

UNIVERSITY OF LJUBLJANA
SCHOOL OF ECONOMICS AND BUSINESS

2021

RESEARCH ANNUAL REPORT



UNIVERSITY OF LJUBLJANA
**SCHOOL OF ECONOMICS
AND BUSINESS**

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A WORD FROM THE VICE-DEAN



In the eye of the storm. This is the first metaphor that comes to mind when I think of the School of Economics and Business, University of Ljubljana, our institutional, societal and business environment, and most importantly, the research we have done in 2021. While we often sail against the wind and try to keep our ship steady, there are many moving parts around us.

It has been a complex year, very much influenced by the SARS COV-2 virus, its mutations, vaccines, and its economic, business, social, and psychological consequences. Our institutional environment is also changing rapidly and we are eager to see how the implementation of the new research and innovation Act of the Republic of Slovenia will look in practice.

From the perspective of our business school, it was another year to be proud of. As the world turns, our researchers continue to contribute to the best journals and book publishers. We were successful in acquiring external funding to establish two new research labs – behavioural and finance. We observe a positive trend in the number and quality of publications, 91% of which are related to one of sustainable development goals. We are making impressive scholarly and societal impact. We are also proud of our continuous role as an agent of change and a regional collaborative hub. All of this is only possible thanks to our dedicated faculty and support staff, their commitment, and the organisational culture we cherish and protect.

Indeed, 2021 has taught us many lessons to remember for the future. As a society, we should have learnt how interdependent we are in coping with wicked problems of the present and the future. And that the future of research lies in collaboration and in making an impact when and where it is most needed. As I write these lines, I realise that future challenges may be even more arduous. We are determined to continue to make a research-based impact to address these challenges and contribute to the best of our abilities.

Prof. Miha Škerlavaj, PhD
Vice-Dean for Research and Doctoral Studies

SEB LU - THE SCHOOL

The School of Economics and Business, University of Ljubljana (SEB LU) is Slovenia's leading research institution in the fields of economics and business. SEB LU belongs to a select group of business schools in the world that hold all 3 major international accreditation labels in the world of economics and business education: EQUIS, AMBA and AACSB. This triple accreditation recognises SEB LU's commitment to setting the highest standards of quality in education and research. In 2021, the Financial Times has placed SEB LU on the map of the 95 best European business schools for the fourth time. These awards of excellence provide our staff, students and partners with reassurance that high standards of quality are regularly maintained. SEB LU offers an international study environment with cross-cultural learning experiences and partnerships with international institutions from around the world.

VISION

By 2025, we will be the school of choice among business and economics schools in Central and Eastern Europe (CEE) for doing research, learning and creating sustainable development solutions.

MISSION

We broaden horizons and build competences for responsible management to master business and economic challenges.

CORPORATE VALUES

eagerness to learn, creativity, entrepreneurship, integrity, respect and inclusive collaboration

SEB LU - THE RESEARCH CENTRE



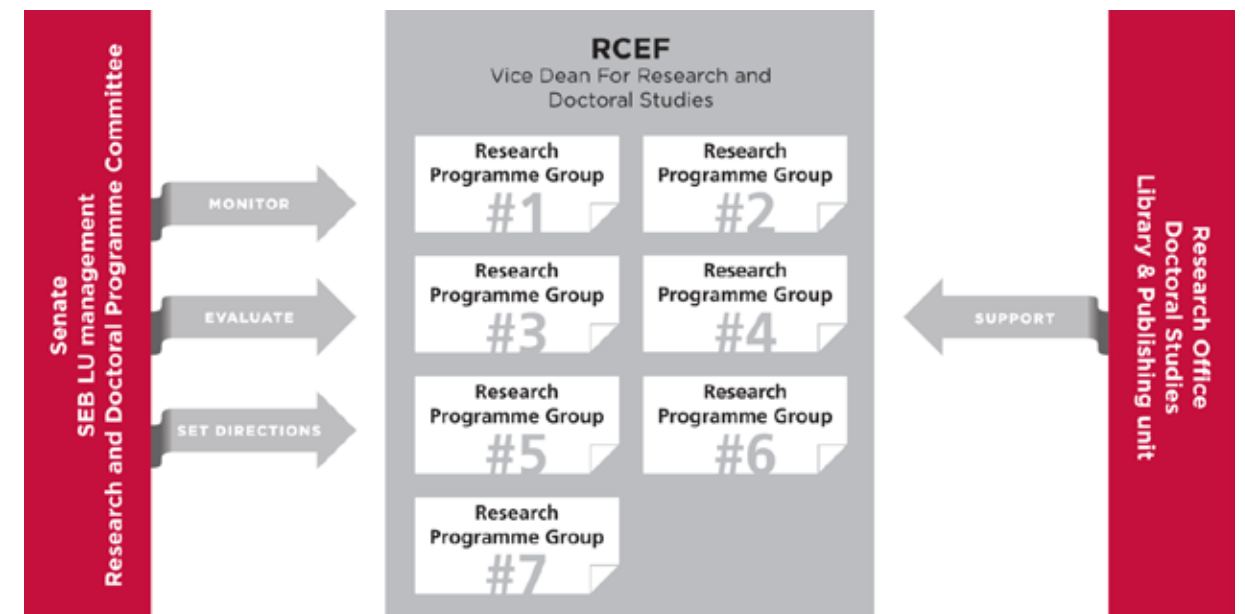
Research is one of SEB LU's core activities that support the mission and vision, and as such is integrated into all strategic activities. The strategic direction of SEB LU is to contribute to the progress and sustainable development of the broader community through impactful research and to co-create value for business through applied research. SEB LU researchers must demonstrate their international relevance and impact, as these are the main criteria in the habilitation process. Resources are provided and mechanisms are in place to support research excellence. Trends in research performance over the last five years demonstrate that resources are being used effectively as the quality of research continues to improve. SEB LU creates and disseminates knowledge to students by having researchers share their findings as part of programme delivery and by engaging students in research activities. In line with SEB LU's strategy, research is international, multi- and interdisciplinary, with a focus on sustainability issues and in accordance with ethical standards.

Research at SEB LU is organised around the Research Centre of the School of Economics and Business (RCEF), the group that directs research in accordance with the SEB LU strategic plan and is under the direct responsibility of the Vice-Dean for Research and Doctoral Studies, who is the head of RCEF. Research activities are monitored and evaluated by the Research and Doctoral Programme Committee, which works with the SEB LU Senate and management to determine research policies and directions in accordance with the SEB LU strategy.

To support the mission and vision of SEB LU, RCEF focuses its efforts on empowering individual researchers and research programme groups (see Section 4) to take an active role in implementing the SEB LU strategy. Actions include providing the means for individual researchers to conduct and disseminate research, creating conditions for research groups to achieve academic excellence and impact the research community, and actions that enrich the student experience and the SEB LU community at large.

The research agenda of each research programme group is embedded in the conceptual context of the particular area/field the group covers. The Vice-Dean for Research and Doctoral Studies coordinates research directions with the seven research group leaders to ensure that research within those directions is aligned with SEB LU. The SEB LU research organisation is shown in Figure 1.

Figure 1.: Research Organisation at SEB LU



Source: Research Office, 2021.

RESEARCH GROUPS



SEB LU has identified institutional focus areas around which the school plans its core ecosystem (educational programmes, research, community engagement) and has already established clear strengths and competencies in these areas. The identified **areas of SEB LU Distinctive Expertise** are competitiveness, innovativeness and sustainability, leadership, knowledge management and work organisation, business process management in organisations and supply chains, and globalisation, trade and international financial markets. These areas of expertise provide a clear path for the school's development.

SEB LU has structured seven research programme groups around the areas of Distinctive Expertise focusing on: sustainable competitiveness, sustainable development, business leadership, organisational learning and knowledge management, IT-enabled business process management, digitalisation, stakeholder challenges in an uncertain European economic environment, and development strategy of Slovenia. These research programme groups operationalise SEB LU research and are linked to the competence areas presented above. They are also consistent with the mission, vision, values, and impact factors of SEB LU. Sixty percent of SEB LU's researchers are members of one of the research programme groups. The research programme groups are officially registered with the SRA. The Research Programme Groups have demonstrated their ability to conduct high-level academic and applied research that has an important impact on SEB LU's educational programmes, organisation, and environment.

The Research Programme Group **Challenges of inclusive sustainable development in the predominant paradigm of economic and business sciences**: (1) critically assesses the challenges of inclusive sustainable development in the prevailing economic and business theories and proposes alternatives that take account the sustainability paradigm; (2) develops new theoretical approaches/models and methodological tools and empirically investigates the validity of the proposed models; (3) provides theoretical guidelines and empirical conclusions to support Slovenian businesses, consumers and the country in building an inclusive sustainable growth model, taking into account the nature and specificities of the Slovenian economy. The research group, which comprises 28 researchers, is successfully implementing the research plan. In 2021, it published over 400 publications, including 9 outstanding research achievements (A") and 16 high-quality research publications. The excellence was also acknowledged by the Slovenian Research Agency, which awarded Prof. Žabkar, PhD, the program leader with the "Odlični v znanosti" award. In addition to excellent research work, the group is also dedicated to promoting sustainability among relevant stakeholders, businesses, consumers and policy makers. In addition to co-organizing Slovenia's largest business conference "Poslovna konferenca Portorož", the group also prepared 303 professional contributions, promoting the transition to new, sustainable approaches in business, consumption and policy-making.

In 2021, The Research Programme Group **Sustainable competitiveness of the Slovenian economy in European and global perspectives** marks three outstanding achievements – two best paper awards at SEBs and one at the University of Ljubljana. The first paper (co-authored by Mateja Drnovšek, PhD) uses the open innovation paradigm to analyse the development of an ecosystem to support entrepreneurship and suggests public policy to endorse the open innovation activities of key actors in entrepreneurial ecosystems. The second paper by Tanja Mihalič, PhD, conceptualises a new tourism phenomenon: overtourism. By bringing together the tourism capacities of the 'sustainability pillars' as well as the novel 'socio-psychological' and 'socio-political' capacities, the model may assist in monitoring, diagnosing and influencing the risks of an unsustainable tourism situation. The third paper, awarded by the University of Ljubljana and co-authored by Jelena Zorič, PhD, evaluates the performance of alternative algorithms for predicting electricity prices for the next day, assessing the predictive performance using data from simulations of the Greek and Hungarian electricity markets. The relationships between the spot price of electricity and the explanatory variables are estimated by the selected econometric, data mining and machine learning algorithms. The support vector machine algorithm proved to be the best alternative approach and statistically confirmed better forecasts compared to the econometric autoregressive benchmark model.

The Research Programme Group **Challenges of investors, firms, financial institutions, and a government in an uncertain European economic** environment investigates the challenges faced by investors, firms, financial institutions, and a government in an uncertain European economic environment with the aim of bridging the gap between theory and practice with respect to three sets of challenges: first, socio-economic and financial challenges arising from the ‘new normal’ (changed post-crisis environment combined with ongoing sustainability issues, and now also the effects of various epidemic issues, including Covid-19); second, institutional and political challenges in the EU and globally (rise of populism, Brexit, etc.); and finally, the research group investigates the challenges related to technological advances that impact financial institutions, markets, and thus individuals and societies. The research focus includes both microeconomic and macroeconomic levels, as well as national and international perspectives. It also branches out from predominantly finance and accounting related topics to other research areas/disciplines, such as innovation, sustainability, cognitive and behavioural sciences, and data science. This “cross-pollination” allows the group to enrich methodological approaches and address new research questions to address the increasing challenges faced by investors, corporations, financial institutions, and governments. In 2021, the group has published research papers in most, if not all, of the above areas, including a fMRI study and publications in top journals from the areas covered (e.g., Journal of Corporate Finance, Journal of Banking & Finance, Finance Research Letters, and others).

The Research Programme Group **The Impact of Corporate Governance, Organizational Learning and Knowledge Management on Organizations** in Ageing Societies conducts research according to the criteria of scientific, technological or innovative excellence, focusing in particular on the contribution to the four key pillars that frame its research work: 1) Ageing in light of the development of the EU agenda with the aim of developing an active ageing society and a digital European society; 2) Digitalization, automation and innovation in promoting digitally empowered individuals for the development of a healthy and safe working environment; 3) Post-Covid economic recovery by contributing to building a resilient economy and resilient individuals towards an inclusive digital-social society for all ages, based on solidarity, sustainability, green research, multiple intelligences, and innovation; and 4) Green innovation and sustainable development by contributing to a climate-neutral, circular European economy. The research group aims to advance knowledge on the following topics: a) management and organization, including innovation management, human resource management, and knowledge management; b) lifelong education and training, including organizational learning and learning organization; c) occupational safety and health; d) reliability engineering; e) digital technologies; and f) multicriteria optimization to support decisions in planning, management, and control in organizations. The efforts of the research programme group are consistent with the existing sustainable development goals.

