



Matej Černe, PhD

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Work information:

Full Professor in Management and Organization @ University of Ljubljana, School of Economics and Business (SEBLU)
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[Short video promoting my research](#)
#HumanizingDigitalWork [web](#), [IG](#), [LI](#)
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Personal information:

Born: 17. 9. 1986
Citizenship: Slovenian
Languages: Slovenian (native language), English (Advanced), French (Intermediate), Croatian (Advanced), Serbian (Advanced), German (basic), Spanish (basic)

Education

- **Doctoral (PhD) programme in business**, Management track, SEBLU (October 2010 – February 2013)
Dissertation: A multilevel approach in examining non-technological aspects of innovation (graduated 1st in class, institutional record for shortest doctoral education finish - 2.5 years), supervisor: Miha Škerlavaj

Academic and professional positions

- **Full Professor**, SEBLU (March 2023 – up to date)
- **Associate Professor**, SEBLU (May 2018 – March 2023)
- **Assistant Professor**, SEBLU (October 2013 – May 2013)
- **Head of the Open Innovation Systems Lab** (April 2014 – December 2016)
The Centre of Excellence for Biosensors, Instrumentation and Process control COBIK
- **Assistant for Scientific Research**, COBIK (March 2010 – April 2014)
- **Teaching Assistant** SEBLU (February 2009 – July 2013)

Teaching activities (in English)

- **PhD:** Research skills (Bibliometric analysis); Theory Development in Business Research
- **MBA or master's:** Human Resource Management – IMB program & Organization & Business program; Advanced Project Management; Creativity and Innovation Management; Business research methods – MBA in Macedonia & Management and Organization program; Managing Creativity; Business Skills Development; Contemporary Theories of Organization; Management in Healthcare
- **Bachelor's:** Human Resource Management, Learning and Knowledge Management

Supervision

Since 2013 (after promotion to Asst Professorship) I **supervised more than 150 theses** (bachelor, master's or doctoral). Nominated for the best PhD mentor by the Slovene Association of Young Researchers (2018).

Institutional responsibilities at SEBLU

- Member of the Committee for Scientific Research and Doctoral Studies (2014-); Member of the Committee for Quality Assurance (2016-); former AACSB accreditation project leader (2016-2020); former member of the Research Ethics Committee (2016-2018)

Projects with business

- Research reports and/or delivering workshops/executive programmes or trainings (more than 200 hours in the last 12 years) on creativity and innovation management, digital work, diversity and equality, change management, teams and teamwork, job crafting etc.) (2012 – ongoing)
- CO-Invest (coaching the researchers/potential start-up project teams in Slovene Centres of Excellence on creativity techniques, business model generation, preparing business plans and pitches for start-up projects to obtain seed and venture capital from investors) (February 2012 – February 2013)

Academic service:

Human Resource Management Review (*editorial board member*) ; Human Resource Management Journal (*editorial board member*) ; Human Resource Management (*editorial board member*) ; Economic and Business Review (*associate editor*) ; Dynamic Relationships Management Journal (*Editor-in-Chief*) ; *ad-hoc reviewer* in 80+ JCR-ranked academic journals or funding bodies.

Slovenian Academy of Management: Board member (2018-), vice-president (2020-)

Slovenian Academy of Sciences and Arts: Advisory Board Member (2021-)

Achievements Track Record

Overview - Web of Science sheet facts

Total # of papers listed in WoS: **80**, Total # of WoS citations (self-citations excluded): **2961**, Average # of citations per paper: **37.01**, Normed h-index: **27. 7308** Google Scholar citations, h-index: **39**.

Most important peer-reviewed publications:

