






## PERSONAL INFORMATION

## Nemanja Berber



 Bulevar Evrope 38/13, Novi Sad, 21000, Republic of Serbia  
 +381214852911  +381643282660  
 [nemanja.berber@ef.uns.ac.rs](mailto:nemanja.berber@ef.uns.ac.rs) [berber.nemanja@gmail.com](mailto:berber.nemanja@gmail.com)  
 <https://www.linkedin.com/in/berbernemanja/>

Sex Male | Date of birth 18/07/1986 | Nationality Serbian

I am an Associate Professor at the Faculty of Economics in Subotica, University of Novi Sad, specializing in Human Resource Management, Management, and Organizational Behavior. I covered different positions at my University and Faculty. I served as the Vice Dean for PhD Studies and Scientific Research at the Faculty of Economics in Subotica, and as a member of the Council of the University of Novi Sad. With over 15 years of academic experience, I have held visiting professorships at the University of Cyprus in 2024 and 2025, and editorial roles in respected journals, including Sustainability and Annals of the Faculty of Economics in Subotica. Also, I visited several universities all around the world via exchanges programs, like the Zhongnan University of Economics and Law, Wuhan China, in 2014, the University of Graz, Graz, Austria, in 2019, the West University in Timisoara, Romania in 2022, and the University of Pecs, Pecs, Hungary, in 2024.

I have coordinated and participated in numerous international Erasmus+ and IPA projects, managing funds exceeding €2 million. My research has been published in leading international journals such as Employee Relations, Sustainability, Engineering Economics, and The International Journal of Human Resource Management. I am an active member of the CRANET and CEEIRT research networks. Beyond academia, I work as a consultant in the fields of employer branding, employee engagement, and HR development.

POSITION Associate Professor

## WORK EXPERIENCE

March 2024- till now

### Visiting professor at the University of Cyprus

University of Cyprus, Faculty of Economics and Management, Nicosia, Republic of Cyprus

- Teaching students in Human Resource Management
- Performance Management course

Business or sector: Education

April 2022- till now

### Associate professor

University of Novi Sad Faculty of Economics in Subotica, 9-11, Segedinski put, Subotica, 24000, Republic of Serbia

- Teaching students and conducting scientific researches in the area of Human Resource Management and Management
- Member of CRANET and CEEIRT research network for human resource management

Business or sector: Education

March 2021-March 2022

### Vice dean for PhD studies and scientific work

University of Novi Sad, Faculty of Economics in Subotica, 9-11, Segedinski put, Subotica, 24000, Republic of Serbia

Leading, organizing, and monitoring of activities on third level of studies (PhD), and in scientific work of all employees at the Faculty.

Business or sector: Education

January 2021 – till now

### Erasmus+ project coordinator – structural capacity building projects

University of Novi Sad, Faculty of Economics in Subotica, 9-11, Segedinski put, Subotica, 24000, Republic of Serbia

Leading, organizing, and monitoring of activities in Erasmus+ projects – consortium level.

Business or sector: Education

October 2020-Januray 2023

### Journal Topic Editor of the Sustainability journal (SSCI list on Web of Science)

Sustainability (ISSN 2071-1050: [https://www.mdpi.com/journal/sustainability/topic\\_editors](https://www.mdpi.com/journal/sustainability/topic_editors)  
Providing support for the Special Issues on topics related to specific expertise and/or when the Guest Editor(s) is not available, pre-checking new submissions, making decisions, and giving advice on some scientific cases.

October 2019-January 2022

### Editor in Chief of the Annals of the Faculty of Economics in Subotica journal

Anali Ekonomskog fakulteta u Subotici: <https://anali.ef.uns.ac.rs/index.php/AnnalsEFSU>, journal on Erih plus list  
ISSN (Printed) 0350-2120  
ISSN (Online) 2683-4162

October 2018-March 2021

### Head of Department of Management

University of Novi Sad Faculty of Economics in Subotica, 9-11, Segedinski put, Subotica, 24000, Republic of Serbia

Leading, organizing, and monitoring of activities of all members of the Department of management at the Faculty, working on accreditation of study programs, quality reports and etc.