The aim of the SEB LU part of the research group **Future internet technologies: concepts, architectures, services, and socio-economic issues** is to advance current knowledge on concepts, models, applications, and services for sustainable digitalization. In recent research activities on digital transformation, researchers are addressing evolving business models, process evaluation and mining techniques, adoption patterns at the individual level such as technology-induced behavioural changes, the influence of individual orientations and capabilities on innovative work behaviour, digital isolation, personalities in information systems professions, and also the challenges of adopting information and logistics technologies such as autonomous vehicles in smart cities, complex event processing and blockchain, software engineering experiments, technology empowerment tools, and a broader range of core digitalization research topics on business models, business processes and data management, information systems management and strategy, optimization, supply chain management and logistics, and technology adoption in organisations and supply chains.

The contributions of SEB LU researchers to the Research Programme Group **New development strategy of Slovenia as a member of the EU** in 2021 were mainly in two areas. In the first contribution, the researchers examined the impact of globalisation and technological change on employment in the manufacturing sector in the period between 2008 and 2018 using an extensive industry-level dataset for the 28 EU countries. The results clearly suggest that the increasing share of Chinese imports

in total extra-EU28 imports has contributed significantly to the declining trend of employment in EU sectors. On the other hand, we found little evidence on the impact of technological upgrading on employment growth. The second paper was related to the study of the impact of innovation and globalisation on employment and skills upgrading in EU countries at the firm level. In contrast to the industry-level study, our firm-level research shows that innovation leads to a significant increase in upskilling, while increasing trade with China does not have a negative impact on employment but promotes upskilling.

The Research Programme Group **Digitalization as Driving Force for the sustainability of individuals, organizations, and society** aims to create impact through a better understanding of how different stakeholders develop appropriate digital capabilities to fully exploit the opportunities of digitalization in terms of value creation, inclusive society, and sustainable development. The research is organized around four areas: 1) digitalization for a flexible, sustainable sharing economy and society; 2) digitalization, workplaces, and the future of work; 3) technologies and management practices to support and advance digitalization in organizations; and 4) digitalization, ethics, dysfunctional behaviour, and environmentally friendly behaviour. The multidisciplinary research group gathers researchers from management, data science, and computer science to effectively advance knowledge from both scientific fields. In 2021, the researchers had provided several intellectual and practical contributions and developed new educational programs linked to the group’s research areas.

Starting in 2022, SEB LU will be a partner in the new Research Programme Group titled **Systemic Autoimmune diseases**. Systemic autoimmune diseases (SADs) include more than 80 chronic conditions with about 20 million cases in Europe and an increasing prevalence. Patients suffer from pain, reduced ability to work, loss of organ function, disability, early retirement, and early mortality. One group of SADs are inflammatory rheumatic diseases (IRDs), which are the main cause of limitation of daily activity compared to other chronic diseases. Therefore, this area of research is an ongoing medical priority.

This programme consists of 15 clinical and interdisciplinary projects. The activities are mainly focused on therapy optimization, elucidation of mechanisms for IRDs, novel diagnostics and therapy targets, and introducing comprehensive treatment for IRD patients to improve their lifestyle and develop an effective, financially sustainable model.

From an economic perspective, we will examine the economic burden of selected IRDs in Slovenia and address the dilemma of including the cost of productivity losses in the economic evaluation of health technologies for patients with IRDs. The economic burden of IRDs is predicted to rise. Pharmaceutical expenditures represent a significant share of the direct costs of IRDs, while indirect costs, which arise mostly from presenteeism, absenteeism, and work cessation due to work disability, even exceed direct costs. Despite the important role of indirect costs and their potential to mitigate the rising treatment costs of IRDs, productivity gains have not typically been included in economic evaluations due to methodological controversies and the adoption of a public payer rather than societal perspective.

Our goals in this programme are to analyse selected IRDs:

- direct health care costs, focusing on the dynamics of overall pharmaceutical expenditures and the drivers of their growth (overall, per patient, drivers of cost growth, age profile of drug expenditures),
- key productivity costs using survey and administrative data at the national level and comparing productivity measures with disease-specific and generic patient-reported health outcomes and clinical indicators,
- absenteeism losses and costs over time to identify possible changes in patterns of sick leave,
- whether existing decision rules in economic evaluations implicitly consider specific types of productivity losses.

RESEARCH HIGHLIGHTS 2021

THE RESEARCH CENTRE



RESEARCH OUTPUT



PEOPLE (STRUCTURE OF RESEARCHERS)

In 2021, 180 researchers were conducting their research at SEB LU.



13 Young researchers

167 Researchers

180 TOTAL

The full list of Research Centre members is in the Appendix.

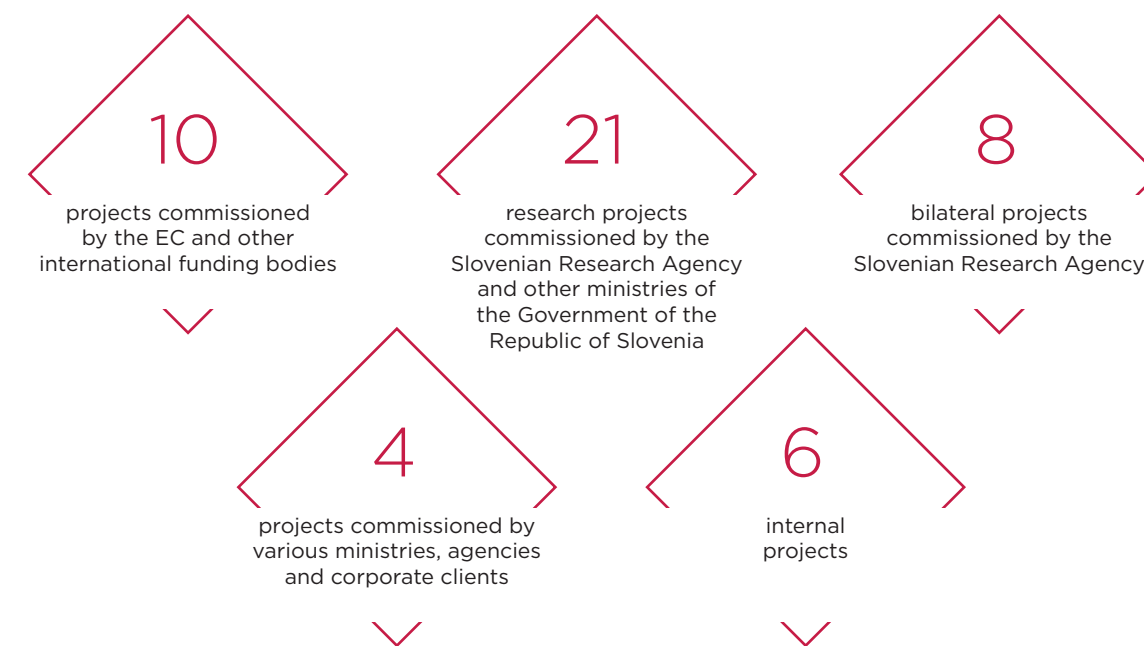
DOCTORAL PROGRAM

- 1 Doctoral Program in Economics and Business
- 2 interdisciplinary programs: Interdisciplinary Doctoral Programme in Statistics and Interdisciplinary Doctoral Programme in Environmental Protection
- 76 PhD Students enrolled in the Doctoral Program in Economics and Business

PROJECTS HIGHLIGHTS



In 2021, a total of 49 projects were managed by the Research centre:



A brief description of the selected projects is presented below.

Project: GETM3 - Global Entrepreneurial Talent Management 3

Principal Investigator at SEB LU: Katarina Katja Mihelič & Nada Zupan

Funding Entity: European Commission, H2020-MSCA-RISE-2016

Amount for SEB LU: 70.441 €

Project Timeframe: 1. 1. 2017 - 31. 10. 2022



Global Entrepreneurial Talent Management 3 (GETM3) is an international, interdisciplinary research project funded by the EU's Horizon 2020 research and innovation programme. The project aims to increase the employability of global talent, develop talent management practices in companies, and promote entrepreneurship to support economic development.

The School of Economics and Business, University of Ljubljana, and its researchers are responsible for one of the three pillars of the project. During this period, we successfully completed two main work packages related to talent management and psychological contracts. Work package 4, dealing with the employers' perspective on talent, aims to better align the expectations of employers and young employees and to develop a holistic framework for talent management. Researchers from several partner institutions have committed to providing deep insights into psychological contracts, i.e., the expectations employers have about the actions and behaviours of their young talents, and vice versa, the expectations young employees have about the job content, working conditions, and opportunities employers should provide. It is important to decipher perceptions of commitment as this improves person-organization fit and reduces mismatches, leading to employee productivity, engagement, and thriving on the one hand, and improved organizational performance on the other.

Over the years, GETM3 project partners have collaborated on many scientific articles, some of which were published in a special issue of the Economic and Business Review journal (Vol.23, Issu.2, 2021).



Project: GROWINPRO - Growth Welfare Innovation Productivity

Principal Investigator at SEB LU: Jože Damijan
Funding Entity: European Commission, H2020-SC6-TRANSFORMATIONS-2018
Amount for SEB LU: 140.000 €
Project timeframe: 1. 1. 2019 – 30. 6. 2022

GROWINPRO aims to provide a detailed analysis of the causes of the anaemic growth performance observed in Europe during the last decades and, in particular, after the Great Recession. Based on such analysis, GROWINPRO will provide a set of policy solutions to restore sustainable and inclusive economic growth, focusing on both the demand and supply side.

GROWINPRO brings together researchers from eleven international academic institutions and three national statistical offices. Through joint interaction between academic institutions and national statistical offices, GROWINPRO focuses on new data sources, methods, and statistical indicators to address the challenges of the call.

The contributions of School of Economics and Business researchers to the GROWINPRO project in 2021 focused mainly on four areas. Our first contribution is related to the optimal taxation of robots with the aim of avoiding a possible stagnation of innovation. In our second contribution, we examined the impact of innovation and globalisation on employment and upskilling in EU countries, both at the firm level and at the industry and macro levels. Our research shows that innovation leads to a significant increase in skill upgrading, while increasing trade with China does not have a negative impact on employment but promotes upskilling. In our third paper, we shed light on the role of supply chain linkages in transmitting Covid-19-induced shocks based on monthly trade of EU member states during the first wave of the Covid-19 pandemic. Finally, we contributed to the project by examining the impact of vaccination in all countries. Our results confirm that the vaccines were reasonably effective in both limiting the spread of infection during the third Covid wave and in containing the more severe course of the disease in symptomatic patients.



Project: GLOBALINTO - Capturing the value of intangible assets in micro data to promote the EU's growth and competitiveness

Principal Investigator at SEB LU: Tjaša Redek
Funding Entity: European Commission, H2020-SC6-TRANSFORMATIONS-2018
Amount for SEB LU: 417.120 €
Project timeframe: 1. 2. 2019 – 30. 4. 2022

Productivity growth in Europe remains low 10 years after the financial crisis and is further affected by the recent pandemic and emerging global political tensions. However, despite the negative short-term impact, the trend in productivity growth is also downward. This calls for an in-depth analysis of the possible reasons for the slowdown and an examination of the sources of increased productivity growth, intangible capital being one of them.

GLOBALINTO's focus in both measurement and analysis is on the role of intangible capital. How to measure it sustainably, how to accumulate and disseminate it, and how to use it to generate innovation and productivity growth. These processes are central to understanding the underlying drivers of the role of globalization, demographic change, the public sector, and SME growth. The results confirm that intangible capital is an important source of value-added growth, that it is also a source of innovation-based technological change, and that it positively affects firms' profit margins. Intangible capital is also closely associated with the adoption of new technologies. The Covid has unfortunately had a negative impact on investment, including intangible capital, but with visible sectoral differences. The results also show that intangible capital increases the quality of public administration. Slovenia lags behind in the accumulation of intangible capital, but companies experience the same positive effects of intangible investments.

Project: HECAT - Disruptive Technologies Supporting Labour Market Decision Making

Principal Investigator at SEB LU: Marko Pahor
Funding Entity: European Commission, H2020-SC6-TRANSFORMATIONS-2019
Amount for SEB LU: 115.022 €
Project Timeframe: 1. 2. 2020 - 31. 7. 2023

HECAT is a consortium of European Institutes dedicated to understanding big data and the use of algorithms within Public Employment Services (PES). The main goal of this Horizon 2020 funded research is to develop and test an ethical algorithm and platform that can be used by PES and the unemployed people to make decisions and allocate resources wisely.

The project has entered its second half and has successfully passed the mid-term review. The project is well on its way, with most of the work on WP1 completed, three deliverables already published and the last one on its way.

The main achievement of the past year is the successful launch of the labour market framework model and a draft website, so we are ready to enter the testing phase at the beginning of 2022.



