



Matej Černe, PhD

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Work information:

Associate 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](#)
ORCID ID: 0000-0001-5049-588X

Personal information:

Born: 17. 9. 1986
Citizenship: Slovenian
Languages: Slovenian (native language), English (Excellent), French (Proficient), Croatian (Proficient), Serbian (Proficient), 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

- **Associate Professor**, SEBLU (May 2018 – up to date)
- **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; student evaluations are in brackets)

- **PhD:** Research skills (Bibliometric analysis – 4.67/5); Theory Development in Business Research (n/a)
- **MBA or master's:** Human Resource Management – IMB program (4.59/5) & Organization & Business program (4.58/5); Advanced Project Management (4.6/5); Creativity and Innovation Management (4.92/5); Business research methods – MBA in Macedonia (5/5) & Management and Organization program (4.75/5); Managing Creativity (5/5); Business Skills Development (4.7/5); Contemporary Theories of Organization (4.62/5); Management in Healthcare (5/5)
- **Bachelor's:** Human Resource Management (4.65/5), Learning and Knowledge Management (4.7/5)

Supervision

Since 2013 (after promotion to Assistant Professorship) I **supervised 29 undergraduate theses and 75 master theses**, out of which 35 got the highest grade (10/10) and nine received Faculty Prešeren Awards for the best master's theses in our school. I currently have **two ongoing PhD project** mentorships, while three have already finished. 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 on creativity and innovation management with the following flagship of Slovene economy firms: BIA Separations, Cosylab, Talum, Trimo, Unior, Sumida, Triglav, NLB, ETI Izlake, Iskraemeco, Gorenje, Metronic, Comtrade, Študentski servis; Surveying and Mapping Authority of the Republic of Slovenia (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:

The Leadership Quarterly (*editorial board member*) ; 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 48 JCR-ranked academic journals.

Major international collaborations

Anders Dysvik, Sut I Wong, and Christina Nerstad (BI Norwegian Business School, NOR), Dominique Kost and Robert Buch (Oslo & Askerhus University College, NOR), John Sumanth (Wake Forest University, US), Uday Kulkarni (Arizona State University, US), Saša Batistič (Tilburg University, NED), Mauro Castelli (Nova, POR), Bernd Vogel (University of Reading, UK), Ivan Župič (Kingston University, UK), James Berry (University College London, UK), Catherine Connelly (McMaster University, CAN), Lynn Van Dyne (Michigan State University), Andrea Tracogna (University of Trieste, ITA), Guido Bortoluzzi (University of Trieste, ITA), Pengcheng Zhang (Huazhong Institute), Tomislav Hernaus (University of Zagreb, CRO), Selma Kadić Maglajlić (Copenhagen Business School), Giles Hirst (Australian National University, AUS), Marjolëin Caniels (Open University, NED), Brian Harney (Dublin City University, IRE), Marko Orel (University of Prague, CZ), Andre Soares (Coventry University, UK).

Achievements Track Record

Overview - **Web of Science sheet facts**

Total # of papers listed in WoS: **53**, Total # of papers listed in WoS as first and/or lead author: **37**, Total # of WoS citations: **1244** (per year after dissertation: **155**), Average # of citations per paper: **22.04**, Normed h-index: **19**.

Up to five most important peer-reviewed publications:

- 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.
- 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., Batistič, S., Kenda, R. (2018). HR systems, attachment styles with leaders, and the creativity-innovation nexus. *Human Resource Management Review*, 28(3): 271-288.
- 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*.
- Vogel, B., Reichard, B., 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. *Leadership Quarterly*, 32(5), 101381.

Other SSCI(JCR)-ranked peer-reviewed academic articles

SALEM MOHAMMED, Shaima, BATISTIČ, Saša, ČERNE, Matej, POELI, Rob F. Does the context matter? : the interplay of HR systems and relational climates predicting individual and team creativity. *Creativity research journal*. [in press] 2021. ISSN 1040-0419. DOI: 10.1080/10400419.2021.2009665.

