**, in: Segetlija, Z.; Lamza-Maronić, Maja (Ed.): *Suvremena poslovna logistika*, Drugi znanstveni kolokvij, Poreč, 11. 10. 2002., Knjiga I, Ekonomski fakultet, Osijek, 2002., pp. 34–45.
6. **Upravljanje znanjem i hrvatska maloprodaja (co-author with Z. Segetlija)**, u knjizi: Sundać, D. (red.): *Znanje - temeljni ekonomski resurs*, Ekonomski fakultet, Rijeka, 2002., pp. 231–242.
7. **Virtualna maloprodaja i planiranje prostornog razmještaja maloprodajne mreže (co-author with Z. Segetlija)**, Zbornik radova XXVI međunarodnog skupa 2003 MIPRO, zajedničkih seminara i savjetovanja DE+CCMB+SA, Opatija, 19. - 23. svibnja 2003., Hrvatska udruga za mikroprocesorske, procesne i informacijske sustave, mikroelektroniku i elektroniku - MIPRO - HU, Rijeka, 2003., pp. 31–36.

**Prof.dr.sc. Ivan Ferenčak**  
**Faculty of Economics in Osijek**  
**tel: 031/224-400**  
**e-mail: ivan@efos.hr**

**EDUCATION AND APPOINTMENTS:**

2004. appointment to the rank of full professor  
1999. appointment to the rank of associate professor  
1996. appointment to the rank of assistant professor  
1987. doctor's degree at the Faculty of Economics in Osijek  
1981. master's degree at the Faculty of Economics in Osijek  
1976. graduated from the Faculty of Economics in Osijek

**PROFESSIONAL EXPERIENCE:**

1976.- Faculty of Economics in Osijek

**TEACHING APPOINTMENTS:**

TWO-YEAR COLLEGIATE SCHOOL VUKOVAR  
Political economy I  
POLYTECHNIC COLLEGE IN POŽEGA  
Foundations of economic theory  
FACULTY OF ECONOMICS IN OSIJEK  
Political economy I  
Foundations of economic theory I  
Foundations of economic theory  
Principles of economics  
Modern business activities (postgraduate studies Entrepreneurship)  
Applied microeconomics (postgraduate studies Management)  
Money theories (postgraduate studies Finance and Banking)

**OTHER PROFESSIONAL ACTIVITIES:**

- Vice-president of the Supervisory board of «Tržnice» Ltd. Osijek
- Councillor in Osijek Town Council (third mandate)

**PERSONAL DETAILS:**

Born: 26 March 1952, Osijek  
Awards: Homeland War 1990-1992 Testimonial  
Foreign languages: English

**NOTABLE PUBLICATIONS IN THE LAST FIVE YEARS**

**BOOKS**

1. Ferenčak, I.: Počela ekonomike, II revised and expanded edition, Sveučilište Josipa Jurja Strossmayera u Osijeku i Ekonomski fakultet u Osijeku, Osijek 2003, 374 pages.

## SCIENTIFIC PAPERS IN JOURNALS AND OTHER PUBLICATIONS WITH INTERNATIONALLY RECOGNIZED PEER REVIEW

1. Ferenčak, I., (coauthor with Šundalić, A., Marijanović, G. Cca 1/3): On ranges and consequences of the privatization in Croatia, «Zeszyty naukowe wyzszej szkoly administracji i biznesu w Gdyni», broj 3, Gdynia 2000., pp. 157- 164.
2. Ferenčak, I. (coauthor with Marijanović, G., cca 1/3): Agricultural policy of Croatia in the process of transition and integration in the European union, «GIS Croatia 2000», International Conference and Exhibition, Hrvatski Informatiki Zbor – GIS Forum i INA – industrija nafte d.d. Zagreb, Zagreb 2000, p. 257.-262.
3. Ferenčak, I. (coauthor with Karić, M. i Horvat, J., cca 1/3): Die Schattenwirtschaft als ein Entwicklungsergebnis des Unternehmertums in der Republik Kroatien, XXII. Wissenschaftliche Symposium «Reformen und Reformhemmnisse in der Republik Kroatien und in der Bundesrepublik Deutschland», Fachhochschule Pforzheim, Hochschule für Gestaltung, Technik und Wirtschaft und Ekonomski fakultet u Osijeku, Pforzheim 17-20. listopada 2001, pp. 58-78.
4. Ferenčak, I. (coauthor with Marijanović, G., cca 1/2): Croatia in european integration process, «GIS Polonia 2001» International Conference and Exhibition, Hrvatski Informatiki Zbor – GIS Forum, Warsaw University of Technology, Faculty of Geodesy and Cartography, University of Silesia, Faculty of Earth Sciences, University of Silesia, Faculty of Organisation and Management, University of Zagreb, Faculty of Geodesy, Zagreb 2001, p 314-320.
5. Ferenčak, I. (coauthor with Šundalić, A., Karić, M., cca 1/3): Über die «Unkritische» Anwendung des Ökonomischen Neoliberalismus, XXIII. Wissenschaftliches Symposium «Strukturelle Veränderungen in der Wirtschaft der Republiken Kroatien und Bundesrepublik Deutschland», The J.J. Strossmayer University of Osijek und Pforzheim University of Applied Sciences, Pore 2002, p. 87-98.
6. Ferenčak, I.: On Neoliberalism (in the Republic of Croatia), Geographical Information Systems – Interdisciplinary Aspects, Uniwersytet Slaski, Hrvatski Informatiki Zbor - GIS Forum, Stowarzyszenie SILGIS, Sosnowiec – Zagreb 2003, pp. 123-135.
7. Ferenčak, I. (coauthor with Cini, V., i Petrač, B., cca 1/3): Probleme der Arbeitslosigkeit in Kroatien unter den Bedingungen der Transformation, XXIV. Wissenschaftliches Symposium «Management dezentraler Systeme in Staat und Wirtschaft», The J.J. Strossmayer University of Osijek and Pforzheim University of Applied Sciences, Pforzheim 15.-19.10.2003., p. 12-23.
8. Ferenčak, Ivan (coauthor with Petrač, Božidar, cca 1/2): TRANSFORMATION OF CROATIAN AGRICULTURE – PRESUPPOSITION FOR EU JOINING PROCESS, Zbornik radova, Agricultural machinery and technologies, Agricultural Sciences and Veterinary Medicine. Repair and Reliability, University of Rousse, Rousse, Bugarska 2003.
9. Ferenčak, I., Marijanović, G., Horvat, J.: Untersuchung der Standpunkte der Studentschen Population über die europäischen Integrationsprozesse, XXV. Wissenschaftliches Symposium «Entwicklungstendenzen und Reformzwänge in der Republik Kroatien und in der Bundesrepublik Deutschland unter dem Einfluss der europäischen Integrationsprozesse», University of Osijek-Pforzheim University of Applied Sciences, Osijek, von 20. bis 24. Oktober 2004.

## SCIENTIFIC PAPERS IN DOMESTIC JOURNALS

1. Ferenčak, I. (coauthor with Šundalić, A.; Marijanović, G., ca 1/3): Privatizacija u Hrvatskoj – neke posljedice, «Pravni vjesnik», br. 1-2, Osijek 2000, pp. 67-74.
2. Ferenčak, I.: O privatnom interesu, «Ekonomski vjesnik», br. 1-2, Osijek 2000, pp. 29-36.
3. Ferenčak, I.: Tranzicija i privatni interes, «Ekonomija/Economics», br. 1, Zagreb 2002, pp. 55-68.

SCIENTIFIC PAPERS PUBLISHED IN CONFERENCE PROCEEDINGS

1. Ferenčak, I.: Od političke ekonomije do ekonomike – pitanje bogatstva, Zbornik radova Druge znanstvene konferencije katedri za ekonomsku teoriju ekonomskih fakulteta u Hrvatskoj, «Uloga povijesti ekonomske misli u nastavi na fakultetima društvenih znanosti u Hrvatskoj», Sveučilište Josipa Jurja Strossmayera u Osijeku i Ekonomski fakultet u Osijeku, Osijek 2001, pp. 135-145.
2. Ferenčak, I.: Pokušaj evaluacije procesa vlasničkog restrukturiranja hrvatskih poduzeća, Zbornik radova XXII. Znanstvenog skupa «Susreti na dragom kamenu» 2000, «Gospodarstvo Hrvatske i Istre na prijelazu iz XX. u XXI. Stoljeće – Razvojne perspektive do 2010. godine», Ekonomski fakultet Zagreb, Zagreb 2001, pp. 259-266.
3. Ferenčak, I., Crnković, B.: Hrvatska sveučilišta i proces uklapanja RH u «Europski prostor visokog obrazovanja», Treći znanstveni kolokvij: Međunarodna poslovna logistika kao uvjet uspješnog uključivanja u europske gospodarske tokove, Ekonomski fakultet u Osijeku, Mostar, 2003., pp. 1-9.
4. Ferenčak, I., Mašek, A.: Vukovar – središte svijeta, Strategija razvoja Vukovarsko-srijemske županije, Okrugli stol o prijedlogu strategije», Ekonomski fakultet u Osijeku – Vukovarsko – srijemska županija, Vukovar 2004.

**Prof. dr. sc. Marcel Meler**  
**Faculty of Economics in Osijek**  
**tel: (031) 224-498**  
**e-mail: marcel.meler@os.t-com.hr**

**EDUCATION AND APPOINTMENTS:**

1998. appointment to the rank of full professor with tenure  
1992. appointment to the rank of full professor  
1987. appointment to the rank of associate professor  
1983. appointment to the rank of assistant professor  
1982. doctor's degree at the Faculty of Economics in Osijek  
1976. master's degree at the Faculty of Economics in Osijek  
1973. graduated from the Faculty of Economics in Osijek

**PROFESSIONAL EXPERIENCE:**

1973 - Faculty of Economics in Osijek  
1992 - 1994 acting CEO of "Saponia" d. d. Osijek

**TEACHING APPOINTMENTS:**

**Faculty of Economics in Osijek**

Undergraduate studies:

Commercial operations with market research

Organization of marketing function

Marketing organization

Economics of inland trade

Purchasing operations

Products and services policies

Market research

Inland and foreign market research

Market communications

Market-oriented operations

Social marketing

Promotion

Marketing

Postgraduate studies:

Marketing management (Management)

Entrepreneurial skills (Entrepreneurship)

Strategic and business planning (Entrepreneurship)

Entrepreneurship of non-profit organizations (Entrepreneurship)

Customer Relationship Management (Entrepreneurship)

Marketing theory and process (Marketing)

Social marketing (Marketing)

**Faculty of Economics Zagreb**

Postgraduate studies:

Decision-making in marketing (Marketing theory and policy)

Marketing of non-profit organizations (Managing business industrial marketing)

**Faculty of Economics Rijeka**

Postgraduate studies:

Marketing research (Management)

Non-profit marketing (Marketing management)

Marketing information system (Marketing management)

**Faculty of Economics Split**

Postgraduate studies:

Product development and design (Marketing)

**Faculty of Tourism and Foreign Trade Dubrovnik**

Marketing management in tourism (Business economics in tourism)

**Faculty of Electromechanical Engineering Osijek**

Undergraduate studies:

Economics and organization of business systems

**Faculty of Agriculture Osijek**

Undergraduate studies:

Market and trade of agricultural products

Postgraduate studies:

Agroindustrial marketing

**Faculty of Law Osijek**

Postgraduate studies:

Marketing of local and regional self-government (Managing the development of local and regional self-government)

**OTHER PROFESSIONAL ACTIVITIES:**

- member of Aiest (International Association of Scientific Experts in Tourism)
- member of CROMAR (Croatian association of marketing societies)
- member of editorial board of the "Journal of Small Business & Enterprise Development" (Great Britain) and "Ekonomski vjesnik" (Osijek)

**PERSONAL DETAILS:**

Born: 3 September 1950

Awards: Order of Merit Danice Hrvatske with the image of Ruđer Bošković for special achievements in science 1996; Homeland War 1990-1992 Testimonial

Foreign languages: English

Other skills:

**NOTABLE PUBLICATIONS IN THE LAST FIVE YEARS**

**a) Books**

1. Meler, M.: Nefitni marketing, Ekonomski fakultet u Osijeku, Osijek 2003, 388 pages.
2. Meler, M.: Marketing, Ekonomski fakultet u Osijeku, Osijek 2001, 495 pages.

**b) Scientific papers in journals, papers presented at conferences**

1. Meler, M.: "Problems of Nonprofit Marketing Implementation in the Republic of Croatia", International Conference "Marketing Paradigms for Emerging Economies, Indian Institute of Management, Ahmedabad, India, January 12-13, 2005, pp. 99-102.

2. Meler, M.: "Marketing Approach to the Tourism Product Conceptualization in a Globalization Condition", 16<sup>th</sup> International Conference, Association for Global Business, Cancun, November 18-21, 2004, CD-ROM, Paper 25, pp. 1-10.
3. Meler, M.: "Creation of Autochthonous Croatian Brands – An answer to Globalization Challenges", 2004 International Conference, "Navigating Crisis and Opportunities in Global Markets: Leadership, Strategy and Governance", Cape Town June 8-12 2004, pp. 501-508.
4. Meler, M. (coauthor with Grbac, B. and Renko N.): "War Syndrome: Customers' Reactions in Southeastern Europe", 9<sup>th</sup> Cross Cultural Research Conference, Montego Bay, Jamaica 11-14 December 2003, CD-ROM pp. 2A 1-9.
5. Meler, M. (coauthor with Kandžija, V.): "Macroeconomic Criteria for the Republic of Croatia's Accession to the European Union and European Monetary Union", The 4<sup>th</sup> Inha – Le Havre International Conference "Regional Cooperation and Economic Integration – European and East Asian Experiences", Seoul, October 8-9<sup>th</sup> 2003, pp. 541-548.
6. Meler, M. (coauthor with Cerović, Z.): "Food Marketing in the Function of Tourist Product Development" British Food Journal, Vol. 105, No. 3, 2003, pp. 175-192.
7. Meler, M.: "The Role of Marketing in a Solution to the Republic of Croatia's Globalization Challenges", The Proceedings of the 8<sup>th</sup> International Conference on Marketing and Development "Globalization, Transformation, and Quality of Life", Bangkok, Thailand, January 3 – 7, 2003, pp. 280-292.
8. Meler, M. (coauthor with Horvat, Đ.): "Croatia's Triangle: Transition - Globalization – Marketing", International Conference "Transition in Central and Eastern Europe – Challenges of 21<sup>st</sup> Century", Sarajevo, October 17-18, 2002, pp. 431-436.
9. Meler, M.: "Marketing and the Social Development in the Republic of Croatia", 27<sup>th</sup> Annual Macromarketing Conference "Macromarketing in the Asia Pacific Century", University of New South Wales, Sydney, Australia 11-14 June 2002, pp. 1-15.
10. Meler, M. (coauthor with Turkalj, Ž.): "Organizational Marketing Transformation in the Republic of Croatia" International Symposium "Economics and Management of Transformation", 11-12th May 2002 Timisoara, pp. 303-318.
11. Meler, M.: "Die wechselseitige Bedingtheit von Qualität und Marketing" in "Qualitätsmanagement – Eine Betrachtung aus unterschiedlichen betriebswirtschaftlichen Perspektiven (Barković, D. und Vossebein, U., Hrsg.), Josip Juraj Strossmayer Universität Osijek und University of Applied Sciences Giessen – Friedberg, Osijek – Giessen-Friedberg 2002, pp. 77-103.
12. Meler, M. (coauthor with Scitovski, R.): "Solving parameter estimation problem in new product diffusion models", Applied Mathematics and Computation, 127 (2002), pp. 45-63.
13. Meler, M. (coauthor with Kandžija, V.): "The Issues of Establishing a Sustainable Competitive Advantage of Croatian Enterprises", International Conference "Economies and Business in Transition: Facilitating Competitiveness and Change

in the Global Environment", Global Business and Technology Association, Istanbul, July 11-15, 2001, pp. 434-441.

14. Meler, M. (coauthor with Ružić, D.): " Strategic Features of Marketing Approach of Croatia to the European Union Market" 3<sup>rd</sup> International Conference "Economic System of European Union and Accession of the Republic of Croatia", Lovran 20 i 21.4. 2001. p. 359-371.

**Prof. dr. sc. Zdenko Segetlija**  
**Faculty of Economics in Osijek**  
**tel: +385 (031) 224 – 400; 224 – 450**  
**e - mail: seget@efos.hr**

#### **EDUCATION AND APPOINTMENTS:**

2003. appointment to the rank of full professor with tenure  
1998. appointment to the rank of full professor  
1993. appointment to the rank of associate professor  
1988. appointment to the rank of assistant professor  
1987. appointment to the research rank of research fellow  
1980. appointment to the rank of associate researcher  
1982. doctor's degree at the Faculty of Economics in Osijek  
1977. master's degree at the Faculty of Economics in Osijek  
1968. graduated from the Faculty of Economics in Osijek, University in Zagreb

#### **PROFESSIONAL EXPERIENCE**

1964. - 1966. Trading company «Sloga» Valpovo  
1968. - 1976. Trading and catering company «Sloga» Valpovo  
1977. – 1989. Agroindustrial combine «Đuro Salaj» Valpovo  
1989. - Faculty of Economics in Osijek

#### **TEACHING APPOINTMENTS**

1972. – 1975. Secondary business school Valpovo  
- Economic mathematics (1972.- 1975.)  
- Statistics (1972. – 1975.)  
1988. - Faculty of Economics in Osijek  
(a) Inland trade (1987/88 - 1991/92)  
(b) Organization of merchandise distribution (1987/88 - 1991/92)  
(c) Sales (1991/92 - 1993/94)  
(d) Purchasing (1991/92 - 1992/93)  
(e) Inland trade economics (1992/93 - 1993/94)  
(f) Economics of retail and wholesale enterprises (1992/93 - )  
(g) Logistics (1992/93 - )  
(h) Information technology in distribution channels (1992/93 - )  
(i) Business logistics (1997/98 - )  
(j) Branch marketing (1998/99 - )

Faculty of Economics in Osijek – department in Požega

- (1) Economics of retail and wholesale enterprises (1993/94 - 1998/99)
- (2) Logistics (1993/94 – 1998/99)
- (3) Information technology in distribution channels (1993/94 - 1998/99)

Faculty of Economics in Osijek – department in Varaždin

- (1) Economics of retail and wholesale enterprises (2002/03 - )
- (2) Logistics (2002/03 - )

Polytechnic College in Požega

- (1) Economics of retail and wholesale enterprises (1999/00 - 2004/05)
- (2) Logistics (1999/00 – 2004/05)

## (3) Information technology in distribution channels (1999/00 - 2004/05)

Faculty of Economics in Osijek

- Postgraduate studies „Running a company - Management“  
(a) Business logistics (1993/94, - 2000/01)
- Postgraduate studies „Management“  
(a) Managing information technology (2001/02 - )
- Postgraduate studies „Marketing“  
(a) Branch marketing (2001/02 - )

**OTHER PROFESSIONAL ACTIVITIES****Memberships**

- MIPRO – HU, Rijeka
- CROMAR – Croatian marketing association, Osijek-Baranja County chapter (president)
- CROMAR – Croatian marketing association, Zagreb (vice-president)
- Croatian Association of Economists
- EUROLEARN

**Supervisory boards**

- „Drava“ Osijek (1994. – 1998.)
- Dom zdravlja Valpovo (1994. – 2002.)
- PPK „Valpovo“ (2000. – 2003.)
- © **uredništvo časopisa**
- “Nova trgovina” Beograd (1985. – 1990.)
- “Suvremena trgovina” Zagreb (2002. - )

**PERSONAL DETAILS**

Born: 16 September 1945 in Brođanci (Osijek-Baranja County)

Languages: Croatian, German, English

**NOTABLE PUBLICATIONS IN THE LAST FIVE YEARS**

- total of 250 papers; published 225 (141 scientific papers and 84 professional papers)
- over last 5 years (1999–2004) published 74 papers (59 scientific and 15 professional)
- Publications over last 5 years relevant for the course:

**(a) Books**

1. Segetlija, Z.; Lamza – Maronić, Maja: Strategija maloprodaje, Ekonomski fakultet u Osijeku, Osijek, 1999.
2. Segetlija, Z.: Maloprodaja u Republici Hrvatskoj, Ekonomski fakultet u Osijeku, Osijek, 1999.
3. Segetlija, Z.; Lamza – Maronić, Maja: Distribucijski sustav trgovinskoga poduzeća: distribucija – logistika – informatika, II. Izmijenjeno i dopunjeno izdanje, Ekonomski fakultet u Osijeku, Osijek, 2000.

4. Segetlija, Z.; Lamza – Maronić, Maja: Marketing trgovine, II izmijenjeno i dopunjeno izdanje, Ekonomski fakultet u Osijeku, Osijek, 2001.
5. Segetlija, Z.: Uvod u poslovnu logistiku, Ekonomski fakultet u Osijeku, Osijek, 2002.

**(b) Journals (other journals - papers A2, more notable papers within last 5 years)**

1. Segetlija, Z.: Upravljanje znanjem, marketing i maloprodaja, *Suvremena trgovina*, 27 (2002), 4-5; 116 – 117 (pregledni rad);
2. Segetlija, Z.: Problemi razvoja trgovine na malo u Republici Hrvatskoj, *Ekonomija*, 10 (2003)3; 647 – 662 (izvorni znanstveni rad);
3. Segetlija, Z.: Problemi razvoja distribucije u Republici Hrvatskoj, *Ekonomija*, 11 (2004), 1, 61 . 77, članak, znanstveni rad);
4. Segetlija, Z.: Razvoj distribucijskih kanala u međunarodnom marketingu, *Ekonomski vjesnik*. 16 (2003), 1-2; 75 – 85 (članak; znanstveni rad);
5. Segetlija, Z.. Teorijski i praktički aspekti marketinga, I, *Suvremena trgovina*, 28 (2003), 2; 49 – 53 (članak, znanstveni rad):
6. Segetlija, Z.: Teorijski i praktički aspekti marketinga II, *Suvremena trgovina*, 28 (2003), 3-4; 91 – 95 (članak, znanstveni rad);
7. Segetlija, Z.: Uloga prodavača u trgovini na malo – stalno novi izazovi, *Suvremena trgovina*, 28 (2003), 5 ; 124 – 129 (članak, znanstveni rad)
8. Segetlija, Z.: Odnosi proizvodnje i trgovine i problemi hrvatskoga gospodarstva (I), *Suvremena trgovina*, 29 (2004), 5; 153 – 155 (članak, znanstveni rad);
9. Segetlija, Z.: Odnosi proizvodnje i trgovine i problemi hrvatskoga gospodarstva (II), *Suvremena trgovina*, 29 (2004), 6; 185 – 187 (članak; znanstveni rad);

**(c) Conference proceedings with international peer review (A1; more notable papers)**

1. Segetlija, Z.; Lamza – Maronić: Retail Sale Internationalization: A Generator of Development , *Proceedings of 25th Annual Macromarketing Conference*, Arizona State University and University of Rijeka, Rijeka, 2000., pp. 477 – 488;
2. Segetlija, Z.; Lamza – Maronić, Maja: Internationalization fo the Retail Trade – Factor of Tourist Market Development, *Proceedings of the International Conference*, Dubrovnik, Fakultet za turizam i vanjsku trgovinu, Dubrovnik, 2000., pp- 201 - 218
3. Segetlija, Z.; Lamza – Maronić, Maja: Information Technology as a Important Factor of the Development of Retailing in the Croatia, *Proceedings of the Conference « Revitalization and Modernization of Production*, Bihać, Univrdsity of Bihać, Faculty of Technical Engineering, Bihać, 2001., pp. 683 – 690;
4. Segetlija, Z.; Lamza – Maronić, Maja: Marketing in the Retail Trade of the Republic of Croatia, *Zbornik posvetovanja «Menadžment in globalizacija*, Portorož, Fakulteta za organizacijske vede, Kranj, 2001., pp. 457 - 474;
5. Segetlija, Z.: Elektronička maloprodaja i promjene distribucijske strukture, *Zbornik radova znanstvenog kolokvija «Poslovna logistika u suvremenom menadžmentu»*, knjiga I : «Suvremena poslovna logistika», Ekonomski fakultet u Osijeku, Osijek, 2002, 65 b- 85;
6. Segetlija, Z.; Lamza – Maronić, Maja: Information Flows in the Logistical Chain, *Collection of Papers from International Scientific Conference on Development of Organisational Sciences «Management and Organisation Development»*, Fakulteta za organizacijske vede, Kranj, 2003, 620 – 626;

7. Segetlija, Z.. Nove mogućnosti razvijanja europskih logističkih sustava, Zbornik radova znanstvenog kolokvija «Međunarodna poslovna logistika kao uvjet uključivanja u europske gospodarske tokove», Osijek, Ekonomski fakultet u Osijeku, 2003., pp. 13 – 22;
8. Segetlija, Z.: Tržišna logistika, vertikalni marketing i hrvatsko gospodarstvo, Zbornik radova znanstvenog kolokvija «Suvremena logistika i distribucija u uvjetima globalizacije», Osijek, Ekonomski fakultet u Osijeku, Osijek, 2004. ; pp. 1 – 18;
9. Segetlija, Z.: GIS, Marketing and Territorial Distribution of the Retail Network, Proceedings of the Conference MIPRO 2004, XXVII International Convention, MIPRO – HU, Rijeka, 2004.,pp. 81 – 85;
10. Segetlija, Z.; Lamza – Maronić, Maja: Neue Anforderungen bei der Ausarbeitung von Logistiksystemen in der Republik Kroatien, XXV Wissenschaftliches Symposium «Entwicklungstendenzen und Reformzwängen in der Republik Kroatien und in der Bundesrepublik Deutschland, unter der Einfluß der europäischen Intetgrationsprozesse, Osijek, Ekonomski fakultet u Osijeku, Osijek, 2004., pp. 95 – 117.