Project: MAIA - Models and Methods for an active ageing workforce: an international academy

Principal Investigator at SEB LU: Vlado Dimovski
Funding Entity: European Commission, H2020-MSCA-RISE-2019
Amount for SEB LU: 85.000 €
Project timeframe: 1. 1. 2020 – 31. 10. 2025

MAIA is a European research project focusing on a timely and strategic international challenge: the efficient involvement of ageing workers in the manufacturing systems of the future.

It develops a 'Research and Innovation Staff Exchange' that has been approved for funding under the Horizon 2020 call: H2020-MSCA-RISE-2019. The project aims to strengthen research collaboration through active networking, staff exchange and dissemination activities between 7 European universities from Italy, Germany, France and Slovenia, and 6 non-European universities from USA, Japan, New Zealand, Hong Kong and Canada.

The project will exploit complementary competences and synergies of the participants and enable knowledge exchange through international/intersectoral mobility based on secondments of research staff. The consortium offers a unique opportunity to foster creativity and entrepreneurship and help exchanged personnel translate creative ideas into age-friendly manufacturing system design and management, reaching breakthroughs in industrial engineering and robotics, human science, ergonomics and operation management.

The MAIA project has 6 key scientific and technological interdisciplinary challenges:

- investigate the needs and requirements of ageing workforce in modern international manufacturing systems;
- collect, analyse and compare age-related data on production systems in different countries;
- develop new models to support age-oriented production system design and validate these with world-wide real case studies;
- develop new design principles to create human-centred assembly and production workplaces suitable for aging workforce conditions by researching and advancing paradigms for productivity, quality and safety;
- design and test new ergonomic devices, active power systems, and human-assisted workstations to support aging workers;
- develop new prototypes of immersive and virtual-based design methods and technologies to achieve and enhance the "Labour 4.0" paradigms for ageing workers.





Project: SI4CARE - Social Innovation for integrated health CARE of ageing population in ADRION Regions

Project coordinator: University of Ljubljana (SEB LU and Faculty of Civil and Geodetic Engineering)
Principal Investigator: Vlado Dimovski
Funding Entity: European Union, European Regional Development Fund
Project amount: 2,017,373 €
Amount for SEB LU: 235.444 €
Project Timeframe: 1. 12. 2020 - 31. 5. 2023

The SI4CARE project, aimed at social innovation for integrated healthcare for the ageing population in the ADRION region, has achieved the following concrete and tangible results by 2021: definition of the main pillars and flagships that will form the core of the upcoming ADRION transnational strategy; preparation and finalization of the transnational status-quo report with a comprehensive overview of the state-of-the-art application of social innovation to integrated care services for the elderly in the countries and regions within the ADRION area; formulation of the report on main healthcare challenges, obstacles and bottlenecks, and opportunities and areas for applying social innovation to healthcare services in the ADRION region; collection of best practices related to social innovation and integrated care in the ADRION region; formulation of the framework for the template for action plans for specific countries in the ADRION region; development of the core framework for organizing live learning events in the ADRION region; organization of regional events with interested stakeholders in the ADRION region; organization of regional focus groups on initial challenges and pilot activities for specific countries in the ADRION region; organization of the webinar “What it means to get older in the ADRION region” and meetings with associated partners in the ADRION countries; planning the implementation of pilot activities in specific ADRION countries; conducting and analysing interviews and questionnaires with stakeholders regarding the analysis of existing health and social care systems in the ADRION region; contacting several target groups and interested stakeholders in the ADRION region; holding several monthly meetings with project partners, steering group meetings and face-to-face meetings in Split and in Vrnjačka Banja; signing Memorandums of Understanding with interested stakeholders in the ADRION region; issuing several press releases mentioning the SI4CARE project in local media in specific ADRION countries; preparing and publishing weekly posts related to up-to-date information about the SI4CARE project in social media, on the project website and on the SI4CARE YouTube channel; preparation and recording of podcasts on social innovation and integrated care with project partners to provide insight across the ADRION level; preparation of promotional materials for the SI4CARE project, such as posters and roll-up banners; preparation and publication of newsletters 1 (challenges related to social innovation for integrated care in the ADRION region) and 2 (main challenges in the ADRION region identified through the analysis of collected data) to promote the SI4CARE project; continuous networking with interested stakeholders in the ADRION region to promote the SI4CARE project.

Project: Business analytics and business models in supply chains

Principal Investigator: Peter Trkman
Funding Entity: Slovenian Research Agency
Amount: 300.019 €
Project Timeframe: 1. 7. 2018 – 30. 6. 2021

The ongoing 4th industrial revolution in the era of digitalisation requires a continuous re-design of business models. In this respect, the adoption and use of business analytics are crucial for economically-sound innovation. However, digital transformation in supply chains is a complex issue that depends on information technology development, business models, new analytical methods, inter-organizational coopetition, and humans working and living in an increasingly digital world.

The project thus investigated the hype and fundamental shifts that have caused digital transformation. It presented an in-depth analysis of the development of business model research and delved into the value proposition of business schools. The project studied the impact of business analytics and agility on a company’s performance. The

project investigated how management frameworks are created and adopted (and why something as stupid as SWOT is widely used). These insights were used to develop and test a new framework for analysing coopetition in supply chains.

The second pillar of the project focused on humans, both on their analytical orientation, the personality traits of these individuals that make them suitable for information systems professions, and how these traits affect BA adoption and decision making. The work in innovativeness, namely in using technology and humanizing digital work and life, led to an invited paper contribution to a special COP26-related issue of a top-tier journal.

When COVID-19 stroke, the project team hid at home, stocked with healthy food, and continued to work (adding cooking and yelling at children to their daily chores). As a quick response to the COVID-19 challenges, the project team performed a study on proximity tracing application adoption and crafted a paper for the leading journal (IF=14) in the field of information systems. Further, the project leader participated in a research paper on exogenous Shocks and Business Process Management. Yes, the crisis/shock in our case was COVID-19, but the core messages are also relevant for future studies.

In investigating the above challenges, the project team used a deliberately eclectic combination of methodological approaches, ranging from bibliometric studies, surveys, experiments, focus groups, mathematical modelling, and conceptual approaches. We used almost everything except animal testing.

The results have been continuously communicated in various ways. Most importantly, we share the results in daily teaching to our students at SEB LU, the leading business school with the best master’s programme in supply chain and logistics in Central and Eastern Europe. Then, via a LinkedIn blog, on the #Humanizing digital platform, at practitioner workshops, various conferences and special events (e.g. Days of Business logistics) and in the daily media.

The ‘bibliometric data’ has exceeded even the highest expectations: in 2018-2021, project team members published 74 papers in the first quarter of the SCI/Scopus index. Yes, seventy-four; the project leader had to double check the number as he could not believe his eyes at first. In addition, four new kids were born to or by the project team members.

The project has been completed. The team members are off to new endeavours, researching diverse topics such as sleep, e-health, and virtual tourism, while practising the “how to raise kids” techniques in their free time.

But, we all hope that the body of knowledge on innovative business models and analytics in supply chains and individuals’ health and their digital, analytical, work and life orientation will inspire researchers worldwide. They should use our work for further research towards achieving sustainable development goals such as good health, quality education, gender equality, decent work and economic growth, industry and innovation, responsible production, and sustainable cities.

Project: How to speed up growth of Slovenian enterprises: Structural dinamisation, granularity, internationalization and innovation

Principal Investigator: Jože Damijan
Funding Entity: Slovenian Research Agency
Amount: 119.992 €
Project Timeframe: 1. 7. 2018 – 30. 6. 2021

The contributions of SEB LU researchers to the project were related to assessing the importance of firm-level, industry-specific, macroeconomic, and institutional factors on firm growth. In particular, we examined the following research issues:

- Determinants of firm growth in Slovenia and other EU countries: comprehensive analysis of firm level, industry-specific, macroeconomic, and institutional factors,
- Structural dynamisation of the Slovenian corporate sector through reallocation of resources among firms and creative destruction,

- Impact of granularity on firms’ growth: first and higher-order effects of demand shocks to large hub firms on economic activity across the economy,
- Intangible capital accumulation as a source of SMEs’ growth,
- Relevance of trade (exports) diversification for firm growth,
- Changed patterns of internationalisation and complex internationalisation strategies,
- Impact of firms’ access to finance and indebttness on their growth,
- Impact of human capital and its diversity on firm’s growth,
- Specific importance of various aspects of business environment for SMEs’ growth,

Project: Looking into the dark side of the triadic relationship in the sharing economy

Principal Investigator: Barbara Culiberg
Funding Entity: Slovenian Research Agency
Amount: 299.994 €
Project Timeframe: 2019-2022

Recently, a new type of economy has emerged called the sharing economy, which allows consumers to utilize goods or services through time-limited access non-ownership models by relying on the Internet. As a result, the understanding of the market in the sharing economy has changed, as it is no longer just divided into providers and consumers, but relationships have become much more complex, creating a triadic, platform-based relationship between three groups of participants: service enablers (e.g., Uber, Airbnb), service providers (e.g., drivers, hosts), and customers (e.g., riders, guests). Consequently, tensions among different players are growing and ethical misconduct is becoming more prevalent. Because of the complex relationships that develop in the sharing economy (i.e., enabler – provider, enabler – consumer, consumer – provider), existing models of ethical evaluations need to be reconsidered to understand how individuals develop their ethical position through these interactions.

The focus of this project is on the users (i.e., consumers and providers) of the sharing economy. The objective is to understand the ethical evaluations of others’ transgressions, antecedents, and outcomes of these evaluations in the context of the sharing economy. Therefore, the main research question is: How does the process of ethical evaluations of other participants’ wrongdoings in the sharing economy unfold? Considering the popularity of the sharing economy, it seems imperative to develop new models that help explain: how do users evaluate the disruptive behaviour of others (providers/enablers)? What are the relational outcomes of users’ ethical evaluation of others and how do they interact? How do ethics at different levels influence users’ ethical evaluations of others? What factors from ethical and relational theories moderate the relationships among ethical antecedents, evaluations, and outcomes?

Project: Pro-enviromental behavior in tourism

Principal Investigator: Ljubica Knežević Cvelbar
Funding Entity: Slovenian Research Agency
Amount: 112.376 €
Project Timeframe: 2019-2022

Environmental sustainability is one of the most important challenges facing humanity. Tourism is one of the activities contributing significantly to the problem of environmental damage. The United Nations Environment Program states that “uncontrolled conventional tourism poses potential threats to many natural areas around the world. It can put enormous pressure on an area and lead to impacts such as soil erosion, increased pollution, discharges to the sea, loss of natural habitats, increased pressure on endangered species, and increased vulnerability to forest fires”. Cruise ships in the Caribbean, for example, generate more than 70,000 tons of waste annually; and the development of tourism infrastructure in Yosemite National Park in the U.S. has caused habitat loss and significant pollution, including “smog so thick that Yosemite Valley could not be seen from airplanes”. Closer to home, cleaning a single

room in a Slovenian four-star hotel consumes 35 litres of water, 1.5 kWh of electricity and 100 ml of chemicals.

It is critical – both at a global and local destination level – to find effective ways to reduce the environmental harm caused by tourism activities. The proposed research project will achieve this by changing tourists’ behavior. With more than six billion tourists going on holiday every single year, even the smallest changes in tourists’ behavior could collectively make a significant change for the better. Such small behavioural changes include renting an electric car instead of a petrol operated car, turning off the air-conditioning when leaving the room, and not wasting food at the breakfast buffet.

Findings resulting from this project have major theoretical implications: they either confirm or challenge current theory. If pro-environmental appeals prove to be effective in tourism, the practical outcomes of the project are equally significant: the direct availability of pro-environmental measures for the tourism industry to adopt. Adoption of these measures will immediately reduce the environmental damage caused by the tourism industry in Slovenia and beyond. If, however, pro-environmental appeals prove to be ineffective in pleasure-seeking contexts such as tourism, new theories need to be developed and empirically tested for this context.

Project: Law of debtors and creditors-a normative and empirical legal analysis Principal

Investigator: Jaka Cepec UL PF (principal investigator at SEB LU Rok Spruk)
Funding Entity: Slovenian Research Agency
Amount: 30.004 €
Project Timeframe: 2019-2022

The legal regulation of the relationship between the debtor and his creditor(s) is one of the most important legal regulations in a modern, economy- and consumer-oriented society. The legal regulation of this relationship is divided into two main areas of law, namely the law of individual enforcement proceedings and the law of insolvency. The main difference between these two areas of law is that individual enforcement law regulates the proceedings of an individual creditor claiming payment of his due debts, while insolvency law regulates the issues of general enforcement against the assets of the insolvent debtor with the purpose of paying all (several) creditors of the debtor. Insolvency proceedings are considered as general enforcement proceedings against an insolvent debtor with several creditors.