- Aleksić, D., Černe, M., & Batistič, S. (2024). Understanding meaningful work in the context of technostress, COVID-19, frustration, and corporate social responsibility. *Human Relations*, 77(3), 426-451.
- Monzani, L., Bibic, K., Haslam, S. A., Kerschreiter, R., Wilson Lemoine, J. E., Steffens, N. K., ... Černe, M. ... & Van Dick, R. (2024). Political leaders' identity leadership and civic citizenship behavior: The mediating role of trust in fellow citizens and the moderating role of economic inequality. *Political Psychology*.
- Bunjak, A., Černe, M., Nagy, N., & Bruch, H. (2023). Job demands and burnout: The multilevel boundary conditions of collective trust and competitive pressure. *Human Relations*, 76(5), 657-688.
- Lamovšek, A., Černe, M., Radevič, I., & Božič, K. (2023). The key to work–life balance is (enriched) job design? Three-way interaction effects with formalization and adaptive personality characteristics. *Applied Research in Quality of Life*, 18(2), 647-676.
- Hernaus, T., Černe, M., & Vujčić, M. T. (2023). Leader–member innovative work behavior (in) congruence and task performance: The moderating role of work engagement. *European Management Journal*, 41(5), 687-699.
- Sumanth, J. J., Černe, M., Hannah, S. T., & Škerlavaj, M. (2023). Fueling the creative spark: how authentic leadership and LMX foster employees' proactive orientation and creativity. *Journal of Leadership & Organizational Studies*, 30(3), 356-374.
- Lamovšek, A., & Černe, M. (2023). Past, present and future: A systematic multitechnique bibliometric review of the field of distributed work. *Information and Organization*, 33(2), 100446.
- Batistič, S., Kenda, R., Premru, M., & Černe, M. (2022). HR systems and leadership attachment affecting idea generation and implementation: An experiment and two-source multi-level study. *European Management Journal*, 40(4), 532-545.
- Bunjak, A., Černe, M., Hafenbrack, A. C., & Arendt, J. F. (2022). Better to be optimistic, mindful, or both? The interaction between optimism, mindfulness, and task engagement. *Journal of Occupational and Organizational Psychology*, 95(3), 595-623.
- Božič, K., Bachkirov, A. A., & Černe, M. (2022). Towards better understanding and narrowing of the science–practice gap: A practitioner-centered approach to management knowledge creation. *European Management Journal*, 40(4), 632-644.
- Trkman, P., & Černe, M. (2022). Humanising digital life: Reducing emissions while enhancing value-adding human processes. *International Journal of Information Management*, 63, 102443.
- Bunjak, A., Bruch, H., & Černe, M. (2022). Context is key: The joint roles of transformational and shared leadership and management innovation in predicting employee IT innovation adoption. *International Journal of Information Management*, 66, 102516.
- Hernaus, T., & Černe, M. (2022). Trait and/or situation for evasive knowledge hiding? Multiple versus mixed-motives perspective of trait competitiveness and prosocial motivation in low-and high-trust work relationships. *European Journal of Work and Organizational Psychology*, 31(6), 854-868.
- Černe, M., Bunjak, A., Wong, S. I., & Moh'd, S. S. (2022). I'm creative and deserving! From self-rated creativity to creative recognition. *Creativity and Innovation Management*, 31(4), 664-679.
- Connelly, C. E., Fieseler, C., Černe, M., Giessner, S. R., & Wong, S. I. (2021). Working in the digitized economy: HRM theory & practice. *Human Resource Management Review*, 31(1), 100762.