BOGILOVIĆ, Sabina, BORTOLUZZI, Guido, ČERNE, Matej, GHASEMZADEH, Khatereh, ŽNIDARŠIČ, Jana. Diversity, climate and innovative work behavior. *European journal of innovation management*. 2021, vol. 24, iss. 5, str. 1502-1524. ISSN 1460-1060. DOI: 10.1108/EJIM-03-2020-0100.

ZUPAN, Nada, KAŠE, Robert, ČERNE, Matej, RAŠKOVIĆ, Matevž. Anticipatory psychological contracts of young labour market entrants : a multi-country study with a Confucian work ethic 'twist'. *European journal of international management*. [in press] 2021. ISSN 1751-6757. DOI: 10.1504/EJIM.2021.10040186.

BATISTIČ, Saša, KENDA, Renata, PREMUR, Maruša, ČERNE, Matej. HR systems and leadership attachment affecting idea generation and implementation : an experiment and two-source multi-level study. *European Management Journal*. [Print ed.]. [in press] 2021. ISSN 0263-2373. DOI: 10.1016/j.emj.2021.09.005.

BOŽIČ, Katerina, ANATOLIEVICH BACHKIROV, Alexandre, **ČERNE, Matej**. Towards better understanding and narrowing of the science-practice gap : a practitioner-centered approach to management knowledge creation. *European Management Journal*. [in press] 2021. DOI: 10.1016/j.emj.2021.09.006.

BUNJAK, Aldijana, **ČERNE, Matej**, NAGY, Noemi, BRUCH, Heike. Job demands and burnout : the multilevel boundary conditions of collective trust and competitive pressure. *Human relations*. [in press] 2021. ISSN 0018-7267. DOI: 10.1177/00187267211059826.

HERNAUS, Tomislav, **ČERNE, Matej**, ŠKERLAVAJ, Miha. The interplay between relational job design and cross-training in predicting employee job/task citizenship performance. *Human resource development quarterly*. 2021, vol. 32, iss. 4, str. 625-646. ISSN 1044-8004. DOI: 10.1002/hrdq.21427.

BUNJAK, Aldijana, **ČERNE, Matej**, POPOVIČ, Aleš. Absorbed in technology but digitally overloaded : interplay effects on gig workers' burnout and creativity. *Information & Management*. [Print ed.]. Dec. 2021, vol. 58, iss. 8 (art. 103533), 12 str. ISSN 0378-7206. DOI: 10.1016/j.im.2021.103533.

WONG, Sut I, BUNJAK, Aldijana, **ČERNE, Matej**, FIESELER, Christian. Fostering creative performance of platform crowdworkers : the digital feedback dilemma. *International journal of electronic commerce*. 2021, vol. 25, iss. 3, str. 263-286. ISSN 1086-4415. DOI: 10.1080/10864415.2021.1942674.

DICK, Rolf van, CORDES, Berrit L., **ČERNE, Matej**, WONG, Sut I, et al. Identity leadership, employee burnout and the mediating role of team identification : evidence from the global identity leadership development project. *International journal of environmental research and public health*. [Print ed.]. 2021, vol. 18, iss. 22 (art. 12081), str. 1-24. ISSN 1661-7827. DOI: 10.3390/ijerph182212081.

TRKMAN, Peter, **ČERNE, Matej**. Humanising digital life : reducing emissions while enhancing value-adding human processes. *International journal of information management*. [Print ed.]. [in press] 2021. ISSN 0268-4012. DOI: 10.1016/j.ijinfomgt.2021.102443.

ČATER, Tomaž, ČATER, Barbara, **ČERNE, Matej**, KOMAN, Matjaž, REDEK, Tjaša. Industry 4.0 technologies usage : motives and enablers. *Journal of manufacturing technology management*. 2021, vol. 32, iss. 9, str. 323-345. ISSN 1741-038X. DOI: 10.1108/JMTM-01-2021-0026.

