

PERSONAL INFORMATION



Dimitrije Gašić



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Gender *Male*

Date of birth *June 12, 1996*

Nationality *Serbian*

Links:



WORK EXPERIENCE



Assistant Professor

Department of management

Oct. 2024 – Today

- Teaching of Management, Human resource management, Organisational design, Employee reward system

Teaching Assistant

Department of management

Oct. 2021 – Sept. 2024.

- Teaching of Management, Human resource management, Organisational design, Employee reward system, Leadership, and Theory of organisation.

Dissemination associate

Dec. 2024 – Today

"The Development of Research & Development Strategies and Centers in Bosnia and Herzegovina (RDBIH), Project number 101177753.

Program: Erasmus+ Capacity Building in Higher Education 2021-2027.

Member of the project team

April 2024 – Today

"Effects of flexible working arrangement on the performance and sustainability of organizations", Financed by the Provincial Secretariat for Higher Education and Scientific Research of the Autonomous Province of Vojvodina, Serbia. Project number: 000885375 2024 09418 003 000 000 001 04 002.

Work and Travel program

Summer 2018 and 2019

Location: Anchorage, Alaska, USA

- Hilton Anchorage,
- The Lakefront,
- Glacier Brewhouse Restaurant and Brewery,
- Humpy's Great Alaskan Alehouse



EDUCATION



Ph.D. in Economics

2020 (October) – 2024 (March)

- Study program: Business Economics and Management
- Module: Business Management
- Theme of doctoral dissertation: „Flexible work arrangements in the context of modern business and influence on the attitudes and behaviors of employees in the Republic of Serbia“
- Rate 10.00

VIII/2

Master of Economics

2019 – 2020

- Study program: Finance, Banking and Insurance
- Theme of master thesis: "Implications of effective teamwork on Unicredit Bank's operations"

VII/2

Bachelor's degree

2015 – 2019

- Study program: Finance, banking, and insurance
- Topic of thesis: "Financing of Boeing company"

VII/1

MEMBERSHIP



Membership in the European Marketing and Management Association (EUMMAS)

May 2023 – Today

Certificate Number: CRM 2023.05/29.01

AWARD



COMPETITION



ORGANISATIONAL BOARD



SUPPORT



PERSONAL SKILLS

Mother tongue
Other language

SERBIAN
ENGLISH

Research and analytical skills

- Expertise in quantitative and qualitative research methods
- Proficiency in PLS-SEM analysis and statistical modeling
- Ability to interpret and apply research findings in practice

Academic and professional writing

- Experience in publishing papers in high-impact journals
- Skills in preparing research project proposals and grant applications
- Strong proofreading and editing skills for academic papers and reports

Teaching and mentorship

- Development of student-centered teaching methods
- Experience in curriculum design and course development
- Expertise in conducting case studies and business analyses in education and research

Leadership and collaboration

- Ability to engage in interdisciplinary collaboration
- Experience in leading research teams and academic projects
- Excellent communication and presentation skills

Technical and digital skills

- Advanced proficiency in SPSS, SmartPLS, and other statistical software
- Strong skills in Microsoft Office Suite (Word, Excel, PowerPoint)
- Experience using Microsoft Teams, Zoom etc.

Best paper award

At the EUMMAS A2S Conference on Global Social and Technological Development and Sustainability, held in Dubai in 2023 (United Arab Emirates).

The winning paper, titled "Effects of Training and Development on Organizational Performances in the CEE Countries: Cranet 2021 Project Results", makes a significant contribution to the study of the impact of training and development on organizational performance in Central and Eastern European countries, based on the results of the Cranet 2021 project.

Participation in the development of a case study

During my undergraduate studies at the Faculty of Economics, I participated in a case study organized by Coca-Cola HBC, where I gained valuable experience in analyzing business challenges, teamwork, strategic thinking, and data-driven decision-making. This experience allowed me to apply theoretical knowledge in a real business context, enhance my communication skills, and improve my ability to present solutions to industry professionals.