**Prof. dr. sc. Branko Novak**  
**Faculty of Economics in Osijek**  
**tel. 031 224 460**  
**e-mail: profesornovak@hotmail.com**

**EDUCATION AND APPOINTMENTS:**

- 2003. appointment to the rank of full professor (social sciences, scientific field: economics, scientific branch: finances and financial policies, for the courses "Financial markets and institutions" and "Finance management")
- 1998. appointment to the rank of associate professor (social sciences, scientific field: economics, scientific branch: finances and financial policies, for the courses "Financial markets and institutions" and "Finance management")
- 1987. appointment to the rank of associate professor for the courses "Principles of economic analysis" and "Simulation models"
- 1981. appointment to the rank of assistant professor
- 1981. doctor's degree at the Faculty of Economics in Osijek
- 1976. master's degree at the University in Zagreb
- 1972. graduated from the Faculty of Economics in Osijek

**PROFESSIONAL EXPERIENCE:**

- 1972 - 1973 IPK Osijek – Department of electronic data processing
- 1974 - 1992 Faculty of Economics in Osijek
- 1992 - 1997 IPK Osijek d.d. Osijek – President of the Board
- 1992 – 1993 Member of the Executive Council, Municipality of Osijek
- 1993 – 1998 Member of the County government
- 1997 - Faculty of Economics in Osijek

**TEACHING APPOINTMENTS:**

**Faculty of Economics in Osijek:**

- **Undergraduate studies – courses taught:** "Simulation models", "Principles of economic analysis", "Financial markets and institutions" and "Finance management"
  - **Postgraduate studies Management:** "Financial management" and "Company restructuring"
  - **Postgraduate studies Finances and Banking:** "Corporate finance"
- University of J. J. Strossmayer in Osijek – Department of mathematics:**
- **Graduate studies:** "Financial markets"

**ADDITIONAL TRAINING:**

- 1986 specialization in Germany – scholarship of Deutscher Akademischer Austauschdienst
- 1996 USA, American Management Institute in Atlanta, program of specialization "Practical Applications in the Management of the Holding Companies and Their Affiliates"
- 2000/2001 USA, Fulbright research/lecturing postdoctoral grant at Southern Illinois University – Department of Finance, at the project "Acquisitions, Mergers and Company Restructuring".

**PERSONAL DETAILS:**

- Born: 27 September 1950, Osijek
- Foreign languages: English, German
- Other skills: MS Office, STATISTICA

**PUBLICATIONS THAT CONFIRM YOUR QUALIFICATIONS FOR TEACHING A PARTICULAR COURSE****A) Books**

*Financijska tržišta i institucije – drugo izdanje, Ekonomski fakultet u Osijeku, Osijek, 2005.*

*Odlučivanje u financijskom upravljanju, Ekonomski fakultet u Osijeku, Osijek, 2002.*

*Financijska tržišta i institucije, Ekonomski fakultet u Osijeku, Osijek, 1999.*

**B) Scientific papers presented at conferences and published within past five years**

**1. Sustav nagrađivanja u funkciji stvaranja vrijednosti za dioničare, Ekonomski vjesnik God. XV. br. 1 i 2. Osijek, rujan 2004, pp. 13-22.**

**2. Menadžment ekonomske vrijednosti tvrtke i nagrađivanje za stvorenu ekonomsku vrijednost, Zbornik radova "Suvremena financijska pitanja i izazovi razvitka hrvatskog financijskog sektora", Ekonomski fakultet Zagreb i Ekonomski fakultet Split, Split 2004. pp. 161-180.**

**3. Predviđanje poslovnih teškoća banaka u Republici Hrvatskoj na temelju javno dostupnih financijskih pokazatelja, Ekonomski pregled 11-12, Zagreb 2003., pp. 904-924.**

**4. Od ekonomske vrijednosti tvrtke do menadžmenta i nagrađivanja za stvorenu ekonomsku vrijednost, Ekonomski vjesnik God. XV. br. 1 i 2. Osijek, prosinac 2003., pp. 17-30.**

**5. Mjerenje i upravljanje dodanom ekonomskom vrijednošću tvrtke, Ekonomski pregled 3-4, Zagreb 2002., pp. 269-291.**

**6. Strukturelle Veränderungen des Finanzsystems in der Republik Kroatien (co-author with Branko Matić). XXIII znanstveni simpozij Sveučilišta J.J. Strossmayer Osijek i Sveučilišta primijenjenih znanosti iz Pforzheima, Poreč, listopad 2002., pp. 31-50. Paper at an international scientific conference.**

**7. Spajanje i preuzimanje trgovačkih društava, Ekonomski vjesnik God. XIII. br. 1 i 2. Osijek, travanj 2002., pp. 47- 55.**

**8. Menadžment ekonomske vrijednosti tvrtke, XXXVII Simpozij Hrvatske zajednice računovođa i financijskih djelatnika, Pula 2002., Zbornik radova pp. 300-302.**

**9. Die Privatisierung als Unterstützung und Bedrohung der Demokratie in der Republik Kroatien (co-author with A. Šundalić). XXII Internationales Symposium der Ökonomischen Fakultät der Josip Juraj Strossmayer Universität Osijek und der Fachhochschule Pforzheim Hochschule für Gestaltung, Technik und Wirtschaft, 2001, pp. 39-57. Paper at an international scientific conference.**

**10. Spajanje i pripajanje trgovačkih društava**, Međunarodni znanstveni simpozij "Tržišna demokracija u Hrvatskoj – Stanje i perspektive, HAZU, Zagreb-Varaždin, 2000. Zbornik radova pp. 505-517.

11. Fjučers ugovori i ograđivanje od rizika promjene cijena poljoprivrednih proizvoda, **Međunarodni znanstveno-stručni skup "Strategija razvitka poljoprivrede i prehrambene industrije istočne Hrvatske"**, Osijek, 1999., Zbornik radova pp. 142-153.

12. Razvitak financijskih tržišta u Hrvatskoj u uvjetima globalizacije svjetskog financijskog sustava, **XVI Kongres CROMAR-a Hrvatske, Znanstveni skup s međunarodnim sudjelovanjem, Vukovar/Ilok/Osijek, Tržište 1-2, 1999.**, pp. 69-74.

**Other published work and scientific papers presented at conferences that qualify Prof. Novak for the disciplines in the new curriculum**

**1. Teorija tržišta kapitala**, XXXIII Simpozij Računovodstvo, poslovne financije i revizija, Pula 1998. Zbornik radova pp. 399-412.

**2. Planiranje i kontrola profita holding-kompanije.** XXXI Simpozij Računovodstvo, poslovne financije i revizija u suvremenim gospodarskim uvjetima, Pula 1996. Zbornik radova pp. 337-345

**3. Sastav i analiza portfelja vrijednosnih papira. Financijska praksa 16 (3-4), str 165-176, 1992.**, Izvorni znanstveni članak.

**4. Optimalna struktura kapitala dioničkog društva.** Financijska praksa 15 (7-8) pp. 375-386, 1991., Izvorni znanstveni članak.

**5. Politika dividendi dioničkog društva.** Ekonomski vjesnik, 1 (4), 1991. pp. 25-30. Izvorni znanstveni članak.

**6. Vrijednosni papiri i teorija tržišta kapitala.** Financijska praksa, god 14, br.11-12, Zagreb 1990, pp. 601-611. Izvorni znanstveni članak.

**7. Upravljanje investicijama u vrijednosne papire.** Ekonomski vjesnik, 1(3) , 1990., str 111-126. , Pregledni članak.

**8. Analiza vrijednosti dionica kao vlasničkog papira.** Privreda - godina 34, br 4. 1990., pp. 487-492., Pregledni članak.

**Prof.dr.sc. Branimir Marković**  
**Faculty of Economics in Osijek**  
**tel: 031 22 44 00**  
**e-mail: markovic@efos.hr**

**EDUCATION AND APPOINTMENTS:**

2003. appointment to the rank of associate professor  
2000. appointment to the rank of assistant professor  
1998. appointment to the rank of senior scientific assistant  
1998. doctor's degree at the Faculty of Economics in Osijek  
1988. master's degree at the Faculty of Economics in Osijek  
1979. graduated at the Faculty of Economics in Osijek

**PROFESSIONAL EXPERIENCE:**

1979- 1981 SOUR IPK RZ ZPK Osijek  
1981- Faculty of Economics in Osijek

**TEACHING APPOINTMENTS:**

Courses taught at the Faculty of Economics so far: "Foundations of Accounting", "Methods of cost accounting", "Cost accounting", "Organisation of Accounting".

1993 – 2004 – Polytechnic College in Požega – the course "Finance"

Courses currently taught at undergraduate studies in Osijek, Varaždin and Vukovar: "Finance", "Public finance".

Postgraduate studies Management – the course "Business finance and accounting".

Postgraduate studies Finance and Banking – the course "Public financing".

**OTHER PROFESSIONAL ACTIVITIES:**

Member of the Association of accountants and finance professionals in the Republic of Croatia.

Member of the Association of accountants and finance professionals Osijek

Collaborator at the Institute for Public Finance Zagreb

Collaborator at the Croatian Employers' Association

Member of the Parliament Board for finances and budget

**PERSONAL DETAILS:**

- Born: 23 February 1956, Osijek
- Awards: Order of Croatian *Pleter* for meritorious service in war, Homeland War 1990-1992  
Testimonial, award of the Croatian Association of accountants and finance professionals 1999.
- Foreign languages: English, Russian
- Other skills: PC user

**NOTABLE PUBLICATIONS IN THE LAST FIVE YEARS**

- Marković, B.: «Poticaji ulaganja u sastavu poreza na dobit i dohodak», XXXIX Simpozij Financijski i računovodstveni aspekti korporativnog upravljanja u profitnim i neprofitnim subjektima. Pula, 2004.
- Marković, B.; Matić, B.: «Reforme fiskalnog i monetarnog sustava RH pod utjecajem europskih integracijskih procesa», Zbornik radova XXV, Wissenschaftliches Symposium «Notwendige Reformen in der Republik Kroatien und in der Bundesrepublik Deutschland unter dem Einfluss der Europäischen Integrationsprozesse», 2004.
- Marković, B.: «Harmonizacija poreznog sustava RH i BiH sa zemljama EU. Zbornik radova «Međunarodna poslovna logistika kao uspjeh uključivanja u europske gospodarske tokove» 3. Znanstveni kolokvij. Mostar, 2003.
- Marković, B.: «Procjena budućeg novčanog toka i utvrđivanje sadašnje vrijednosti» XXXVIII Simpozij računovodstva, financija i revizija u suvremenim gospodarskim uvjetima. Pula, 2003.
- Srb, V.; Matić, B.; Marković, B.: "Monetarne financije", Ekonomski fakultet Osijek; 2003.
- Matić B., Marković B., Perić R., - «Vodne naknadne kao izvor financiranja vodnog gospodarstva» 3. Hrvatska konferencija o Vodama.» Hrv.Vode u 21.stoljeću. Zbornik radova, Hrv.vode, Zagreb, 2003.
- Matić B., Marković B., Brekalo M., : «Quality of information System as the Prerequisite for the Realisation of Concessions Income in Telecommunications», Stwówqrzyszenie SILGIS, ul.Bedzinska 98/108 Sosnowiee Polska, 2003.
- Marković B., Matić B., Brekalo M.: "Post-war revenues as extra non-fiscal income", (članak), Finance, 50th Anniversary Financial Conference, Svishtov, Bulgaria; 11-12 April 2002), ABAGAR, Veliko Tarnovo 2002., Bulgaria, čl. 191. - 214.
- Marković, B; Marjanović, G.: Hrvatska poljoprivreda prije i nakon pristupanja Hrvatske Svjetskoj trgovinskoj organizaciji; Zbornik radova znanstvenog skupa " Susreti na dragom kamenu 2000." ; Gospodarstvo Hrvatske i Istre na prijelazu iz XX u XXI st.; Razvojne perspektive do 2010. g.; Ekonomski fakultet u Zagrebu i Mikrorad d.o.o., Zagreb, 2001.; pp. 251-258.
- Marković, B.; Srb, V.; Matić, B.: "Die Reform des Zahlungsverkehrs in der Republik Kroatien"; XXII simpozij Osijek – Pforzhem; Zbornik radova; 2001. pp. 79.-92.; 2001.
- Marković, B.: "Porez na dodanu vrijednost – trošak ili ne"; Zbornik radova s 1. znanstvenog kolokvija katedri za financije ekonomskih fakulteta RH; Ekonomski fakultet u Osijeku, 2001., pp. 135.- 141.
- Marković, B.; Srb, V.; Matić, B.: "Monetare und fiskale Behörden in der Republik Kroatien die Herausforderungen der Globalisierung"; XXI simpozij Osijek – Pforzhem; Zbornik radova, 2000.; pp.15.-30.; 2000.
- Marković B.; Srb V.; Monetarno kreditna politika (skripta), Sveučilište J.J. Strossmayera, Ekonomski fakultet Osijek, 2000.

**Prof. dr. sc. Ante Lauc**  
**Faculty of Economics in Osijek**  
**tel: 031/224-454**  
**e-mail: [lauc@efos.hr](mailto:lauc@efos.hr)**

**EDUCATION AND APPOINTMENTS:**

- 1999. appointment to the rank of full professor with tenure
- 1987. appointment to the rank of full professor
- 1982. appointment to the rank of associate professor
- 1974. appointment to the rank of assistant professor
- 1975. doctor's degree at the Faculty of Economics in Osijek
- 1973. master's degree at the Faculty of Mechanical Engineering and Shipbuilding in Zagreb
- 1964. graduated from the Faculty of Philosophy in Zagreb

**PROFESSIONAL EXPERIENCE:**

- 1964. - 1969. OLT Osijek
- 1969. - 1974. Elektroslavonija Osijek
- 1974. - Faculty of Economics in Osijek

**TEACHING APPOINTMENTS:**

- Methodology of Social Sciences – postgraduate studies at the Faculty of Law in Osijek
- Sociology of Management – Faculty of Economics in Osijek

**OTHER PROFESSIONAL ACTIVITIES:**

- member of Society of Economists
- member of Society of Sociologists
- member of Society of Psychologists
- member of Interdisciplinary Society Cross
- member of Society of Robotics and Maintenance Engineers
- member of Society for Evolutionary Economics
- member of Society for Application of Autopoietic Theory
- member of Society for Computer-Assisted Education
- member of New York Academy of Science
- member of the editorial board of the journal Informatica from Ljubljana, Slovenia
- member of the editorial board – Journal for interdisciplinary research, Tuzla, BiH
- member of the board of A. Đurašević Commemorative Event

**PERSONAL DETAILS:**

- Born: 4 August 1941 – Trebinje, Bosnia and Herzegovina
- Awards and certificates for merits during the Homeland War
- Foreign languages: English

**NOTABLE PUBLICATIONS IN THE LAST FIVE YEARS**

1. A. Lauc: "Metodologija društvenih znanosti", Pravni fakultet Sveučilišta J. J. Strossmayera u Osijeku, Osijek, 2000.

**Prof. dr. sc. Đula Borozan**  
**Sveučilište J. J. Strossmayera u Osijeku**  
**Faculty of Economics in Osijek**  
**Tel: 031 22 44 00**  
**e-mail: borozan@efos.hr**

#### **EDUCATION AND APPOINTMENTS:**

2004. appointment to the rank of full professor  
2000. appointment to the rank of associate professor  
1996. appointment to the rank of assistant professor  
1994. doctor's degree at the Faculty of Economics in Osijek  
1991. master's degree at the Faculty of Economics in Osijek  
1989. graduated from the Faculty of Economics in Osijek

#### **PROFESSIONAL EXPERIENCE:**

1989.- Faculty of Economics in Osijek

#### **TEACHING APPOINTMENTS:**

##### **Faculty of Economics in Osijek**

Economic cybernetics (teaching assistant)  
Theory of production (teaching assistant)  
Operational research  
Quantitative methods for business management  
Quantitative methods (selection of topics)  
Macroeconomics  
Entrepreneurship without borders

#### **OTHER PROFESSIONAL ACTIVITIES:**

- member of the Croatian Society for Operational Research

#### **PERSONAL DETAILS:**

- Born: 14 October 1966, Osijek
- Foreign languages: English, German
- Other skills:
  - o Authentic Leadership – certified distance learning program, Naropa University, Marpa Center for Business and Economics, Boulder, Colorado, USA, 2004.
  - o Experience sharing regarding the course «Macroeconomics» and teaching methods applied within the EU (Tempus project "Aspects of Organization and Information Systems: Curriculum Development", Freiburg, February 2003).
  - o «Train the counselors» for SMEs (small and medium enterprises) counselling, Center for Entrepreneurship, Osijek, April 1998.
  - o «Train the trainers» in Business planning for SMEs i Poslovnog planiranja za mala i srednja poduzeća, Center for Entrepreneurship, Osijek, June 1997.

- Training how to use the «Eurobases» data base within TEMPUS project «Center for European studies», Bruxelles, November 1992.

## SELECTED SCIENTIFIC PAPERS AND OTHER PUBLISHED WORK SINCE 2001

- Borozan, Đ.: *Makroekonomija*, Ekonomski fakultet u Osijeku, Osijek, 2001., 452 pages
- Borozan, Đ.: *Priručnik iz makroekonomije*, Ekonomski fakultet u Osijeku, Osijek, 2001., 106 pages
- Borozan, Đ.: *Sušтина suvremenih makroekonomskih teorija*, u zborniku radova "Uloga povijesti ekonomske misli u nastavi na fakultetima društvenih znanosti u Hrvatskoj", 2. znanstvena konferencija katedri za ekonomsku teoriju ekonomskih fakulteta u Hrvatskoj, Osijek, 4. – 5. 10.2001., pp. 49 – 72.
- Borozan, Đ. i S. Pfeifer: *Die Reform des Unternehmertums in Kroatien: Von der Ankuendungung zur Realisierung*, u zborniku 22. Symposium der Fachhochschule Pforzheim und der Oekonomischen Fakultät der J. J. Strossmayer-Universität Osijek "Reformen und Reformheimnisse in der Republik Kroatien und in der Bundesrepublik Deutschland", Pforzheim, 17.10. – 19.10.2001., pp. 142 – 168.
- Borozan, Đ.: *Od Phillipsove krivulje do NAIRU*, *Ekonomski vjesnik*, god. XIII, 1-2, 2002., Osijek, pp. 83 – 96.
- Borozan, Đ., Barković, I.: *Facts and Prospects of FDI in Croatia*, u zborniku 1. Amadeus konferencije: "European Enlargement" izdanom na CD-u, Research group on emerging & transition countries, GREET-ICARIE, Marne-la-valee (Paris), Francuska, 13. – 14.06.2002., pp. 1 – 24.
- Borozan, Đ.: *The Role of FDI in Spreading of Entrepreneurial Activity And Future Growth Rate in the CEECs*, u zborniku "Transition in Central and Eastern Europe – Challenges of 21<sup>st</sup> Century", Ekonomski fakultet Sarajevo, Sarajevo, BiH, 17. – 18.10.2002., pp. 69 – 75.
- Borozan, Đ., Dabić, M. i I. Barković: *The Meaning of Differences: Working Values of Croatian Women*, u zborniku 48. međunarodne konferencije "Advancing Entrepreneurship and Small Business", International council for small business, 15. – 18.06.2003., Belfast, Velika Britanija, track W: Women's enterprise – developing world-wide, rad br. 271, pp. 1 – 18.
- Borozan, Đ.: *Unfavorable Financial Performance of SMEs in the Osijek-Baranja County: Expectation Gap*, u zborniku 48. međunarodne konferencije "Advancing Entrepreneurship and Small Business", International council for small business, 15. – 18.06.2003., Belfast, Velika Britanija, track L: Linking theory and practice, rad br. 157, pp. 1 - 18.
- Borozan, Đ., Hadrović, B.: *Corporate Social Responsibility in Croatian Top Business Practice*, u zborniku "Geographical information systems: interdisciplinary aspects", University of Silesia, GIS forum, SILGIS Asociation, Sosnowiec, Poljska, 21.09. – 28.09.2003., pp. 35 – 46.
- Singer, S., Pfeifer, S., Borozan, Đ., Šarlija, N., Oberman, S.: *What Makes Croatia a(n) (Non) Entrepreneurial Country? GEM 2002: Results for Croatia*, Centar za politiku razvoja malih poduzeća, Zagreb, veljača 2003. (monografija), 63 pages
- Borozan, Đ., Barković, I.: *The Reflection of EU Enlargement on FDI in Croatia*, u zborniku međunarodne konferencije «European Integration: Local and Global Consequences», održanoj 15. – 19. rujna 2004. u Brno, Češka Republika, ISBN 80-7355-023-7, knjiga sažetaka, pp. 27 (zbornik u tisku)
- Borozan, Đ.: *Implications of EU Enlargement on Shaping the Business Environment for Foreign Investors in the CEEC*, u zborniku međunarodne konferencije «European Integration: Local and Global Consequences», održanoj 15. – 19. rujna 2004. u Brno, Češka Republika, ISBN 80-7355-023-7, knjiga sažetaka, pp. 28 (zbornik u tisku)

- *Barković, I., Borozan, Đ.: Supporting Female Entrepreneurship in Transitional Economies: the Croatian Experience*, 13th Nordic Conference on Small Business Research, June 10–12, 2004, Tromso, Norveška, pp. 1-17.
- *Borozan, Đ., Barković, I.: Vrednovanje atraktivnosti Osječko-baranjske županije u privlačenju izravnih inozemnih ulaganja*, Ekonomski pregled, 3-4, god. 54, Zagreb 2003., pp. 324 – 358.
- *Borozan, Đ.: Poduzetnička osnovica Osječko-baranjske županije: razvojni izazov*, Ekonomski vjesnik, 1-2, 2003., pp. 99-122.
- *Borozan, Đ.: Percepcija javnosti o značenju Koridora V/c za Slavoniju i Baranju*, 1. međunarodna konferencija «Koridor Vc kao euroregionalna poveznica na prometnom pravcu Baltik – Srednja Europa – Jadran, održanom 11. – 13.11.2004., Osijek, knjiga sažetaka, pp. 40. (zbornik u tisku)

### Scientific studies

- *Singer, S., Borozan, Đ., Cupec, S. (et al.): Studija gospodarskog razvitka grada Osijeka*, Ekonomski fakultet u Osijeku, Zavod za prostorno planiranje, d.d. Osijek, prosinac 2002. godina, 190 pages
- *Singer, S., Borozan, Đ., Lay, V., Mašek, A., Oberman, S.: Park prirode Kopački rit – plan upravljanja: sektorska studija: socio-ekonomski odnosi*, Sveučilište J.J. Strossmayera u Osijeku, Ekonomski fakultet u Osijeku, Osijek, 2003., 66 pages
- *Borozan, Đ.: Gospodarstvo Osječko-baranjske županije, prošlost i sadašnjost*, u S. Singer i dr.: *Strategija razvoja Osječko-baranjske županije*, Sveučilište J.J. Strossmayera u Osijeku, Ekonomski fakultet u Osijeku, pp. 71 -120, siječanj 2005. (working version)
- *Borozan, Đ.: Analiza stavova i mišljenja mladih građana o stanju i budućnosti Osječko-baranjske županije*, u S. Singer i dr.: *Strategija razvoja Osječko-baranjske županije*, Sveučilište J.J. Strossmayera u Osijeku, Ekonomski fakultet u Osijeku, pp. 121-139, siječanj 2005. (working version)

Doctoral dissertation: *Development Paradigm under Conditions of Transition and Turbulence*, 1994, supervisor: Prof. dr. sc. Slavica Singer

**Prof.dr.sc. Luka Crnković**  
**Faculty of Economics in Osijek**  
**Tel: 031/224-400**  
**e-mail: crnkovic@efos.hr**

**EDUCATION AND APPOINTMENTS:**

- 2004. appointment to the rank of full professor
- 2000. appointment to the rank of associate professor
- 1994. appointment to the rank of assistant professor
- 1992. doctor's degree at the Faculty of Economics in Osijek
- 1984. master's degree at the Faculty of Economics in Osijek
- 1972. graduated from the Faculty of Economics in Osijek

**PROFESSIONAL EXPERIENCE:**

- 1984- Faculty of Economics in Osijek
- 1975-1980. HEP - Elektroslavonija Osijek, Head of Bookkeeping Dept.
- 1972-1975. Autoraparatura Osijek, planner-analyst

**TEACHING APPOINTMENTS (courses taught):**

- |                            |                                  |
|----------------------------|----------------------------------|
| Economic policy            | - Faculty of Economics in Osijek |
| Business policy            | - Faculty of Economics in Osijek |
| Financial accounting       | - Faculty of Economics in Osijek |
| Organisation of Accounting | - Faculty of Economics in Osijek |
| Auditing                   | - Faculty of Economics in Osijek |

**OTHER PROFESSIONAL ACTIVITIES:**

- member of the Croatian Association of accountants and finance professionals
- member of Croatian Marketing Society CROMAR Zagreb
- Autoreparatura d.d. Osijek - member of supervisory board
- Vuka d.d. Osijek - member of supervisory board
- Osijek-Baranja County - councillor at the County Assembly
- Osijek-Baranja County - vice-president of the Economy Council
- Osijek-Baranja County - president of Social Services Commission
- Osijek-Baranja County - member of the Finance Commission

**PERSONAL DETAILS:**

- Born: 24 November 1946, Grabovica, Bosnia and Herzegovina
- Foreign languages: French

**PAPERS AND OTHER PUBLICATIONS WITHIN LAST FIVE YEARS WHICH CONFIRM MY QUALIFICATIONS TO TEACH**

1. Crnković, L. (co-author with Martinović, J.): Financijsko računovodstvo, university textbook, Ekonomski fakultet u Osijeku, Osijek 1999, 263 pages.
2. Crnković, L. (co-author with Martinović, J.): Računovodstvo na računalu, Pentium d.o.o., Vinkovci 1999., 90 pages.

3. Crnković, L. (co-author with Martinović, J.): Kontni plan, Ekonomski fakultet u Osijeku, Osijek 1999., 34 pages.
4. Crnković, L., Martinović, J., Mesarić, J.: Organizacija računovodstva, Ekonomski fakultet u Osijeku, Osijek, 2005.
5. Crnković, L.: Revizija financijskih izvještaja u uvjetima globalizacije svjetskog tržišta, 16. Kongres, CROMAR-a Hrvatske, Hrvatsko gospodarstvo u tranziciji, Marketinško okružje prema globalizaciji, Vukovar/Ilok/Osijek listopad 1999. pp. 27-18.
6. Crnković, L. (co-author with Tadić, A.); Analiza susatva lokalnih poreza u Republici Hrvatskoj s posebnim osvrtom na Osječko-baranjsku županiju, časopis "Ekonomski vijesnik", Ekonomski fakultet u Osijeku, Osijek 1998., str 11-25. Original scientific article.
7. Crnković, L. (coauthor with Ferenčak, I. ca 1/2): Mjesto i uloga računovodstvenog sustava u poslovnom sustavu poduzeća, University of Mostar, Faculty of mechanical engineering and DAAAM International Vienna, Business system management, Proceedings of the 1st international conference business system management - UPS '97 26-27th September 1997., Mostar BiH 1997., pp. 59-63.