**Business or sector:** Education

November 2017-March 2019

### Lecturer and trainer

Specialised Programme "Management of Regional Development through EU Funds"

The European Affairs Fund of AP Vojvodina, in cooperation with the Faculty of Economics in Subotica (and from 2018 Educons University from Novi Sad)

- Subject: Project budget
  - Providing extensive theoretical background and practical experience in the management of EU funds and programmes, such as the EU programmes (Erasmus+) and Instrument for Pre-accession Assistance (IPA).

from March 2017- March 2022

### Assistant professor

University of Novi Sad Faculty of Economics in Subotica, 9-11, Segedinski put, Subotica, 24000, Republic of Serbia

- Teaching students and conducting scientific researches in the area of Human Resource Management and Management
- Member of CRANET and CEEIRT research network for human resource management

**Business or sector:** Education

from September 2013- till  
March 2017

### Teaching assistant

University of Novi Sad, Faculty of Economics in Subotica, 9-11, Segedinski put, Subotica, 24000, Republic of Serbia

- Teaching students and conducting scientific researches in the area of Human Resource Management and Management
- Member of CRANET and CEEIRT research network for human resource management

**Business or sector:** Education

from November 2008 - till  
August 2013

### Teaching assistant

Novi Sad Business School, 4, Vladimira Perica Valtera, Novi Sad, 21000, Republic of Serbia

- Teaching students and conducting scientific researches

**Business or sector:** Education

## EDUCATION AND TRAINING

from 2010 – to 2015

### PhD in Economics

University of Novi Sad, Faculty of Economics in Subotica, Republic of Serbia

- Specialization in Economics – Comparative and international human resource management

from 2008 - to 2010

### Master of Economics

University of Novi Sad, Faculty of Economics in Subotica, Republic of Serbia

- Specialization in Management

from 2005 – to 2008

### Bachelor of Economics

University of Novi Sad, Faculty of Economics in Subotica, Republic of Serbia

- Specialization in Management

## PERSONAL SKILLS

Mother tongue(s)  
Other language(s)

Serbian

UNDERSTANDING		SPEAKING		WRITING
Listening	Reading	Spoken interaction	Spoken production	
C1	C1	C1	C1	C1

English

Communication skills

- good communication skills gained through my experience with other scientists, students, my work in Red Cross Society of Serbia, and at the University of Novi Sad and abroad (Erasmus+ exchange in Austria, Hungary, Romania).

Organisational / managerial skills

- coordination with other colleagues in teaching and research process
- leadership, teamwork, planning and control

Job-related skills

- good in designing, conducting and interpreting research in HRM
- good in conducting statistical analysis of data – SPSS, R, SmartPLS, Power BI
- presentation – Power Point, Power BI, Canva, Prezi

Digital competence

SELF-ASSESSMENT				
Information processing	Communication	Content creation	Safety	Problem solving
Independent user	Independent user	Independent user	Independent user	Independent use

Driving licence

B

Honours and awards

- Scholarship of The Ministry of Education of the Republic of Serbia during bachelor studies.
- Scholarship of the Fund for Young Talents of the Republic of Serbia during master studies.
- Awarded by University of Novi Sad for the achieved success during bachelor and master studies.

Memberships

- Member of the Red Cross Society of Serbia since 2000 (volunteer).
- Member of the EUUMAS European Marketing and Management Association.

Certifications

- 2017 State accreditation for trainer in project of the changes in local municipalities.