From the Law and Economics perspective, insolvency law has a valid reason only because, due to the well-known common pool problem, individual enforcement with multiple creditors should be less efficient than that of insolvency law according to the rules of game theory. This means that an efficient legal system should use insolvency law proceedings only if they are more efficient with a debtor with multiple creditors than a set of individual enforcement proceedings would be. On the other hand, there is a strong theoretical strand in the literature that opposes the legal and economic logic. This strand of thought follows the idea that both procedures pursue quite different goals and consequently cannot be directly compared.

The first core goal of our proposed research project is to bring additional, more European insights into the more or less U.S. oriented debate about how similar or different the goals of the compared areas of law are or should be and what theoretical limitations one has to set in order to make a meaningful and justified efficiency comparison.

There is a very well-established literature on the economic efficiency of insolvency proceedings, but surprisingly, to the best of our knowledge, there is virtually no legal or economic theory on the efficiency of individual enforcement laws. Because theory has not yet established generally accepted standards for measuring the efficiency of individual enforcement proceedings, we cannot compare the economic efficiency of these proceedings with jurisdictions that regulate similar legal relationships, namely the relationship between a debtor and its creditor(s).

As a result, our second core goal is to develop a coherent legal and economic definition of criteria that would define potential metrics for analysing the economic efficiency of an individual enforcement procedure, taking into account the limits defined by the debtors’ fundamental rights.

A comprehensive assessment of the ex-post efficiency of the Slovenian insolvency law system is the third goal of our proposed project. Since we have been working in this field for years and have started to establish handmade datasets on Slovenian insolvency law cases, this project would enable us to finally combine our efforts into a complete assessment. To achieve the third goal, we will prepare a huge, hand-collected dataset of more than 4,000 insolvency cases from the Slovenian Court Records.

The fourth part of our proposed project also addresses a fairly new topic. Both areas of law deal with issues that are traditionally very politically sensitive, and legislators are often inclined to follow public opinion, which is generally very hostile to debtors. The public predominantly associates debtors with criminals and fraudsters, although the circumstances of individual cases can be very sensitive and differ from this general perception. Regardless, non-paying debtors behave in ways that are socially deviant, and understanding their behavior would help to better assess the procedures and methods used when forcing them to comply with conformist roles.

Project: Analysis of territorial and social impacts of the urban tourism and its territorial governance: the cases of Ljubljana, Graz and Maribor

Principal Investigator: Naja Marot UL BF (principal investigator at SEB LU Irena Ograjenšek)
Funding Entity: Slovenian Research Agency
Amount: 42.962 €
Project Timeframe: 2019-2022

Cities do not serve only as economic and immigration nodes. They also attract tourists. In large numbers, these might cause significant spatial, social, environmental, and economic changes. When they stay away (e.g., because of the Covid-19 pandemic), it results in empty hotel beds, empty restaurants, and causes serious losses of jobs and income that would be generated in various sectors of the economy (including sectors as diverse as, for example, transportation, retailing, and culture).

The original goal of our project was to study the spatial and social effects of ‘overtouristification’ and ‘overtourism’, because before the pandemic the number of visitors in larger cities increased on average by 5% per year; and in the EU cities with the highest demand by as much as 10-15%. In Ljubljana, the increase was as high as 16% in 2016/2017. Based on lessons learned, our goal was to propose a sustainable integral tourism and spatial planning model.

Very early in the project, our research focus had to change to crisis management. We found that, with the exception of the possibility of a terrorist attack, most cities (local and regional governments, as well as individuals and organizations providing any kind of services to tourists) had not developed a strategy for dealing with other types of emergencies, including Covid-19. As a result, most of the measures were (and are) implemented in an ad hoc manner and their effects were predicted with great uncertainty.

Regardless of the change in project focus, we continue to apply a mixed-methods approach using public participation techniques (surveys, workshops, and interviews), cartographic analysis, and mapping. Four thematic work packages (WP) are still in place to deal with our research questions in a systematic and organized manner. In WP1, urban tourism is characterized based on existing definitions and spatial models (literature review). For the selected cities (Ljubljana and Maribor), a statistical analysis of tourist visits is done, together with a review of relevant studies dealing with the topic. The field survey with tourists focuses on their opinion about the infrastructure and on mapping their routes around the destination. In the WP2, the spatial dimension of urban tourism is inspected through the Territorial Impact Assessment workshop, the mapping of potential tourist routes in the city (proposed through different channels,

e.g. guides) and the survey among city residents. WP3 is dedicated to the policy and institutional analysis (complemented by interviews), although the planned field trips to benchmarking cities were cancelled for obvious reasons. The analysis of best management practices serves as input for the WP4, in which the model for sustainable tourism and spatial planning management is developed and validated in workshops; the issue of sustainability is now tied both to ‘overtourism’ and ‘undertourism’. In addition to interim and final reports, dissemination efforts include Open Access publications in scientific journals and conference presentations, a joint seminar for MSc students, and a scientific monograph.

Our research requires an interdisciplinary approach – therefore, an interdisciplinary team of geographers, economists, sociologists, landscape architects and architects has been formed. The importance of the expected results for scientific progress lies in addressing a new interdisciplinary research topic, namely, understanding the relationship between urban tourism and urban planning and offering integrative solutions for better urban management. The transnational comparison of urban tourism in the medium-sized Central EU cities adds international flare to the research. In terms of benefits to society, our research aims to provide answers for more efficient management of urban tourism in medium-sized cities, which can be achieved through spatial planning solutions. The circle of potential beneficiaries includes urban planners, policy makers, local tourist offices and residents.

Project: Legal and economic analysis of regulatory changes as a consequence of ageing of population

Principal Investigator: Gregor Dugar UL PF (principal investigator at SEB LU Igor Lončarski)
Funding Entity: Slovenian Research Agency
Amount: 29.973 €
Project Timeframe: 2019-2022

Like other European countries, Slovenia is facing major changes in the age structure of its population. The proportion of the elderly population is increasing from year to year and this brings many challenges in various social spheres of society. Due to the changing age structure of the population, changes will be needed in many areas, such as the education system and labour market, social benefits schemes, living environment and the areas of civil and political education.

Detailed legal regulations exist in various areas of society. Due to the ageing of the population, regulatory framework of these different social areas needs to be adjusted. The ageing of the population affects various areas of law, such as social security law, labour law, family law, inheritance law, law of obligations, etc. The aforementioned areas of law generally have their own separate legal frameworks in place and do not have any common features. Due to their impact, the reform of the legal framework for older people cannot be addressed individually by areas, but needs to be addressed comprehensively and systematically as a whole. Some of the mentioned legal areas already regulate the position of elderly, but these regulations are often inadequate and outdated. The current adapted legislation is inadequate, as it does not take into account the specific position of elderly and does not contain provisions to protect their legal situation, even though this would be necessary.

Economic capacity of society needs to be taken into consideration when regulating the position of the elderly in a given society. All European countries are faced with the problem of how to ensure a sustainable public social security system and are looking for alternative options to ensure financial stability for future generations. One of the fundamental questions arising from this problem is the question of the division between public and private insurance systems. When preparing recommendations and proposals for an improved regulatory framework for the elderly, it is important to consider the economic effects that such a proposed regulatory framework would have on individuals and the country concerned.

In this project, we provided the first systematic review of the effects that the ageing population has on the Slovenian regulatory framework as a whole. We reviewed legislation currently in force; identified its shortcomings, examined comparable foreign legal frameworks and EU law, and provided recommendations and proposals for reforming the legal framework for older people. The research is specifically original as it combines various legal and economic expertise. We presented the first findings of the research at the conference on May 26, 2021. Based on the conference contributions, the scientific monograph is planned to be published in 2022 (in Slovenian). The second international conference and the scientific monograph are planned for 2022.

Project: “Firm- level hubs and impact of granularity on the propagation of shocks and aggregate output fluctuations in a small open economy”

Principal Investigator: Jože Damijan
Funding Entity: Slovenian Research Agency
Amount: 234.273 €
Project Timeframe: 2018-2021

The contributions of SEB LU researchers to this project were related to three main areas. In the first contribution, we studied how idiosyncratic shocks faced by the largest firms in each industry affected the overall economy during the 2008-2009 economic downturn in Slovenia. We exploited the whole population of firms for the period 2006-2014 to study how asymmetric networks amplify the propagation of these shocks to the largest firms. Our study shows that micro shocks to network firms can produce large aggregate shocks. While within-industry demand shocks posed by large firms have little impact, backward linkages are more important and become substantial during the crisis. These effects amplify by a factor of 3 to 30 during the crisis, and small and medium-sized firms are most affected by the spillover effects of demand shocks.

Our second contribution explores the role of international supply chains in the longevity of firm export spells. Using transaction-level data for Slovenia (2002-2012), we find that firms with market-specific ownership linkages exhibit much greater export cycle longevity. Along with firm size and market and product related trade complementarities, foreign ownership linkages dictate the length of individual export spells. Larger, more dominant, and more internationally engaged firms are also able to establish truly durable trade relationships, which reinforces their advantage over smaller, less experienced firms.

In our third contribution, we use Slovenian firms’ microdata to find that the aggregate rise in markups in Slovenia vis-à-vis the trade liberalization of the economy was mainly caused by non-exporters rather than exporters. The increase in market power in Slovenia can largely be explained by convergence to the Western European Economies. Not only did the Slovenian economy transform into a market economy, but at the same time trade was liberalized and the economy quickly integrated into global supply chains. Our research also shows that international trade played an important role, as its global competitive effects restrained markups of exporting firms in exchange for access to foreign markets.

Project: “Navigating Brand Preference through Consumers Stereotypes”

Principal Investigator: Vesna Žabkar
Funding Entity: Slovenian Research Agency
Amount: 234.273 €
Project Timeframe: 2018-2021

Stereotyping is an act of categorization in which people assign characteristics to a person who belongs to a stereotyped group. In the context of marketing, we have identified at least four different types of stereotypes: (a) typical users of a particular brand (brand user stereotype), (b) different countries and their inhabitants (country of origin stereotype), (c) different brands (brand stereotype), and (d) the occupation of brand employees (employee occupational stereotype). In 2021, the project resulted in several peer-reviewed articles (published in European Management Review, Journal of Medical Internet Research, and Journal of Service Management), several conference

presentations (one paper was presented at the EMAC 2021 Annual Conference, two papers at the AMA Winter Educators’ Conference, one of which was awarded best paper in the Branding Track and another best paper at the 2022 Winter Academic Conference AMA). The project was completed in January 2022.

Project: Understanding the weak relationship between firm size and productivity

Principal Investigator: Sašo Polanec
Funding Entity: Slovenian Research Agency
Amount: 282.381 €
Project Timeframe: 2018-2021

The standard economic framework predicts a positive relationship between size and productivity. If firms can pay fixed costs to export or enter a new product market, this relationship will be even stronger. Most empirical studies, however, find only a small productivity premium for larger firms. This could be due to a misallocation of resources, an active area of research, but other explanations are also possible. Either the theory omits an important element, or productivity is imperfectly measured.

In our project, we first study the size-productivity relationship theoretically. Several widely used trade models exhibit discrete jumps in output when firms enter new markets. We derive analytic expressions for the “expected” elasticity of size with respect to productivity. We show that this elasticity can be lowered when a 2nd source of heterogeneity is added, namely firm-specific fixed costs of market entry or demand variation (which can be interpreted as quality).

Our model can account for a wide range of size-productivity relationships, which we estimate using data for three countries. The dataset for each country has specific advantages. The Chinese firm sample is particularly large and allows us to estimate by industry. For Belgium, we observe the sourcing of intermediates and R&D services, which we use to control for quality differences. For Slovenia, we observe the occupational structure of each firm’s workforce, which we use to measure fixed costs and improve productivity measures.

Project: Organizational Design in Digital Era

Principal Investigator: Matej Černe
Funding Entity: Slovenian Research Agency
Amount: 150.031 €
Project Timeframe: 2020-2023

Digitalization has radically changed the nature and structure of new products and services. The literature on the business value of information technology (IT) regularly emphasizes the importance of the digitalization aspects of IT capability. However, the backbone of enabling these performance benefits are ‘soft’ factors related to management and organization, which are often neglected. It is thus imperative to identify the working conditions related to the design of organizations at multiple levels that prevent these occurrences and help enable positive effects of digitalization for individuals and organizations. The objective of this project is to investigate how we can design organizations at multiple levels to develop appropriate digital and managerial capabilities and set up the work context to fully leverage the functionality of technologies in supporting the digitalization process. As the current digital infrastructures are becoming more complex and technologies are encroaching upon employees, we focus our research efforts on understanding the responsiveness of digital and IT infrastructures, how they interact with organizational, unit and job design, and how managers can design jobs and work processes in order to overcome digital encroachment. The primary contribution of the project is to advance research on how IT management systems can be created, adopted, and adapted, with a specific focus on organizational, unit, job and business process design, and ultimately to explore how digitalization can be leveraged for sustainable growth of individuals and organizations.