BERNATOVIĆ, Ivija, SLAVEC GOMEZEL, Alenka, **ČERNE, Matej**. Mapping the knowledge-hiding field and its future prospects : a bibliometric co-citation, co-word, and coupling analysis. *Knowledge management research & practice : an official journal of the OR society*. [in press] 2021. ISSN 1477-8246. DOI: 10.1080/14778238.2021.1945963.

MIMINOSHVILI, Marika, **ČERNE, Matej**. Workplace inclusion-exclusion and knowledge-hiding behaviour of minority members. *Knowledge management research and practice*. [in press] 2021. ISSN 1477-8238. DOI: 10.1080/14778238.2021.1960914.

ŽNIDARŠIČ, Jana, BOGILOVIĆ, Sabina, **ČERNE, Matej**, KUMAR GUPTA, Roopak. Leadership-promoted diversity climate and group identification : the role of followers' identification with a leader. *Leadership & organization development journal*. 2021, vol. 42, iss. 7, str. 1018-1036. ISSN 0143-7739. DOI: 10.1108/LODJ-09-2020-0418.

CONNELLY, Catherine E., FIESELER, Christian, **ČERNE, Matej**, GEISSNER, Robert, WONG, Sut I. Working in the digitized economy : HRM theory & practice. *Human resource management review*. [in press] 2020. ISSN 1053-4822. DOI: [10.1016/j.hrmr.2020.100762](https://doi.org/10.1016/j.hrmr.2020.100762).

GHASEMZADEH, Khatereh, BUNJAK, Aldijana, BORTOLUZZI, Guido, **ČERNE, Matej**. Efficaciously smuggling ideas : untangling the relationship between entrepreneurial self-efficacy, creative bootlegging and embedded lead users. *International journal of innovation management*. [in press] 2020. ISSN 1363-9196. DOI: [10.1142/S1363919621500328](https://doi.org/10.1142/S1363919621500328).

SALEM MOH'D, Shaima', **ČERNE, Matej**, ZHANG, Pengcheng. An exploratory configurational analysis of knowledge hiding antecedents in project teams. *Project management journal*. [in press] 2020. ISSN 8756-9728. DOI: [10.1177/8756972820939768](https://doi.org/10.1177/8756972820939768).

MAQBOOL, Saif, **ČERNE, Matej**, BORTOLUZZI, Guido. Micro-foundations of innovation : employee silence, perceived time pressure, flow and innovative work behaviour. *European journal of innovation management*. 2019, vol. 22, iss. 1, str. 125-145. ISSN 1460-1060. DOI: [10.1108/EJIM-01-2018-0013](https://doi.org/10.1108/EJIM-01-2018-0013).

ŠKERLAVAJ, Miha, **ČERNE, Matej**, DYSVIK, Anders, NERSTAD, Christina G. L., SU, Chunke. Riding two horses at once : the combined roles of mastery and performance climates in implementing creative ideas. *European management review*, ISSN 1740-4754, 2019, vol. 16, iss. 2, str. 285-302, doi: [10.1111/emre.12151](https://doi.org/10.1111/emre.12151).

HERNAUS, Tomislav, **ČERNE, Matej**, CONNELLY, Catherine E., POLOŠKI VOKIĆ, Nina, ŠKERLAVAJ, Miha. Evasive knowledge hiding in academia : when competitive individuals are asked to collaborate. *Journal of knowledge management*, ISSN 1367-3270, [in press] 2018, doi: [10.1108/JKM-11-2017-0531](https://doi.org/10.1108/JKM-11-2017-0531).

ARSLANAGIĆ-KALAJDŽIĆ, Maja, **ČERNE, Matej**, KADIĆ-MAGLAJLIĆ, Selma. Uncertainty avoidance and intrapreneurship : a four-level investigation. *Journal of macromarketing*. 2019, vol. 39, iss. 4, str. 431-446. ISSN 0276-1467. DOI: [10.1177/0276146719884602](https://doi.org/10.1177/0276146719884602).