**Prof. dr. sc. Ninoslav Novak**  
**Faculty of Economics in Osijek**  
**tel: 385 091 22 44 051**  
**e-mail: nnovak@efos.hr**

**EDUCATION AND APPOINTMENTS:**

- 2004. appointment to the rank of associate professor
- 1998. appointment to the rank of assistant professor
- 1996. doctor's degree at the Faculty of Organisation and Informatics in Varaždin
- 1987. master's degree at the Faculty of Forestry in Zagreb (Documentation and Reference Centre of Zagreb University)
- 1968. graduated from the Faculty of Forestry in Zagreb

**PROFESSIONAL EXPERIENCE:**

- 1970.- 1977. Electronic Data Processing Centre, Osijek
- 1978.- 1990 Information centre of SŠGO, Osijek-Vinkovci
- 1991.- 1997. Ministry of Agriculture and Forestry, Zagreb
- 1998.- 2002. Ministry of Science, Technology and Informatics, Zagreb
- 2003.- 2005. Faculty of Economics in Osijek

**TEACHING APPOINTMENTS:**

- **Introduction into ADP:** Faculty of Civil Engineering in Osijek (1973);
- **Programing language FORTRAN:** Faculty of Civil Engineering in Osijek (1974);
- **Computer science and informatics:** PTF Osijek (1996);
- **Programing and programing languages:** PTF Osijek (1997);
- **Informatics:** Faculty of Economics in Osijek (1998);
- **Electronic business operations:** Faculty of Economics in Osijek (1999);
- **Electronic business operations:** VERN Zagreb (2000);
- **Databases:** VeleRi (2003);
- **Elektronic banking:** Faculty of Economics in Osijek (2003);
- **Electronic business operations:** VeleRi (2004);

**OTHER PROFESSIONAL ACTIVITIES:**

- member of the Croatian Informatician Association
- member of the Commission for Standardisation of Computer Operations in the Republic of Croatia
- author of four books
- technical editor (layout) of more than 80 scientific and technical books

**PERSONAL DETAILS:**

- Born: 16 April 1943, Osijek
- Awards:
  - **Plaque and diploma INFORMATIKA (Republic of Croatia)**
  - **Awards and scrolls of honour for activities during Homeland War 1991-1995.**
  - **Several awards and plaques for contributions to ICT development by «Narodna tehnika»**
- Foreign languages:
  - **English (spoken and written),**
  - **German (secondary school)**
- Other skills:

- **European Computer Driving Licence diploma**
- **two years of full-time studies at the Faculty of Agriculture in Zagreb (in parallel with studies at the Faculty of Forestry)**
- **one year of full-time studies at the Faculty of Economics in Osijek (as a graduate engineer of forestry)**
- **proficient user of programming tools (not certified) PowerBuilder, PowerDesigner, EAServer, Sybase Anywhere DB, Microsoft ...**
- **continuous training at IBM, Digital Computer, Microsoft, and Sybase education centres in Europe, the USA and Canada**
- **extensive work on projects based on computer technology**
- **continuous collaboration with Partners in Learning Microsoft Croatia**
- **horseback-riding, water-skiing, skiing, surfing, cycling, ...**

### **NOTABLE PUBLICATIONS IN THE LAST FIVE YEARS**

1. Baza podataka, organizacijske i komunikacijske pretpostavke izgradnje informacijskog sustava visoke naobrazbe Republike Hrvatske, *Opatija 2004*.
2. Elektroničko poslovanje i mrežno gospodarstvo u funkciji razvitka Republike Hrvatske, *Poreč, 2004*.
3. A Data Model of Information Management System in Croatian Higher Education in the Function of Economic Development and Integration Processes of the Republic of Croatia under Conditions of Digital Economy; *Orlando, 2003*. (co-author B. Dukić)
4. Algorithm of Normative Discharging of Raw Material Inventories in Inventory and Material Accounting of Grain Processing Industry, *Opatia, 2003*. (co-author B. Dukić)
5. Potentials of the Internet in Global Commercialization of Health Care Resources in Transitional Countries, *Sarajevo, 2002*. (co-author B. Dukić)
6. Data Formation within an Electronic Trade System in the Function of Summer Tourism, *Poreč; 2002*. (co-author B. Dukić)
7. Information Supported Input/Output Analysis of Production Capacities of Bread Grains in Eastern Slavonia, *Opatija, 2002*. (co-author B. Dukić)
8. Croatian Information System “Interventions in Environment Protection” and Management With Dangerous Substances, *Zagreb, 2001*.
9. Information System for Interventions in Environment Protection of Republic Croatia Concerning Coefficient of Danger and Risk Index in Management With Dangerous Substances for DDD and ZUPP Users, *Poreč, 2001*.
10. Informatička podrška gospodarenja opasnim tvarima u Republici Hrvatskoj (intervencije u zaštiti okoliša), *Zagreb, 2001*.
11. Information Engineering in Function of Improvement of Public Health, *Prague, 1999*.
12. Used of Internet Services in Stored-Products Protections, *Poreč, 1999*.
13. Development of the Information System in Forestry, Systems Approach to Forest Operations Planning and Control, *Edinburgh, 1998*.

### **LIST OF PROJECTS**

- Information subsystem of plant, merchandise and warehousing operations
- Design and execution project of editorial and operational information system for a daily newspaper
- Design and execution project of the information system (management, monitoring and coordination) for the government administration in agriculture and forestry.
- Development and organisation concept of LAN and WAN for the government administration in agriculture and forestry.
- Information system DDD for a large city.

- Information system of waste disposal and management in a large area.
- Information system of hunting in the Republic of Croatia.
- Hospital and clinical hospital information system.
- Information system for environment protection in the Republic of Croatia.
- Information system – records of teaching staff in Croatian higher education.
- Preliminary project for Management Information System at J. J. Strossmayer University.
- Preliminary project for a database and information system for the Conflict of Interest Committee.

**Doc. dr. sc. Stipan Penavin**  
**Faculty of Economics in Osijek**  
**Tel: 031/224400**  
**e-mail: penavin@efos.hr**

**EDUCATION AND APPOINTMENTS:**

2004. appointment to the rank of assistant professor  
1998. appointment to the rank of scientific assistant  
1997. doctor's degree at the Faculty of Economics in Osijek  
1987. master's degree at the Faculty of Economics in Osijek  
1977. graduated from the Faculty of Economics in Osijek

**PROFESSIONAL EXPERIENCE:**

1971 – 1974. Computer centre of Transjug, Rijeka  
1974 – 1978. Transjug Rijeka, Osijek subsidiary  
1978 - 1988. Bureau for Physical Planning in Osijek  
1988 - 1997. Bureau for Physical Planning in Osijek  
1997 – 1998. Slavoinvest d.d., Osijek  
1998 - 2004. Slavonski privatizacijski investicijski fond (privatisation investment fund),  
Osijek  
2004. Faculty of Economics in Osijek

**TEACHING APPOINTMENTS:**

Dr. Penavin has taught the course “Cost management” at undergraduate studies, and  
“Modern financial instruments” at postgraduate studies at the Faculty of Economics in Osijek.

**OTHER PROFESSIONAL ACTIVITIES:**

- member of HDE and CROSS

**PERSONAL DETAILS:**

- Born: 19 May 1948, in Plavna, Vojvodina, Serbia  
- Foreign languages: English; German (passive knowledge)

**NOTABLE PUBLICATIONS IN THE LAST FIVE YEARS QUALIFYING YOU FOR TEACHING**

1. Penavin, S: INSTRUMENTS OF THE FINANCIAL ANALYSIS USED FOR THE ESTIMATION OF PROFITABILITY AND RISK, ICES 2002, Transition in central and Eastern Europe – Challenges of 21st Century, University of Sarajevo, Faculty of Economics Sarajevo, 2002.
2. Mašek A.i Penavin,S.: INTELEKTUALNI KAPITAL U BILANCI TVRTKE, Znanje – temeljni ekonomski resurs, Ekonomski fakultet Rijeka, Rijeka 2002.
3. Penavin.S.: Primjena analitičkih metoda u postupku upravljanja portfeljom, Ekonomski fakultet u Osijeku, Ekonomski vjesnik br. 1, 2003.

**Prof.dr.sc. Srećko Jelinić**  
**Faculty of Law Osijek**  
**Faculty of Economics in Osijek**  
**tel: 385 31 224 400**  
**e-mail: srecko.jelinic@os.htnet.hr**

**EDUCATION AND APPOINTMENTS:**

1993. appointment to the rank of full professor with tenure  
1991. appointment to the rank of full professor  
1985. appointment to the rank of associate professor  
1980. appointment to the rank of assistant professor  
1979. doctor's degree at the Faculty of Law in Zagreb  
1974. master's degree at the Faculty of Law in Zagreb  
1970. graduated from the Faculty of Law in Zagreb

**PROFESSIONAL EXPERIENCE:**

1970.-1974. HAZU (Croatian Academy of Arts and Sciences) Zagreb  
1973.-1974. Faculty of Foreign Trade  
1974.-1975. District Attorney's office in Osijek  
1975. - Faculty of Law Osijek  
1993. - Faculty of Economics in Osijek – part-time employment

**TEACHING APPOINTMENTS:**

FACULTY OF LAW OSIJEK

Company Law

Commercial Contract Law

FACULTY OF ECONOMICS IN OSIJEK

Commercial Law

FACULTY OF PHILOSOPHY OSIJEK

History of Diplomacy with Foundations of International Public Law

**OTHER PROFESSIONAL ACTIVITIES:**

- Croatian Society for Maritime Law, Zagreb/Rijeka
- Croatian Society for International Law, Zagreb
- Member of the International Committtee on Legal Aspects of Sustainable Development of the International Law Association, London
- Member of the Legislation Board of the Croatian Parliament
- Member of the editorial board in the journal "Comparative Maritime Law", published by HAZU, Jadranski zavod Zagreb, and of the journal "Pravni vjesnik", published by the Faculty of Law Osijek
- Regular member of the Academy of Law Sciences of Croatia, and of the Academy's Scientific Board
- Arbitrator on the list of the Permanent Arbitration Court
- Judge juror at the High Commercial Court of the republic of Croatia, Zagreb
- First head of the Government Office for cooperation with the Hague tribunal 1996-1997.

**PERSONAL DETAILS:**

- Born: 27 February 1948 in Osijek
- Foreign languages: English, German

**NOTABLE PUBLICATIONS IN THE LAST FIVE YEARS**

1. Ilok – uređeno trgovište s posebnim osvrtom na odredbe Iločkog statusa, 1525. g. o zaštiti vjerovnika, HAZU, Zavod za znanstveni i umjetnički rad u Osijeku, Osijek 2002. (**statute – content – security of business relations – repayment of debts – mortgage – pledge**)
2. Strukturelle Veraderungen in der Transition Wirtschaft Kroatiens, XXIII znanstveni simpozij «Strukturelle Veranderungen in der Wirtschaft der Republiken Kroatien und Bundesrepublik Deutschland» zbornik radova, pp. 109-119., Ekonomski fakultet u Osijeku i Fachhochschule Pforzheim, Osijek 2002. (**croatian economy in transition – legal aspects – structural changes – entrepenerus concentration as a structural change – consumers protection**)
3. Environmental Protection – a Practical and Feasible Task – Legal Aspects, International Immigration and Environmental Conference, 17-18. VI 2002, Warsaw-a, Poljska, knjiga radova, Wydawnictwo Prywatnej Wyzsej Szkoły Businessu i Administracji, Warszawa 2002, pp. 211-219. (**environmental pollution – sustainable development – legal aspects od e.protection – Croatia**)
4. Održivi razvoj – pravna načela/principi i praksa u području zaštite okoliša, prikaz, Pravni vjesnik, br. 3-4, Pravni fakultet, Osijek, VII-XII/2002, pp. 381-383. (**environment – protection – legal aspects – sustainable development**)
5. Der Marktettbewerb – Schutz des Freien Marktwettbewerbs – Rechtliche und Okonomische Aspekte (koautorstvo s dr. Marijanom Karićem), XXI znanstveni simpozij «Makro, Mikro und Rechtliche Aspekte in Transitionprozessen», zbornik radova, pp. 58-80, Ekonomski fakultet u Osijeku i Fachhochschule Pforzheim, Osijek 2000. (**market competition – market concentration – market conduct – European Union**)
6. The Role of Privatisation in Countries in Transition with Special Remarks on Managers Education and Training (Privatisation «Hysteria»), International Conference of the Faculty of Economics Sarajevo ICES 2002, «Transition in Central and Eastern Europe – Challangers of 21st Century, Conference Proceedings, pp. 317-321. Sarajevo, 2002. (**key words – privatisation – transition – management – legal position – deiciency of agile management – the role of corporate management – sustainable development – meaning**)
7. Gospodarski i pravni sustav kao okvir i poticaj (ali i moguća zapreka) sveobuhvatnom korištenju nacionalnih vrijednosti, Kongres s međunarodnim sudjelovanjem o nacionalnim vrijednostima u gospodarskom razvoju, Zagreb VI, 2003, CD izdanje – zbornik radova
8. Javni bilježnik i dioničko društvo, Glas Slavonije, 11.X 2003, p. 9
9. Importance of Law to Economics in Transition, ICES, 2-a Međunarodna konferencija Ekonomskog fakulteta u Sarajevu «From Transition to Development: Globalisation and the Political Economy of Development in Transition Economies, Sarajevo, BiH, 2003.
10. A number of articles dealing with the topics of company law and commercial contracts, published in the daily newspaper “Glas Slavonije”.

**Doc. dr. sc. Ivana Barković**  
**Faculty of Law Osijek**  
**tel: 385 31 224 500 lokal 567**  
**e-mail: barkovic@zakon.pravos.hr**

**EDUCATION AND APPOINTMENTS:**

- 2003. appointment to the rank of assistant professor
- 2002. doctor's degree in the field of economics, Faculty of Economics in Osijek
- 1999. master's degree in the field of economics, University of Illinois at Urbana-Champaign, USA
- 1996. graduated from the Faculty of Economics in Osijek

**PROFESSIONAL EXPERIENCE:**

- 1996.- Faculty of Law Osijek

**TEACHING APPOINTMENTS:**

- Faculty of Law Osijek, University of J.J. Strossmayer in Osijek:
  - Scientific novice – research assistant in the project «*Shaping Croatian administrative and political organisation in the function of development*», project number: 5-03-136; «*Shaping Croatian local administration and self-government*», project number: 1111501
  - Assisting in teaching the courses «Economic policy» (with Professor N. Bosanac) and «Entrepreneurial management» (with Professor N. Bosanac)
- Polytechnic College in Požega, Faculty of Law
  - Courses: Economic policy, European integrations

**OTHER PROFESSIONAL ACTIVITIES:**

- Croatian Institute for Local Self-Government Osijek
- Member of the School Board in the III. Grammar School in Osijek
- Rotaract club Osijek, district 1910

**PERSONAL DETAILS:**

- Born: 3 July 1972 in Belgrade
  - Awards: Grant *Ron Brown Fellowship*, IREX, SAD, 1997-1999.
  - *Lions Klub Osijek* – award as the best student at the University of J. J. Strossmayer in Osijek, March 1995.
- Foreign languages: English, German, passive knowledge of French

**NOTABLE PUBLICATIONS IN THE PAST FIVE YEARS**

1. Barković, I.: Inteligentno poduzeće, Poslovna analiza i upravljanje, br. 1, Zagreb, 1997.
2. Barković, I.: Management inteligencije, Poslovna analiza i upravljanje, br. 2, Zagreb, 1997.
3. Barković, I.: Evolucijski reengineering, Ekonomski vjesnik, br. 2, Osijek, 1997., pp. 163-173.
4. Barković, I.: Izravna strana ulaganja u tranzicijskim ekonomijama: prilike i prijetnje, Ekonomski vjesnik, god. X, broj 1 i 2, Osijek, travanj 1999., pp. 45-52.
5. Barković, I., Lulić, M.: Hrvatska i WTO: pravno-ekonomski aspekti, Ekonomski vjesnik, god. XII, br. 1. i 2., 1999., pp. 81-89.
6. Barković, D., Barković, I.: Pursuing New Horizons in Management, Proceedings of the 3<sup>rd</sup> International Conference on “Enterprise in Transition” – Book of Extended Abstracts, CD ROM with full papers, Split, 1999, pp. 354-361.
7. Barković, I.: Microcrediting Small and Medium-Scaled Companies in Transitional Countries, The First Pan-European Symposium, European Spring in CBH Triangle, Proceedings 1999, 18-20. June 1999, Osijek, pp. 233-241.
8. Barković, I.: Nobelova nagrada za ekonomiju za 1999. godinu: Robert A. Mundell - otac teorije o optimalnim valutnim područjima, Ekonomski vjesnik, god. XI, broj 1 i 2, Osijek, siječanj 2000., pp. 111-112.
9. Barković, I., Mujić, N.: Entrepreneurial Education: from a random fluctuation to the social purpose, IntEnt00, Internationalizing Entrepreneurship Education and Training, Tampere, Finland, 10-12 July 2000, [www.intentconference.de/archives/intent2000/papers.html](http://www.intentconference.de/archives/intent2000/papers.html)
10. Barković, I.: Cultivating Entrepreneurship in Croatia: from “the rule of thumb” to “the rule of law”, Proceedings from the conference Global Entrepreneurship for the New Millennium, School of Management, Syracuse University, Syracuse, New York, USA, August 20-23, 2000, pp. 1-11.
11. Barković, I.: The Challenge of Entrepreneurial Education at the J.J. Strossmayer University of Osijek, 4. G-Forum Jahreskonferenz 2000, Vienna, 5-6<sup>th</sup> October 2000
12. Barković, I., Odoša, R.: Conventional Wisdom of FDI in Transitional Economies Revisited: *The Case of the Benetton S.p.A. in the Osijek-Baranya County*, Fourth International Conference on Enterprise in Transition, Proceedings – Book of Extended Abstracts, CD ROM with full papers, Split-Hvar, May 24-26, 2001, pp. 225-237.
13. Barković, I.: Strategic Management of Local Self-Government, Local Self-Government – Croatian and Dutch Experiences, Croatian Institute for Local Self-Government, Grafika Osijek, Osijek, 2001, pp. 308-317.
14. Barković, D., Barković, I.: Nobelova nagrada za ekonomiju – potvrda suvremene ekonomske misli, Druga znanstvena konferencija katedri za ekonomsku teoriju ekonomskih fakulteta u Hrvatskoj “Uloga povijesti ekonomske misli u nastavi na fakultetima društvenih znanosti u Hrvatskoj, Osijek, listopad 2001, pp. 147-169.
15. Borozan, Đ., Barković, I.: Strana ulaganja u funkciji rasta Osječko-baranjske županije, 3. međunarodni simpozij “Drava 2002” – Rotary club, district 1910, 9.i 10. svibanja 2002., pp. 88-98.
16. Barković, I., Odoša, R.: The Impact of Structural Adjustments on the Sustainable Development of Transitional Economies – the case of Croatia, International Conference "An Enterprise Odyssey: Economics and Business in the New Millennium" 2002, Zagreb, Croatia, June 27-29th, 2002, pp. 85-100.
17. Barković, D., Barković, I.: Catastrophe and Chaos Theory as new Paradigms of Entrepreneurship, International Conference "An Enterprise Odyssey: Economics and

- Business in the New Millennium», Conference Proceedings, Zagreb, Croatia, June 27-29th, 2002, pp. 151-161.
18. Borozan, Đ., Barković, I.: Facts and Prospects of FDI in Croatia, u zborniku 1. Amadeus konferencije: “European Enlargement” izdanom na CD-u, Research group on emerging & transition countries, GREET-ICARIE, Marne-la-Valee (Paris), 13. – 15.06.2002., pp. 1 – 24.
  19. Bosanac, N., Barković, I.: Pravni položaj obrtnika kao stečajnog dužnika, Pravni vjesnik, br. 1-2/2002., pp. 157-162.
  20. Barković, I.: The Red Tape Analysis of the Barriers to Foreign Direct Investment in Croatia, International Conference «Transition in Central and Eastern Europe – Challenges of 21st Century», Conference Proceedings, University of Sarajevo, Faculty of Economics Sarajevo, Sarajevo, Bosnia and Herzegovina, October 17-18, 2002, pp. 41-47.
  21. Barković, D., Barković, I.: The Contribution of the Chaos Theory to Theory Development of Entrepreneurship, International Conference «Transition in Central and Eastern Europe – Challenges of 21st Century», Conference Proceedings, University of Sarajevo, Faculty of Economics Sarajevo, Sarajevo, Bosnia and Herzegovina, October 17-18, 2002, pp. 35-40.
  22. Bosanac, N., Barković, I., Palić, V.: O novostima u stečajnom postupku, Hrvatska Pravna revija, Svibanj 2003., pp. 116-120.
  23. Mujić, N., Barković, I., Verner, J.: Motivational, Emotional and Communication Assumptions for Changes – An Insight into Croatian Enterprises, 48<sup>th</sup> World Conference “Advancing Entrepreneurship and Small Business”, Proceedings – Book of Extended Abstracts, CD ROM with full papers, Belfast, Northern Ireland, June 15-18, 2003, p. 32.
  24. Dabić, M., Borozan, Đ., Barković, I.: The meaning of differences: working values of Croatian women, 48<sup>th</sup> World Conference “Advancing Entrepreneurship and Small Business”, Proceedings – Book of Extended Abstracts, CD ROM with full papers, Belfast, Northern Ireland, June 15-18, 2003, str. 273.
  25. Borozan, Đ., Barković, I.: Vrednovanje atraktivnosti Osječko-baranjske županije u privlačenju izravnih inozemnih ulaganja, Ekonomski pregled, Godina 54, Broj 3-4, Zagreb, 2003. pp. 324-359.
  26. Bosanac, N., Barković, I.: Porez na dodanu vrijednost u ekonomijskoj politici s posebnim osvrtom na dodanu vrijednost i porezna oslobođenja u pravu Republike Hrvatske i Slovačke republike, Pravni vjesnik, br. 1-2/2003., pp. 225-235.
  27. Bosanac, N., Barković, I.: Strana izravna ulaganja u Republiku Hrvatsku, Pravni vjesnik, Pravni vjesnik, br. 1-2/2003, pp. 367- 380.
  28. Bosanac, N., Barković, I.: The policy of transition in Eastern and European Countries, ICES 2003 - Second International Conference of the Faculty of Economics in Sarajevo “From Transition to Development - Globalization and Political Economy of Development in Transitional Economics, Book of Abstracts, Sarajevo, 9-11 October 2003, pp. 359-377.
  29. Barković, I.: Koncept održivog razvitka u razvoju prometnog sustava Hrvatske, III. znanstveni kolokvij “Međunarodna poslovna logistika kao uvjet uspješnog uključivanja u europske gospodarske tokove”, zbornik radova, Mostar, 8. studenog 2003, pp. 63-70.
  30. Barković, I., Borozan, Đ.: Supporting female entrepreneurship in transitional economies: the Croatian experience, 13th Nordic Conference on Small Business Research, June 10-12, 2004, Tromso, Norway, pp. 1-17.
  31. Barković, I., Mujić, N., Verner, J.: Poduzetništvo u suvremenim uvjetima, Informatologija 2004, Hrvatsko komunikološko društvo, br.37, svezak 3, Zagreb, 2004, pp. 245-251.

## **BOOKS:**

1. Barković, D., Barković, I.: Nobelova nagrada za ekonomiju, second enlarged edition, Grafika, Osijek, 2004.

**Papers and other publications that qualify I. Barković, PhD to teach the course:**

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**Dr. Drago Žagar, associate professor**  
**Faculty of Law in Osijek**  
**Tel: 385 31 224 600**  
**E-mail: drago.zagar@etfos.hr**

Drago Žagar was born on 14 September 1965 in Otok. He has finished primary school in 1980 in Otok, and secondary school in 1984 in Vinkovci, when he enrolled the Faculty of Electrical Engineering of Zagreb University. He graduated on 8 February 1990 at the Faculty of Electrical Engineering from the program in Telecommunications and computer science, defending the BSc graduation paper titled 'Komunikacija čovjek sistem u komutaciji upravljanoj tokom podataka'. He finished a MSc program at the Faculty of Electrical Engineering in Zagreb on 18 May 1995, defending the MSc thesis titled 'Metode provjere komunikacijskih protokola temeljene na modelu automata'. He received a PhD in technical sciences from Zagreb University, Faculty of Electrical Engineering and Computing on 22 March 2002, when he defended his doctoral dissertation titled 'Upravljanje mrežnim resursima za usluge s promjenljivim zahtjevima na kvalitetu' (Network Resource Management for the Services with Variable QoS Requirements). He was appointed Euro Laser Engineer having completed the postgraduate course at Vienna University of Technology in 1995/1996. In 1998 he was a visiting researcher at Saarbrücken University in Germany.

Since 1990 he worked at the Faculty of Electrical Engineering at J.J. Strossmayer University in Osijek as junior researcher, junior assistant, and as of 1995 as assistant. In 2002 he was appointed assistant professor of electrical engineering, branch telecommunications and computer science.

From 2003 to 2005 he was the Assistant Dean for Education at the Faculty of Electrical Engineering in Osijek, participating in the development of new study programs harmonized with the provisions of the Bologna Declaration. In 2004/2005 he was a member of the J.J. Strossmayer University Senate. In 2005 he was re-elected Assistant Dean for Education. In 2005/2006 he was appointed Vice-Rector for Education of the J.J. Strossmayer University in Osijek.

In the new program in electrical engineering in 2003/2004 he introduced new obligatory courses *Measures and protocols* and *Codes and coding* and the *Computer science and communication specialization*. He has also introduced a specialist course *Communication protocols* in the same program. In the graduate program in electrical engineering he has introduced the following new courses *Internet technologies*, *Telecommunications projecting*, *Communication Protocols Analysis and Synthesis* and *Service Quality*.

From 1998 to 2000 he was the manager of the Computer Science Lab, and during 2000/2001 he worked on establishing and organizing a Telecommunications lab and procuring equipment for it. Since 2003 he has been the manager of the Telecommunications lab.