References

#### Projects:

- Erasmus+ project, **project coordinator**: RDBIH (Development of Research & Development Strategies and Centers in Bosnia and Herzegovina, funded through the Erasmus+ CBHE program (101177753-RDBIH-ERASMUS-EDU-2024-CBHE)) (2024-2028). 911,000.00 EUR
- Erasmus + project, **project coordinator**: PARTISH (Development of part-time and short cycle studies in higher education in Bosnia and Herzegovina) ERASMUS+ 617421-EPP-1-2020-1-RS-EPPKA2-CBHE-SP (2021-2024). 966, 840.00 EUR
- Erasmus + project, team member: DUALELS (Strengthening capacities for the implementation of dual education in El Salvador higher education DUALELS Project ID 101177404 ) (2024-2028).
- DECIDE Danube project, team member: Digital Services for Circular Economy - a Toolbox for Regional Developers & SME (2024-2026).
- IPA CBC HU-SRB, team member: Improvement of the public transport services in the CBC region through the integration of public transport modes, development of railway infrastructure and harmonization of transport procedures INPUTTRANS, HUSRB/1903/22/0121 (2021-2024).
- Erasmus + project, team member: DUALSCI (Strengthening capacities for the implementation of dual education in BH higher education) ERASMUS+ 610251-EPP-1-2019-1-RS-EPPKA2-CBHE-SP (2020-2023).
- Erasmus + project, team member: PRO-VET (Professional Development of Vocation Education Teachers with European Practices) ERASMUS+ 598698-EPP-1-2018-1-FI-EPPKA2-CBHE-JP (2019-2021).
- Effects of corporate social responsibility in the field of human resources management on the performance and sustainability of organizations (No. 142-451-2482/2019-03). Provincial Secretariat for Higher Education and Scientific Research of AP Vojvodina (2019-2020).
- The effects of emotional intelligence of managers on the performance and sustainability of organizations (No. 142-451-2269/2021-01/02). ). Provincial Secretariat for Higher Education and Scientific Research of AP Vojvodina (2021-2022).

**Scientific research:**

- Berber, N., & Gašić, D. (2024). The mediating role of employee commitment in the relationship between compensation system and turnover intentions. *Employee Relations: The International Journal*, 46(4), 721-755. <https://doi.org/10.1108/ER-05-2023-0270>
- Gašić, D., Berber, N., Jelača, M. S., & Zsigmond, T. (2025). Socio-demographic characteristics of employees and flexible work arrangements: Evidence from Serbia. *Anali Ekonomskog fakulteta u Subotici*, 61(53). <https://doi.org/10.5937/AnEkSub2400009G>
- Táborosi, S., Rajković Avdija, J., Poštin, J., Terek Stojanović, E., Berber, N., & Nikolić, M. (2025). How can nature and nurture influence teleworkers: The influence of national culture and personal traits on job satisfaction. *Society and Economy*, 47(1), 22-41. <https://doi.org/10.1556/204.2024.00008>
- Jaškevičiūtė, V., Zsigmond, T., Berke, S., & Berber, N. (2024). Investigating the impact of person-organization fit on employee well-being in uncertain conditions: a study in three central European countries. *Employee Relations: The International Journal*. In press: <https://doi.org/10.1108/ER-12-2022-0535>
- 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 Studies*, 29(1), 71-101. <https://doi.org/10.5771/0949-6181-2024-1-71>
- Gašić, D., & Berber, N. (2023). The Mediating Role of Employee Engagement in the Relationship between Flexible Work Arrangements and Turnover Intentions among Highly Educated Employees in the Republic of Serbia. *Behavioral Sciences*, 13(2), 131. <https://doi.org/10.3390/bs13020131>
- Strugar Jelača, M., Bjekić, R., Berber, N., Aleksić, M., Slavić, A., & Marić, S. (2022). Impact of Managers' Emotional Competencies on Organizational Performance. *Sustainability*, 14(14), 8800.
- Berber, N., Aleksić, M., Slavić, A., & Jelača, M. S. (2022). The Relationship between Corporate Social Responsibility and Corporate Reputation in Serbia. *Engineering Economics*, 33(3), 232-245.
- Marić, S., Berber, N., Slavić, A., & Aleksić, M. (2021). The mediating role of employee commitment in the relationship between corporate social responsibility and firm performance in Serbia. *Sage Open*, 11(3), 1-17. ISSN: 2158-2440. Doi: <https://doi.org/10.1177%2F21582440211037668>
- Berber, N., Slavić, A., Strugar Jelača, M., & Bjekić, R. (2020). The effects of market economy type on the training practice differences in the Central Eastern European region. *Employee Relations*, 42(4), 971-998. ISSN: 0142-5455. Doi: <https://doi.org/10.1108/ER-10-2018-0265>
- Berber, N., Morley, M. J., Slavić, A., & Poór, J. (2017). Management compensation systems in Central and Eastern Europe: a comparative analysis. *The International Journal of Human Resource Management*, 28(12), 1661-1689. ISSN: 0958-5192. <https://doi.org/10.1080/09585192.2016.1277364 M22>

[Link to scientific papers.](#)