Project: Quantitative and qualitative analysis of the unregulated corporate financial reporting

Principal Investigator: Igor Lončarski
Funding Entity: Slovenian Research Agency
Amount: 91.745 €
Project Timeframe: 2020-2023

The main goal of financial reporting in the financial system is to ensure that high-quality, useful information about the financial position of firms, their performance, and changes in their financial position is available (IASB Framework 2015) to a wide range of users, including existing and potential investors, financial institutions, employees, the government, etc. The central element of the formal financial reporting system is accounting standards. The EU adopted the International Financial Reporting Standards in 2005. The issue of the quality of financial reporting became one of the central issues during the recent financial crisis and has since attracted considerable attention in society at large. This is reflected in recent changes to financial and non-financial reporting and auditing regulations. The collective aim of these developments has been to increase the transparency of the information that firms and their auditors communicate to users (investors, regulators, broader public users). These developments have collectively resulted in a large increase in the amount of financial and non-financial information provided through the financial reporting system. Most visibly, the companies' annual reports that represent the main output of the financial reporting system, have increased to several hundred pages. This increase has raised concerns that the amount of data exceeds the ability of investors and other stakeholders to obtain useful information from these reports. These concerns were noted by both stakeholders and standard setters.

The purpose of the proposed research is to study the relationships among the characteristics of financial reports and financial indicators, using the latest state-of-the-art methods of data collection and data analysis (e.g., eye-tracking devices, deep learning techniques). Development of the resources and methodologies necessary for such undertakings will also be sought. Wide usefulness of these results will be strengthened by the use of novel and promising approaches that will allow such tools to be used for texts in other languages, which are not represented in the resources (e.g., languages not well supported by state-of-the-art computational linguistic resources).

The objectives of the proposed project are the following. First, to develop the methodologies for analysing the relationships among the characteristics of financial texts (periodic reports) and the business performance of companies and their context. Second, to discover and assess the meaning and importance of patterns of relationships between the key entities mentioned in the texts of annual reports, both statically and over time. Third, to study the contextualization of financial concepts with distributional semantics methods. Fourth, to investigate the changes across sectors and over time relative to financial indicators, examining the correlations between the financial and textual contexts of financial terms. Fifth, to develop methods which allow multilingual analysis of financial reports and the use of a selected subset of developed resources and methods for the languages that are not well supported by state-of-the-art computational linguistic resources. Sixth, to conduct a qualitative analysis of users' perceptions of annual reports and observation of their focus when reading annual reports to determine how much they focus on different parts of annual reports and to better understand the reasons why different user groups focus on different parts of annual reports when reading. Our research has implications for a large part of the economic system: financial markets, regulators, standard-setters, broader users of annual reports.

Project: Schools and Imperial, National, and Transnational Identifications: Habsburg Empire, Yugoslavia, and Slovenia

Principal Investigator: Stergar Rok UL FA (principal investigator at SEB LU Tamara Pavasović Trošt)
Funding Entity: Slovenian Research Agency
Amount: 20.851 €
Project Timeframe: 2020-2023

Universal compulsory elementary education makes nations; they cannot exist without schools. In fact, mass schooling is perhaps the most important and successful nation-building strategy. However, while schools can deliberately propagate a certain national or transnational identification, their very structure and daily operation can help create and reproduce a different one. For instance, at the level of ideology, schools can propagate a non-national imperial patriotism or a supranational multicultural patriotism, while in effect they may produce particularistic national identifications by grouping pupils according to ethnolinguistic categories and/or by employing such categories in textbooks and teaching. Until recently, historians interpreted the emergence of the Slovene nation as a quasi-natural consequence of the pre-existence of the Slovene ethnic/linguistic community. However, recent reinterpretations have persuasively demonstrated that the idea of a Slovene nation only started to appear at the turn of the nineteenth century, and that no Slovene ethnic community existed before that. For this reason, a re-examination of the historical contingencies and agents that enabled the emergence and the evolution of the Slovene nation is necessary. While the role of nationalists and their organizations certainly cannot be ignored and needs to be further explored, a handful of studies have already argued that the states in which the Slovene nation emerged and reproduced itself also facilitated the formation and consolidation of ethnolinguistic nationalism—often unintentionally and sometimes contrary to their stated goals. Consequently, schools warrant a new look. The primary objective of this research project is to analyze how the emergence of the Slovene nation as a viable mode of group building and its continued existence are related to the presence and employment of various national classifications in elementary schools. The project pursues this goal by analysing both school ideology and everyday practice in three centuries and three states: the Habsburg Empire, Yugoslavia, and Slovenia. While the research project focuses on the territory of contemporary Slovenia, it promises to produce a novel understanding of the role elementary schools—and classification in general—play in making nations relevant and persistent categories of identification. This will have wider relevance and could be applied to similar cases.



SEB LU's role in this project is to focus on post-1945 Slovenia and how schools contribute to the development of Slovenian identity. It has analysed textbooks, school names, school-sponsored excursions and activities, and school classification systems of students from late socialism, during the transition in the 1990s, and in contemporary Slovenia to examine how they define Slovenian identity.

Research conducted at the School contributes to the quality of its programmes and also serves the needs of corporate clients. SEB LU promotes courage, acumen, diversity and innovation in research and motivates researchers to publish their findings. SEB LU has made remarkable strides in overall research quality and has increased the rate of publication in international journals.

In 2021, the research results of SEB LU were presented in 86 published peer-reviewed articles, including 15 in the premium category (A* journals) and 22 in the top-tier category (A journals). The research achievements were also disseminated to the academic public through 8 scientific books and 97 book chapters, 28 of which were published by leading international scientific publishers. In addition, 37 studies were conducted, 14 of which were part of international research networks.

In this section, the main papers published in 2021 and a best paper award for 2020 are presented.

PREMIUM RESEARCH PAPERS IN 2021

Campuzano Bolarín, F., Marin-García, F., Moreno-Nicolás, J. A., **Bogataj, M., Bogataj, D.** (2021). Impacts of variable interest rates on the market areas of a spatial duopoly in supply chains operating on the finite horizon. *International journal of production economics*, 236, 108109.

Cepec, J., Gražl, P. (2021). Management turnover, ownership change, and post-bankruptcy failure of small businesses. *Small business economics*, 57, 555-581.

Knoll, M., Götz, M., Adriasola, E., Bogilović, S., **Černe, M.**, et al. (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. *Leadership quarterly*, 23(5), 101386.

Gidaković, P., Žabkar, V. (2021). How industry and occupational stereotypes shape consumers' trust, value and loyalty judgments concerning service brands. *Journal of service management*, 32(6), 92-113.

Hosta, M., Žabkar, V. (2021). Antecedents of environmentally and socially responsible sustainable consumer behavior. *Journal of business ethics*, 171, 273-293.

Bagdadli, S., Gianecchini, M., Andresen, M., Cotton, R., **Kaše, R.**, et al. (2021). Human capital development practices and career success: the moderating role of country development and income inequality. *Journal of organizational behavior*, 42(4), 429-447.

Briscoe, J. P., **Kaše, R.**, Dries, N., Dysvik, A., et al. (2021). Here, there, & everywhere: development and validation of a cross-culturally representative measure of subjective career success. *Journal of vocational behavior*, 130, 103612.

Champoux-Larsson, M.-F., **Knežević Cvelbar, L.** (2021). Pro-environment choices using a second language. *Annals of tourism research*, 89, 103089.

Knežević Cvelbar, L., Grün, B., Dolnicar, S. (2021) "To clean or not to clean?": reducing daily routine hotel room cleaning by letting tourists answer this question for themselves. *Journal of travel research*, 60(1), 220-229.

Bilynets, I., **Knežević Cvelbar, L.**, Dolnicar, S. (2021). The shuttle bus survey: achieving higher response rates in (longitudinal) guest surveys. *Annals of tourism research*, 86, 102962.

Batten, J., **Lončarski, I.**, Szilagyi, P. G. (2021).. Strategic insider trading in foreign exchange markets. *Journal of corporate finance*, 69, 101818.

Manfreda, A., Ljubi, K., **Groznik, A.** (2021). Autonomous vehicles in the smart city era: an empirical study of adoption factors important for millennials. *International journal of information management*, 58, 102050.

Drašček, M., **Rejc Buhovac, A.**, Mesner-Andolšek, D. (2021). Moral pragmatism as a bridge between duty, utility, and virtue in managers' ethical decision-making. *Journal of business ethics*, 172(4), 803-819.

Trkman, M., Popovič, A., **Trkman, P.** (2021). The impact of perceived severity on intention to use voluntary proximity tracing applications. *International journal of information management*, 61, 102395.

BEST PAPER AWARD 2020

To pursue the goal of promoting and contributing to the quality of research, SEB LU has established an annual awards programme. The programme is open to authors of articles from the SEB LU.

The School of Economics and Business awards for the best scientific articles published in 2020 are given to:

Kaše, R., Dries, N., Briscoe, J. P., Cotton, R. D., et. al. (2020). Career success schemas and their contextual embeddedness: a comparative configurational perspective. *Human resource management journal*, 30(3), 422-440.

Mihalič, T. (2020). Conceptualising overtourism: a sustainability approach. *Annals of Tourism Research*, 84, 103025.

Pustovrh, A., Rangus, K., Drnovšek, M. (2020). The role of open innovation in developing an entrepreneurial support ecosystem. *Technological forecasting and social change*, 152, 119892.

HIGHLY COMMENDED PAPERS 2020

Gerbin, A., **Drnovšek, M.** (2020). Knowledge-sharing restrictions in the life sciences : personal and context-specific factors in academia-industry knowledge transfer. *Journal of knowledge management*, 24(7), 1533-1557.

Andresen, M., Apospori, E., Gunz, H., **Kaše, R.**, et al. (2020). Careers in context : an international study of career goals as mesostructure between societies' career-related human potential and proactive career behaviour. *Human resource management journal*, 30(3), 365-391.

Halužan, M., **Verbič, M., Zorič, J.** (2020). Performance of alternative electricity price forecasting methods : findings from the Greek and Hungarian power exchanges. *Applied energy*, 277, 115599.

SCHOLARY IMPACT



Impact is our number one priority. In terms of scholarly impact, SEB LU is proud of numerous influential articles over the decade. Compared to 2010-2014, the number of articles almost doubled in 2017 – 2021, while the H-index almost tripled.

COMPARISON OF THE NUMBER OF ARTICLES AND THE H-INDEX BY TIME PERIOD

	2010-2014	2011-2015	2012-2016	2013-2017	2014-2018	2015-2019	2016-2020	2017-2021
Number of articles	287	320	375	406	437	479	502	522
Number of citations	2.877	3.908	5.036	6.502	8.337	11.123	14.000	15.359
Number of citations per publication	9,69	12,21	13,43	16,01	19,08	23,22	27,89	29,42
SEB LU H-index	23	28	32	35	42	47	52	64