He participated in four research projects financed by the Ministry of Science and Technology of the Republic of Croatia: 'Životni ciklus tehničkih sustava' (Life-cycle simulation of technical systems) 1993-1996, 'Brzi sustav identifikacije proizvodnih procesa' 1997-2002, both under dr. Franjo Jović, full professor, and 'Call and Service Processing Systems, Signalling and Communicating Protocols for Advanced Network Architectures' under dr. Ignac Lovrek, full professor, and since 2002 in the research project 0165112 'Digitalna radiodifuzija u frekvencijskim opsezima ispod 30 MHz', under dr. Tomislav Švedek, full professor. Since 2003 he has participated in the research and development project No. 0019982 'CRO-grid

Infrastructure”. During 2004 at the Faculty of Electrical Engineering in Osijek he lead a project 'IPv6 security and privacy' as part of the *CAR6Net* project by CARNet and SRCE Zagreb. As a member of the consortium he participated in launching the Tempus project 'Higher education in biomechanics – HEB', contracted by Vienna University and coordinated by Split University.

He was a member of the international scientific committee at several conferences. He was a member of the international program committee at the 'Workshop on Signals and Systems in Human Motion', as part of SoftCOM 2004.

He is a member of The Institute of Electrical and Electronics Engineers, Inc. U.S.A.- IEEE (Communications Society) and a member of the Croatian Chamber of Architects and Civil Engineers. He speaks English and has good command of German.

He has Croatian citizenship and is of Croatian nationality. He is married and has two children.

#### PAPERS PUBLISHED IN THE LAST FIVE YEARS:

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- [14] H. Očevčić, D. Žagar: Quality of Service Management in Multimedia Communications, Proceedings of **EUROCON 2005** - The International Conference on "Computer as a tool", Belgrade, November 2005.
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#### **ADDITIONAL PAPERS WHICH QUALIFY THE PROFESSOR FOR THE COURSES HE TEACHES:**

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#### **LAST ACADEMIC APPOINTMENT:**

He was appointed associate professor of technical sciences for electrical engineering, branch telecommunications and computer science on 19 December 2005.

**Dr. Niko Majdandžić, full professor**  
**Mechanical Engineering Faculty in Slavonski Brod**  
**Tel: 035 446 188**  
**E-mail: Niko.Majdandzic@brod.sfsb.hr**

### **CURRICULUM VITAE**

I was born on 14 May 1941 in Ivanjska near Banja Luka. I got the first degree in mechanical engineering in 1964, after which in 1973 I graduated from FON in Belgrade, specializing in Cybernetics and automatization.

In 1967 I started working in *Đuro Đaković*, where I worked as a plant engineer, manager of tool preparation, production manager, RO manager, vice-president of the Board for Development, and deputy general manager.

I got an MA in 1976, and PhD in 1986. In 1987 I was appointed assistant professor, in 1991 associate professor, in 1996 full professor, and in 2000 full professor with tenure.

Since 1990 I have been working full time at the Mechanical Engineering Faculty where I teach courses in computer science and organization. I am now re-elected Dean of the Faculty of Machine Engineering for the second term. I teach in postgraduate programmes at the Faculty of Economics, Faculty of Agriculture, Faculty of Law, Faculty of Electrical Engineering, Mechanical Engineering Faculty in Zenica and Mechanical Engineering Faculty in Tuzla. I am the coordinator of the program in Business systems at the postgraduate program at the Faculty of Mechanical Engineering.

During my education I have received awards as the best student in the first and the second degree program and the University Charter. I have received several awards for my work (Golden badge for information science, Silver medal *Đuro Đaković* for organizing target production, annual *Đuro Đaković* award, regional plaque for information science, Chamber of Economy plaque, work medal) and research (golden *Đuro Đaković* medal for contribution to science, *Oslobodjenje Broda* award, plaque of the Information science community of Croatia, Work Medal with Silver Wreath, annual award of Štit Berislavić, Golden coat of arms of the Brodsko-posavska county, Decoration *Danica-Hrvatska-Order Medal with the image of Ruđer Bošković*. I have also received the *1991 War of Defense Memorial Medal*. I am a member of the Board for production science of the Croatian Academy of Science, International Federation for Automatic Control (IFAC), board of Advanced Manufacturing Technology and New York Academy of Sciences. I am a member of the Academy of Technical Sciences of Croatia.

I am also included in the *Who's Who in Science and Engineering* edition listing 25000 world scientists and the edition of 2000 *Outstanding Scientists of the 20th Century* published by the International Biographical Centre Cambridge, England.

I have published 11 books, 2 course books, 2 manuals, 120 research papers and 30 expert papers.

I have participated in several projects as main investigator.

The MIMS maintenance system developed according to my project was awarded the label *Izvorno hrvatsko (Croatian Creation)* in 2001.

### **PAPERS PUBLISHED IN THE LAST FIVE YEARS:**

#### **2000**

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8. Majdandžić, N.: SYSTEMS OF LOGISTIC SUPPORT TO UNIT, SMALL SERIES AND CONTINUOUS PRODUCTION, 9 International scientific conference on production engineering CIM 2003, Lumbarda, Korula, Zbornik radova pp. III-043 – III-049.
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11. Majdandžić, Niko; Galeta, Tomislav; Majdandžić, Igor: ERP DEVELOPMENT AND INTEGRATION WITH CAD, CAM AND CAPP PROGRAMS, 7 International Research/Expert Conference "Trends in the Development of machinery and Associated Technology TMT 2003, Lloret de Mar, Barcelona, Spain, 15-16 September, 2003., Pg. 345 – 348.
12. Majdandžić, Niko; Lujić, Roberto; Šimunović, Goran; Matičević, Gordana: APPLYING OF NEW TECHNOLOGIES – MANUFACTURING INDUSTRIES SURVIVING CONDITIONS FOR COUNTRIES IN DEVELOPMENT, Annals of DAAAM for 2003 & Proceedings of the 14 International DAAAM Symposium "Intelligent Manufacturing & Automation: Focus on the Reconstruction and Development", 22-25 October 2003, Sarajevo, Bosnia and Herzegovina, pg. 283-284
13. Majdandžić, Niko; Šimunović, Goran: APPLYING OF NEW TECHNOLOGIES AND DEVELOPMENT OF EXISTING – POSTULATE FOR BEING AND SURVIVE ON EU MARKET – pozvano predavanje, 2. Međunarodno znanstveno-stručno savjetovanje Specijalni postupci i proizvodi u tehnici zavarivanja, Slavonski Brod, 19.-21. studeni 2003., pp.1-11.
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1. Majdandžić, Niko; Majdandžić, Igor: POTREBE PRILAGOĐAVANJA INFORMACIJSKOG SUSTAVA ODRŽAVANJA RAZLIČITIM VRSTAMA OPREME I POSTROJENJA, 10. međunarodno savjetovanje HDO ODRŽAVANJE 2004, 17. – 19. svibanj 2004. Opatija, Hrvatska, Zbornik radova pp. 71 – 78.
2. Tomšić, Antun; aklovi, Damir; Majdandžić, Niko; Karavidovi, Damir: UPRAVLJANJE RADNIM NALOŽIMA U INFORMACIJSKOM SUSTAVU ODRŽAVANJA DISTRIBUTIVNE MREŽE - ISOD, 10. međunarodno savjetovanje HDO ODRŽAVANJE 2004, 17. – 19. svibanj 2004. Opatija, Hrvatska, Zbornik radova pp. 101-107.
3. Majdandžić, Niko: UTJECAJ INFORMATIZACIJE NA PRODUKTIVNOST I KONKURENTNOST NAŠIH PODUZEĆA, Znanstveni skup "Društvo i tehnologija 2004" (Rijeka)
4. Majdandžić, Niko; Budi, Ivan; Sebastijanovi, Slavko: PROGRAM RAZVOJA STROJARSKOG FAKULTETA ZA NOVI TEHNOLOŠKI RAZVOJ (Novi Sad-Kopaonik)
5. Majdandžić, Niko; Sebastijanovi, Slavko: PRIMJENE NOVIH TEHNOLOGIJA- UVJET ZA KONKURENTNOST PODUZEĆA TRANZICIJSKIH ZEMALJA, Okrugli sto "DEMI 2004": Uloga mašinske industrije u razvoju ukupne privrede, Banjaluka, 28. maj 2004.
6. Majdandžić, Niko; Šimunović, Goran; Šarić, Tomislav; Lujčić, Roberto: PROJEKTIRANJE INTEGRALNOG POSLOVNOG IS ZA RAZNE PROIZVODNE SUSTAVE, 16. savjetovanje Developers conference case 16, Metode i alati za razvoj poslovnih i informacijskih sustava, Opatija 07-09.06.2004.
7. Majdandžić, Niko; Majdandžić, Igor; Lujčić, Roberto and Šimunović, Goran: DAVID'S FIGHT AGAINST GOLIAT – CROATIAN ERP SYSTEM ON THE INTERNATIONAL MARKET, 3 DAAAM International Conference on Advanced Technologies for Developing Countries ATDC'04, Split, June 23-26 2004.
8. Saric, T.; Majdandzic, N.; Sebastijanovic, S.: SOME APPROACHES OF DETERMINING THE OPTIMAL INTERVAL OF PREVENTIVE MAINTENANCE, The 3 International Conference UPS 2004 Business Systems Management, September 23-24, Pg.239-243, Mostar, Bosnia and Herzegovina, 2004.

**LAST ACADEMIC APPOINTMENT:**

On 3 July 2000 appointed full professor with tenure for technical sciences, mechanical engineering, branch productive mechanical engineering.

**Dr. Marina Dabić, associate professor**  
**Mechanical Engineering Faculty in Slavonski Brod**  
**Tel: 035 446 188**  
**E-mail: Marina.Dabic@brod.sfsb.hr**  
**Web page: <http://www.sfsb.hr/djel.php?ko=mdabic>**

### **CURRICULUM VITAE**

Dr. Marina Dabić was born on 26 May 1960 in Slavonski Brod, where she finished primary and secondary school. She graduated in 1983, got her MSc in 1989 and her PhD in 2000 from the Faculty of Economics of Zagreb University, where she defended her dissertation titled 'International transfer of technology and position of the Republic of Croatia in international exchange'.

From 1983 to 1991 she worked in *Đuro Đaković Commerce* in Slavonski Brod as an administrator and export manager, and then as a teacher in the Trade school and School of Economics in Slavonski Brod.

She completed a supplementary program in teacher training at the Faculty of Philosophy in Zagreb. In 1995 she started working as an assistant at the Mechanical Engineering Faculty in Slavonski Brod. In 2002 she was appointed assistant professor, and in December 2005 associate professor.

She actively participates at conferences in Croatia and abroad. She has published over 15 papers in international refereed journals. She is the author or co-author of 35 research and professional papers published in conference proceedings in Croatia and abroad. She is a visiting professor at the Faculty of Economics in Zagreb, Polytechnic of Požega, and VERN College for Management and Entrepreneurship in Zagreb.

As an investigator she participated in the project no. 152003 *Information systems and new management strategies* (head: dr. Niko Majdandžić, full professor; Mechanical Engineering Faculty in Slavonski Brod).

She was the head of the bilateral ALIS project in cooperation with the University of Strathclyde, UK from 2001 to 2003, and since 2004 she has been a member of the editorial board of the journal *Tehnički vjesnik/Technical Gazette* of the J.J. Strossmayer University in Osijek.

She teaches the following courses: Management, Economics and business management, and Production management (section on cost management).

She speaks English. She is married and has three children (Irena 19, Dario 16, and Ines 9).

### **PAPERS PUBLISHED IN THE LAST FIVE YEARS:**

#### **2000**

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#### **2001**

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3. Dabić, Marina: (2001), UNIVERSITIES AS PARTNERS FOR SMALL AND MEDIUM ENTRPRISE, *Naše gospodarstvo, Slovenija*, Vol.47, No. 3-4, pp. 345-357
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5. Dabić, M.; Andrijevic-Matovac, V.: (2001), THE IMPACT OF GLOBALISATION ON THE TECHNOLOGICAL DEVELOPMENT OF SMALL COUNTRIES, *EKONOMSKA GLOBALIZACIJA I RAZVOJ U MALIM ZEMLJAMA EUROPE*, Fakultet ekonomije i turizma "dr. Mijo Mirković", Pula; ISBN 953-96143-2-5, UDK 339.9:330.34 [4] [082], pp. 157-174
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9. Dabic, M.; Kiessling, T. and Potocan, V.: (2001), THE ROLE OF KNOWLEDGE AND TECHNOLOGY IN TRANSITION ECONOMIES at the Global Business and Technology Association Conference, Istanbul, Turkey, July,
10. Dabić , M.; Potočan, V.: (2001), GLOBALIZATIONS AND TRANSFER TECHNOLOGY, *Management in Globalizacija 20 znanstveno posvetovanje o razvoju organizacijskih ved*, Portoroz, Slovenia, 30. March, Book 2. pp. 922-929, editor Vukovic, Goran; Kranj, Moderna organizacija, ISBN 961-232-119-1
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15. Harvey, M.; Novicevic, M. and Dabić, M.: (2001), MANAGING CHANGE: EXPLOITING th th THE ROLE OF GLOBAL TEAMS, *IMDA World Business Congress, Zagreb,Croatia* 4 – 8 July, pp.339-345
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- Conference, Croatia, Split, Hvar, 24-26 May, Editor Gojko, Faculty of Economics, University of Split, ISBN 953-6024-X
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## 2002

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- Harvey, M.; Dabić, M.; Myers, M.B.: (2002), GLOBAL ACCOUNT MANAGEMENT: A LOGICAL STEP IN THE GLOBALIZATION OF ORGANIZATIONS, *Academy of International Business*, Annual Meeting San Juan, Puerto Rico, USA June, 28-July,1

**2003**

1. Dabic, M; Banerjee, S.K.: (2003), DEVELOPING MANAGEMENT STRATEGIES IN CROATIA: INFLUENCE OF KNOWLEDGE AND TECHNOLOGY, Globalization and Entrepreneurship: Fears, Challenges and Opportunities, Pula, Croatia, April 24-26
2. Harvey, M.; Dabic, M.; Cicak, M.: (2003), SOCIAL ASPECTS OF THE E-LEARNING KNOWLEDGE NETWORK IN CEE COUNTRIES, Enterprise in Transition, Conference in Tu epi-Split, Croatia, 21-23 May, Abstract in book, Paper on CD-u
3. Borozan, D.; Dabic, M.; Barkovic, I.: (2003), THE MEANING OF DIFFERENCES: WORKING VALUES OF CROATIAN WOMEN, 48. World Business Congress "Advancing Entrepreneurship and Small Business", 15. – 18. June, Belfast, North Ireland – Great Britain, track W, Paper no. 271, pp. 1-18.

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1. Dabić, Marina: (2004), TECHNOLOGICAL MANAGEMENT: EXPANDING THE PERSPECTIVE FOR CROATIA, TRANSITION COUNTRIES IN THE KNOWLEDGE SOCIETY, Institut društvenih znanosti Ivo Pilar, Zagreb, Croatia 2004, pp.341-361
2. Kiessling, T. and Dabic, M.: (2004), FOREIGN ENTRY MODES REVISITED FROM AN ETHICS PERSPECTIVE: AN EXPLORATORY CASE OF THE TRANSITIONAL ECONOMY Proceedings. IEMS Conference

**2005**

1. Griffith, D.; T. Kiessling and M. Dabic: (2005), AN EXPLORATORY EXAMINATION INTO THE CHALLENGES TO TECHNOLOGY TRANSFER IN THE TRANSITIONAL ECONOMY 162162 OF CROATIA, Thunderbird International Business Review, Vol. 47. Issue 2. March April, pp. 163-181

**LAST ACADEMIC APPOINTMENT:**

On 15 December 2005 she was appointed associate professor of social sciences for economics, courses in Business Economics and Management and Entrepreneurship.

**Dr. Mladen Jurišić, full professor**  
**Faculty of Agriculture in Osijek**  
**Tel: 224 264**  
**E-mail: mjurisic@pfos.hr**

### **CURRICULUM VITAE**

Dr. Mladen Jurišić was born on 26 October 1961 in Cerna, in Županja municipality in the Republic of Croatia. He graduated from the Faculty of Agriculture in Osijek in 1986, having finished a program in crop production. After his studies, he started working in 1987 as an apprentice, technologist and the technical manager for crop production in the agricultural cooperative *Županja*. He finished a postgraduate program in Agronomy, Special plant production in 1991 at the Faculty of Agronomy in Zagreb.

On 1 February 1989 he started working at the Faculty of Agriculture in Osijek as a junior researcher on the course in Plant production and gardening. In addition to teaching and research, he worked as a technologist on the Faculty's farm in Vinkovci. On 21 December 1995 he defended his doctoral dissertation at the Faculty of Agriculture. In 1998 he was appointed assistant professor and in 2002 associate professor for the courses in Plant production and gardening and Crop production. Currently he is the coordinator for four modules of the undergraduate study program and three modules of the graduate program in plant production and use of GIS technologies in agriculture.

He is the head of the Department for Agrotechnology of the Institute for Mechanization at the Faculty of Agriculture in Osijek, and the president of the AGIS center (center for promotion and use of GIS technology in agriculture). In the previous term he was the head of the Institute.

He is the author and co-author of over one hundred research papers, two course-books and one monograph, and has participated in a large number of conferences in Croatia and abroad. He is a member of *Hrvatsko društvo agronoma* (HAD), *GIS forum of Croatia*, *Hrvatsko društvo za poljoprivrednu tehniku* (HDPT), *European Society for Agronomy* (ESA) and *European Society for New Methods in Agricultural Research* (ESNA).

He is actively doing research and he is the main investigator on four projects (Ministry of Science and Technology ,VIP and a county project). He was a member of the managing board of *Medenik* from Županja.

#### **EDUCATION:**

1995 PhD in biotechnical sciences from the Faculty of Agriculture in Osijek

1991 MSc in biotechnical sciences from Faculty of Agronomy in Zagreb

1986 BSc in crop production from the Faculty of Agriculture in Osijek

**Specialization:** study trips abroad (Italy, Norway, Ukraine)

**Foreign languages:** English, German

**Memberships:** ESA, ESNA, EuroAgEng, HAD, HDPT

**PAPERS PUBLISHED IN THE LAST 5 YEARS (2000-2005):**

1. Guberac V., Martinčić J., Marić Sonja, Bede M., **Jurišić M.**, Rozman Vlatka (2000): Grain yield components of winter wheat new cultivars in correlation with sowing rate. *Cereal Research Communication*, 28(3):307-314.
2. **Jurišić M.**, Hengl T., Šumanovac L., Kralik D. (2000): Agro-ecological modelling in GIS environment. *Limnological reports*, Vol. 33., Proceedings 33<sup>rd</sup> Conference, Osijek, Croatia, 527-233.
3. Emert R., Brčić J., **Jurišić M.**, Kralik D. (2000): Analiza kvarova i uzoraka na sustavu za ubrizgavanje goriva kod traktorskih motora. *Zbornik sažetaka Simpozija XXXVI Znanstvenog skupa Agronoma s međunarodnim sudjelovanjem 22-25. Veljače, Opatija*, 143.
4. **Jurišić M.**, Hengl T., Bukvić Ž., Emert R., Vučemilović V. (2000): Geografski i zemljišni informacijski sustav kao osnova razvitka gospodarstva Županije osječko-baranjske. *Zbornik sažetaka Simpozija XXXVI Znanstvenog skupa Agronoma s međunarodnim sudjelovanjem 25-28. Veljače, Opatija*, p. 145.
5. Duvnjak V., Banaj Đ., Zimmer R., **Jurišić M.** (2000): Utjecaj fizikalnih svojstava kapljevine na dezintegraciju uporabom mlaznica s lepezastim spljoštenim mlazom, *Strojarstvo* Vol. 42, br. 1-2, pp. 5-15.
6. **Jurišić M.**, Hengl T., Bukvić Ž., Emert R., Sebastijanović S. (2000): Agroecological and land information system, International conference and exhibition, Croatia 2000, Zagreb 27-29. September, 425-432.
7. Husnjak S., Bogunović M., **Jurišić M.** (2000): Geoinformatička obrada pedoloških podataka za uzgoj povrća na području Sisačko-moslavačke županije, *Agronomski glasnik*, br. 5-6, 227-247.
8. Pribetić Đ., **Jurišić M.**, Vlakerić I. (2000): Prinos rajčice u zavisnosti od gnojidbe, *Agronomski glasnik*, br. 5-6, 345-357.
9. Šumanovac L., Bukvić Ž., Jurić T., **Jurišić M.**, Knežević D. (2000): Utjecaj različitih varijanti obrade tla na kvalitetu raspodjele sjemena po površini i dubini, *Poljoprivreda* Vol. 6, br. 2., Osijek, 40-44.
10. Kanisek J., Žugec I., **Jurišić M.** (2001): Ekonomski rezultati proizvodnje pšenice pri različitim načinima obrade tla, *Poljoprivreda*, Sv. 7., br. 1., Osijek 25-32.
11. Menalo Z., Šumanovac L., Brkić D., Jurić T., **Jurišić M.**, Knežević D. (2001): Izbor racionalnog transporta korijena šećerne repe, *Actual task on Agricultural Engineering, Proceedings 29. International symposium on Agricultural Engineering*, 6-9. February, Opatija, 205-211.
12. Šimunić R., Zimmer R., Martinić I., **Jurišić M.** (2001): Žetva silažnog kukuruza kombajnom Claas Jaguar 840, *Actual task on Agricultural Engineering, Proceedings 29. International symposium on Agricultural Engineering*, 6-9. February, Opatija, 227-235.
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14. Hengl T. **Jurišić M.** Martinić I. Husnjak S. (2001): Satellite navigation (GPS) - Trends and application *Strojarstvo*. 43(1-3):49-56.
15. Kanisek J. **Jurišić M.**, Bešlić P. (2001): Organizacija i rentabilnost uzgoja krumpira u Slavoniji, *Poljoprivreda* Sv. 7., br. 2., Osijek, 26-33.
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17. **Jurišić M.**, šumanovac L., Rapčan I. (2001): Prinos nekih sorata graham zrnaša na području Vinkovaca, *Sjemenarstvo*, br. 1-2., 31-43.
18. Zimmer R., **Jurišić M.**, Kanisek J. (2002): Efficiency of the seeding integrated power unit at maize production on family farms, *Proceedings of the union of scientists-Rousse*, Vol. 1., 4-6 April, Rousse, Bulgaria, 205-210.

19. Menalo Z., Šumanovac L., Brkić D., Jurić T., **Jurišić M.**, Knežević D. (2002): Racionalizacija broja kombajna na području sirovinke službe “Sladorana d. d. Županja”, Actual task on Agricultural Engineering, Proceedings 30. International symposium on Agricultural Engineering, Opatija, 12-15. March, 275-281.
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21. Rapčan I., **Jurišić M.**, Rozman V. (2003): Prinos i neka fenotipska svojstva graška (*Pisum sativum* spp. *Arvense* L.) u zavisnosti od roka sjetve, sklopa i gnojidbe dušikom na području Osijeka, Sjeminarstvo br. 3-4, Osijek, 131-147.
22. Husnjak S., Bogunović M., **Jurišić M.**, Hengl T. (2003): Thematic Working Map in GIS Environment, *Agriculturae Conspectus Scientificus*, Vol. 68 (2003) No. 1., 13-20.
23. Horvatić J., Čačić Lj., **Jurišić M.** (2003): Algal growth potential (AGP) of *Chlorella kessleri* Fott&Nov. in the Drava River, *Large Rivers* Vol. 14, No. 3-4., Arch. Hydrobiol. Suppl. 147/3-4., 267-281.
24. Parađiković N., Mllaković Z., **Jurišić M.** (2003): Posljedice višegodišnje primjene rotofreze u intenzivnoj stakleničkoj proizvodnji povrća, Zbornik radova 38. hrvatskog skupa agronoma, Opatija.
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26. Rapčan I., **Jurišić M.**, Popović S., Grljušić S. (2004): Prinos graška te važniji činitelji za berbu na području Vinkovaca u zavisnosti od roka sjetve i sklopa, Actual task on Agricultural Engineering, Proceedings 32. International symposium on Agricultural Engineering, 23-27. February, Opatija, 295-303.
27. Zimmer R., Košutić S., **Jurišić M.**, Duvnjak V. (2004): Usporedba proizvodnje kukuruza sjetvom u orano, tanjurano i neobrađeno tlo, Actual task on Agricultural Engineering, Proceedings 32. International symposium on Agricultural Engineering, 23-27. February, Opatija, 427-433.
28. **Jurišić M.**, Zimmer R., Lončarić R., Parađiković N. (2004): Technical, Technological and Economic factors of growing peppers (*Capsicum annum* L.) in the Donji miholjac region, EE&AE – International scientific Conference, Rouse, Bulgaria, 420-425.
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30. Rapčan I., **Jurišić M.**, Jurić T. (2004): Reakcija graška (*Pisum sativum* ssp. *arvense*L.) na rok sjetve, sklop i gnojidbu dušikom na području Vinkovaca, *Poljoprivreda* 10. (1), 25-30.
31. Zimmer R., Košutić S., **Jurišić M.**, Duvnjak V. (2004): Comparison of energy consumption and machinery work with various soil tillage practices at soybean production, EE&AE 2004 – International Scientific Conference 3-5.06., Rouse, Bulgaria, 80-84.
32. Zimmer R., Košutić S., **Jurišić M.** (2005): Integrirani sjetveni aparat Kombisem RAU u proizvodnji pšenice, Zbornik radova XL. Znanstveni skup hrvatskih agronoma s međunarodnim sudjelovanjem, 15-18. veljače, Opatija, 287-290.

#### **PAPERS WHICH QUALIFY THE PROFESSOR FOR TEACHING IN MODULES HE COORDINATES:**

1. **Jurišić M.**, Steiner Z., Bukvić Ž., Šumanovac L., Nagyvegi I. (1994): Proizvodnost kukuruza za hranidbu stoke pri različitim uvjetima proizvodnje. *Znanost i praksa u poljoprivredi i prehrambenoj tehnologiji* 24 (1) 232-237.