Participation in the "Monetura" organised by National Bank of Serbia

During my undergraduate studies, I participated in the educational board game "Monetura", which simulates the functioning of the National Bank of Serbia. As one of the players, I encountered real-life scenarios that our monetary system may face and applied appropriate measures used by the National Bank of Serbia to influence the given situation.

27th International Scientific Conference

Strategic Management and Decision Support Systems in Strategic Management (SM 2022)

30th International Scientific Conference

Strategic Management and Decision Support Systems in Strategic Management (SM 2025)
<https://www.ef.uns.ac.rs/sm2025/>

Support to the national CRANET Research network team
Oct. 2021 - Today

As an Assistant Professor with strong academic experience in Business Economics and Management, I'm committed not only to excellence in teaching and research but also to making a broader societal impact. My mission is to enhance the academic community and contribute to improving people's lives globally through innovative teaching methods, mentorship, and interdisciplinary research. I'm proficient in quantitative and qualitative research methods, with a particular focus on PLS-SEM analysis, and have experience publishing in high-impact academic journals. Actively engage in grant writing, and international collaboration, aiming to develop innovative solutions that promote sustainable development, improve workplace environments, etc. My ability to integrate theoretical knowledge with practical applications in areas such as management, HRM, organizational behavior, and leadership further reinforces my academic role and enables me to drive positive change in society.

Projects Publications Conferences

Selected Projects:

- „Effects of flexible working arrangement on the performance and sustainability of organizations“ financed by the Provincial Secretariat for Higher Education and Scientific Research of the Autonomous Province of Vojvodina, Republic of Serbia. Project Number: 000885375 2024 09418 003 000 000 001 04 002
- "The Development of Research & Development Strategies and Centers in Bosnia and Herzegovina (RDBIH), Project number 101177753. Program: Erasmus+ Capacity Building in Higher Education 2021-2027.

Selected publications:

- Gasic, D.** (2024). *Flexible Work Arrangements in the Context of Modern Business and Influence on the Attitudes and Behaviors of Employees in the Republic of Serbia*. Doctoral dissertation, Faculty of Economics in Subotica, University of Novi Sad, Subotica, Serbia.
- Gašić, D.** (2021). The influence of national culture on the compensation system in selected countries. *Анали Економског Факултета у Суботици*, 57(46), 3-20. ISSN: 0350-2120; [10.5937/AnEkSub2146003G](#)
- Gašić, D., & Berber, N.** (2021). The Influence of Flexible Work Arrangement on Employee Behavior During the COVID-19 Pandemic in the Republic of Serbia. *Management: Journal of Sustainable Business and Management Solutions in Emerging Economies*, 26(3), 73-88. ISSN: 1820-0222; [10.7595/management.fon.2021.0026](#)
- Gašić, D., & Berber, N.** (2022). The practice of financial participation in corporations in the CEE countries. *Ekonomika*, 68(3), 13-28. ISSN: 0350-137X; [10.5937/ekonomika2203013G](#)
- Gašić, D., Berber, N., & Slavić, A.** (2023). Organizational-level analysis of the employees' compensation system in the Republic of Serbia. *Journal of Engineering Management and Competitiveness (JEMC)*, 13(1), 11-20. ISSN: 2217-8147 (Online); ISSN: 2217-8147; [10.5937/JEMC2301011G](#)
- Gašić, D., Berber, N., & Slavić, A.** (2024). Effects of the Compensation System and Socio-demographic Factors on the Attitudes of Employees in the Republic of Serbia. *Management: Journal Of Sustainable Business And Management Solutions In Emerging Economies*, 29(2), 13-26. ISSN: 1820-0222; [10.7595/management.fon.2022.0016](#)
- Gašić, D., Berber, N., Slavić, A., Bjekić, R., & Aleksić, M.** (2024) Relations between flexible work arrangements and employee performance in serbian companies. *Journal of Engineering Management and Competitiveness (JEMC)*, 14(2), 87-98. ISSN 2334-9638 (Print); ISSN 2217-8147 (Online) [10.5937/JEMC2402087G](#)
- Gašić, D., Berber, N., Slavić, A., Strugar Jelača, M., Marić, S., Bjekić, R., & Aleksić, M.** (2024). The Key Role of Employee Commitment in the Relationship Between Flexible Work Arrangements and Employee Behavior. *Sustainability*, 16(22), 10067. ISSN: 2071-1050; IF2023: 3,3 [10.3390/su162210067](#) Q3
- Gašić, D., Berber, N., Strugar Jelača, M., & Zsigmond, T.** (2025). Socio-demographic characteristics of employees and flexible work arrangements: Evidence from Serbia. *Anali Ekonomskog fakulteta u Subotici*. Potvrda o prihvatanju rada ISSN (Printed) 0350-2120; ISSN (Online) 2683-4162
- Gašić, D., Jevtić, T., Berber, N., & Aleksić, M.** (2025). Job Satisfaction, Flexible Work Arrangements and Innovative Work Behavior in Serbian SMEs. *International Journal of Industrial Engineering and Management*, article in press. [10.24867/IJIE-369](#) ISSN: 2217-2661 (print), ISSN: 2683-345X (online)
- Berber, N., & Gašić, D.** (2024). The Mediating Role of Employee Commitment in the Relationship between Compensation system and Turnover Intentions. *Employee Relations*, 46(4), 721-755. ISSN: 0142-5455; IF2022: 3,4 (JCR - Industrial Relations and Labor). [10.1108/ER-05-2023-0270](#) Q1
- Berber, N., Gašić, D., Katić, I., & Borocki, J.** (2022). The Mediating Role of Job Satisfaction in the Relationship between FWAs and Turnover Intentions. *Sustainability*, 14(8), 4502; ISSN: 2071-1050; IF2022: 3,9 (JCR - Environmental Studies). [10.3390/su14084502](#) Q3
- Berber, N., Morley, M. J., Poór, J., Slavić, A., & Gašić, D.** (2024). Effects of Institutional and Organizational Factors on the Changing Contours of Industrial Relations in Central and Eastern Europe. *JEEMS Journal of East European Management Studie*, 29(1), 71-101. ISSN 0949-6181, ISSN online: 1862-0019; IF2023: 0.5 [10.5771/0949-6181-2024-1-71](#) Q3
- Jevtić, T., & Gašić, D.** (2024). The effects of the compensation system on job satisfaction and turnover intention of employees in the Republic of Serbia. *Strategic Management*, ISSN 1821-3448; ISSN 2334-6191 (Online); *Online first*. [10.5937/StraMan2300063I](#) Q4
- Strugar Jelača, M., Berber, N., Gašić, D., Aleksić, M., Bjekić, R., & Marić, S.** (2023). Factors Determining Holiday Intentions of Serbian Travelers during COVID-19. In Bevenda, V., & Štetić, S. (Eds.), 7th International Thematic Monograph - Modern Management Tools and Economy of Tourism Sector in Present Era (135-152), Published by: Association of Economists and Managers of the Balkans in cooperation with the Faculty of Tourism and Hospitality, Ohrid, North Macedonia; ISSN: 2683-5673, ISBN: 978-86-80194-56-1 [10.31410/tmt.2022-2023.135](#)
- Strugar Jelača, M., Gašić, D., Bjekić, R., Aleksić, M., & Marić, S.** (2024). Transformational leadership and innovative work behavior: the role of LMX theory and employee voice behavior. *Engineering Economics*. Print ISSN: 1392-2785; Online ISSN: 2029-5839 IF2023: 2,5 [10.5755/i01.ee.36.1.34652](#) Q2

Full list of publications is available here:

https://drive.google.com/file/d/1GrcYqZmTZSXZmZBNByVEYz1yoraGlpVd/view?usp=drive_link

Novi Sad, Republic of Serbia, 6th April 2025.


Dimitrije Gašić