Source: Sicris, 31st Jan. 2022

THE MOST INFLUENTIAL / HIGHLY CITED PAPERS BY WEB OF SCIENCE (WOS) IN 2021

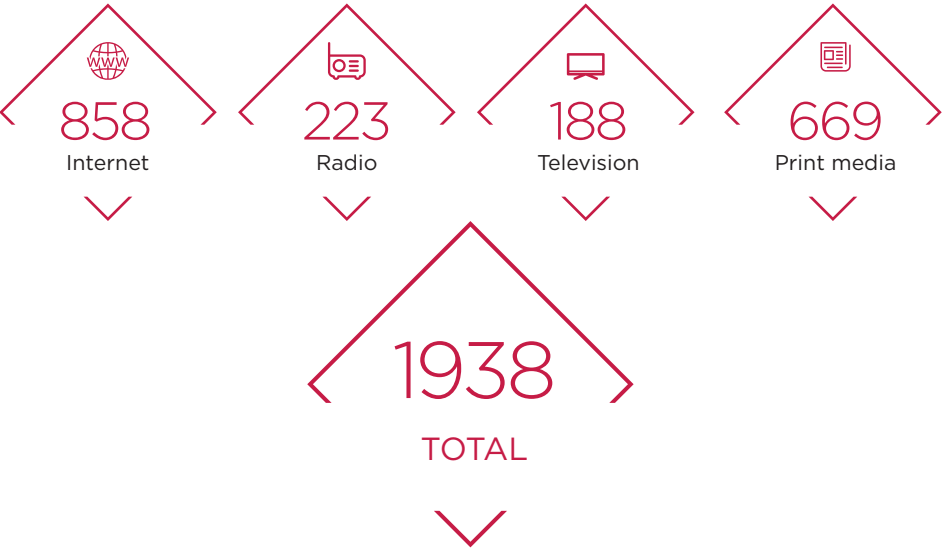
Research Paper	CI(2021) ¹	CI (all)
Župič, I., Čater, T. (2015). Bibliometric methods in management and organization. <i>Organizational research methods</i> . 18(39), 429-472.	344	820
Cardon, M. S., Wincent, J., Singh, J., Drnovšek, M. (2009). The nature and experience of entrepreneurial passion. <i>The Academy of Management review</i> , 34(3), 511-532.	128	682
Martins, C., Oliveira, T., Popovič, A. (2014). Understanding the Internet banking adoption a unified theory of acceptance and use of technology and perceived risk application. <i>International journal of information management</i> , 34(1), 1-13.	99	468
Černe, M., Nerstad, C. G. L., Dysvik, A., Škerlavaj, M. (2014). What goes around comes around : knowledge hiding, perceived motivational climate, and creativity. <i>Academy of Management journal</i> . 57(1), 172-192.	83	204
Hoang, H., Antončič, B. (2003). Network-based research in entrepreneurship: a critical review. <i>Journal of business venturing</i> . 18(2), 165-187.	76	927
Oliveira, T., Faria, M., Abraham T., Manoj, Popovič, A. (2014). Extending the understanding of mobile banking adoption when UTAUT meets TTF and ITM. <i>International journal of information management</i> , 34(5), 689-703.	72	290
Ichev, R., Marinč, M. (2018). Stock prices and geographic proximity of information: evidence from the Ebola outbreak. <i>International review of financial analysis</i> . 56, 153-166	71	101
Kolar, T., Žabkar, V. (2010). A consumer-based model of authenticity an oxymoron or the foundation of cultural heritage marketing. <i>Tourism management</i> , 31(5), 652-664.	61	310
Mihalič, T. (2016). Sustainable-responsible tourism discourse : towards 'responsustable' tourism. <i>Journal of cleaner production</i> . 111(B), 461-470.	56	149
Škerlavaj, M., Connelly, C. E., Černe, M., Dysvik, A. (2018). Tell me if you can: time pressure, prosocial motivation, perspective taking, and knowledge hiding: time pressure, prosocial motivation, perspective taking, and knowledge hiding. <i>Journal of knowledge management</i> . 22(7), 1489-1509.	56	104
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. <i>Human resource management journal</i> , 27(2), 281-299.	51	127
Antončič, B., Hisrich, R.D. (2001).Intrapreneurship construct refinement and cross-cultural validation. <i>Journal of business venturing</i> , 16(5), 495-527.	47	428
Bogilović, S., Škerlavaj, M., Černe, M. (2017). Hiding behind a mask? cultural intelligence, knowledge hiding, individual and team creativity. <i>European journal of work and organizational psychology</i> , 26(5), 710-723.	47	110
Cimperman, M., Zalaznik, M., Trkman, P. (2016). Analyzing older users' home telehealth services acceptance behavior - applying an Extended UTAUT model. <i>International journal of medical informatics</i> , 90, 22-31.	45	134
Marques Da Silva, C., Trkman, P. (2014). Business model: what it is and what it is not. <i>Long range planning</i> , 47, (6), 379-389.	44	243
Hernaus, T., Černe, M., Connelly, C. E., Pološki Vokić, N., Škerlavaj, M. (2019). Evasive knowledge hiding in academia : when competitive individuals are asked to collaborate. <i>Journal of knowledge management</i> . 23(4), 567-618.	44	92
Zeugner-Roth, K. P., Žabkar, V., Diamantopolous, A. (2015). Consumer ethnocentrism, national identity, and consumer cosmopolitanism as drivers of consumer behavior : a social identity theory perspective. <i>Journal of international marketing</i> . 23(2), 25-54.	41	140
Ashrafi, A., Ravasan, A. Z., Trkman, P., Afsari, S. (2019). The role of business analytics capabilities in bolstering firms' agility and performance. <i>International journal of information management</i> . 47, 1-15.	41	74
Popovič, A., Hackney, R. A., Tassabehji, R., Castelli, M. (2018). The impact of big data analytics on firms' high value business performance. <i>Information systems frontiers</i> . 20(2), 209-222.	41	88
Konečnik Ruzzier, M., Gartner, W. C. (2007) Customer-based brand equity for a destination. <i>Annals of tourism research</i> . 34(2), 400-421.	37	320
Grublješić, T., Coelho, P. S., Jaklič, J. (2019). The shift to socio-organizational drivers of business intelligence and analytics acceptance. <i>Journal of organizational and end user computing</i> . 31(2), 37-64.	37	52
Žabkar, V., Zalaznik, M., Dmitrović, T. (2010). Modelling perceived quality, visitor satisfaction and behavioural intentions at the destination level. <i>Tourism management</i> , 31(4), 537-546.	35	318
Trkman, P. (2010). The critical success factors of business process management. <i>International journal of information management</i> , 30(2), 125-134.	32	322
Lancelot Miltgen, C., Popovič, A., Oliveira, T. (2013). Determinants of end-user acceptance of biometrics: integrating the "Big 3" of technology acceptance with privacy context. <i>Decision support systems</i> . 56, 103-114.	31	137
Galant, A., Čadež, S. (2017). Corporate social responsibility and financial performance relationship : a review of measurement approaches. <i>Ekonomska istraživanja</i> . 30(1), 689-693.	30	112
Štiglic, M., Agatz, N., Savelsbergh, M., Gradišar, M. (2015). The benefits of meeting points in ride-sharing systems. <i>Transportation research. Part B, Methodological</i> . 82, 36-53.	30	131

¹ These are quotations from 2021 (No. of publications from 2021 in which the citation of that article appears).

Source: Sicris 31st Jan. 2022

Dissemination is a strategically important part of the SEB LU's research excellence that the school and its entire staff implement on a daily basis. Through consistent efforts and dissemination of research work, SEB LU, as an educational and research institution in the field of social sciences, consolidates the presence of economics in the public domain. Through a systematic presence, it educates and empowers the public to understand economic facts. By interpreting them, it enables science-based news as an antipode to the so-called fake news, thus strengthening the media space and opinion makers. This is SEB LU's contribution to the understanding of society, economy and business. The tools for this understanding are the tools of communicating science, addressing each audience in a context that is appropriate and understandable to them. According to the quantitative analysis of the media presence of SEB LU and its researchers, prepared by the company Kliping d.o.o. in February 2022, SEB LU had **1,938** publications in various media in 2021, the gross value of which amounted to **13,069,063 euros**.

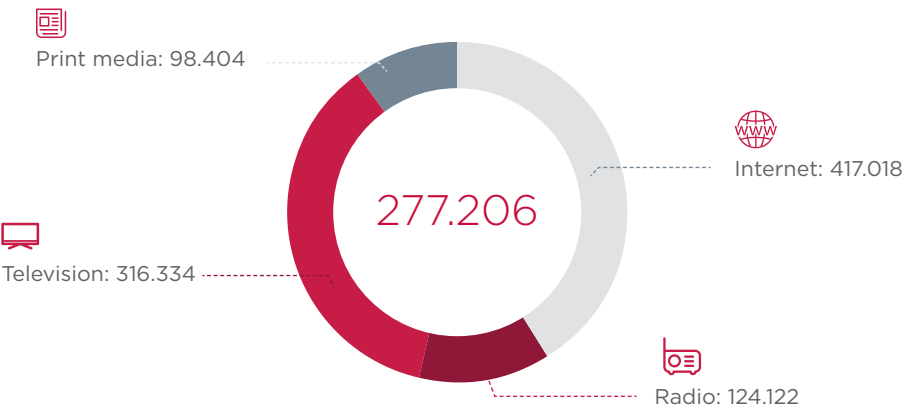
NUMBER OF PUBLICATIONS BY TYPE OF MEDIA



Source: Kliping d.o.o., February 2022.

SEB LU has achieved a cumulative reach of 495,227,906 publications in 2021. Over the past four years, SEB LU and its researchers have reached an average of 417,081 people via the Internet, 124,122 people via radio, 316,334 people via television, and 98,404 people via selected print media.

TOTAL AVERAGE REACH OF PUBLICATIONS BY TYPE OF MEDIA



Source: Kliping d.o.o., February 2022.

NATIONAL AND INTERNATIONAL AWARDS

We are proud that our efforts are widely recognized in our institutional environment. The School and our colleagues have received numerous awards:

- **Excellent in Science awards by the Slovenian Research Agency:**
 - **Vesna Žabkar**
 - **Aleš Groznik**
 - **Anton Manfreda**
 - **Klara Ljubi**
- **Jelena Zorić** and **Miroslav Verbič** received **Best Research Achievements award by the University of Ljubljana**
- **Mojca Indihar Štemberger** and **Anton Manfreda** are recipients of the **Emerald Literati Award**
- **Amadeja Lamovšek** is recipient of the **HR Talent 2021 Award for the best scientific research paper in the field of human resources management**
- Two articles by SEB LU researchers were included in the Wos Highly cited papers 2021:
 - **Manfreda, A., Ljubi, K., Groznik, A.** (2021). Autonomous vehicles in the smart city era: an empirical study of adoption factors important for millennials. *International journal of information management*, 58, 102050.
 - Vogel, B., Reichard, R. J., Batistič, S., **Černe, M.** (2021). A bibliometric review of the leadership development field. *The Leadership quarterly*, 23(5), 101386.



Source: Pixabay

MAPING OF SDG-RELEVANT RESEARCH AT SEB LU



SEB LU recognises sustainability as an overarching research priority that emerges from SEB LU's areas of distinctive expertise, a continuous theme across the seven research programme groups, and the intellectual contributions of the School. In 2020, SEB LU therefore began to demonstrate the relevance of our research to achieving the UN Sustainable Development Goals (SDGs).

SOME STATISTICS FOR 2021:



In 2021, SEB LU publications contributed to **13 SDGs**:

SDG	NUMBER OF PUBLICATIONS
SDG 8	126
SDG 12	43
SDG 3	39
SDG 4	37
SDG 9	35
SDG 16	29
SDG 10	13
SDGH 7	11
SDG 11	10
SDG 15	4
SDG 2	3
SDG 13	3
SDG 5	2

THE TOP FIVE SDGS SEB LU RESEARCH CONTRIBUTES ARE:



Highlights of papers contributing to SDGs

Knežević Cvelbar, L., Grün, B., Dolnicar, S. (2021) “To clean or not to clean?”: reducing daily routine hotel room cleaning by letting tourists answer this question for themselves. *Journal of travel research*, 60(1), 220-229.

Changing default settings has proven to be a powerful approach to influencing consumer decisions without denying consumers the possibility of choosing freely. This is only the second study investigating the effectiveness of defaults in tourism, and the first testing also the combined effect of default changes and pro-environmental appeals in the context of changing room cleaning defaults in hotels from automatic daily cleaning (with the choice of opting out) to no daily routine cleaning (with the choice of opt-in and requesting a free room clean every day). Results from a quasi-experimental study conducted in a three-star city hotel suggest that the change in defaults significantly reduced room cleaning, with only 32% of room cleans requested on average. Adding a pro-environmental appeal to the change in defaults did not further reduce room cleaning overall, but has an effect on certain segments of hotel guests.

Source: <https://journals.sagepub.com/doi/10.1177/0047287519879779>

Manfreda, A., Ljubi, K., Groznik, A. (2021). Autonomous vehicles in the smart city era: an empirical study of adoption factors important for millennials. *International journal of information management*, 58, 102050.

Smart cities are developing at increasing speed. Smart cities rely on the deployment of information and communication technology (ICT) that is digitally transforming our habitats. Digital transformation affects several areas from transportation, energy, government to the environment. But, primarily, it affects citizens. Therefore, the adoption of all areas of the smart city holds great research potential. The purpose of this paper is thus to provide an insight into millennials’ adoption of autonomous

vehicles (AV), which are at the forefront of future transport. Millennials are an important focus group for smart city concepts since they are keen to adopt technology and new transport modes. Our research focuses on technology adoption, perception of the benefits, security, safety, mobility-related efficiencies and concerns as the key AV adoption factors. The impact of these factors is empirically tested with structural equation modelling using data from 382 millennials. We confirm the perceived benefits of AV are vital factors for AV adoption whereas the perceived safety of AV significantly reduces the influence of various concerns regarding AV.

Source: <https://doi.org/10.1016/j.ijinfomgt.2019.102050>

Bagdadli, S., Gianecchini, M., Andresen, M., Cotton, R., **Kaše, R.,** et al. (2021). Human capital development practices and career success: the moderating role of country development and income inequality. *Journal of organizational behavior*, 42(4), 429-447.