2. **Jurišić M.**, Bukvić Ž., Steiner Z., Šumanovac L., Nagyvegi I., (1994): Moisture regime and maize yield at different plant densities. Proc. 3<sup>rd</sup> ESA Congress, Abano-Padova, Italy, p. 160-161.
3. **Jurišić M.**, Šumanovac L., Kanisek J., Steiner Z., Bukvić Ž. (1995): Influence of different soil tillage variants on seed distribution and wheat grain yield (*Triticum aestivum*). Conference of the ESA and PSAS, Pulawy, Poland, 21-23 June 1995. *Fragmenta Agronomica* 2 (46) 144-145.
4. **Jurišić M.**, Bukvić Ž., Šumanovac L., Milaković Z., Kajfeš Z., Perković A. (1997): Water deficit and its influence of corn yield in East Croatia. ESNA-XXVII Annual Meeting and IUR. Working group Soil-to-Plant Transfer Annual Meeting, Ghent, Belgium, 29 August-2 September 1997. Proceedings of working group 3 (soil-plant relationships) 114-120.
5. **Jurišić M.**, Vidaček Ž., Bukvić Ž., Brkić D., Emert R. (1998): Relation of soil water deficit, involved by precipitation and corn yield on Vinkovci area (Eastern Croatia), *Cereal Research communication*, Vol.26, No.3., p. 289-296.
6. Hengl T. **Jurisić M.** Martinic I. Husnjak S. (2001): Satellite navigation (GPS) - Trends and application *Strojarstvo*. 43(1-3):49-56.
7. **Jurisić M.** Hengl T. Duvnjak V. Martinic I. (1999): Agro-ecological and land information system, *Strojarstvo*. 41(5-6):223-231.
8. **Jurisić M.** Hengl T. Bukvic Z. Emert R. (1998): Geoinformation technologies and environmental management *Strojarstvo*. 40(5-6):215-220.
9. **Jurišić M.**, Zimmer R., Lončarić R., Parađiković N. (2004): Technical, Technological and Economic factors of growing peppers (*Capsicum annum L.*) in the Donji Miholjac region, EE&AE – International scientific Conference, Rousse, Bulgaria, 420-425.
10. Rapčan I., **Jurišić M.**, Jurić T. (2004): Reakcija graška (*Pisum sativum ssp. arvense L.*) na rok sjetve, sklop i gnojidbu dušikom na području Vinkovaca, *Poljoprivreda* 10 (1), 25-30.
11. Husnjak S., Bogunović M., **Jurišić M.**, Hengl T. (2003): Thematic Working Map in GIS Environment, *Agriculturae Conspectus Scientificus*, Vol. 68 (2003) No. 1., 13-20.

#### II. 4.7. List of teaching sites (bases) for conducting the study programme

Faculty of Economics in Osijek as the organising institution will sign cooperation agreements with business and scientific institutions. The same agreements will be used for conducting some classes of the doctoral study programme.

#### II. 4.8. Optimum number of students per class in terms of facilities and number of teachers

The optimum number of students per academic year is ten.

#### II. 4.9. Cost assessment for conducting the doctoral programme and cost per student

**Costs of conducting the programme and financing** – The general costs of programme were calculated on the basis of the Faculty's average monthly general expenses.

**Costs of facilities and equipment** – These are expenses for heating, power, water, photocopying, cleaning, maintenance and equipment depreciation. Clearly, the facilities and equipment are used also for regular activities at the Faculty, so this part of costs for postgraduate studies is calculated as additional cost at the level of the Faculty as the organizing institution.

**Costs of administrative staff** – Work of administrative and technical staff related to postgraduate doctoral programme, in particular student's registry office, programme administrator, accounting and academic secretary's office. These costs can also be calculated as additional cost at the level of the Faculty as the organizing institution.

**Costs of teaching and research work** – These costs cover the teachers' fees, taxes and other costs. The fee is determined according to a teacher's research and teaching appointment (ranging from assistant to full professor). Apart from teaching, the costs cover the supervision and defence of dissertation. These are the costs of consultations and mentoring, the work of the Dissertation Evaluation Committee and the Defence Committee:

- dissertation supervision	10.000 kn
- chair of the proposal and dissertation evaluation committee	3.000 kn
- member of the proposal and dissertation evaluation committee	2.000 kn
<b>TOTAL</b>	<b>15.000 kn</b>

Summary of the costs

1.	Facilities and equipment – usage costs	10.000 kn
2.	Costs of administrative staff	1.000 kn
3.	Costs of teaching	35.000 kn
4.	Costs of dissertation defence	12.000 kn
5.	Workshops, special seminars, other training	3.000 kn
6.	Study tours	20.000 kn
7.	Travel expenses, study visits to other universities	19.000 kn
	<b>TOTAL</b>	<b>100.000 kn</b>

#### II.4.10. Financing of the doctoral study programme

Postgraduate doctoral programme of Management is financed from tuition fees.

**II.4.11. The quality of the doctoral study programme** will be assessed through participant surveys and application of research results in practice.

## Appendix I. – Course descriptions

<b>Course title</b>	<b>MANAGERIAL ECONOMICS</b>				
<b>Course convenor/s</b>	Prof. dr. sc. Ivan Ferenčak Prof. dr.sc. Mate Babić Prof.dr.sc. Rudi Kurz				
<b>Course outline</b>					
<ol style="list-style-type: none"> <li>1. <b>Introduction into economics.</b> Scarcity. Production possibility curve.</li> <li>2. <b>Market forces of supply and demand.</b> Markets and competition. Demand. Supply. Market equilibrium.</li> <li>3. <b>Elasticity and its application.</b> Demand elasticity. Supply elasticity.</li> <li>4. <b>Supply, demand and government policies.</b> Price control. Taxes.</li> <li>5. <b>Consumers, producers and market efficiency.</b> Consumer's surplus. Producer's surplus. Market efficiency.</li> <li>6. <b>Economics of public sector.</b> Externalities. Public goods. Tax system.</li> <li>7. <b>Company behaviour and organisation of production.</b> Production costs. Companies on perfect competition markets. Monopoly. Oligopoly. Monopolistic competition.</li> <li>8. <b>Market economics of production factors.</b> Labour market. Capital market. Land market. Income and inequality. Inequality of income and poverty.</li> <li>9. <b>Foundations of macroeconomics.</b> Circular flow of economic activity. Measuring gross national product. Measuring cost of living.</li> <li>10. <b>Economics in the long term.</b> Productivity and economic growth. Savings, investments and financial system. Unemployment.</li> <li>11. <b>Money and prices in the long term.</b> Monetary system. Inflation.</li> <li>12. <b>Open economy.</b> Basics of open economy. Macroeconomic theory of open economy.</li> <li>13. <b>Short-term economic fluctuations.</b> Aggregate supply. Aggregate demand. Influence of monetary and fiscal policies on aggregate demand. Short-term relation between unemployment and inflation.</li> </ol>					
<b>Course objectives</b>					
The course aims to introduce students to the principles of economics and behaviour of economic agents, as well as to present the basics of overall functioning of national economies.					
<b>Recommended reading</b>					
<ul style="list-style-type: none"> <li>• Ferenčak, I.: Počela ekonomike, Ekonomski fakultet, Osijek, 2003.</li> <li>• Mankiw, N.G.: Principles of Economics, Second edition, McGraw Hil – Irwin, New York, 2001.</li> <li>• Samuelson, P.A.; Nordhaus, W.D.: Ekonomija, Mate, Zagreb, 2000.</li> <li>• Frank, R.; Bernake, B.: Principles of Economics, McGraw Hil – Irwin, New York, 2001.</li> <li>• McConnell, C.R.; Brue, S.L.: Economics, Fourteenth Edition, McGraw Hil – Irwin, New York, 1999.</li> </ul>					
<b>Examinations</b>					
<b>Oral exam</b>		<b>Written and oral exam</b>	X	<b>Test</b>	X
<b>Course delivery evaluation</b>					
Continuous analysis of exam results, as well as course evaluation by the students.					

<b>Course title</b>	<b>OPERATIONS MANAGEMENT</b>				
<b>Course convenor/s</b>	Prof. dr. sc. Dražen Barković Prof.dr.sc. Thomas Cleff				
<b>Course outline</b>					
<ol style="list-style-type: none"> <li>1. Introduction</li> <li>2. Product planning and design</li> <li>3. Fixed capacity planning</li> <li>4. Variable capacity planning</li> <li>5. Demand management</li> <li>6. Aggregate planning and master plan</li> <li>7. Timing of operations</li> <li>8. Project management</li> <li>9. Quality</li> <li>10. Stock management</li> <li>11. Waiting line systems</li> <li>12. Work study and management resources</li> </ol>					
<b>Course objectives</b>					
<p>The course enables students to understand different methods in solving complex business problems. Each method is explained in the context of a real business situation. The emphasis is on result interpretation and application. Students master the skills of implementing different computer programmes.</p>					
<b>Recommended reading</b>					
<ul style="list-style-type: none"> <li>• Barković, D.: Uvod u operacijski management, Ekonomski fakultet u Osijeku, Osijek, 1999.</li> <li>• Roger G. Schroeder: Upravljanje proizvodnjom, Odlučivanje u funkciji proizvodnje, Mate d.o.o., Zagreb, 1999.</li> <li>• Barković, D.: Operacijska istraživanja, knjiga druga, Dražen Sveučilište J.J. Strossmayera, Ekonomski fakultet u Osijeku, Osijek, 2001.</li> <li>• Barković, D., Vossebein, U. (Hrsg.): Qualitätsmanagement, Eine Betrachtung aus unterschiedlichen betriebswirtschaftlichen Perspektiven, University of Applied Sciences Giessen-Friedberg, Giessen-Friedberg, 2002.</li> <li>• Chase, R.B., Aquilano, N. J., Jacobs, F. R.: Operations Management for Competitive Advantage, McGraw-Hill, Irwin, Boston 2001.</li> </ul>					
<b>Examinations</b>					
<b>Written exam</b>	<b>x</b>	<b>Written and oral exam</b>	<b>x</b>	<b>Test</b>	
<b>Course delivery evaluation</b>					
<ul style="list-style-type: none"> <li>• Self-analysis</li> <li>• Quality indicators</li> <li>• Students' evaluation of teachers</li> <li>• Student assessment</li> <li>• Evaluation of teaching methods</li> </ul>					

<b>Course title</b>	<b>MANAGING ORGANISATIONAL BEHAVIOUR</b>			
<b>Course convenor/s</b>	Prof. dr. sc. Željko Turkalj Prof. dr. sc. Regina Moczaldo			
<b>Course outline</b>				
<ol style="list-style-type: none"> <li>1. Introduction into organisational behaviour</li> <li>2. Organisational behaviour in world context</li> <li>3. Foundations of individual behaviour</li> <li>4. Understanding motivation</li> <li>5. Creating motivating work tasks</li> <li>6. Individual behaviour</li> <li>7. Foundations of group behaviour</li> <li>8. Leadership</li> <li>9. Power and politics</li> <li>10. Conflict</li> <li>11. Basis of organisational structure</li> <li>12. Organisation design</li> <li>13. Performance evaluation and remuneration systems</li> <li>14. Organisational structure</li> <li>15. Organisational changes and development</li> </ol>				
<b>Course objectives</b>				
Capacity for organisational knowledge modeling of general organisational assumptions, models and elements of organisational structure.				
<b>Recommended reading</b>				
<ul style="list-style-type: none"> <li>• Fox, W.: "Managing Organisational Behaviour, Juta Academic, 2007.</li> <li>• Laurie J. Mullins: "Essentials of Organisational Behaviour", Financial Times Management, 2006.</li> <li>• Watson, T.J.: "Organising and Managing Work: Organisational, Managerial, and Strategic Behaviour in Theory and Practice, 2001.</li> <li>• Robbins, S.P.: Bitni elementi organizacijskog ponašanja</li> <li>• Campbell, D.J.: Organizations and the Business Environment, Newcastle Business School, The University of Northumbria at Newcastle, 1997.</li> <li>• Huczynski, A.; Buchanan, D.: Organizational Behaviour, Edinburg Gate, England, 2001.</li> </ul>				
<b>Examinations</b>				
<b>Written exam</b>	<b>x</b>	<b>Oral and written exam</b>		<b>Test</b>
<b>Course delivery evaluation</b>				
According to the Faculty regulations; student surveys.				

<b>Course title</b>	<b>INFORMATION MANAGEMENT</b>
<b>Course convenor/s</b>	Prof. dr. sc. Maja Lamza Maronić Prof. dr. sc. Ninoslav Novak Prof. dr. sc. Karl Heinz Rau
<b>Course outline</b>	
<ul style="list-style-type: none"> <li>* Development trends in ICT and their impact in management. Information management trends. Information-communication determination of business management.</li> <li>* Management information system.</li> <li>* Strategic organisation of data and information for MIS: data warehouses and model bases.</li> <li>* MIS – application examples. Application contents.</li> <li>* Databases as sources of data and information for managers.</li> <li>* Managerial information. Principles and problems in managerial communication.</li> <li>* Communicology and informatics.</li> <li>* ICT project feasibility study.</li> <li>* Methods of selling an idea and ICT project presentation.</li> <li>* ICT project presentation skills.</li> </ul>	
<b>Course objectives</b>	
The course aims to create added value and innovation in the process of life-long learning, especially in devising and conducting an applicable research project at doctoral studies.	
<b>Recommended reading:</b>	
<ul style="list-style-type: none"> <li>• Amit, K. M.; Building a Corporate Internet Strategy: The Managers Guide, Amazon. Com. 1997.</li> <li>• Bucht, G.; Eul, M.; Schulte- Crooneberg, H.: Strategisches IT- Mngement, Gabler-Verlag, 2004.</li> <li>• Castels, M. : Uspon mrežnog društva, CARNET,Zagreb, 2001.</li> <li>• Chopra, S.; Meindl, P.: Supply Chain Management : Strategy, Planning and Operatin, Prentice Hall, Upper Sadlle river, New Jersey, 2001.</li> <li>• Collins, E.; Devanna, M.A.; Izazovi menadžmenta u XXI stoljeću, MATE, Zagreb, 2002.</li> <li>• Globalizacija i logistički menadžment (redakcija Segetlija, Lamza Maronić) , peti Znanstveni kolokvij, Ekonomski fakultet Osijek, Poreč,2005.</li> <li>• Green, S.: Information Systems Design, Thomson Publishing Co., London, 2002.</li> <li>• Haag, S.: Management Information System for the Information Age, Montreal, 2002.</li> <li>• Segetlija,Z.; Lamza Maronić, M.: Distribucija, logistika, informatika, II izdanje, Ekonomski fakultet, Osijek, 2001.</li> <li>• Srića, V. : Inventivni menadžer u 100 lekcija, Znanje i Delfin, Zagreb, 2003.</li> <li>• Turban,E.; Mclean, E.; Wetherbe, J.; Information Technology for Management Making Connections for Strategic Advantages, John Wiley&amp;Sons, 2001.</li> <li>• Internet ( www., FTP, forumi )</li> </ul> <p><i>Depending on research goals, the students will focus on specific literature and recent publications from Croatia and abroad.</i></p>	

<b>Examinations</b>				
<b>Oral exam</b>	<b>x</b>	<b>Written and oral exam</b>		<b>Test</b>
<b>Course delivery evaluation</b>				
Continuous interaction with the doctoral candidate during individual/ team projects/ subprojects. Course delivery evaluation by students through a continuously accessible www-site with a questionnaire.				

<b>Course title</b>	<b>MARKETING MANAGEMENT</b>			
<b>Course convenor/s</b>	Prof. dr. sc. Marcel Meler			
<b>Course outline</b>				
<ol style="list-style-type: none"> <li>1. <b>Introduction.</b> Introduction to marketing. Marketing theories. Marketing management.</li> <li>2. <b>Organisation of marketing planning process.</b> Strategic and marketing planning. Marketing research and marketing information system.</li> <li>3. <b>Analysis of market possibilities.</b> Marketing environment. Consumer markets. Seller's markets.</li> <li>4. <b>Selection of target markets.</b> Measuring and predicting demand. Market segmentation, focusing and positioning.</li> <li>5. <b>Developing a marketing-mix.</b> Product management. Price management. Sales and distribution management. Promotion management.</li> <li>6. <b>Managing marketing efforts.</b> Developing competitive marketing-strategies. Implementation, organisation and control of marketing-programme.</li> <li>7. <b>Field application of marketing.</b> Agri-industrial marketing. Marketing in trade. Marketing in tourism. Marketing of services. Industrial marketing. Marketing in other economic activities. Global marketing. Non-profit marketing.</li> </ol>				
<b>Course objectives</b>				
The students should learn about marketing theory and understand the process of marketing management, and acquire specialist knowledge on the methods of marketing management in particular economic activities.				
<b>Recommended reading</b>				
<ul style="list-style-type: none"> <li>• Paul, P.J.:Donnelly,J.H.:“Marketing Management: Knowledge and Skills, Irwin Professional Pub, 2006.</li> <li>• Perreault,E.McCarthy, Cannon J.P.:“Basic Marketing“, Irwin Professional Pub, 2006.</li> <li>• Winer, R.S.:“Marketing Management“, Prentice Hall, 2006.</li> <li>• Meler, M.: Upravljanje marketingom, Ekonomski fakultet u Osijeku, Osijek 2005.</li> <li>• Kotler, P.: Upravljanje marketingom – Analiza, planiranje, primjena i kontrola, MATE, Zagreb, 2001.</li> <li>• Mullins et al.: Marketing Management: A Strategic Decision-Making Approach, McGraw-Hill/Irwin, New York 2004.</li> <li>• Peter, P. et al : Marketing Management: Knowledge and Skills, McGraw-Hill/Irwin, New York 2003.</li> <li>• Winer, R. S.: Marketing Management, second edition, Prentice-Hall Inc., Eglewood Cliffs, NJ. 2003.</li> </ul>				
<b>Examinations</b>				
<b>Oral exam</b>	<b>x</b>	<b>Written and oral exam</b>		<b>Test</b>
<b>Course delivery evaluation</b>				
Continuous course assessment by the students.				

<b>Course title</b>	<b>FINANCE</b>				
<b>Course convenor/s</b>	Prof. dr. sc. Branimir Marković Prof. dr. sc. Zoran Jašić Prof. dr. sc. Sussanne Schmidtmaier				
<b>Course outline</b>					
The concept, beginnings, development and types of money. Money theories. Functions of money. Modern monetary system. Changes of money value and its purchasing power. Money in international payments. Credits and credit operations. Banks and banking. International financial institutions. Public revenue. Taxes, import duties, tariffs, parafiscal and non-fiscal revenues. Taxation system in Croatia. Income tax, profit tax, value added tax, excise tax, county, city and municipal taxes. Public expenditure and instruments of its financing. Public loans.					
<b>Course objectives</b>					
The course aims to introduce students to theoretical and practical principles of monetary, business, international and public finances.					
<b>Recommended reading</b>					
<ul style="list-style-type: none"> <li>• Jelčić, Barbara: Javne financije, RRI F plus, Zagreb 2001.</li> <li>• Marković, B.: Hrvatski porezni sustav (skripta), Ekonomski fakultet u Osijeku, 2005.</li> <li>• Srb V., Matić B., Marković B.: Monetarne financije, Ekonomski fakultet u Osijeku, 2003.</li> <li>• Jurković P.: Javne financije, Zagreb, Masmedia 2002.</li> <li>• Božina L.: Novčana ekonomija, Fakultet ekonomije i turizma «Dr. Mijo Mirković», 2003.</li> </ul>					
<b>Examinations</b>					
<b>Oral exam</b>	X	<b>Written and oral exam</b>		<b>Test</b>	
<b>Course delivery evaluation</b>					
According to the Faculty regulations.					

<b>Course title</b>	<b>FINANCE MANAGEMENT</b>				
<b>Course convenor/s</b>	Prof. dr. sc. Branko Novak Prof. dr. sc. Matthias Kropp				
<b>Course outline</b>					
<b>Introduction</b> Functions and aims of financial management. Leverage in a business. Operating leverage. Financial leverage. Combining operating and financial leverage. Added market and added economic value.					
<b>Long-term capital investments</b>  Methods of ranking investment proposals. Valuation of different rules in investment decision-making. Cost of capital. The value of ordinary stock. Risk, yield and opportunity cost of capital. Dividend policy in joint stock companies. Factors that influence dividend policy. Decisions on dividend policy. Residual theory of dividend policy. Dividends in stock and stock distribution.  Mergers, acquisitions and corporate restructurings. Basic concepts. Motives for mergers and acquisitions. Synergy. Operating synergy. Financial synergy. Diversification. Economic motives. Horizontal integration. Vertical integration, Management improvement hypothesis. Impact of mergers on price-earnings ratio. Company takeovers using financial leverage. Management takeovers. Leverage-financed takeovers. Risk analysis in LBO. Efficiency increase provided by LBO. The way to merge and take over companies. How to realize a successful merger or takeover.					
<b>Course objectives</b>					
This course aims to provide students with knowledge on long-term investments, specific corporate finances, and financing of corporate takeovers and restructuring.					
<b>Recommended reading</b>					
<ul style="list-style-type: none"> <li>• Keown,A. and other:“Foundations of Finance: The Logic and Practice of Financial Management“, Prentice Hall, 2007.</li> <li>• Mayo,H.B.:“Basic Finance: An Introduction to Institution Investment Management“, South-Western Pub, 2006.</li> <li>• Novak Branko: Odlučivanje u financijskom upravljanju. Ekonomski fakultet u Osijeku, Osijek, 2002.</li> <li>• Ross, A. S., Westerfield, W. R. and Jordan, D.B.: Essentials of Corporate Finance, third edition. McGraw-Hill Irwin, Boston, 2001.</li> <li>• Brealy A. Richard and Myers C. Stewart: Principles of Corporate Finance. Boston, Irwin McGraw-Hill, 2000.</li> <li>• Gaughan P.A.: Mergers, Acquisitions, and Corporate Restructurings. John Wiley and Sons, Inc., New York, 2000.</li> <li>• Block, B.S. and Hirt, A.G.: Foundations of Financial management. Irwin, Homewood, Ill., 1989.</li> <li>• Fuller, J.R. and Farrell, L.J.: Modern Investment and Security Analysis. McGraw-Hill, New York, 1987.</li> </ul>					
<b>Examinations</b>					
<b>Oral exam</b>	<b>x</b>	<b>Written and oral exam</b>		<b>Test</b>	<b>x</b>
<b>Course delivery evaluation</b>					
According to the Faculty regulations.					

<b>Course title</b>	<b>FINANCIAL ACCOUNTING</b>			
<b>Course convenor/s</b>	Prof. dr. sc. Luka Crnković Prof. dr. sc. Urban Bacher			
<b>Course outline</b>				
<ol style="list-style-type: none"> <li>1. <b>International accounting standards:</b> basic assumptions. General principles. Qualitative characteristics. Accounting policies.</li> <li>2. <b>Basic financial statements</b></li> <li>3. <b>Accounting organization:</b> Organization generally. Accounting organization considerations.</li> <li>4. <b>Accounting and other supervisions:</b> Accounting supervision. Liquidation of accounting documents. Assets and liabilities inventory. Financial auditing. Financial control by the government institution.</li> <li>5. <b>Balance sheet items accounting policies:</b> Concept of balance sheet. Asset items. Liability items.</li> <li>6. <b>Income statement accounting policies:</b> Concept of income statement. Earnings. Expenses. Profit / loss.</li> <li>7. <b>Account clearings and settlement of accounts:</b> Settlement of accounts according to management decisions. Settlement of accounts according to legal acts –clearing settlements. Closure entries.</li> <li>8. <b>Accounting reports:</b> Reports according to legal acts. Reports for managerial purposes. Interim and special purpose reports.</li> <li>9. <b>Accounting analysis of financial statements:</b> Object of analysis. Types of analysis. Analysis procedure.</li> <li>10. <b>Accounting planning:</b> Long-term planning. Short-term planning. Monitoring and reporting methods, and control and analysis of plan fulfilment.</li> <li>11. <b>Financial accounting on personal computer</b></li> </ol>				
<b>Course objectives</b>				
Mastering corporate accounting management and the development of financial statements.				
<b>Recommended reading</b>				
<ul style="list-style-type: none"> <li>• Crnković, L., Martinović, J.: Financijsko računovodstvo, Ekonomski fakultet u Osijeku, Osijek, 1999.</li> <li>• Tadijančević, S.: Financijsko računovodstvo, Informator, Zagreb, 1983.</li> <li>• Međunarodni računovodstveni standardi, Narodne novine br. 65/96, 105/97, 39/97 i 3/93</li> <li>• Gulin, D. et al.: Računovodstvo trgovačkih društava, Hrvatska zajednica računovođa i financijskih djelatnika, Zagreb, 2001.</li> <li>• Cashin, J.: Financijsko računovodstvo I, II i III, Faber&amp;Zgombić Plus, Zagreb, 1996.</li> <li>• Crnković, L., Martinović, J.: Računovodstvo na računalu, Pentium d.o.o., Vinkovci, 1999.</li> <li>• Waren, C.S., Fess, P.E.: Financial accounting, South-Western Publishing Co., Cincinnati, 1998.</li> </ul>				
<b>Examinations</b>				
<b>Oral exam</b>		<b>Written and oral exam</b>	<b>x</b>	<b>Test</b>
<b>Course delivery evaluation</b>				
According to the Faculty regulations.				

