

Matej Černe, PhD



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Work information:

Assistant Professor in Management and Organization @ University of Ljubljana, Faculty of Economics (FELU)
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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 (October 2010 – February 2013)
University of Ljubljana, Faculty of Economics (FELU), Slovenia
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
- **Master of Business Studies – 2010, GPA: 10, won** Trimo research award and Prešeren faculty award
- **Bachelor of Economics – 2008, GPA: 9.03** – graduated 1st in class and 1st student to finish a Bologna-reformed undergraduate programme in Slovenia; both FELU

Academic and professional positions

- **Associate Professor**, Faculty of Economics University of Ljubljana (May 2018 – up to date)
- **Assistant Professor**, FELU (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** FELU (February 2009 – July 2013)

Teaching activities (in English; student evaluations are in brackets)

- **PhD:** Research skills (Bibliometric analysis – 4.67/5)
- **MBA or master's:** Human Resource Management – IMB program (4.59/5) and Organization & Business program (4.58/5); Business research methods, MBA in Macedonia, FELU (5/5) & Management and Organization program (4.75/5); Managing Creativity: exchange studies master program (5/5); Business Skills Development and Contemporary Theories of Organization (4.62/5): regular Bologna masters; Management in Healthcare (5/5): special masters on Healthcare Business
- **Bachelor's:** Human Resource Management (4.48/5), Learning and Knowledge Management (4.7/5)

Supervision

Since 2013 (after promotion to Assistant Professorship) I **supervised 9 undergraduate theses and 28 master theses**, out of which 16 got the highest grade (10/10) and three received Faculty Prešeren Awards for the best master's theses in our school. I currently have **two ongoing PhD project** mentorships, while two have already finished.

Institutional responsibilities at FELU

- Member of the Committee for Scientific Research and Doctoral Studies and the Ethics Committee; AACSB accreditation project leader

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, Iskrameco, Gorenje, Metronic, Comtrade, Študentski servis (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: ad-hoc reviewer or editorial board member

The Leadership Quarterly (*editorial board member*) ; Economic and Business Review (*editorial board member*) ; Dynamic Relationships Management Journal (*Editor-in-Chief*) ; Human Resource Management ; Human Resource Management Journal ; European Journal of Work and Organizational Psychology ; Human Relations ; Journal of International Management ; Innovation: Management, Policy and Practice ; European

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Management Review ; International Journal of Innovation Management; R&D Management. **Guest editor of Special Issue on Knowledge Hiding** (Journal of Organizational Behavior, call deadline December 2017). **Guest editor of Special Issue on HRM in the digitized economy** (Human Resource Management Journal, call deadline January 2018).

Major international collaborations

Anders Dysvik, Sut I Wong, Miha Škerlavaj and Christian Fieseler (BI Norwegian Business School, NOR), Christina Nerstad & 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), Rosalind Searle (Glasgow University, SCO), Catherine Connelly (McMaster University, CAN), Lynn Van Dyne (Michigan State University), Andrea Tracogna (University of Trieste, ITA), Guido Bortoluzzi (University of Udine, ITA), Luca Giustiniano (LUISS, ITA), Pengcheng Zhang (Huazhong Institute), Tomislav HERNAS (University of Zagreb, CRO), Maja Arslanagić (WU, AUS & University of Sarajevo, BiH), Arzu Ülgen Aydinlik (University of Istanbul, TUR).

Personal research statement

Four years after my PhD I have demonstrated that I can produce **novel and internationally-recognized research** (AMJ publication) as well as the **capacity to lead projects** (e.g., PACINNO that I crafted and won 6mio €). My research can be broadly classified into four broad themes: **creativity and innovation, knowledge management, leadership** (organizational psychology) and **human resource management** (organizational and job design), while connecting all of them with the phenomenon of digital transformation. Going along with the general notion of ‘positive innovation bias’ in my research thus far, I intend to combine insights into these fields to shift the focus in the field towards the examination of the other, potentially negative side of innovation. Ultimately, I see **my research in humanizing innovation** leading to new knowledge of the utmost significance for contemporary workforce and humanity.

I have worked on a **broader range of topics** than frequently-specialized researchers from the Western research area, and also done more teaching (with an average teaching load of 310 pedagogical hours/year, at that on a diverse set of subjects). At the same time, I have proven that **I am a top researcher specialized** in the field of knowledge hiding (AMJ publication, or guest editing special issues), as well as creativity and innovation (e.g. by being invited to contribute a chapter to an edited Handbook of Individual creativity [Elsevier], in the company of the most established researchers, such as T. Amabile, N. Madjar, M. Mumford, J. Kaufman, P. Paulus and R. Reiter-Palmon; editing a book on Capitalizing on Creativity at Work, published by Edward Elgar). Taken together, being a bit more generalist while specialized in several topics provided me with a good overview of the field I propose to examine in the project, and look at it from **an interdisciplinary perspective**.

Even though I am still fairly young (31), I have already been recognized for my academic service and hold editorial positions, have won various awards, and also held several professional functions, such as memberships in various institutional committees or a Head position of the Open Innovation Systems lab of the Centre of Excellence COBIK, acting as the youngest laboratory head across all 10 Slovene Centers of Excellence. I am also tightly **connected to the businesses** and appreciate both *rigor* of basic research as well as *relevance* and usefulness of our work to the business and broader society, being the 1st choice in Slovenia when creativity and innovation management consulting is needed. Despite the necessity to be internationally recognized, **I do not neglect my local setting**, being active in local conferences, with editorial roles in local journals. In my **methodological choices**, I am mostly quantitatively oriented, and have been using methods such as social network analysis, structural equation models, lab and field experiments, hierarchical linear modeling/multilevel analysis, bibliographic analyses (for the latter two, I was the first one to implement them in a doctoral project in Slovenia, resulting in a huge increase in popularity of these techniques in our area (currently, 8 doctoral projects are applying those techniques). I firmly believe in proactivity and operate by a guiding principle of **‘Better well done than well said’**.