BUNJAK, Aldijana, **ČERNE, Matej**, WONG HUMBORSTAD, Sut I. Leader-follower pessimism (in)congruence and job satisfaction : the role of followers' identification with a leader. *Leadership & organization development journal*, ISSN 0143-7739, 2019, vol. 40, iss. 3, str. 381-398, doi: [10.1108/LODJ-07-2018-0269](https://doi.org/10.1108/LODJ-07-2018-0269).

RANGUS, Kaja, **ČERNE, Matej**. The impact of leadership influence tactics and employee openness toward others on innovation performance. *R & D Management*, ISSN 0033-6807, Mar. 2019, vol. 92, iss. 2, str. 168-179, doi: [10.1111/radm.12298](https://doi.org/10.1111/radm.12298).

ŠKERLAVAJ, Miha, CONNELLY, Catherine E., **ČERNE, Matej**, DYSVIK, Anders. Tell me if you can: time pressure, prosocial motivation, perspective taking, and knowledge hiding : time pressure, prosocial motivation, perspective taking, and knowledge hiding. *Journal of knowledge management*, ISSN 1367-3270, 2018, vol. 22, iss. 7, str. 1489-1509, doi: [10.1108/JKM-05-2017-0179](https://doi.org/10.1108/JKM-05-2017-0179).

BUNJAK, Aldijana, **ČERNE, Matej**. Mindfulness - the missing link in the relationship between leader-follower strategic optimism (mis)match and work engagement. *Frontiers in psychology*, ISSN 1664-1078, 2018, vol. 9, art. 2444, doi: [10.3389/fpsyg.2018.02444](https://doi.org/10.3389/fpsyg.2018.02444).

NERSTAD, Christina G. L., SEARLE, Rosalind, **ČERNE, Matej**, DYSVIK, Anders, ŠKERLAVAJ, Miha, SCHERER, Ronny. Perceived mastery climate, felt trust, and knowledge sharing. *Journal of organizational behavior*, ISSN 0894-3796, May 2018, vol. 39, iss. 4, str. 429-447, doi: [10.1002/job.2241](https://doi.org/10.1002/job.2241).

BERG, Stine Therese, GRIMSTAD, Arnhild, ŠKERLAVAJ, Miha, **ČERNE, Matej** (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*, vol. 25, iss. 5, 676-687.

BOGILOVIĆ, Sabina, ŠKERLAVAJ, Miha, **ČERNE, Matej** (2017). Hiding behind a mask? : cultural intelligence, knowledge hiding, individual and team creativity. *European journal of work and organizational psychology*, vol. 26, iss. 5, str. 710-723

BATISTIČ, Saša, **ČERNE, Matej**, VOGEL, Bernd (2017). Just how multi-level is leadership research? A document co-citation analysis 1980–2013 on leadership constructs and outcomes. *The Leadership Quarterly*, vol. 28, iss. 1, 86-103.

ČERNE, Matej, HERNAUS, Tomislav, DYSVIK, Anders, ŠKERLAVAJ, Miha (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*, vol. 27, iss. 2, pp. 281-299

ALEKSIĆ, Darija, MIHELIC, Katarina Katja, ČERNE, Matej, Škerlavaj, Miha (2017). Interactive Effects of Perceived Time Pressure, Work-Family Balance Satisfaction (SWFB), and Leader-Member Exchange (LMX) on Creativity. *Personnel Review*, vol.46, iss. 3, str. 667-679.

SITAR, Aleša Saša, ČERNE, Matej, ALEKSIĆ, Darija, MIHELIC, Katarina Katja (2016). Individual learning styles and creativity. *Creativity research journal*, vol. 28, iss. 3, pp. 334-341

BATISTIČ, Saša, ČERNE, Matej, KAŠE, Robert, ŽUPIČ, Ivan (in press). The role of the organizational context in fostering employee proactive behavior: the interplay between HR system configurations and relational climates. *European Management Journal*.

ČERNE, Matej, KAŠE, Robert, ŠKERLAVAJ, Miha. Non-technological innovation research : evaluating the intellectual structure and prospects of an emerging field. *Scandinavian journal of management*, June 2016, vol. 29, no. 2, 69-85, doi: 10.1016/j.scaman.2016.02.001.