<b>Course title</b>	<b>MANAGEMENT METHODS AND STRATEGIES</b>
<b>Course convenor/s</b>	Prof. dr. sc. Niko Majdandžić Prof. dr. sc. Marina Dabić
<b>Course outline</b>	
Train students for using manager methods and techniques: BSC (Balance Scorecard Method), SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis, Benchmarking, Controlling methods, TQM (Total Quality Management), BPR (Business Process Reengineering). Knowledge Management; CRM – Customer Relationship Management; Scenario and Contingency Planning, Supply Chain Integration, Mass Customization, Six Sigma. Synergy, ADL matrix of industry lifecycle, Porter strategies, global strategic alliances, business scenario and strategy, portfolio analysis, BCG growth matrix and market share; Choice and implementation of business strategy, Control, Strategic control, Control elements, Control levels.	
<b>Course objectives</b>	
Learning about new methods and strategies for analysis, rationalization and increasing competitiveness, the students will be trained to take part in development and organization processes for increasing the technological level and flexibility in their companies. Managers and members of working groups will work on improving the level of competitiveness of their companies.	
<b>Recommended reading</b>	
<ul style="list-style-type: none"> <li>• Grupa autora: Strategijski menadžment (red. Buble, M.), Sinergija – Zagreb 2005.</li> <li>• Majdandžić, Niko; Lujčić, Roberto; Matičević, Gordana; Šimunović, Goran; Majdandžić, Igor: Upravljanje proizvodnjom, Slavonski Brod, Strojarski fakultet, Sveučilište u Osijeku, 2001, 356 str.</li> <li>• Majdandžić, Niko: Izgradnja informacijskih sustava proizvodnih poduzeća, Slavonski Brod, Strojarski fakultet, Sveučilište u Osijeku, 2004, 455 str.</li> <li>• Majdandžić, Niko: Strategije održavanja i informacijski sustavi održavanja, Slavonski Brod, Strojarski fakultet, Sveučilište u Osijeku, 1999, 351 str.</li> <li>• Collins, E., Devanna Mary Ann: Izazovi menadžmenta u XXI. stoljeću, Mate, Zagreb, 2002.</li> <li>• Gopinath, C.; Siciliano, J.: Strategize! Experiential Exercises in Strategic Management, Thomson, 2005.</li> <li>• Johnson, G.; Scholes, K.: Exploring corporate strategy, text and cases. Prentice Hall, Sox Edition, 2002.</li> <li>• Hitt, Ireland, Hoskinsson: Strategic management, Competitiveness and Globalization, Cases, Thomson, 2003.</li> <li>• Costin, H. I.: Strategies for quality improvement, The Dryden Press, Harcourt Brace College Publishers, Firth Worth, TX, 1999.</li> <li>• Bain Company, 2005 – <a href="http://www.bain.com/management_tools/home.asp">http://www.bain.com/management_tools/home.asp</a></li> <li>• Sharif, A. M. (2006), Realizing the business benefits of enterprise it. Handbook of Business Strategy, Vol. 7, No. 1, pp 347-350.</li> <li>• Advantage, McGraw-Hill, Irwin, Boston 2001.</li> </ul>	
<b>Examinations</b>	
Written and defended seminar paper on the application of the selected method in practice in a company.	
<b>Course delivery evaluation</b>	
Student evaluation poll at the end of the semester.	

<b>Course title</b>	<b>COST MANAGEMENT</b>				
<b>Course convenor/s</b>	Doc. dr. sc. Stipan Penavin Prof. dr. sc. Bernd Britzelmaier Prof. dr. sc. Bodo Runzheimer				
<b>Course outline</b>					
Concept and tasks of cost management. The role of costs in managerial process. Cost accounting as an instrument of cost management. Cost accumulation by cost types. Estimating job material, labour, and equipment costs (amortization methods). Cost accumulation by origin. Cross-linked costs. Cost accumulation by cost bearers (concept and calculation methods). Direct and overall costs. Cost accumulation by production costs. Cost accumulation by variable costs. Cost accumulation by the production activities (ABC). Cost information relevancy. Past and future costs. Avoidable and unavoidable costs. Alternative decision making. Cost accumulation by standard costs. Cost accumulation by businesses. Cost accumulation by processes. Break-even point. Business profit growth forecasting using contribution cover. Making a break–even point chart. Making a profit–volume chart. Business leverage. Safety margin. Measuring influence of cost, price, and sales volume on profit. Account planning.					
<b>Course objectives</b>					
Explaining the significance of information on costs and other financial information for measuring business success and short-term and long-term corporate decision making. Understanding the role of cost accounting in preparing historical and forecast information for decision making. Providing students with insight into basics of managerial accounting, especially in the field of alternative decision making, and accounting control, analysis and planning.					
<b>Recommended reading</b>					
<ul style="list-style-type: none"> <li>• M. Karić, Upravljanje troškovima, Ekonomski fakultet, Osijek, 2003.</li> <li>• M. Karić, Upravljačko računovodstvo, Ekonomski fakultet, Osijek, 2003.</li> <li>• L. Chadwick, Osnove upravljačkog računovodstva, MATE, Zagreb, 2000.</li> <li>• R.S. Polimeni, S.A. Handy i J.A. Cashin, Troškovno računovodstvo, Faber &amp; Zgombić Plus, Zagreb, 1999.</li> <li>• R.N. Anthony, Računovodstvo – financijsko i upravljačko računovodstvo, RRiF plus, Zagreb, 2004.</li> <li>• R.F. Meigs, Računovodstvo – temelj poslovnog odlučivanja, MATE, Zagreb, 1999.</li> <li>• V. Belak, Menadžersko računovodstvo, RRiF plus, Zagreb, 1995.</li> </ul>					
<b>Examinations</b>					
<b>Oral exam</b>		<b>Written and oral exam</b>	X	<b>Test</b>	X
<b>Course delivery evaluation</b>					
Student survey to asses the lecturer/s, and the pass/fail exam rate.					

<b>Course title</b>	<b>LOGISTICS</b>					
<b>Course convenor/s</b>	Prof. dr. sc. Zdenko Segetlija					
<b>Course outline</b>						
<ol style="list-style-type: none"> <li><b>1. Foundations of business logistics.</b> The notion of business logistics and a business logistic system. The need of introducing business logistics and a new approach to company management.</li> <li><b>2. Systematic concept and other characteristics of logistic concept.</b> The way of observing logistic problems. Total costs and target conflicts. Logistic service. Efficiency of logistic systems. The usefulness of logistic concept and obstacles for its implementation. Relationship between logistics and other functions in a company. Logistics and ecology. The importance of business logistics and its development trends.</li> <li><b>3. Logistic subsystems in a company.</b> Orders. Supplies management. Storage. Packaging. Transport.</li> <li><b>4. Institutional aspects of logistic systems.</b> Organizational forms of logistic systems in a company. Logistic services. Institutions of traffic economy: shippers and mediators, transport companies, storage companies, loading and unloading companies, packaging companies. Legal and organizational forms of companies for logistic services. Inter-organizational logistic systems. Cooperation in logistics.</li> <li><b>5. Functioning of logistic systems.</b> Conditions for the functioning of business logistic systems. Macro-logistic infrastructure. International logistic systems.</li> <li><b>6. Business logistics in certain company segments.</b> Procurement logistics. Manufacturing logistics. Distribution logistics. Storage logistics. Business logistics in modern management concepts ((ECR, SCM, CRM, etc.).</li> </ol> <p><b>Seminars</b></p> <p>During the academic year, students should, based on the theoretical and practical insights, write a seminar paper on a logistic problem of a company of his/her choice, i.e. a selected distribution channel.</p>						
<b>Course objectives</b>						
Learning about the concept of business logistics and achieving a level of understanding of how logistic systems and processes work; gaining basic knowledge about introducing logistics into practice and making logistic decisions.						
<b>Recommended reading</b>						
<ol style="list-style-type: none"> <li>1. Segetlija, Z.: Uvod u poslovnu logistiku, Ekonomski fakultet u Osijeku, Osijek, 2002.</li> <li>2. Segetlija, Z.: Logistički procesi, Ekonomski fakultet u Osijeku, Osijek, 2005</li> <li>3. Pfohl, H. Ch.: Logistiksysteme, VII Aufl., Springer, Berlin, 2003.</li> <li>4. Ballou, R. H.: Business Logistics Management, V Ed., Prentice Hall, 2003.</li> <li>5. Segetlija, Z.; Lamza-Maronić, Maja (red.): Suvremena logistika i distribucija u uvjetima globalizacije, Zbornik radova, Ekonomski fakultet u Osijeku, Osijek, 2004.</li> <li>6. Segetlija, Z.; Lamza – Maronić, Maja: Međunarodna poslovna logistika kao uvjet uspješnog uključivanja u europske gospodarske tokove, Zbornik radova, Ekonomski fakultet u Osijeku, Osijek, 2003.</li> </ol>						
<b>Examinations</b>						
<b>Oral exam</b>		<b>Written and oral exam</b>	<b>x</b>	<b>Test</b>		
<b>Course delivery evaluation</b>						
According to the Faculty regulations; student surveys.						

<b>Course title</b>	<b>GLOBALISATION AND MANAGEMENT</b>				
<b>Course convenor/s</b>	Doc. dr. sc. Ivana Barković Prof. dr. sc. Hartmut Löffler				
<b>Course outline</b>					
<ol style="list-style-type: none"> <li>1. What is globalisation? Definitions and characteristics of globalisation</li> <li>2. Trade conditions – economic models</li> <li>3. Labour market under globalisation conditions</li> <li>4. Institutions as mediators between nations</li> <li>5. Globalisation and cultural heritage</li> <li>6. Wealth and poverty of nations</li> <li>7. Human rights, democracy and the world order</li> <li>8. Globalisation and environment</li> </ol>					
<b>Course objectives</b>					
<p>The course aims to provide understanding and knowledge on globalisation as a modern trend reflecting on both micro- and macroeconomic aspects of business operations. Understanding globalisation processes enables students to think in global terms and develop enterprise policies and their own capabilities according to the rules and standards imposed by the increasing internationalisation of markets.</p>					
<b>Recommended reading</b>					
<ul style="list-style-type: none"> <li>• Hill, C.W.L.: Global Business, second edition, McGraw-Hill Irwin, Boston, 2003.</li> <li>• Stiglitz, J.: Globalization and its discontents, W. W. Norton, 2002.</li> <li>• Friedman, T.: Leksus i maslina – razumjevanje globalizacije, Izvori, Zagreb, 2003.</li> </ul>					
<b>Examinations</b>					
<b>Oral exam</b>	X	<b>Written and oral exam</b>		<b>Test</b>	-
<b>Course delivery evaluation</b>					
<ul style="list-style-type: none"> <li>• Self-analysis</li> <li>• Quality indicators</li> <li>• Students' evaluation of teachers</li> <li>• Student assessment</li> <li>• Evaluation of teaching methods</li> </ul>					

<b>Course title</b>	<b>MANAGEMENT IN GIS ENVIRONMENT</b>
<b>Course convenor/s</b>	Prof. dr. sc. Mladen Jurišić
<b>Course outline</b>	
Introduction into GIS (geographic information systems) technologies. Definition and concepts. Application of GIS technologies in the world and in Croatia. Historical overview and future of GIS technologies. GIS Software. Remote sensing. Precision farming. Digital cartography – satellite images (Landsat, Spot, Ikonos) and digital aerophotogrametry. Substrates. The process of GIS design. Digitalisation. Global positioning system (GPS and DGPS). GPS application. Creating small databases and work with digital substrates. GIS presentations.	
<b>Course objectives</b>	
This module should provide knowledge in geoinformatics and its application in practice, especially in process management (agriculture, forestry and other economic branches). Students who take this module should master the usage of digital substrates (scanned, digital, satellite and aerophotogrametry as well as attribution of databases and digital substrates. Furthermore, they should learn to use the latest GIS tools and software, and implement them in concrete problems and tasks. The module will also introduce the concrete application of global positioning system	
<b>Course delivery and assessment</b>	
The course is delivered as a combination of lectures (or consultations) and a seminar paper to be written by each student, which deals with certain topics in a concrete research project. For the chosen technical system as a whole, students collect and process the data, and present the results of their analysis with critical review. There is continuous supervision of seminar paper development, as well as continuous assessment of the acquired knowledge. The final step of the assessment is the public defence of the seminar paper (or research paper).	
<b>Recommended reading</b>	
<ul style="list-style-type: none"> <li>• McCloy, K.R.: "Resource Management Information Systems: Remote Sensing, GIS And Modeling", CRC Pr I Llc, 2005.</li> <li>• Scally, R.: "GIS for Environmental Management", Esri Pr., 2006.</li> <li>• Bogunović M., Rapaić M. (1993): Digitalizacija osnovne pedološke karte Republike Hrvatske. Bilt. Dalj. Istr. Fotoint., Vol 12, pp. 65-76.</li> <li>• Hengl T., Brkić D., Bukvić Ž., Jurišić M. (1998): Mogućnosti primjene daljinskih istraživanja, satelitske navigacije i GIS tehnologije u poljoprivredi", Poljoprivreda, Vol. 4(1) 1988, 97-102.</li> <li>• Ludowicy C., Schwaiberger R., Leithold P. (2002): Precision farming – Hanbuch für die Praxis, Verlag, Frankfurt am Main, Deutschland.</li> <li>• Committee on Assessing Crop Yield (1997): Precision agriculture in 21st century, National Academy Press, Washington.</li> <li>• Jurišić M., Hengl T., Bukvić Ž., Brkić D., Kralik D. (1999): Geoinformation technologies in Agriculture, 27. Simpozij-aktualni zadaci mehanizacije poljoprivrede, Opatija, pp. 35-40.</li> </ul>	

<b>Examinations</b>
The exam consists of the public defence of the seminar paper or presentation of own research (research paper) written independently by the student under supervision of teachers and other staff participating in the module delivery. Public defence is attended by all the teachers in the module, as well as the leader of the postgraduate programme. Throughout the semester, learning and understanding, the ability to implement that knowledge, analytic and systematic qualities displayed in the seminar paper (research paper) are continuously assessed.
<b>Course delivery evaluation</b>
The course will be evaluated both by the students and teachers.

<b>Course title</b>	<b>INTERNATIONAL MACROECONOMICS – selected chapters</b>			
<b>Course convenor/s</b>	Prof. dr. sc. Đula Borozan Prof. dr. sc. Dirk Wentzel			
<b>Course outline</b>				
<ol style="list-style-type: none"> <li>1. Introduction to macroeconomics. Measures of macroeconomic performance. Economics as a science.</li> <li>2. Organization and dynamics of economy. Measuring economic activities. GDP: elements, real GDP, nominal GDP, restrictions. Introduction to macroeconomic policies.</li> <li>3. Macroeconomic problems. Economy cycles. Unemployment. Inflation. Deficit.</li> <li>4. Aggregate economic models. AS-AD model. AD and markets of goods and services. AE model. Classical model. The effects of fiscal policies. Money and financial sector. Money market. The effects of monetary policies. IS-LM model. AS and the labor market. Exogenous shocks of supply.</li> <li>5. Macroeconomic stabilization policy. Unemployment and inflation. Monetary and fiscal policy – synthesis. Macroeconomic political debate.</li> <li>6. Macroeconomics of open economy. Open economy models. Balance of payments.</li> <li>7. Economic growth.</li> </ol>				
<b>Course objectives</b>				
<p>The course aims to provide understanding of activities in a certain economy in the course of time, exploring the causes of fundamental macroeconomic problems and measuring the effects of macroeconomic policies, primarily monetary and fiscal policies, on the economy's dynamics and performance. This course encourages the application of a system and model approach in the analysis of economic activities, problems and in macroeconomic performance and policy evaluation.</p>				
<b>Recommended reading</b>				
<ul style="list-style-type: none"> <li>• Borozan, Đula: Makroekonomija, Ekonomski fakultet u Osijeku, 2001. (u pripremi novo izdanje)</li> <li>• Borozan, Đ.: Priručnik iz makroekonomije, EFO, Grafika d.o.o., Osijek, 2001.</li> <li>• Babić, M: Makroekonomija, XII. izdanje Mate d.o.o., Zagreb, 2001.</li> <li>• Mankiw, N.G.: Principles of Macroeconomics, The Dryden Press, Fort Worth, 1998.</li> <li>• Blanchard, O.: Macroeconomics, Prentice Hall International, Inc., Upper Saddle River, 2000.</li> </ul>				
<b>Examinations</b>				
<b>Oral exam</b>		<b>Written and oral exam</b>	<b>x</b>	<b>Test</b>
<b>Course delivery evaluation</b>				

<b>Course title</b>	<b>INTERNATIONAL BUSINESS LAW</b>				
<b>Course convenor/s</b>	Prof. dr. sc. Srećko Jelinić Prof. dr. sc. Reiner Gildeggen				
<b>Course outline</b>					
International trade law – course framework – sources – unification of trade policies and legislation – international agreements, conventions and treaties – international organisations of world trade – characteristics of international trade – international commercial agreements – general issues – international commercial agreements – special section – particular types of commercial agreements (international sales, trade representation, distribution of goods and services, franchising, patent licensing, know-how licensing, consultancy, cooperation)					
<b>Course objectives</b>					
Under conditions of free access to all markets, the knowledge on foreign and international trade is coming into focus of all businessmen. The difficulties they are facing with new business conditions and globalisation of world trade are primarily caused by insufficient knowledge on public-law and private-law relations emerging in this area. Avoiding excessive and unnecessary risks in business operations requires continuous learning. Regarding international trade, this course offers the knowledge that will help in understanding the patterns in international economy.					
<b>Recommended reading</b>					
<ul style="list-style-type: none"> <li>• Barker,D.(Editor):“Essential International Trade Law“, Cavedish Pub Ltd., 2005.</li> <li>• DiMatteo,L.,Dhooge,L.J.:“International Business Law: A Transactional Approach“, South-Western Pub, 2005.</li> <li>• Mlikotin- Tomić, Deša, Pravo međunarodne trgovine, Školska knjiga, Zagreb, 1999.</li> </ul>					
<b>Examinations</b>					
<b>Oral exam</b>		<b>Written and oral exam</b>	X	<b>Test</b>	
<b>Course delivery evaluation</b>					
According to the Faculty regulations.					

<b>Course title</b>	<b>COMPUTER NETWORKS</b>
<b>Course convenor/s:</b>	Prof. dr. sc. Drago Žagar Prof. dr. sc. Nino Grau
<b>Course outline</b>	
History and significance of ICT. Nature and characteristics of information. Levels and types of information. Sources of information. Information content. Entropy and its characteristics. Network software. Network architecture. Referential models. Internet network. Internet services. Multimedia services. Quality of service on the Internet. Price of the service from the standpoint of ISP. Price of the service from the standpoint of the ultimate user. Service quality contract. Economic price modeling of Internet services. Analysis of economic validity of introducing new services. Protection and privacy of information on the Internet. Social, ethical and political issues related to new services. Impact of ICT on the economy and management.	
<b>Knowledge and skills to be gained on completing the course:</b>	
Students will acquire basic knowledge on information and communication technologies, their influence on the society and relate ICT to the economy and management.	
<b>Delievered as:</b>	
Lectures, seminars.	
<b>Assessment of students:</b>	
Seminar papers	
<b>Required reading:</b>	
<ul style="list-style-type: none"> <li>• White, C.:“Data Communiations and Computer Networks: A Business Users Approach“, Course Technology Ptr., 2006.</li> <li>• Olifer, N.,Olifer,V.:“Computer Networks: Principles, Tecnologies, and Protocols for Network Design“, John Wiley &amp; Sons Inc., 2006.</li> <li>• Bažant, et.al., Osnovne arhitekture mreža, Element Zagreb, 2003.</li> </ul>	
<b>Recommended reading:</b>	
<ul style="list-style-type: none"> <li>• A.S. Tanenbaum, Computer Networks , Fourth Edition, Prentice Hall, 2003.</li> <li>• V. Sinković, Informacija, simbolika i semantika, Školska knjiga , Zagreb, 1997</li> </ul>	
<b>Examinations:</b>	
Seminar paper and oral exam	
<b>Course delivery evaluation</b>	
Student survey	

<b>Course title</b>	<b>HUMAN RESOURCES MANAGEMENT</b>
<b>Course convenor/s</b>	Prof. dr. sc. Ante Lauc
<b>Course outline</b>	
<p><b>1. Emergence and development of human resource management as a new approach in business operations.</b> The concept of human resource management; Emergence and development of human resource management; Analysis of human resource management model from the scientific perspective; Fundamental ideas in human resource management (common vision, employee motivation, employee knowledge and skills, readiness for team work, education); Human capital management (moral, intellectual and social employee capital); Emotion theory (employee fear, sadness, destruction and joy); Motivation theories (Mallow's hierarchy of needs, self actualization); Self-education and self-organization of employees (self creation or autopoiesis); Concept of the so-called life long learning; Human resource management strategies; New approaches to human resource management in business; Connection of human resource management with strategic goals; Connection of human resource management with other relevant sciences (biology, philosophy, psychology, technology, economics, law); Decision-making, power and organizational policy; Behavior of an individual in an organization; Function of human resource management in technologic, economic and legal environment; Ethical approach to human resource management and creativity;</p> <p><b>2. Function of human resource management in economic entities.</b> Planning of company needs for human resources (relation of supply and demand of work force, needed employee knowledge and abilities); Employment and selection of employees (psycho-social employee testing, application of Emotional Profile Index test and tests of different types of intelligence); Organizing of human resource management function in an enterprise; Human resource management in an enterprise (ABCD model, Graph of investment in human and physical capital, Osijek school, job satisfaction, employee role in decision-making, salaries, employee benefits); Application of the development equation in the sector of human resources of an enterprise (profitability variance); Learning organization; Employee rewarding system; Development of human resource function.</p>	
<b>Course objectives</b>	
<p>Through lectures and work during the course students will be closely explained the principle of human resource management, importance of quality of good human resource management, what the goals of such approach are, determining of the need for human resource management department in organizations. Students will learn how human resource management affects the achievement of organization's goals in today's age of great and fast changes, and how to understand the factors which influence employee motivation.</p> <p>Aim of the course is to give students the ability to understand cultural, national and organizational aspects of human resource management. Course includes bringing of renowned businessmen in capacity of guest lecturers.</p> <p>Students must acquire knowledge on relationship between human resource management and other sectors that are ensuring successfulness of an organization, and must be able to explain how the external factors, likes of economy, globalization, organization's employees and legal regulations influence development and role of human resource management in planning and creation of strategy. Lectures will include discussions on staff-related processes, including business operations analyses, job descriptions, employment and selection within the organization and external and internal factors which influence that. It will be attempted to explain the role of learning, training and development in achievement of successfulness of organization and development of a learning organization, and how to successfully lead such a</p>	

project and learn on examples of enterprises which apply human resource management in the best way.

Student's work at the course is envisioned through examining of contents from area of human resource management and testing, developing of a common vision through their team work, projects, presentations and discussion.

#### **Recommended reading**

- Lauc, A., “Metodologija društvenih znanosti”, Pravni fakultet u Osijeku, Osijek, 2001.;
- Senge, P., “Peta disciplina – principi i praksa učeće organizacije”, Mozaik knjiga, Zagreb, 2001.
- <http://gau.psp.efos.hr>
- Bahtijarević-Šiber, F., "Management ljudskih potencijala", Golden marketing, Zagreb, 1999.
- Ozimec, S., “Otkriće kreativnosti”, Znanstvena biblioteka “Tonimir”, Varaždin, 1996.
- Ivancevich, J.M., "Human Resource Management", sixth edition, Irwin, 1995.
- Nadler, L., Nadler, Z., "Developing Human Resources", third edition, Jossey-Bass Publishers, San Francisco, Oxford, 1991.

#### **Examinations**

<b>Oral exam</b>	X	<b>Written and oral exam</b>		<b>Test</b>	
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#### **Course delivery evaluation**

According to the Faculty regulations.

## **Appendix II. – Guest Lecturers**

- 1. Prof. dr. sc. Rudi Kurz**
- 2. Prof. dr. sc. Regina Moczaldo**
- 3. Prof.dr.sc. Susanne Schmidtmeier**
- 4. Prof. dr. sc. Dirk Wentzel**
- 5. Prof. dr. sc. Harmut Loffler**
- 6. Prof. dr. sc. Urban Bacher**
- 7. Prof. dr. sc. Bernd Britzelmaier**
- 8. Prof. dr. sc. Matthias Kropp**
- 9. Prof. dr. sc. Rainer Gildeggen**
- 10. Prof. dr. sc. Karl-Heinz Rau**
- 11. Prof. dr. sc. Bodo Runzheimer**
- 12. Prof. dr. sc. Nino Grau**
- 13. Prof. dr. sc. Thomas Cleff**

**Prof. Dr. Rudi Kurz**

Professor at the Business School  
Pforzheim University

**Year of birth:** 1952

**E-Mail:** rudi.kurz@hs-pforzheim.de

**Teaching and Research Interests:**

Environmental economics, Microeconomics, Innovation Policy, Sustainable Development

**Academic Education:**

1973 to 1978

Dipl.-Volkswirt, Economics, Universität Tübingen  
since 1982

Dr. rer. pol., Distribution, Business Cycles, Economic Growth. Theoretical Models and their  
Political Relevance , Universität Tübingen

**Positions hold:**

1978 to 1988

Research Fellow, Institut für angewandte Wirtschaftsforschung Tübingen (IAW), Tübingen  
since 1988

Professor of Economics, Hochschule Pforzheim, Pforzheim

**Professional Activities:**

Membership/Contribution  
since 1985

Verein für Socialpolitik,

Category: Membership/Contribution , discipline based

**Professional Development:**

1996

Sabatical, IAW Tübingen (contributing to a research project financed by the Federal Ministry of  
Commerce

2004

Annual Conference of Verein für Socialpolitik (Market Economy and Risk)

2005

Sabatical, IAW Tübingen (contributing to projects on sustainable development)

2005

AACSB Annual Conference San Francisco

**Publications:**

2005 Kurz, R. und Zahrnt, A.

**Ökologisch steuern und nachhaltig wirken**

in: Beschorner, T. / Eger, T. (Hrsg.): Das Ethische in der Ökonomie. Festschrift für Hans G.  
Nutzinger, Marburg, S. 547-561

Category: chapter in book, discipline based

Kurz, Rudi

**Nachhaltigkeit: Grundlagen und Bedeutung für Unternehmen**

in: Boguslawski, A. v. / Ardelt, B. (Hrsg.): Sustainable Balanced Scorecard. Zukunftsfähige Strategien entwickeln und umsetzen, Eschborn, 70-82

Category: working paper, contribution to practice

Kurz, Rudi

**Indikatoren nachhaltiger Entwicklung auf gesamtwirtschaftlicher Ebene und auf Unternehmensebene**

in: Boguslawski, A. v. / Ardelt, B. (Hrsg.): Sustainable Balanced Scorecard. Zukunftsfähige Strategien entwickeln und umsetzen, Eschborn, 83-111

Category: working paper, discipline based

Arnold, W. / Freimann, J. / Kurz, Rudi

**Strategisches Nachhaltigkeitsmanagement mit der Sustainable Balanced Scorecard - Konzeption und Umsetzungserfahrungen in KMU**

in: Boguslawski, A. v. / Ardelt, B. (Hrsg.): Sustainable Balanced Scorecard. Zukunftsfähige Strategien entwickeln und umsetzen, Eschborn, 157-187

Category: working paper, contribution to practice

2004 Kurz, Rudi

**Positive Ergebnisse und Verbesserungspotentiale. Evaluation des Hochschulbereichs Wirtschaft**

in: Konturen. Zeitschrift der Hochschule für Gestaltung, Technik und Wirtschaft, Pforzheim, 16-19

Category: publication in journal, learning and pedagogical

2003 Arnold, W. / Freimann, J. / Kurz, Rudi

**Exemplarische Umsetzung der Sustainable Balanced Scorecard in mittelständischen Unternehmen**

Kassel 2003

Category: book, contribution to practice

Arnold, W. / Freimann, J. / Kurz, Rudi

**Sustainable Balanced Scorecard (SBS): Integration von Nachhaltigkeitsaspekten in das BSC-Konzept. Konzept - Erfahrungen - Perspektiven**

In: Zeitschrift für Controlling und Management 47. Jg., H.6, 391-400

Category: publication in journal, contribution to practice

Kurz, Rudi

**How to Foster the Development of the Environmental Protection Industry (EPI)? Perspectives for the Chinese EPI Based on International Experience**

In: Working Report of the Task Force "Development of the Chinese Environmental Protection Industry" prepared for the China Council for International Cooperation on Environment and Development (CCICED), Beijing, 124-135

Category: chapter in book, discipline based

2002 Steger, U. / Achterberg, W. / Blok, K. / Bode, H. / Frenz, W. / Gather, C. / Hanekamp, G. / Imboden, D. / Jahnke, M. / Kost, M. / Kurz, R. / Nutzinger, H.G. / Ziesemer, T.