- Knoll, M., Götz, M., Adriasola, E., Al-Atwi, A. A., Arenas, A., Atitsogbe, K. A., ... Černe, M. ... & Zacher, H. (2021). International differences in employee silence motives: Scale validation, prevalence, and relationships with culture characteristics across 33 countries. *Journal of Organizational Behavior*, 42(5), 619-648.
- Vogel, B., Reichard, R. J., Batistič, S., & Černe, M. (2021). A bibliometric review of the leadership development field: How we got here, where we are, and where we are headed. *The Leadership Quarterly*, 32(5), 101381.
- Bunjak, A., Černe, M., & Popovič, A. (2021). Absorbed in technology but digitally overloaded: Interplay effects on gig workers' burnout and creativity. *Information & Management*, 58(8), 103533.
- Babič, K., Černe, M., Connelly, C. E., Dysvik, A., & Škerlavaj, M. (2019). Are we in this together? Knowledge hiding in teams, collective prosocial motivation and leader-member exchange. *Journal of Knowledge Management*, 23(8), 1502-1522.
- Rangus, K., & Černe, M. (2019). The impact of leadership influence tactics and employee openness toward others on innovation performance. *R&D Management*, 49(2), 168-179.
- Hernaus, T., Maric, M., & Černe, M. (2019). Age-sensitive job design antecedents of innovative work behavior: The role of cognitive job demands. *Journal of Managerial Psychology*, 34(5), 368-382.
- Škerlavaj, M., Černe, M., Dysvik, A., Nerstad, C. G., & Su, C. (2019). Riding two horses at once: The combined roles of mastery and performance climates in implementing creative ideas. *European Management Review*, 16(2), 285-302.
- Connelly, C. E., Černe, M., Dysvik, A., & Škerlavaj, M. (2019). Understanding knowledge hiding in organizations. *Journal of Organizational Behavior*, 40(7), 779-782.
- Hernaus, T., Černe, M., Connelly, C., Poloski Vokic, N., & Škerlavaj, M. (2019). Evasive knowledge hiding in academia: when competitive individuals are asked to collaborate. *Journal of Knowledge Management*, 23(4), 597-618.
- Černe, M., Batistič, S., & Kenda, R. (2018). HR systems, attachment styles with leaders, and the creativity-innovation nexus. *Human Resource Management Review*, 28(3), 271-288.
- Škerlavaj, M., Connelly, C. E., Černe, M., & Dysvik, A. (2018). Tell me if you can: time pressure, prosocial motivation, perspective taking, and knowledge hiding. *Journal of Knowledge Management*, 22(7), 1489-1509.
- Nerstad, C. G., Searle, R., Černe, M., Dysvik, A., Škerlavaj, M., & Scherer, R. (2018). Perceived mastery climate, felt trust, and knowledge sharing. *Journal of Organizational Behavior*, 39(4), 429-447.
- Batistič, S., Černe, M., & Vogel, B. (2017). Just how multi-level is leadership research? A document co-citation analysis 1980–2013 on leadership constructs and outcomes. *The Leadership Quarterly*, 28(1), 86-103.
- Bogilović, S., Černe, M., & Škerlavaj, M. (2017). Hiding behind a mask? Cultural intelligence, knowledge hiding, and individual and team creativity. *European Journal of Work and Organizational Psychology*, 26(5), 710-723.
- Berg, S. T. S., Grimstad, A., Škerlavaj, M., & Černe, M. (2017). Social and economic leader-member exchange and employee creative behavior: The role of employee willingness to take risks and emotional carrying capacity. *European Management Journal*, 35(5), 676-687.
- Wong, S. I., Škerlavaj, M., & Černe, M. (2017). Build coalitions to fit: Autonomy expectations, competence mobilization, and job crafting. *Human Resource Management*, 56(5), 785-801.
- Černe, M., Hernaus, T., Dysvik, A., & Škerlavaj, M. (2017). The role of multilevel synergistic interplay among team mastery climate, knowledge hiding, and job characteristics in stimulating innovative work behavior. *Human Resource Management Journal*, 27(2), 281-299.
- Aleksić, D., Černe, M., Dysvik, A., & Škerlavaj, M. (2016). I want to be creative, but... preference for creativity, perceived clear outcome goals, work enjoyment, and creative performance. *European Journal of Work and Organizational Psychology*, 25(3), 363-383.

- Batistič, S., Černe, M., Kaše, R., & Zupic, I. (2016). The role of organizational context in fostering employee proactive behavior: The interplay between HR system configurations and relational climates. *European Management Journal*, 34(5), 579-588.
- Černe, M., Nerstad, C. G., Dysvik, A., & Škerlavaj, M. (2014). What goes around comes around: Knowledge hiding, perceived motivational climate, and creativity. *Academy of Management Journal*, 57(1), 172-192.
- Škerlavaj, M., Černe, M., & Dysvik, A. (2014). I get by with a little help from my supervisor: Creative-idea generation, idea implementation, and perceived supervisor support. *The Leadership Quarterly*, 25(5), 987-1000.
- Černe, M., Jaklič, M., & Škerlavaj, M. (2013). Management innovation in focus: The role of knowledge exchange, organizational size, and IT system development and utilization. *European Management Review*, 10(3), 153-166.
- Černe, M., Jaklič, M., & Škerlavaj, M. (2013). Decoupling management and technological innovations: Resolving the individualism–collectivism controversy. *Journal of International Management*, 19(2), 103-117.

Conferences: Since 2010 I took an active part in 70+ conference events with 100+ unique conference contributions – to name a few, I was present at the most important ones in our field (e.g., Academy of Management, SIOP, EAWOP, EGOS, SMS, IOBC, BAM, OLKC, EURAM, HRM, R&D Management). I also chair a mini-track on ‘Designing for digital’ at HICSS, the most important conference in the field of information systems, for three years in a row (2020, 2021 and 2022).