Employees can enhance their human capital through participation in organizationally-sponsored development activities. However, there is little research on the extent to which the effects of such practices vary depending on national context. Adopting a human capital theory perspective, we hypothesized a positive relationship between human capital development practices experienced in one’s career and objective and subjective career success (salary level and perceived financial success respectively), and tested two country-level institutional factors (country development and income inequality) as moderators. Results from our multilevel analyses of a large-scale sample of over 8,800 managers and professionals from 28 countries showed that, as expected, experiencing a larger number of different human capital development practices was associated with higher salary level and greater perceived financial success. The relationship between development practices and salary level was stronger in the case of developed countries and weakly negatively affected for countries with higher income inequality. The relationship between development practices and perceived financial success was weaker for developed countries and unaffected by income inequality. Our research thus identifies boundary conditions to the application of human capital theory in different contexts and contributes to the comparative careers literature by showing that institutional factors affect the outcome of organizationally-sponsored development activities.

Source: <https://doi.org/10.1002/job.2506>

Cepec, J., Gražl, P. (2021). Management turnover, ownership change, and post-bankruptcy failure of small businesses. *Small business economics*, 57, 555-581.

We provide the first analysis of management turnover and ownership change as determinants of post-bankruptcy failure of small businesses. Examining micro-level data on Slovenian firms that attempted bankruptcy reorganization and utilizing multiple empirical approaches, we find that changes prior to completed reorganization proceedings never reduce, and in the case of foreign incoming owners or insider incoming managers in fact increase, prospects of firm liquidation. Firm liquidation prospects robustly decrease only with changes that occur after completed proceedings, involve ownership transfer, and feature domestic incoming owners. These results continue to hold under an alternative conceptualization of firm failure. Our findings are consistent with the importance of disruption costs in the process of turning around ailing small businesses. Our analysis casts novel light on the ongoing debate about the consequences of debtor-in-possession rule in bankruptcy and the relevance of successor origin in management turnover and ownership change for firm outcomes.

Source: <https://doi.org/10.1007/s11187-020-00325-z>



Knoll, M., Götz, M., Adriasola, E., Bogilović, S., Černe, M., et al. (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.

Employee silence, the withholding of work-related ideas, questions, or concerns from someone who could effect change, has been proposed to hamper individual and collective learning as well as the detection of errors and unethical behaviors in many areas of the world. To facilitate cross-cultural research, we validated an instrument measuring four employee silence motives (i.e., silence based on fear, resignation, prosocial, and selfish motives) in 21 languages. Across 33 countries (N=8,222) representing diverse cultural clusters, the instrument shows good psychometric properties (i.e., internal reliabilities, factor structure, and measurement invariance). Results further revealed similarities and differences in the prevalence of silence motives between countries, but did not necessarily support cultural stereotypes. To explore the role of culture for silence, we examined relationships of silence motives with the societal practices cultural dimensions from the GLOBE Program. We found relationships between silence motives and power distance, institutional collectivism, and uncertainty avoidance. Overall, the findings suggest that relationships between silence and cultural dimensions are more complex than commonly assumed. We discuss the explanatory power of nations as (cultural) units of analysis, our social scientific approach, the predictive value of cultural dimensions, and opportunities to extend silence research geographically, methodologically, and conceptually.

Source: <https://onlinelibrary.wiley.com/doi/full/10.1002/job.2512>

Hosta, M., Žabkar, V. (2021). Antecedents of environmentally and socially responsible sustainable consumer behavior. *Journal of business ethics*, 171, 273-293.

Responsible sustainable consumer behavior (RSCB) involves a complex pattern of environmental and social issues, in line with the view of sustainability as a construct with both environmental and social pillar. So far, environmental dimension was far more researched than social dimension. In this article, we investigate the antecedents of both environmentally and socially RSCB and willingness to behave in environmentally/ socially responsible way. We include measures of concern, perceived consumer control/ effectiveness, personal/social norms and ethical ideologies/obligation to better explain and extend the traditional theory of planned behavior. Additionally, we test the impact of information availability about environmental or social impact on RSCB. Our findings on a representative sample of 426 respondents (ages 18 to 65) show that in general, antecedents of environmentally and socially responsible sustainable consumption are similar in their effect on consumer behavior, with personal norms, concern and ethical ideologies having the strongest impact on RSCB. When comparing both types of behavior, socially responsible behavior is more influenced by perceived behavioral control and possibly social norms than environmentally responsible behavior, while information availability plays its role for both behaviors. Sustainable responsible consumption can be achieved by embracing both dimensions of sustainability and consumers need to have a sense for both social and environmental issues. The complexity and struggles between doing what is good for environment and society could be the reason why consumers have difficulties achieving sustainable responsible consumption.

Source: <https://doi.org/10.1007/s10551-019-04416-0>

Batten, J., Lončarski, I., Szilagyi, P. G. (2021). Strategic insider trading in foreign exchange markets. *Journal of corporate finance*, 69, 101818.

Inside traders are well-documented to leverage private idiosyncratic information for personal gain in centralized exchanges such as stock markets. Evidence is rare, however, for decentralized and fragmented over-the-counter markets with microstructure properties that make them particularly vulnerable to stealth trading. The 2015 criminal conviction of Hill and Kamay for foreign exchange insider trading is the first in over-the-counter markets. We analyze their actions to show the complex, strategic decision-making of insiders even in opaque markets where they run a low risk of detection

and prosecution: they trade when the market is most sensitive to local information, carefully choose and time their trades to minimize the risk of confounding information disclosures that may affect their profits, as well as act during high noise trading to mask their trades. Our results are consistent with evidence on insider trading in stock markets. We highlight the limitations of regulatory control in over-the-counter markets where technology-based surveillance methods are ineffective, while reinforcing the importance of whistleblowers in detecting and preventing insider trading.

Source: <https://doi.org/10.1016/j.jcorpfin.2020.101818>

Drašček, M., Rejc Buhovac, A., Mesner-Andolšek, D. (2021). Moral pragmatism as a bridge between duty, utility, and virtue in managers' ethical decision-making. *Journal of business ethics*, 172(4), 803-819.

The decline of empirical research on ethical decision-making based on ethical theories might imply a tacit consensus has been reached. However, the exclusion of virtue ethics, one of the three main normative ethical theories, from this stream of literature calls this potential consensus into question. This article investigates the role of all three normative ethical theories—deontology, utilitarianism and virtue ethics—in ethical decision-making of corporate executives. It uses virtue ethics as a dependent variable thus studying the interconnectivity of all three normative ethical theories in specific circumstances. We find that managers use different ethical theories in different circumstances (business vs. private life, formal vs informal ethical leadership, etc.). A predictive model of ethical decision-making, however, cannot be established. We also find that only a limited number of variables influence the choice of ethical theory, which leans business ethics towards postmodern management paradigm. We suggest that moral pragmatism could provide the answer to ethical decision-making.

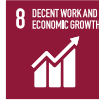
Source: <https://doi.org/10.1007/s10551-020-04489-2>

Trkman, M., Popovič, A., Trkman, P. (2021). The impact of perceived severity on intention to use voluntary proximity tracing applications. *International journal of information management*, 61, 102395.

During a crisis such as COVID-19, governments ask citizens to adopt various precautionary behaviours, such as using a voluntary proximity tracing application (PTA) for smartphones. However, the willingness of individual citizens to use such an app is crucial. Crisis decision theory can be used to better understand how individuals assess the severity of the crisis and how they decide whether or not to adopt the precautionary behaviour. We propose a research model to examine the direct influence of perceived crisis severity on intention to use the technology, as well as the indirect impact via PTAs' benefits for citizens. Exploratory and confirmatory factor analyses confirm the two dimensions of the benefits, namely personal and societal benefits. We used PLS-MGA to evaluate our research model. The results confirm the influence of the perceived severity of COVID-19 on the intention to use the PTA, as well as the mediating effects of personal and societal benefits on this relationship. Our findings contribute to the technology adoption literature and showcase the use of crisis decision theory in the field of information systems.

Source: <https://doi.org/10.1016/j.ijinfomgt.2021.102395>

The whole list of SEB LU publications contributing to SDGs is in the Appendix.



PROFILE OF STUDENTS ENROLLED IN DOCTORAL PROGRAMME IN ECONOMICS AND BUSINESS

YEAR	2021/2022
Number of students	76
Full-time	73
Part-time	3
Average age	34.3
Average years of work experience	6.5
Share of international students (in %)	38.2
Share of female students (in %)	59.2

SEB LU offers Doctoral Programme in Economics and Business. The Doctoral Programme in Economics and Business provides in-depth scientific research skills in both the broader and more focused areas of economics and business, and develops the skills needed to conduct such research at an internationally competitive level. SEB LU is a member of the European EDAMBA Doctoral Programme and CESEENET (Central and SE European Doctoral Network), so students become actively involved with renowned academic institutions. Doctoral students may choose from courses, seminars and workshops organised by SEB LU, partner institutions within the network of doctoral programmes and international schools with accredited doctoral programmes. Doctoral students are strongly encouraged to complete part of the programme abroad at a school or an institution approved by the student’s mentor or Doctoral Programme Unit Head. The remaining time of the programme is devoted to conducting research and writing the doctoral dissertation.

SEB LU IS ALSO A PARTNER IN CONSORTIA OF SCHOOLS WITHIN THE UNIVERSITY OF LJUBLJANA PROVIDING INTERDISCIPLINARY DOCTORAL PROGRAMMES:

- **Interdisciplinary Doctoral Programme in Statistics** (jointly with the Biotechnical Faculty, the Faculty of Social Sciences, the Faculty of Electrical Engineering, the Faculty of Mathematics and Physics, the Faculty of Arts, and the Faculty of Medicine); and
- **Interdisciplinary Doctoral Programme in Environmental Protection** (jointly with the Biotechnical Faculty, the Faculty of Social Sciences, the Faculty of Civil Engineering and Geodesy, the Faculty of Chemistry and Chemical Technology, the Faculty of Mathematics and Physics, the Faculty of Maritime Studies and Transport, the Faculty of Mechanical Engineering, the Faculty of Arts, the Faculty of Medicine, the Faculty of Natural Sciences and Engineering, the Faculty of Law, and the Veterinary Faculty).

In the academic year 2020/2021, 32 doctoral students attended courses offered within the framework of the Summer or Winter Doctoral School organized abroad and in Slovenia, and 30 PhD students attended 26 scientific conferences. Among the conferences, the students also attended the Annual Conference of the European Academy of Management (EURAM). Doctoral student Katarina Dvorski received the second prize for the best paper entitled “Equifinality and Institutionl Logics of Corporate Governance” at the EURAM Doctoral Colloquium. Doctoral student Ajda Merkuž (with co-authors Prof. Katarina Katja Mihelič, PhD, and Prof. Nada Zupan, PhD) received the best paper award at the EURAM 2020 in the Organizational Behaviour general track, entitled “A moderated mediation model of job demands predicting emotional exhaustion”.

In 2021, **4 PhD students** completed the **SEB LU Doctoral Programme in Economics and Business** and **one PhD student** completed the **Interdisciplinary Doctoral Programme in Statistics, Economic and Business Statistics module** (see Appendix).

In 2021, the PhD students published their scientific articles in top tier journals. The list below summarizes the A* and A publications.

PREMIUM CATEGORY – A* JOURNALS

Bilynets, I. (2021). The shuttle bus survey : achieving higher response rates in (longitudinal) guest surveys. *Annals of Tourism Research*, 86, art. 102962

Gidaković, P. (2021). User perspectives of diet-tracking apps: reviews content analysis and topic modeling. *Journal of medical internet research*, 23(4), art. 25160.

Gidaković, P. (2021). The interplay of brand, brand origin and brand user stereotypes in forming value perceptions. *British journal of management*. [In press].

Gidaković, P. (2021). How industry and occupational stereotypes shape consumers' trust, value and loyalty judgments concerning service brands. *Journal of service management*, 32(6), 92-113.

Hosta, M. (2021). Antecedents of environmentally and socially responsible sustainable consumer behavior. *Journal of business ethics*, 171, 273-293.

Ljubi, K. (2021). Autonomous vehicles in the smart city era : an empirical study of adoption factors important for millennials. *International journal of information management*, 58, art. 102050.

Poje, T. (2021). Mapping ethics education in accounting research: a bibliometric analysis. *Journal of business ethics*. [In press]

TOP TIER – A JOURNALS

Bilynets, I. (2021). Can publicly visible pro-environmental initiatives improve the organic environmental image of destinations? *Journal of sustainable tourism*. [In press]

Dominko, M. (2021). The effect of income and wealth on subjective well-being in the context of different welfare state regimes. *Journal of happiness studies*, 22(1), 181-206.

Ropret Homar, A. (2021). The effects of framing on environmental decisions : a systematic literature review. *The journal of the International Society for Ecological Economics*, 183, art. 106950.

Slapnik, U. (2021). On the information content of sovereign credit rating reports : improving the predictability of rating transitions. *Journal of International Financial Markets, Institutions & Money*, 73, art. 101344.