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Achievements Track Record

Overview - Web of Science sheet facts

Total # of papers listed in WoS: **20**, Total # of papers listed in WoS as first and/or lead author: **13**, Total # of WoS citations: **103** (per year after dissertation: 25), Average # of citations per paper: **4.4**, Normed h-index: **5**.

Selected peer-reviewed publications – (2012-2017):

After devoting the beginning of my career to the leadership field, I shifted to the field of innovation and creativity. After several studies on organizational-level and societal-level innovation (articles 6-8 and 10), my endeavor of combining field research of employees and teams with an experimental study culminated in publication in AMJ – making me **the 1st Slovene researcher to publish in this top outlet in the management field as first author**.

1. ČERNE, Matej, ŠKERLAVAJ, Miha, NERSTAD, Christina, DYSVIK, Anders (2014). [What goes around comes around : Knowledge hiding, perceived motivational climate, and creativity](#). *Academy of Management Journal*, vol. 51, no. 1, 172-192.

In addition to the study of either positive antecedents and outcomes of creativity and innovation (articles 1, 6, 12, 13), I began to wonder whether there might be some other forms of innovation that are underrepresented in the extant research. This resulted in a study on **diminishing returns of creativity for innovation** (article 11), but also in a bibliometric review study on non-technological innovation, which indicated the initial finding that **the negative aspects of innovation are lacking in the extant research**.

2. ČERNE, Matej, KAŠE, Robert, ŠKERLAVAJ, Miha (2016). [Non-technological innovation research : evaluating the intellectual structure and prospects of an emerging field](#). *Scandinavian journal of management*, vol. 29, no. 2, pp. 69-85.

I followed up recent advancements in multi-level theory and empirics (which I already capitalized on in articles 6, 11, 12 and 14) with another bibliometric study of the leadership field, which **specifically focused on the multi-level lens**. This was also one of the papers (besides articles 13 and 14) that I've published without my supervisor.

3. 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.

Following recent trends in the management and organizational literature, I became more and more interested in **remedies related to organizational and job design**, and did a multi-level study of the interplay on climates and top-down job design stimulating employee innovative work behavior.

4. 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.

In addition to top-down job design, I also studied **bottom-up job design in the form of job crafting**.

5. WONG, Sut I, ČERNE, Matej, ŠKERLAVAJ, Miha (in press). [Build Coalitions to Fit: Autonomy Expectations, Competence Mobilization, and Job Crafting](#). *Human Resource Management*.

My other publications include:

Leading SSCI (JCR)-ranked journals:

6. ČERNE, Matej, JAKLIČ, Marko, ŠKERLAVAJ, Miha (2013). [Authentic leadership, creativity, and innovation: A multilevel perspective](#). *Leadership*, vol. 9, no. 1, 63-85.
7. 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, 103-117.
8. 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.
9. 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.

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10. 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. 3.
11. ŠKERLAVAJ, Miha, ČERNE, Matej, DYSVIK, Anders (2014). [I Get By with a Little Help from My Supervisor: Creative-idea generation, idea implementation, and perceived supervisor support](#). *The Leadership Quarterly*, vol. 25, no. 5, 987–1000.
12. ALEKSIC, 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.
13. SITAR, Aleša Saša, ČERNE, Matej, ALEKSIC, Darija, MIHELIC, Katarina Katja (2016). [Individual learning styles and creativity](#). *Creativity research journal*, vol. 28, iss. 3, pp. 334-341
14. BATISTIČ, Saša, ČERNE, Matej, KAŠE, Robert, ŽUPIČ, Ivan (2016). [The role of the organizational context in fostering employee proactive behavior: the interplay between HR system configurations and relational climates](#). *European Management Journal*, vol. 34, no. 5, 579-588.
15. RANGUS, Kaja, ČERNE, Matej. (in press). The impact of leadership influence tactics and employee openness towards others on innovation performance. *R&D Management*.

Monographs:

DIMOVSKI, Vlado, PENDER, Sandra, PETERLIN, Judita, GRAH, Barbara, ČERNE, Matej, KLEPEC, Maja. *Advanced management and leadership practice*. Essex: Pearson education limited

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.

Conferences: Since 2010 I took an active part in 38 conference events with 53 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, SMS, IOBC, BAM, OLKC, EURAM, HRM, R&D Management).

Awards, honors and achievements:

- University of Ljubljana - **Best Young Professor Award for Extraordinary Teaching and Research Achievements (2016)**, Faculty of Economics: **Award for Best Paper published in 2014**
- EDAMBA Top 9 PhD Theses 2015
- Paper nominated (one of three) for the “**Best Paper Award 2015**” at the **R&D management conference 2015, Pisa, Italy**
- Faculty of Economics Univ of Ljubljana –
- **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, DeGroote School of Business at McMaster University, University of Udine, University of Zagreb Faculty of Economics and Business

Research visits and exchange programs:

- DeGroote School of Business at McMaster University (June 2016 – September 2016)
- BI Norwegian Business School (10 research visits; period of February 2012 – ongoing)

Grants:

- Fair Labor in the Digitized Economy - Norwegian Research Council (Responsible Innovation and Corporate Social Responsibility (SAMANSVAR) programme) – participating member
- PACINNO (Platform for trans-Academic Cooperation in INNOvation) – IPA Adriatic Cross-Border Cooperation Programme – project coordinator
- Fostering Innovative Work Behavior of Public Employees by Using Work Design Interventions - Croatian Science Foundation – participating member