Awards, honors and achievements:

- **Human Resource Management Review – Best Reviewer Award 2024**
- **Human Resource Management – Best Reviewer Award 2023**
- **Zois foundation award** for extraordinary research achievements by the **Republic of Slovenia 2023**
- University of Ljubljana - **Best Young Professor Award for Extraordinary Teaching and Research Achievements (2016)**, Faculty of Economics (now School of Economics and Business): **Award for Best Paper published in 2014, 2018 and 2019**
- **EDAMBA Top 9 PhD Theses 2015**
- Paper nominated for the “**Best Paper Award 2015**” at the **R&D mng conference 2015, Pisa, Italy**
- **Academy of Management – OB Division, Best Reviewer Award 2014 and 2017**
- **CEEMAN Champions Award** in category 'Research' **2013**
- Academy of Management – OB Division, **Best Conference Paper Proceedings 2013 and 2012**
- **Top downloaded papers** (yearly recognition) by the Journal of Organizational and Occupational Psychology (2023), Creativity and Innovation Management (2023), Journal of Organizational Behavior (2020)

Invited talks: BI Norwegian Business School, Copenhagen Business School, Trieste University, ABC Accelerator Ljubljana, Sarajevo School of Business and Economics, McMaster University, University of Udine, Technical University Munich, St Gallen University, Tilburg University, University of Zagreb

Research visits and exchange programs:

- DeGroote School of Business at McMaster University, Canada (June 2016 – September 2016)
- BI Norwegian Business School, Norway (10 research visits; period of February 2012 – ongoing)
- University of Zagreb, Croatia (2015 – ongoing)
- Dublin City University, Ireland (July-August 2018)
- St Gallen University (2020, 2021 and 2022)

Grants:

- PACINNO (Platform for trans-Academic Cooperation in INNOvation) – IPA Adriatic Cross-Border Cooperation Programme (2014 – 2016) – project coordinator
- Fair Labor in the Digitized Economy - Norwegian Research Council (Responsible Innovation and Corporate Social Responsibility (SAMANSVAR) programme (2016-2020) – participating member

- Fostering Innovative Work Behavior of Public Employees by Using Work Design Interventions - Croatian Science Foundation (2016-2019) – participating member
- Humanizing Innovation in Digital Work (HUMINNO) – School of Economics and Business University of Ljubljana Internal Grant (2018-2021) – principal investigator
- Business analytics and business models in supply chains – Slovenian Research Agency (2018-2021) – participating member
- Organizational Design in Digital Era – Slovenian Research Agency (2020-2023) – principal investigator
- Multilevel organization design configurations: Understanding the heterogeneity– homogeneity duality (MULTIDUALORG) - Croatian Science Foundation (2021-2023) – participating member
- The limits of agile work: Exploring the effects of agility on sleep and innovativeness – Slovenian Research Agency (2022-2025) – principal investigator

Summary of Research Work

Knowledge management with an accent on knowledge hiding. One of the main research areas I started to contribute to already during my doctoral studies is knowledge hiding. As a co-author of one of the most impactful papers in this field, many empirical studies on antecedents and consequences of knowledge hiding, and after almost ten years of the existence of the 'knowledge hiding in organizations' construct also review studies, I can say that I meaningfully contributed to the development of this popular research area. And in turn, that the knowledge hiding concept and researchers studying it importantly contributed to my research development.

Creativity and innovation management. I started studying this area already during my doctoral studies, albeit mostly at the organizational level, where I focused on factors, content and outcomes of non-technological innovations, and most of all, management innovations. Nonetheless, I would state that the core content of my research represents the exploration of innovative work behavior; factors of creativity, translating creative ideas into implemented innovations, and the context of creative and innovative work process of employees. In this and other areas, *human resource management* represents an important content framework for my research.

Humanizing digital work. An area I've been developing in the last couple of years, albeit already before the pandemic, combines my research beginnings (leadership, organizational psychology) with a recently popular field of work digitalization and work in the digital economy. I first migrated into this field in 2015 with my colleagues from Norway with a project that focused on designing fair labor in the so called 'gig economy', mostly working through digital platforms. I later expanded this research endeavor into traditional work settings, by specifically focusing on working via digital means. Even before, but even more so after the coronavirus pandemic, I focus on exploring factors of a well-designed remote and hybrid work. The key principle guiding my research is how to make work with technology more humane through work and organizational design and leadership.

Current Line of Research

Sleep, work & well-being interplay; experience sampling method-based longitudinal research with wearables in sports, healthcare, and creative knowledge work contexts focused on holistic human sustainability

e-Wanderlust; [Striking Harmony between Work and Well-being in the Nomadic Lifestyle](#) – cross-cultural data collection project on **digital nomads** with over 60 collaborators (and counting)

Future of work/new forms of work: Thriving in digital and hybrid workplaces

Involved with over 30 research papers in the pipeline at the moment, at least 10 already submitted