**Nachhaltige Entwicklung und Innovation im Energiebereich**

Berlin 2002

Category: book, discipline based

Kurz, Rudi

**Nachhaltige Innovation. Globale Dimensionen und betriebswirtschaftliche Aspekte**

In: UmweltWirtschaftsForum 10. Jg., H.1, 14-18

Category: publication in journal, discipline based

Kurz, Rudi

**Nachhaltigkeitsindikatoren - ein Überblick**

In: Betriebliches Umweltmanagement. Grundlagen - Methoden - Praxisbeispiele, Hrsg.: Lutz, U. / Döttinger, K. / Roth, K., Düsseldorf 2002

Category: loose-leaf-collection, contribution to practice

Kurz, Rudi

**Die strategische Bedeutung von Zielen wird unterschätzt. Ziele und Indikatoren nachhaltiger Entwicklung für Deutschland**

in: BUND / Misereor (Hrsg.): Wegweiser für ein zukunftsfähiges Deutschland, München, 112-117

Category: working paper, contribution to practice

Kurz, Rudi

**Nachhaltigkeit braucht Innovation**

in: BUND / Misereor (Hrsg.): Wegweiser für ein zukunftsfähiges Deutschland, München, 216-218

Category: working paper, discipline based

Kurz, Rudi

**Ethisches Konzept statt Modewort. Nachhaltigkeit als Leitbild einer zukunftsfähigen Entwicklung.**

in: BUND / Misereor (Hrsg.): Wegweiser für ein zukunftsfähiges Deutschland, München, 90-96

Category: working paper, discipline based

2001 Kurz, Rudi

**Innovation und nachhaltige Entwicklung**

in: Hanekamp, G. / Steger, U. (Hrsg.): Nachhaltige Entwicklung und Innovation im Energiebereich, Bad Neuenahr-Ahrweiler, 43-67

Category: working paper, discipline based

Arnold, W. / Freimann, J. / Kurz, Rudi

**Vorüberlegungen zur Entwicklung einer Sustainable Balanced Scorecard für KMU**

UmweltWirtschaftsForum 9. Jg., H.4, 74-79

Category: publication in journal, discipline based

Arnold, W. / Freimann, J. / Kurz, Rudi

**Grundlagen und Bausteine einer Sustainability Balanced Scorecard (SBS)**

Überlegungen zur Entwicklung einer SBS für mittelständische Unternehmen, Kassel

Category: working paper, contribution to practice

2000 Spiller A. / Kurz, Rudi

**Umweltschutz und Unternehmensziele**

in: Lutz, U. / Döttinger, K. / Roth, K. (Hrsg.): Betriebliches Umweltmanagement. Grundlagen -

Methoden - Praxisbeispiele. Düsseldorf

Category: loose-leaf-collection, contribution to practice

Kurz, Rudi

**Bündnis für Arbeit und nachhaltige Entwicklung - zwischen Korporatismus und Innovation**

in: Gerken, L. / Schick, G. (Hrsg.): Grüne Ordnungsökonomik: Eine Option moderner

Wirtschaftspolitik?, Marburg, 299-312

Category: working paper, discipline based

**Prof. Dr. Regina Moczadlo**

Professor at the Business School  
Pforzheim University

**Room:** W4.1.03

**Tel.:** (07231) 28-6595

**Fax:** (07231) 28-6100

**E-Mail:** regina.moczadlo@hs-pforzheim.de

**Teaching and Research Interests:**

Cross Cultural Management, Global IT Outsourcing

**Academic Education:**

1976 to 1981

Diplom Volkswirt, Universität Heidelberg  
since 1988

Promotion, Eberhard-Karls-Universität Tübingen

**Professional Activities:**

Expert's Opinion/Expert/Referee

Membership/Contribution

Presentation on Conference

Presentation/Speech

2002 to 2002

"German-Indian Collaboration in Software Development", 15. November 2002, Indian Institute of Science, Bangalore,

Category: Presentation/Speech , discipline based

since 2005

Software Development in India or Nearshore - An Analysis from the German perspective, Indian Institute of Science. Bangalore, 18th February 2005,

Category: Presentation/Speech , discipline based

since 2005

Global Outsourcing in Software Development, Indian Institute of Foreign Trade, New Delhi, 10th March 2005,

Category: Presentation/Speech , discipline based

Miscellaneous

2004 to 2004

Offshore Development - Lessons to learn from the Indian market, Conference Prospects of the development for offshore programming and IT- outsourcing industry in Central and Eastern European Countries (CEE), Minsk 18. November 2004 ,

Category: Other , discipline based

**Publications:**

2005 Boos, Iesalnieks, Keller, Moczadlo, Rathgeb, Rohlfes, Schmidt, Stimmer

**BITKOM: Leitfaden Offshoring**

Herausgeber: BITKOM, Bundesverband Informationswirtschaft, Telekommunikation und neue Medien e.V.

Category: working paper, discipline based

[http://www.bitkom.org/files/documents/BITKOM\\_Leitfaden\\_Offshoring\\_31.01.05.pdf](http://www.bitkom.org/files/documents/BITKOM_Leitfaden_Offshoring_31.01.05.pdf)

Moczadlo, Regina

**Erfolgsfaktoren und Risiken des Offshoring-Developments - Empirische Analyse der Erfahrungen deutscher Nachfrager und internationaler Anbieter**

Schlussbericht der AIF-Projekts 17 067 03, Technische Informationsbibliothek Hannover

Category: working paper, discipline based

Moczadlo, Regina

**Offshore IT-Entwicklung – Chancen**

Virtual Roundtable, Competence Site

Category: daily press, contribution to practice <http://www.competence>

[site.de/offshore.nsf/3307052c26a51d72c1256b520041c17e/f3751d38df3f2726c12570a5004e8097](http://www.competence-site.de/offshore.nsf/3307052c26a51d72c1256b520041c17e/f3751d38df3f2726c12570a5004e8097)

!OpenDocument

Moczadlo, Regina

**Softwareentwicklung deutscher Unternehmen in Indien und Nearshore im Vergleich**

Competence Site

Category: working paper, discipline based [http://www.competence-](http://www.competence-site.de/)

[site.de/\\_C1256C6700357466.nsf/0/8DEFF7CED565D910C12570A50031853A?Open](http://www.competence-site.de/_C1256C6700357466.nsf/0/8DEFF7CED565D910C12570A50031853A?Open)

Moczadlo, Regina

**Offshore-Entwicklung: Partnerschaft ist nötig**

Informationweek, 13/14 September 2005 S. 22-25

Category: publication in journal, contribution to practice 2003 Moczadlo, Regina

**Chancen und Risiken des Offshore-Development**

Competence Site

Category: working paper, discipline based [http://www.competence-](http://www.competence-site.de/itmanagement.nsf/21ef2ef086df4793c12569eb00586838/dc35545d2cd2c94fc1256d9c004e)

[site.de/itmanagement.nsf/21ef2ef086df4793c12569eb00586838/dc35545d2cd2c94fc1256d9c004e98b1!OpenDocument&Highlight=2,Offshore](http://www.competence-site.de/itmanagement.nsf/21ef2ef086df4793c12569eb00586838/dc35545d2cd2c94fc1256d9c004e98b1!OpenDocument&Highlight=2,Offshore)

**Prof. Dr. Susanne Schmidtmeier**

Professor at the Business School  
Pforzheim University

**Room:** W2.4.11

**Tel.:** (07231) 28-6301

**Fax:** (07231) 28-6080

**E-Mail:** susanne.schmidtmeier@hs-pforzheim.de

**Teaching and Research Interests:**

Consolidated Financial Statement , International Accounting, Company Taxation, Auditing

**Academic Education:**

1985 to 1990

Dipl.-Kffr., Business Administration, Accounting, Finance, Taxation, Universität Paderborn  
1995

Dr. rer. pol., Standardization of investment advisory in consideration of developments in the  
financial sector, Universität Paderborn  
1996

Steuerberaterin Tax Advisor

2000

Wirtschaftsprüferin Chartered Accountant

**Positions hold:**

1991 to 1994

Research Assistant, Universität Paderborn, Paderborn

1994 to 2001

Member National Office AABS, Ernst & Young, Stuttgart  
since 2001

Professor for Finance, Auditing, Accounting and Taxation, Hochschule Pforzheim, Pforzheim

**Professional Activities:**

Membership/Contribution

2002

Rating as an instrument for the evaluation of a company, 44. Workshop of IDW (German  
association of auditors), 13.-15. Nov. 2002, Baden-Baden,

Category: Membership/Contribution , contribution to practice  
since 1996

Member of the Baden-Württemberg Chamber of Tax Advisers,

Category: Membership/Contribution , discipline based  
since 2000

Member of the German Chamber of Chartered Accountants,

Category: Membership/Contribution , discipline based  
since 2000

Member of the German Association of Auditors (IDW),

Category: Membership/Contribution , discipline based

Presentation on Conference

2003

Independence of Auditors, 24. wiss. Symposium, J.J. Strossmayer Universität, Osijek und Hochschule Pforzheim, 15.-19. Oktober 2003, Pforzheim,  
Category: Presentation on Conference , discipline based

### **Other Teaching Activities:**

since 2002

Lecturer for Consolidated Financial Statements, Hemmer/ECONNECT GmbH, Preparation for German CA-Exam

### **Professional Development:**

2001

42. Workshop of IDW (German Association of Auditors), Baden-Baden

2002

23. Academic Symposium, J.J. Strossmayer Universität Osijek and Pforzheim University, Porec  
2002

44. Workshop of IDW, Baden-Baden

2003

24. Academic Symposium, J.J. Strossmayer Universität Osijek and Pforzheim University, Pforzheim

2003

Didactics Seminar, Pforzheim Hohenwart

2004

Problems of company law from the view of audit and tax advisory, IDW, Stuttgart

2004

VAT 2004, IDW, Stuttgart

2005

Developments in profits tax, Baden-Württemberg Chamber of Tax Advisors, Stuttgart

2005

EU-Gesellschaften - Eine steuerliche Alternative zur deutschen GmbH?, IDW, Stuttgart

2005

Impairment test and Goodwill accounting according to IFRS 3 and IAS 36, IDW, Stuttgart

### **Publications:**

2004 Schmidtmeier, Susanne

#### **Die Unabhängigkeit des Abschlussprüfers**

Redemanuskript anlässlich des XXIV. wissenschaftlichen Symposiums der Universität Osijek und der Hochschule Pforzheim vom 15. bis 19.10. 2003, Tagungsband

Category: proceedings, discipline based 1998 Schmidtmeier, Susanne

#### **Vereinbarkeit von Prüfung und Steuerberatung durch denselben Wirtschaftsprüfer**

In: Der Betrieb 1998, S. 1625 ff.

Category: publication in journal, discipline based

Füser, K./ Geitz, A./ Ihme, G./ Schmidtmeier, S.

#### **Akquisitionen im Konsumentenkreditgeschäft mit Hilfe neuronaler Netze**

In: FLF, 2/1998, S. 64-70.

Category: publication in journal, contribution to practice

**Prof. dr. DIRK WENTZEL**

**University of Applied Sciences Pforzheim**

**Tel: 49 (0) 7231 286293**

**E-mail: dirk.wentzel@hs-pforzheim.de**

**EDUCATION AND ACADEMIC APPOINTMENTS:**

2005 – Jean Monnet professor of Sciences Pforzheim

2000 – Humboldt scholarship at Pennsylvania State University, Pennsylvania, USA

2000- visiting professor at New York University

1994 – PhD from Marburg University

1983 – BSc from Gerhard-Mercator University in Duisburg

**WORKING EXPERIENCE:**

2003 – professor of national economy and European economic relations at the University of Applied Sciences in Pforzheim

2002 – assistant professor at Marburg University in Marburg

1995 – habilitation position status at Marburg University in Marburg

1990 – research assistant at Marburg University in Marburg

**TEACHING:**

**University of Applied Sciences Pforzheim**

- European economic relations
- European integration
- Competition policy
- Transformation theory
- Money theory
- International monetary policy

**ADDITIONAL ACTIVITIES:**

- Verein für Sozialpolitik

- International Research Seminar Radein

- Marburger Gesellschaft für Ordnungsfragen der Wirtschaft

- Hayek Society

- Alexander-von-Humboldt Stiftung

**PERSONAL DATA:**

- Date of birth: 1963
- Languages spoken: German, English, French

**LIST OF PAPERS THAT QUALIFY THE PROFESSOR FOR TEACHING THE PROPOSED COURSES:**

1. Wentzel, D.: Europäische Institutionen im Wandel, **2005**.
2. Wentzel, D.: Zur Begrenzung der Staatsverschuldung nach dem Scheitern des Stabilitätspaktes, u. Wirtschaftsdienst, svezak 9, **2005**, str. 605-612.
3. Wentzel, D.: Ordnungswirtschaft als Aufgabe, izdavač Leipold, H.: svezak 78, Stuttgart, New York **2005**.
4. Wentzel, D.: The European Legislation on the New Media: An Appropriate Framework for the Information Economy?, European Journal of Management and Public Policy, **2005**.
5. Wentzel, D.: Pressefreiheit: Erfolg oder Mißerfolg einer Institution, Schriften des Vereins für Socialpolitik, Neue Folge, Thomas Eger, **2005**.
6. Wentzel, Bettina; Wentzel, Dirk (Hrsg.) [**2000**]: Wirtschaftlicher Systemvergleich Deutschland – USA, UTB-Taschenbuch, Verlag Lucius&Lucius.
7. Wentzel, Dirk [**2004**]: The European Legislation on the New Media: An Appropriate Framework for the Information Society? Presentation at the Conference on the New Media in Salt Lake City, August 2004, in: European Journal of Management and Public Policy.
8. Wentzel, Dirk [**2003**]: Wirtschaftliche Entwicklung und Selbstregulierung, in: Schriften des Vereins für Socialpolitik, Neue Folge, Band 298, Institutionen und wirtschaftliche Entwicklung, hrsg. von Thomas Eger, S. 91-124.
9. Wentzel, Dirk [**2000**]: Der Ordnungsbezug der Spieltheorie, in: Leipold, Helmut; Pies, Ingo (Hrsg.): Zur Konzeption von Ordnungstheorie und Ordnungspolitik, Bestandsaufnahme und Zukunftsperspektiven, Schriften zum Vergleich von Wirtschaftsordnungen, Band 64, Stuttgart, Jena, New York, S. 197-223.

**Prof.dr. HARTMUT LÖFFLER**

**University of Applied Sciences Pforzheim**

**Tel: 49 (0) 7231 286317**

**E-mail: hartmut.loeffler@hs-pforzheim.de**

**EDUCATION AND ACADEMIC APPOINTMENTS:**

1974 – PhD from Tübingen University

1969 – BSc from Karls – Eberhart University in Tübingen

**WORKING EXPERIENCE:**

1974 – professor of national economics and economic policy

1970-1973 – research assistant at Tübingen University

**TEACHING:**

**University of Applied Sciences Pforzheim**

- International economic relations,
- Structural policy,
- Money and monetary policies.

**ADDITIONAL ACTIVITIES:**

- Verein für Sozialpolitik
- Oktober Verein

**PERSONAL DATA:**

- Date of birth: 2 March 1942
- Languages spoken: German, English

**LIST OF PAPERS THAT QUALIFY THE PROFESSOR FOR TEACHING THE PROPOSED COURSES:**

1. Löffler, H.: Basel II – Ein Beitrag zur Stabilisierung der Weltfinanzmärkte, u Interdisziplinäre Managementforschung – Interdisciplinary Management Research, The J.J. Strossmayer University of Osijek, Pforzheim University of Applied Sciences, **2005**.
2. Löffler, H.: Die Tobin-Steuer –eine geeignete Massnahme zur Regulierung des internationalen Kapitalverkehrs?, XXIII. Wissenschaftliches Symposium Ekonomski fakultet u Osijeku, Fachhochschule Pforzheim, Poreč, **2002**, ISBN 953-6073-74-9.
3. Löffler, H.: Die Rolle des Internationalen Währungsfonds bei der Stabilisierung der Internationalen Finanzmärkte, XXI. Wissenschaftliches Symposium «Makro, Mikro und Rechtliche Aspekte in Transformationsprozessen», Ekonomski fakultet Osijek i Fachhochschule Pforzheim, Osijek, **2000**.
4. Löffler, H.: Struktureller Wandel im Globalisierungsprozess und einige Schlussfolgerungen für den Deutschen Arbeitsmarkt, XX. Wissenschaftliches Symposium «Systemtransformation und Internationaler Wettbewerb», Fachhochschule Pforzheim i Ekonomski fakultet Osijek, Pforzheim, **1999**.
5. Löffler, H.: Struktur – und Beschafungsprobleme Deutschlands im globalen Wettbewerb, The First Pan – European Symposium «European Spring in CBH Triangle», Proceedings., Osijek, **1999**.

**Prof. dr. URBAN BACHER**

**University of Applied Sciences Pforzheim**

**Tel: 49 (0) 7231 286334**

**E-mail: urban.bacher@hs-pforzheim.de**

**EDUCATION AND ACADEMIC APPOINTMENTS:**

1990 – PhD in law from Universität Konstanz

1988 – MA in computer science from Universität Konstanz

1984 – BA in economics from Hochschule Pforzheim

**WORKING EXPERIENCE:**

1999 – professor of economics and banking at Hochschule Pforzheim

1996- 1999 bank manager and market manager, member of the auditing committee for the credit union in Oberpfalz

1992- founder and president of the auditing committee for Bike Cooperation, Verl/Westfalen

1991 – head of the public work marketing department for Baiern cooperative

voditelj odjela marketinga javnih radova udruženja zadruga Bajern

**TEACHING:**

- University of Applied Sciences Pforzheim
- General economics
- Company financing
- Financial management (including financial risk management)
- Banking law and capital law

**ADDITIONAL ACTIVITIES:**

- Member of the credit union for Oberpfalz

**PERSONAL DATA:**

- Date of birth: 1963
- Languages spoken: German, English

**LIST OF PAPERS THAT QUALIFY THE PROFESSOR FOR TEACHING THE PROPOSED COURSES:**

1. Bacher, U.: Die Zahl der Sparkassenfilialen nimmt ab – zu recht!, Universität Osijek / Hochschule Pforzheim, Interdisziplinäre Managementforschung, Osijek **2005.**, ISBN 953-6073-92-7, S. 123.-133
2. Bacher, U.: Neue Mindestanforderungen an das Kreditgeschäft MaK – Handlungsoptionen und Implementierungschancen, Hartung-Gorre-Verlag Konstanz **2004.**, ISBN 3-89649-952-1
3. Bacher, U.: Wohnbaufinanzierung über das Internet – Retailbanking der Zukunft, Hartung-Gorre-Verlag Konstanz **2003.**, ISBN 3-89649-842-8
4. Bacher, U.: Für eine Abgeltungsteuer für Zinsen – definitiv und ohne Kontrolle, Zeitschrift für das gesamte Kreditwesen, Kreditwesen **2003-9**, S. 442.-443.

5. Bacher, U.: *BWL kompakt – Kompendium der Bilanzierung und Finanzierung*, 3. Auflage, Wiesbaden **2003.**, DG Verlag, Best.-Nr. 960 620
6. Bacher, U.: *Investmentvergleich von indexorientierten Aktienanlagen – Toprendite durch passives Management*, Hartung-Gorre-Verlag Konstanz **2002.**, ISBN 3-89649-778-2.
7. Bacher, U.: *Strukturveränderungen im Bankgewerbe: Wie Information- und Kommunikationstechnologien das Retailbanking dominieren*, XXIII. Wissenschaftliches Symposium, Ekonomski fakultet u Osijeku, Fachhochschule Pforzheim, Poreč, **2002**, ISBN 953-6073-74-9.

**Prof. Dr. Bernd Britzelmaier**

Professor at the Business School  
Pforzheim University

**Year of birth:** 1962

**Room:** W2.4.06

**Tel.:** (07231) 28-6639

**Fax:** (07231) 28-6080

**E-Mail:** bernd.britzelmaier@hs-pforzheim.de

**Teaching and Research Interests:**

Controlling, Investing and Financing, , Cost Accounting, Business Information Systems

**Academic Education:**

1987

Dipl.-Betriebswirt (FH), Business Administration, Fachhochschule Augsburg

1992

Dipl.-Inf.Wiss., Universität Konstanz

1998

Dr. rer. soc., Universität Konstanz, Fakultät für Mathematik und Informatik

**Positions hold:**

1993 to 1996

Organisation of Further Education Programs for chinese Managers, Consulting China Business  
Universität Konstanz

1996 to 2002

Professor for Controlling and Information Management, FH Liechtenstein , Vaduz

1997 to 2002

Dean of new founded Business School, FH Liechtenstein , Vaduz

since 2002

Professor for Business Administration. Main Topics: Controlling, particularly Corporate Planning  
and Investment Control, Hochschule Pforzheim, Pforzheim

**Publications:**

2006 Britzelmaier, Bernd J.; Eller, B.

**Der Einsatz von Unternehmensplanspielen in der Controller-Ausbildung**

In: Holzbaur, U.; Liesegang, E.; Müllermarkmann, B.: Planspiele – spielend lernen – spielend  
lehren, Reihe Hochschuldidaktische Impulse herausgegeben von der Studienkommission für  
Hochschuldidaktik, Karlsruhe, S. 78-89

Category: chapter in book, learning and pedagogical

Britzelmaier, Bernd / Eller, Brigitte

**Der Einsatz von Unternehmensplanspielen in der Controller-Ausbildung**

In: Barkovic, D., Runzheimer, B. (Hrsg.): Interdisziplinäre Managementforschung II, Osijek  
2006, S. 167-177

Category: chapter in book, learning and pedagogical 2005 Britzelmaier, Bernd

**Starthilfe Finanzierung**

Leipzig 2005

Category: book, learning and pedagogical

Britzelmaier, Bernd J.