ALEKSIĆ, Darija, ČERNE, Matej, DYSVIK, Anders, ŠKERLAVAJ, Miha (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*, Vol. 25, no. 3, 363-383.

ČERNE, Matej, JAKLIČ, Marko, ŠKERLAVAJ, Miha (2015). Management innovation enters the game: Re-considering the link between technological innovation and financial performance. *Innovation: Management, Policy and Practice*, vol. 17, no. 4, 429-449.

ŠKERLAVAJ, Miha, ČERNE, Matej, DYSVIK, Anders (2014). I Get By with a Little Help from My Supervisor. *The Leadership Quarterly*, vol. 25, no. 5, 987-1000, doi: 10.1016/j.leaqua.2014.05.003.

ČERNE, Matej, DIMOVSKI, Vlado, MARIČ, Miha, PENGGER, Sandra, ŠKERLAVAJ, Miha (2014): Congruence of leader self-perceptions and follower perceptions of authentic leadership: Understanding what authentic leadership is and how it enhances employees' job satisfaction. *Australian Journal of Management*, vol. 39, no. 3, 453-471, doi: 10.1177/0312896213503665.

ČERNE, Matej, JAKLIČ, Marko, ŠKERLAVAJ, Miha (2013): Management innovation in focus: The role of knowledge exchange, organizational size, and IT system development. *European Management Review*, vol. 10, no. 3, 153-166, DOI: 10.1111/emre.12013.

ČERNE, Matej, JAKLIČ, Marko, ŠKERLAVAJ, Miha (2013). Decoupling management and technological innovations : Resolving the individualism-collectivism controversy. *Journal of International Management*, vol. 19, no. 2, pp. 103-117.

ČERNE, Matej, JAKLIČ, Marko, ŠKERLAVAJ, Miha (2013). Authentic leadership, creativity, and innovation: A multilevel perspective. *Leadership*, vol. 9, no. 1, pp. 63-85.

ČERNE, Matej, JAKLIČ, Marko, ŠKERLAVAJ, Miha, ÜLGEN AYDINLIK, Arzu, DILEK DÖNMEZ, Polat (2012). Organizational learning culture and innovativeness in Turkish firms. *Journal of management & organization*, vol. 18, no. 2, pp. 193-219.

ŠKERLAVAJ, Miha, DIMOVSKI, Vlado, ČERNE, Matej, KEKENOVSKI, Ljubomir, TEVDOVSKI, Dragan, TRPKOVA, Marija (2011). The organisational learning culture and organisational performance in Macedonian companies. *European journal of international management*, vol. 5, no. 6, pp. 574-601.

Monographs:

Becoming an organizational scholar: navigating the academic odyssey (Edward Elgar, 2021), edited by Hernaus, T., Černe M.

Book chapters in international monographs:

In *Capitalizing on creativity at work : fostering the implementation of creative ideas in organizations* (Edward Elgar, 2016), edited by Škerlavaj, M., Černe, M., Dysvik, A. & Carlsen, A.

In *Human resource management, innovation and performance* (Palgrave Macmillan, 2016), edited by Sparrow, P., Shipton, H., Budhwar, P., Brown, A.

In *Individual creativity in the workplace* (Elsevier, 2018), edited by Reiter-Palmon, Roni, Kennel, Victoria L., Kaufman, James C.

In *Strategic Renewal: Core Concepts, Antecedents, and Micro Foundations* (Routledge, 2019), edited by Tuncdogan, A. et al.

Conferences: Since 2010 I took an active part in 65 conference events with 99 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 now (2020, 2021 and 2022).

Awards, honors and achievements:

- 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 management conference 2015, Pisa, Italy**
- **Academy of Management – OB Division, Best Reviewer Award 2014 and 2017**
- **CEEMAN Champions Award in category 'Research'**
- Academy of Management – OB Division, **Best Conference Paper Proceedings 2013 and 2012**

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)
- Dublin City University, Ireland (July-August 2018)

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