**Wertorientierung im Kostenmanagement**

In: Barkovic, D., Runzheimer, B. (Hrsg.): Interdisziplinäre Managementforschung, Osijek 2005, S. 309-323

Category: chapter in book, discipline based

Britzelmaier, Bernd J.; Joos-Sachse, Thomas

**Auswirkungen wertorientierter Unternehmensführung auf die Berechnung kalkulatorischer Zinsen in der Kostenrechnung**

In: Cini, V.; Wentzel, D. (Hrsg.): Europa zwischen Erweiterung und Vertiefung, Osijek/Pforzheim 2005, S. 83-95

Category: chapter in book, discipline based 2004 Britzelmaier, Bernd J.; Eller, Brigitte

**Aspekte einer Dynamisierung der Lebenszykluskostenrechnung – Wertorientierung im Life cycle Costing?**

Controller Magazin 6/2004

Category: publication in journal, discipline based

Britzelmaier, Bernd J.; Eller, Brigitte

**Conception of a cost accounting model for doctor's offices**

In: International Journal of Electronic Healthcare 2004, Vol. I No. 2, pp. 199-209

Category: publication in journal, discipline based , reviewed 2003 Britzelmaier, Bernd J.;

Macha, Roman; Dittrich, Klaus

**Starthilfe Finanz- und Rechnungswesen**

Stuttgart/Leipzig 2003

Category: book, learning and pedagogical

Britzelmaier, Bernd J.; Eller, Brigitte

**Konzeption einer Kostenrechnung für Arztpraxen**

In: Controller Magazin 6/2003, S. 570-575

Category: publication in journal, discipline based 2002 Britzelmaier, Bernd J.; Geberl,

Stephan; Weinmann, Siegfried Otto

**Der Mensch im Netz - Ubiquitous Computing**

Stuttgart/Leipzig 2002

Category: book (editor), discipline based

Britzelmaier, Bernd J./ Geberl, Stephan; Kaufmann, Hans-Rüdiger; Menichette, Marco

**Regulierung oder Deregulierung der Finanzmärkte**

Heidelberg 2002

Category: book (editor), discipline based 2001 Britzelmaier, Bernd J.; Geberl, Stephan; Weinmann, Siegfried Otto

**Informationsmanagement - Herausforderungen und Perspektiven**

Stuttgart/Leipzig 2001

Category: book (editor), discipline based

Britzelmaier, Bernd J.; Weinmann, Siegfried:

**Informationsmanagement – Modell, Herausforderungen und Perspektiven**

In: Britzelmaier, Bernd J.; Geberl, Stephan; Weinmann, S.: Informationsmanagement – Herausforderungen und Perspektiven, Stuttgart/Leipzig, S. 15-21

Category: chapter in book, discipline based 2000 Britzelmaier, Bernd J.; Geberl, Stephan

**Wandel im Finanzdienstleistungsbereich**

Heidelberg 2000

Category: book (editor), discipline based

Britzelmaier, Bernd J.; Geberl, Stephan

**Information als Erfolgsfaktor**

Stuttgart/Leipzig 2000

Category: book (editor), discipline based

Britzelmaier, Bernd J.; Studer, Hans Peter

**Starthilfe Marketing**

Stuttgart/Leipzig 2000

Category: book, learning and pedagogical

Britzelmaier, Bernd J.; Benz, Andreas

**Entwicklung einer Prozesskostenrechnung für eine Bank**

In: Controller Magazin 1/2000, S. 65-77

Category: publication in journal, discipline based

**Prof. Dr. Matthias Kropp**

Professor at the Business School  
Pforzheim University

**Year of birth:** 1965

**Room:** W2.4.12

**Tel.:** (07231) 28-6326

**Fax:** (07231) 28-6100

**E-Mail:** matthias.kropp@hs-pforzheim.de

**Teaching and Research Interests:**

International Accounting, Corporate Financing, Financial Management (incl. Financial Risk Management), Banking Management

**Academic Education:**

1986 to 1991

Dipl.-Kaufmann, Business Administration (Master), Johann Wolfgang Goethe-Universität, Frankfurt sowie University of Southampton (UK, Auslandssemester)

1998

Dr. rer. pol., Financial Risk Management, Johann Wolfgang Goethe-Universität, Frankfurt

**Positions hold:**

1984 to 1986

Trainee Program in Banking, Hessische Landesbank - Girozentrale, Frankfurt

1992 to 1997

Research Assistant, Prof. Dr. Wolfram Engels, Professor for Business Administration, esp. Banking, Department of Business Administration and Economics, Johann Wolfgang Goethe Universität, Frankfurt

1997 to 2002

Senior Audit Staff, later Manager, Department Assurance Financial Services (focussing on Risk Management, International Accounting, esp. Accounting for Financial Instruments), KPMG Wirtschaftsprüfungsgesellschaft Treuhandgesellschaft AG, Frankfurt

since 2002

Professor for Business Administration, esp. Financial Management, Hochschule Pforzheim, Pforzheim

**Professional Activities:**

Membership/Contribution

2002 to 2005

permanent guest member in the IAS 32/39 working group of the German Institute of Auditors, Category: Membership/Contribution, contribution to practice

Presentation/Speech

2002

International Accounting: Proposed Changes to IAS 39 - Measurement Issues, Presentation at the XXIII. Scientific Symposium of the Ekonomski fakultet u Osijeku and Pforzheim University, 12. Oktober 2002 in Porec (Croatia),

Category: Presentation/Speech, discipline based

Miscellaneous

2002

New Developments in IFRS, Presentation held at the 44. IdW-Conference, 13.-15. November 2002 in Baden-Baden,

Category: Other , discipline based  
since 2005

scientific advisor to the working committee on International Accounting of the Verband Deutscher Maschinen- und Anlagenbau e.V. (VDMA),

Category: Other , contribution to practice

### **Other Teaching Activities:**

2000 to 2002

Associate Lecturer for "Banking Supervision", Hochschule für Bankwirtschaft, Frankfurt  
since 2002

Associate Lecturer for "International Accounting", Coburg University of Applied Sciences  
since 2004

Associate Lecturer for Accounting, Verwaltungs- und Wirtschaftsakademie (VWA), Karlsruhe

### **Publications:**

2006 verschiedene

**IFRS im Maschinen und Anlagenbau (AT), Bearbeiter des Kapitels "Einführung" (Entwicklung und Institutionen)**

VDMA Verlag, erscheint voraussichtlich im Herbst 2006

Category: , contribution to practice

2005 Kropp, Matthias

**International Accounting: Proposed Changes to IAS 39 - Measurement Issues**

Textfassung eines Symposiumsvortrags aus dem Jahr 2002, in: Interdisziplinäre Managementforschung ( Interdisciplinary Management Research, ed. by the JJ Strossmayer University of Osijek and Pforzheim University of Applied Sciences, Osijek, pp. 25-46

Category: proceedings, discipline based

2004 Kropp, Matthias/Gillenkirch, Robert

**Controlling von Finanzrisiken in Industrieunternehmen**

in: Zeitschrift für Controlling & Management, 48. Jg., Sonderheft 3/2004, S. 86-96

Category: publication in journal, discipline based

Kropp, Matthias

**IFRIC Draft Interpretation D5 - Zur Erstanwendung von IAS 29 Financial Reporting in Hyperinflationary Economies**

in: "Die Wirtschaftsprüfung", 57. Jg., Heft 10 (Mai), S. 518-522

Category: publication in journal, discipline based , reviewed

2003 Kropp, Matthias / Klotzbach, Daniela

**Der Vorschlag des IASB zum Makro Hedge Accounting**

In: „Die Wirtschaftsprüfung“, 56. Jg., Heft 21 (November), S. 1180-1192

Category: publication in journal, discipline based , reviewed

Prahl, Reinhard/Kropp, Matthias

**Neuregelungen zu IAS 39 sind zu begrüßen**

in: "Börsen-Zeitung" vom 22. August 2003, S. 18

Category: Keywords, contribution to practice

2002 Kropp, Matthias / Klotzbach, Daniela

**Der Exposure Draft zu IAS 39 „Financial Instruments“**

In: „Die Wirtschaftsprüfung“, 55. Jg., Heft 19 (Oktober), S. 1010-1031

Category: publication in journal, discipline based , reviewed

2000 Kropp, Matthias / Schubert, Dirk

**VaR für Commodities**

In: „Handbuch des Risikomanagements“, hrsg. v. Prof. Dr. Bernd Rudolph, Uhlenbruch-Verlag, Bad Soden/Taunus, Band 2, S. 1239-1266

Category: chapter in book, discipline based

Prahl, Reinhard/Naumann, Thomas unter Mitarbeit von Annette Merz und Matthias Kropp

**Financial Instruments**

Mitarbeit, in: Handbuch des Jahresabschlusses in Einzeldarstellungen (HdJ), hrsg. v. Klaus von Wysocki und Joachim Schulze-Osterloh, Abt. II/10, Köln, ca. 160 Seiten

Category: Annotation, discipline based

Hofste, Petri H.M./Kropp, Matthias et al.

**International Accounting Standards: Financial Instruments Accounting (September 2000)**

KPMG-Veröffentlichung zu IAS 32 und IAS 39, September 2000, ca. 180 Seiten

Category: Annotation, contribution to practice

**Prof. Dr. jur. Rainer Gildeggen**

Professor at the Business School  
Pforzheim University

**Room:** W2.4.02

**Tel.:** (07231) 28-6207

**Fax:** (07231) 28-6080

**E-Mail:** rainer.gildeggen@hs-pforzheim.de

**Academic Education:**

1977 to 1981

Erstes juristisches Staatsexamen, Study of Law, Universität Heidelberg

1982 to 1985

Zweites juristisches Staatsexamen, legal clerkship, Landgericht Karlsruhe

1986 to 1987

LL.M., US, International and Comparative Law, University of Georgia, Athens, Georgia, U.S. A.

1990

Dr. jur., international arbitral jurisdiction, Universität Heidelberg

**Positions hold:**

1988

expert assistant, Bundesministerium für Wirtschaft, Bonn

1989

Attorney at law , Wirtschaftsprüfungsgesellschaft, Heidelberg

1989 to 1993

In-house Lawyer, Pfizer, Deutschland

1993 to 1996

Manager Regulatory Affairs Europe, Pfizer, Europe

since 1996

Professor for Business Law with a focus on European and International Law, Hochschule

Pforzheim, Pforzheim

**Other Teaching Activities:**

since 2002

Trainer International Commercial Transactions in English, Industrial Companies

since 2004

Trainer Product Liability, Associations and Industrial Companies

**Publications:**

2005 Gildeggen, Rainer / Willburger, Andreas

**Internationale Handelsgeschäfte, Eine Einführung in das Recht des grenzüberschreitenden Handels**

2. Auflage, München 2005

Category: book, learning and pedagogical

Gildeggen, Rainer

**INCOTERMS 2000**

Beitrag in einem Sammelband der Universität Osijek

Category: proceedings, discipline based

Gildeggen, Rainer

**Zur Aktualität der Methode Monnet**

XXVI. Symposium der Universität Osijek und der Hochschule Pforzheim, S. 15-24.

Category: proceedings, discipline based

Gildeggen, Rainer

**Internationale Produkthaftung**

Beiträge der Hochschule Pforzheim, Band 119

Category: publication in journal, discipline based 2004 Gildeggen, Rainer

**Anmerkungen zu den neueren Entwicklungen im US amerikanischen Recht des Strafschadensersatzes**

XXV. Symposium der Universität Osijek und der Hochschule Pforzheim, Tagungsband S. 55 - 70

Category: proceedings, discipline based 2002 Gildeggen, Rainer

**Der Konvent und Strukturwandel in der Europäischen Union**

(veröffentlicht im Sammelband des 23. Osijek / Pforzheim Symposiums)

Category: proceedings, discipline based 2000 Gildeggen, Rainer

**Der Acquis Communautaire und der Beitritt neuer Mitgliedstaaten zur Europäischen Union – ein Überblick**

(veröffentlicht im Sammelband des 21. Osijek / Pforzheim Symposiums)

Category: proceedings, discipline based

Gildeggen, Rainer

**Internationale Handelsgeschäfte, Eine Einführung in das Recht des grenzüberschreitenden Handels**

München 2000

Category: book, discipline based

**Prof. dr. Karl-Heinz Rau**

Professor at the Business School  
Pforzheim University

**Year of birth:** 1952

**Room:** W2.4.25

**Tel.:** (07231) 28-6314

**Fax:** (07231) 28-6090

**E-Mail:** karl-heinz.rau@hs-pforzheim.de

**Teaching and Research Interests:**

Application Systems, Information Management, System Development, Object-oriented programming, Object-oriented analysis and design

**Academic Education:**

1971 to 1976

Wiss. Prüfung für das höhere Lehramt an kaufm. Schulen, Business Administration, Economics, Business Mathematics, Universität Tübingen

1984

Dr. rer. pol., Design of Business Planning Systems. An Empirical Study in Manufacturing Companies., Universität Tübingen

**Positions hold:**

1976 to 1980

Sales Planning, IBM Deutschland GmbH, Stuttgart

1980 to 1982

Assistant, Eberhard-Karls-Universität Tübingen, Tübingen

1982 to 1983

Visiting Lecturer, Instructor, Consultant, Selbständig/Self Employed, Böblingen

1984 to 1987

Basic Research in Public Relations, Sales Channel Strategy, Post Graduate Education, Strategic IT Consultant, IBM Deutschland GmbH, Stuttgart

1988 to 1992

Professor in Business Information Systems, Berufsakademie/University of Cooperative Education, Stuttgart

since 1992

Professor in Business Information Systems, Hochschule Pforzheim, Pforzheim

**Professional Activities:**

Expert's Opinion/Expert/Referee

1993 to 1994

Evaluation of the Business Information System program at the Marmara University, Istanbul on behalf of German Academic Exchange Service,

Category: Expert's Opinion/Expert/Referee , learning and pedagogical

2003

Peer Review at the University of Applied Sciences Brig, Switzerland on behalf of Eidgenössische Fachhochschulkommission,

Category: Expert's Opinion/Expert/Referee , learning and pedagogical

Membership/Contribution

since 1990

Member in the Gesellschaft for Informatik (GI - Association for Computer Science) and adviser for students,

Category: Membership/Contribution , discipline based

Presentation on Conference

2000

The World Association for Case Method Research & Application. Seventeenth International Conference - July 2-5, 2000 - Budapest, Hungary (<http://www.wacra.org/budabstr.htm>),

Category: Presentation on Conference , learning and pedagogical

2001

SAP International Research and Applications Congress, San Diego, CA,

Category: Presentation on Conference , contribution to practice

2002

The World Association for Case Method Research & Application. 19th International Conference, June 29-July 4, 2002, Mannheim, Germany.,

Category: Presentation on Conference , learning and pedagogical

2002

The Missing Middle. The first international conference on medium enterprise development.

Durham University, UK.. 14 to 16 July 2002.,

Category: Presentation on Conference , discipline based

2005

SAP Curriculum Congress '05, March 5 – 7, 2005, Atlanta, GA: Implementation Strategies for SAP R/3: Academic Lessons from a Real-World Case Study,

Category: Presentation on Conference , contribution to practice

Research Project

2001 to 2002

Case study Bechtle AG, Gaildorf, funded by LARS, a program of the State of Baden-Wuerttemberg,

Category: Research Project , learning and pedagogical

2002 to 2003

Case study WEB.DE, Karlsruhe, funded by LARS, a program of the State of Baden-Wuerttemberg,

Category: Research Project , learning and pedagogical

1999 to 2004

Case study Robert Bosch GmbH, Stuttgart, and Robert Bosch Corporation, Chicago, funded by LARS, a program of the State of Baden-Wuerttemberg,

Category: Research Project , learning and pedagogical

Miscellaneous

1995 to 1999

Program Director and Dean Wirtschaftsinformatik,

Category: Academic Service , learning and pedagogical

since 2005

Associate Dean of the Business School,

Category: Academic Service , learning and pedagogical

**Other Teaching Activities:**

2000 to 2002

Visiting Lecturer for System-Development at Marmara University, Istanbul on behalf of German Academic Exchange Service, Marmara University, Istanbul, German speaking Department for Business Administration and Business Information System

since 1980

Lecturer for System-Development, Foundations in Business Information Systems, Financial Accounting, Cost Accounting, and Business Planning, Academy of Business and Administration, Stuttgart (continuing education)

since 1994

Lecturer für Information Systems and Decision Theory, Deutsche Versicherungsakademie, Stuttgart (continuing education)

since 2003

Visiting Professor for Information Management, University of Ljubljana, Faculty of Economics

**Professional Development:**

1991

Workshop System Development, Prof. Dr.-Ing. Balzert, University Bochum

1997

Rhetoric Seminar

2000

Sabatical- Auburn University (Case Study) - Robert Bosch GmbH (Activity Based Costing) - Landesbank Baden-Württemberg (IT System Development Process)

2003

JavaOne, San Francisco

2004

International Conference on Information Systems, Washington, DC

2005

WISE 2005, The 6th International Conference on Web Information Systems Engineering, New York City, NY, Nov. 20-22, 2005

**Prof.dr. BODO RUNZHEIMER**

**University of Applied Sciences Pforzheim**

**Tel: 49 (0) 7231 71632**

**E-mail: bodo.runzheimer@hs-pforzheim-de**

**EDUCATION AND ACADEMIC APPOINTMENTS:**

1968 – University of Applied Sciences Pforzheim – full professor of economics

1968- Business Academy Stuttgart – assistant professor

1966 –PhD from the Technical University in Karlsruhe

1963 –BSc from the Technical University in Karlsruhe

**WORKING EXPERIENCE:**

1963 – Association of German Builders in Baden

1968 – University of Applied Sciences Pforzheim – full professor of economics

**TEACHING:**

**University of Applied Sciences Pforzheim**

- Operation research
- Controlling
- Finances and accounting
- Company accounting

**ADDITIONAL ACTIVITIES:**

- Auditor in the Association of Builders in Baden

- Member of the Association of Institutions of Higher Education

- Member of the Pforzheim College sports club

**PERSONAL DATA:**

- Date of birth: 10 January 1937, Bad Neuenahr, Germany
- Languages spoken: German, English

**LIST OF PAPERS THAT QUALIFY THE PROFESSOR FOR TEACHING THE PROPOSED COURSES:**

1. Runzheimer,B., Cleff, T., Schäfer, W.: Operations Research, Gabler, Wiesbaden, **2005**.
2. Runzheimer,B.:Benchmarking – Ein Baustein auf dem Weg zur lernenden Organization, u Interdisziplinäre Managementforschung – Interdisciplinary Management Research, The J.J. Strossmayer University of Osijek, Pforzheim University of Applied Sciences, **2005**.
3. Runzheimer,B., Wolf, K.: Risikomanagement und KonTraG – Konzeption und Implementierung, Gabler Verlag Wiesbaden ..
4. Runzheimer,B., Schlag, S.: Balanced Scorecard im Produktionssystemcontrolling – Anwendbarkeit und Ausgestaltung für den operativen Bereich, **2001**.
5. Runzheimer,B.: Operations Research I i II, knjiga, Gabler Verlag Wiesbaden, (**1999**.)
6. Runzheimer,B.: Das Benchmarking – Konzept als eine Methode auf dem Weg zur lernenden Organization, Proceeding (**1999**.)

**Prof. dr. NINO GRAU**

**University of Applied Sciences**  
**Tel: 06031 604 540**  
**E-mail: N.Grau@wp.fh-friedberg.de**

**EDUCATION AND ACADEMIC APPOINTMENTS:**

Computer science in Erlangen  
Engineering at Technische Universität München  
1991 professor of process and project management

**WORKING EXPERIENCE:**

Manager of electronic data analysis  
Activities in many industrial companies as head of organization and data analysis in pharmaceutical companies  
Officer in several project management forums

**TEACHING:**

- University of Applied Sciences
- Project management
- Process management

**ADDITIONAL ACTIVITIES:**

- Member of Deutsche Gesellschaft für Projektmanagement

**PERSONAL DATA:**

- Date of birth: 1950
- Languages spoken: German, English

**LIST OF PAPERS THAT QUALIFY THE PROFESSOR FOR TEACHING THE PROPOSED COURSES:**

1. Grau,N., Kerzner,H.: Projektmanagement. Ein systemorientierter Ansatz zur Planung und Steuerung, Mitp Verlag, **2003**.
2. Grau,N., Ottmann,R.(izdavači): Internationales Deutsches Projektmanagement Forum, GPM, **2002**.
3. Grau,N., Ottmann,R.: World Congress on Project Management (16). Mailing the Vision Work: Dokumentation, Berlin, **2002**.
4. Grau,N.: E – Life – mehr als Business, Shaker Verlag, **2001**.
5. Grau,N.: Deutsches Projektmanagement Forum. Projektmanagement – Strategien und Lösungen für die Zukunft, GPM, **2000**.
6. Grau,N. i suradnici: Der Platz und die Rolle der „Heimkehrer Gastarbeiter“ in der Wirtschaft Slawoniens, Symposiumsbeitrag für 21. University of Osijek / Fachhochschule Pforzheim Symposium, Osijek, **2000**.

**Prof. Dr. Thomas Cleff**

Professor at the Business School  
Pforzheim University

**Year of birth:** 1966

**Room:** W2.4.17

**Tel.:** (07231) 28-6322

**Fax:** (07231) 28-6070

**E-Mail:** thomas.cleff@hs-pforzheim.de

**Teaching and Research Interests:**

Industry Research, Innovation Research, Business-Forecasting, Marketing Research  
(Quantitative), Competitive Intelligence

**Professional Activities**

Editor

since 2005

Member of the Editorial Advisory Board: The Jordanian Journal of Business Administration  
(JJBA),

Category: Editor , discipline based

Presentation on Conference

1998 to 1998

Determinants of Environmental Product and Process Innovation, Annual Meeting of the “Verein  
für Socialpolitik 1998”, September 25, 1998 in Rostock (Chair of the Session),

Category: Presentation on Conference , discipline based

1999 to 1999

Innovation in the German Construction Sector, Second Meeting of the Steering Committee of the  
CIB Task Group 35 – Innovation Systems in Construction – Copenhagen Mai 27, 1999.,

Category: Presentation on Conference , discipline based

1999 to 1999

Innovation and Innovation Policy in the German Construction Sector, Third Meeting of the  
Steering Committee of the CIB Task Group 35 – Innovation Systems in Construction – November  
18, 1999 in Paris ,

Category: Presentation on Conference , discipline based

1999 to 1999

Global Sourcing, ZEW-Wirtschaftsforum 1999, June 19, 1999 in in Mannheim,

Category: Presentation on Conference , discipline based

2000 to 2000

Identification des Marchés d’approvisionnement compétitifs –Cas d’une entreprise de  
construction mécanique, BIPE, June 14, 2000, Paris.,

Category: Presentation on Conference , discipline based

2000 to 2000

A New Country Selection Method for Global Sourcing, 24. Annual Meeting of the „Gesellschaft  
für Klassifikation e.V.“, March 15-17, 2000 in Passau,

Category: Presentation on Conference , discipline based

2000 to 2000

How to predict Lead Markets, ZEW-Wirtschaftsforum 2000, June 17, 2000 in Mannheim,

Category: Presentation on Conference , discipline based

2004 to 2004

Assessing the Lead Market Potential of Countries for Innovation, 11th International Product Development Management Conference, Dublin, June 22-22, 2004,

Category: Presentation on Conference , discipline based

Research Project

1993 to 1996

Cultural Effects on Industrial Relations ,

Category: Research Project , discipline based

1994 to 1996

Locations factors, competitiveness, employment and strategies in the chemical industry

(Commissioned by: Hans Böckler Stiftung),

Category: Research Project , discipline based

1997 to 1998

Determinants of Environmental Product and Process Innovation (Commissioned by: BMBF Bonn),

Category: Research Project , discipline based

1998 to 1999

Global Sourcing in the Mechanical engineering Industry (Commissioned by:Heidelberger Druckmaschinen AG),

Category: Research Project , contribution to practice

1999 to 1999

Development of the Computersoftware "Global Sourcing Management Tool",

Category: Research Project , contribution to practice

1997 to 2000

Mannheim Innovation Panel: Innovation Activities of the German Service Sector (Commissioned by: BMBF Bonn),

Category: Research Project , discipline based

1997 to 2000

Mannheim Innovation Panel: Innovation Activities of German Enterprises (Commissioned by: BMBF Bonn),

Category: Research Project , discipline based

1999 to 2000

Quantitative Methods for the Development of Systematic Decision Bases for International Corporate Strategies ,

Category: Research Project , discipline based

1999 to 2000

Predicting Lead Markets for New Innovation Projects (Commissioned by: DaimlerChrysler AG, Stuttgart),

Category: Research Project , discipline based

1999 to 2000

Forecasting in the European Automotive Industry (Commissioned by: Opel AG),

Category: Research Project , contribution to practice

1999 to 2000

Sales Forecasts Serving as Strategic Instruments for Corporate Planning. Example: Lubricants Market (Commissioned by: DEA/Fuchspetrolub),

Category: Research Project , contribution to practice

1999 to 2001

Innovation-related Knowledge Flows in European Industry: Extent, Mechanisms, Implications. (European Commission),

Category: Research Project , discipline based

1999 to 2001

Lead Markets for Global Products (commissioned by: ZEW Förderverein),

Category: Research Project , discipline based

2001 to 2002

Lead Market Germany (Commissioned by: BMBF Bonn),

Category: Research Project , discipline based

2002 to 2003

Forecast Model of Supporting Products (Commissioned by: SEW Eurodrive),

Category: Research Project , discipline based

2002 to 2003

Marketing Instruments in OTC-Markets. The Quantitative Analysis of Fidelity Card Data (Commissioned by: real,- (Metro-Group) and Customer Marketing von GlaxoSmithKline),

Category: Research Project , contribution to practice

2002 to 2003

Global Innovation Positioning Strategy - Lead Market Analysis for Functional Clusters

(Commissioned by: Daimler Chrysler AG),

Category: Research Project , discipline based

2003 to 2004

How to build a cost benchmark: An applied benchmark of the cost structure of three German health insurance companies (Commissioned by: some health insurance companies),

Category: Research Project , discipline based

2004 to 2004

The European Car Industry: Competitiveness, Challenges, and Future Strategies (DG Enterprise EU-Commission),

Category: Research Project , discipline based

2004 to 2004

Barriers to Innovation in Germany and International Relocation of Industrial Production

(Commissioned by: BASF AG),

Category: Research Project , discipline based

2003 to 2005

Competitiveness in the German OTC-Market. A Quantitative Analysis of Sales data

(Commissioned by: GlaxoSmithKline),

Category: Research Project , discipline based

### **Publications:**

2005 Cleff, T.

#### **A Country Selection Method for Global Sourcing.**

In: Barkovic, D., Runzheimer, B.: Interdisciplinary Management Research, Osijek 2005, S. 262-279.

Category: chapter in book, discipline based

Runzheimer, B., Cleff, T., Schäfer, W.

#### **Operations Research 1: Lineare Planungsrechnung und Netzplantechnik, 8. A., Wiesbaden 2005.**

Category: book, learning and pedagogical

Cleff, T. et al.

#### **Innovation and Competitiveness**

in: Heneric, O., Licht, G., Sofka, W. (Eds.): Europe's Automotive Industry on the Move, Competitiveness in a Changing World, ZEW Economic Studies, Volume 32, Heidelberg 2005, S. 103-155.

Category: chapter in book, discipline based

Cleff, T., Heneric, O., Spielkamp, A.

**Regulation and Industrial Policy**

in: Heneric, O., Licht, G., Sofka, W. (Eds.): Europe's Automotive Industry on the Move, Competitiveness in a Changing World, ZEW Economic Studies, Volume 32, Heidelberg 2005, S. 157-190.

Category: chapter in book, discipline based

2004 Cleff, T.

**Innovation durch Nachfrageimpulse: Lead Markt Deutschland**

In: ZEW und DIW: Innovationsbarrieren und internationale Standortmobilität, Mannheim 2004, S. 21-69.

Category: Essay, discipline based [http://www.cms.fh-pforzheim.de/homepages/cleff/Forschungsportal/Downloads/Gesamtbericht\\_schlussfassung.pdf](http://www.cms.fh-pforzheim.de/homepages/cleff/Forschungsportal/Downloads/Gesamtbericht_schlussfassung.pdf)

Beise, M., Cleff, T.

**Assessing the Lead Market Potential of Countries for Innovation Projects**

In: Journal of International Management, Vol. 10, No. 4, pp. 453-477

Category: publication in journal, discipline based , reviewed  
<http://www.sciencedirect.com/science/journal/10754253>

2003 Beise, M., Cleff, T.

**Assessing the Lead Market Potential of Countries for Innovation Projects, Discussion Paper Series No. 142, Research Institute for Economics and Business Administration, Kobe University, September 2003**

Category: Essay, discipline based <http://www.rieb.kobe-u.ac.jp/academic/ra/dp/English/dp142.pdf>

2002 Beise, M., Cleff, T., Heneric, O., Rammer, C.

**Lead Market Deutschland. Zur Position Deutschlands als führender Absatzmarkt für Innovationen – Endbericht – ZEW-Dokumentation Nr. 02-02**

Category: working paper, discipline based <http://www.cms.fh-pforzheim.de/homepages/cleff/Forschungsportal/Downloads/dokumentation0202.pdf>

2001 Cleff, T., Rudolph-Cleff, A.

**Innovation and Innovation Policy in the German Construction Sector.**

In: Manseau, A., Seaden, G. (Hrsg.): Innovation in Construction. An International Review of Public Policies, London und New York 2001, S. 201-234.

Category: chapter in book, discipline based

2000 Cleff, T., Rennings, K.

**Determinants of Environmental Product and Process Innovation - Evidence from the Mannheim Innovation Panel and a Follow-Up Telephone Survey.**

In: Hemmelskamp, J., Rennings, K., Leone, F. (Hrsg.): Innovation-oriented Environment Regulation. Theoretical Approaches and Empirical Analysis, ZEW Economic Studies No. 10, Heidelberg 2000, S. 331-347.

Category: chapter in book, discipline based