Zečević, M. (2021). User perspectives of diet-tracking apps : reviews content analysis and topic modeling. *Journal of medical internet research*, 23(4), art. 25160.

DOCTORAL SUMMER’S AND WINTER’S SCHOOL IN 2021:

The Ljubljana Doctoral Summer School (July 12-16 & 19-23, 2021) had the vision to provide a learning experience with significant and lasting added value by offering specialised courses and inviting renowned professors. Each of the courses is offered in English within a week of intense work. Ljubljana Doctoral Summer School is a programme intended for PhD students, postdocs, academics and professionals from different areas. Participation in the programme is a valuable opportunity to improve their knowledge and skills, network, gain new insights on research projects, as well as exchange ideas in an international environment. The Ljubljana Doctoral Summer School 2021 programme consisted of ten highly intensive online courses, and was attended by 91 participants from 38 institutions and 18 different countries.

The first edition of the **Ljubljana Doctoral Winter School** was organized from 15 to 19 February 2021. The programme consisted of three highly intensive online courses and was attended by 31 participants from 22 institutions and 15 different countries.

SEMINARS, WORKSHOPS AND CONFERENCES

RESEARCH SEMINARS

With the aim of disseminating research results to the research and business community, SEB LU organises research seminars. These seminars are organized in two different series, Business and Economics. The latter are organized in cooperation with the Bank of Slovenia.

The series of SEB LU research seminars in 2021 included 13 seminars, 8 from the Economics series and 5 from the Business series. In the first half of 2021, due to the Covid-19 crisis and related travel restrictions, it was not possible to hold the seminars on-site at the SEB LU premises. Although the seminars were held only online, they were well attended. Because on-site seminars provide an environment that fosters intellectual debate and allows participants to network with visiting researchers in their area of interest, we planned to hold the seminars on-site as soon as possible. When circumstances permitted, the seminars were held both on-site and virtually. Participants welcomed the return to on-site seminars, and virtual participation turned out to be a valuable addition.

Among the researchers, we would like to highlight Marco Fabbri (Pompeu Fabra University & Barcelona GSE) in the Economics series and Jan C. Fransoo (Tilburg University, Tilburg School of Economics and Management) in the Business series.

2021 SEMINAR SERIES



The full list of Research Seminars held in 2021 is in the Appendix.

WORKSHOPS AND CONFERENCES

DATE	CONFERENCES AND WORKSHOPS 2020 AT SEB LU	Organization/Host
May 18	Precariousness 360	SEB LU
October 12-13	Portorož Business Conference 2021	Finance and SEB LU
December 3	10th Economic and Business Review Conference & SEB LU Doctoral Conference	SEB LU
December 8	SEB LU Research Day	SEB LU

10TH ECONOMIC AND BUSINESS REVIEW CONFERENCE & SEB LU DOCTORAL CONFERENCE

The editorial team organised the virtual 10th EBR Annual Conference & SEB LU Doctoral Conference 2021 on December 3, 2021. Vice Dean Professor Dr. Miha Škerlavaj and Professor Dr. Tjaša Redek opened the jubilee event. At the conference, the authors of thirty papers in six sections spoke about challenges and opportunities of the economic reality that companies and countries are facing today in light of pandemic crises.



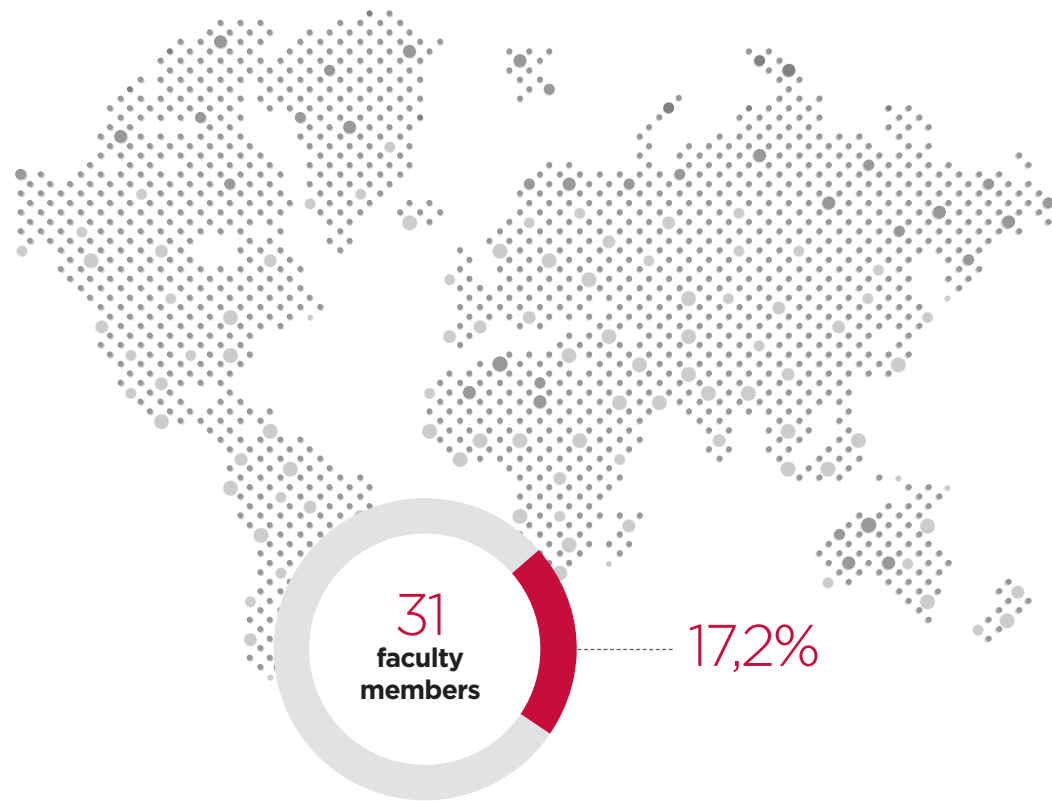
SEB LU RESEARCH DAY

The traditional SEB LU Research Day, organised online on December 8, was welcomed by the SEB LU Dean, Prof. Metka Tekavčič, PhD, and the Rector of the University of Ljubljana, Prof. Gregor Majdič, PhD. At the virtual event, we celebrated a number of our most important research achievements, looked to the future and upcoming changes, presented the SEB LU award for the best scientific articles published in 2020, and listened to an outstanding speaker, one of the world's top researchers and lecturers from Harvard Business School. Arthur C. Brooks, PhD, gave a presentation on The Art of Well-Being and Happiness as a Tool for Future Leadership and Engagement.



Many faculty members (both junior and senior) hold positions on the editorial boards of 58 international academic journals, some of which are highly ranked SCI/SSCI/ABS journals such as The Leadership quarterly, Journal of travel research, Journal of multinational financial management, Industrial management & data systems, Annals of tourism research, Human resource management review, Journal of small business management, Journal of sustainable tourism etc. A complete list of faculty members involved in these activities and the journals to which they contribute their valuable time and expertise can be found in the Appendix. This has a positive impact on the scientific community.

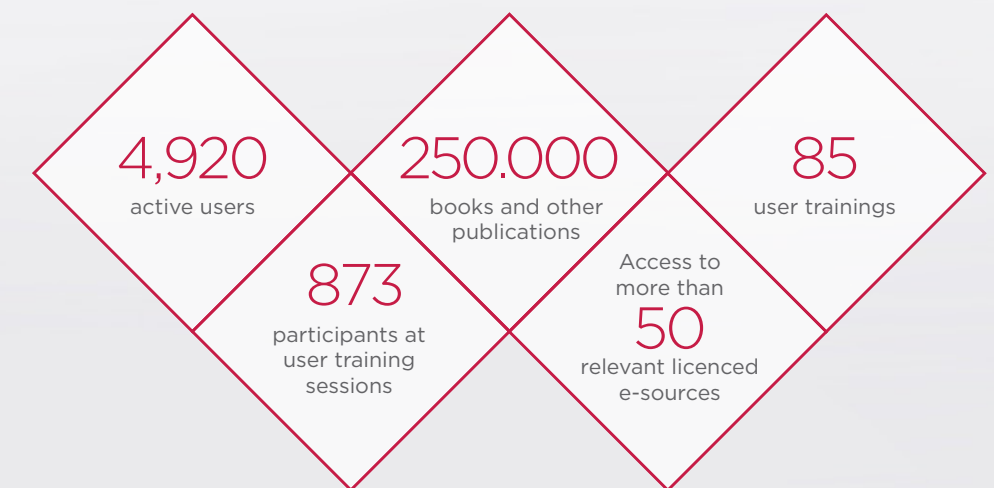
PERCENTAGE OF SEB LU CORE FACULTY SERVING ON INTERNATIONAL EDITORIAL BOARDS: 31 FACULTY MEMBERS, 17.5%



The Central Economic Library is a leading and largest scientific and academic library for business and economics studies in Slovenia. Founded in 1947, it is an active member of the University's library system, the national library, and the COBISS information system. It supports the needs of faculty and students, researchers and individuals from other fields of study as well. The collection of more than 250,000 items comprises books, theses, research papers, periodicals and non-book materials in both paper and, increasingly, electronic form.

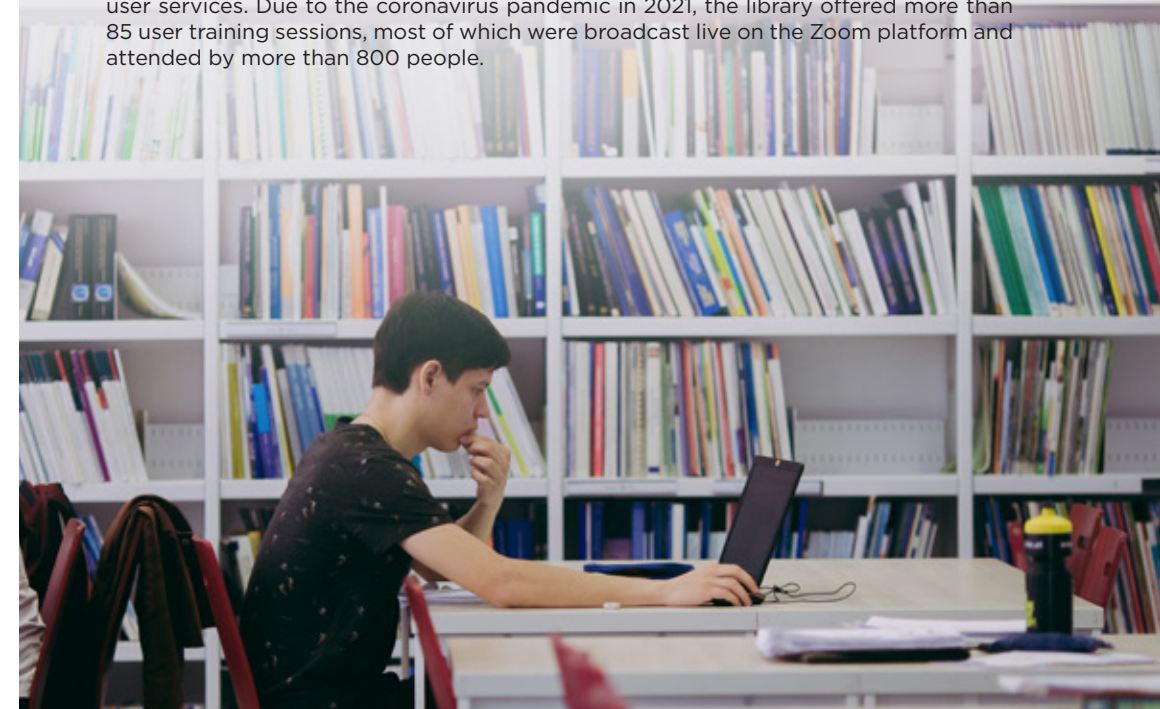
The Central Economic Library endeavours to ensure ongoing study support for all students and the faculty, and provides a foundation for research work. The library maintains materials and information resources that users need for their studies and research work.

HIGHLIGHTS OF THE LIBRARY IN 2021



In 2021, the library ensured access to more than 50 relevant licenced e-sources for economics and business studies, including Ad Forum, Bloomberg Professional, Eikon with Datastream, Emerald, Fitch Connect, Passport Global, ProQuest Business One, Standard & Poor's Capital IQ, Warc, etc.

Also in 2021, the Central Economics Library was faced with a new reality in the area of user services. Due to the coronavirus pandemic in 2021, the library offered more than 85 user training sessions, most of which were broadcast live on the Zoom platform and attended by more than 800 people.



As an academic publisher, SEB LU distributes research publications such as scientific and professional monographs and the academic journal Economic and Business Review. Scientific and professional monographs disseminate research outcome and new findings of SEB LU researches.

PUBLISHING PRODUCTION IN 2021 INCLUDES MANY TEXTBOOKS AND 13 RESEARCH PUBLICATIONS SUCH AS:



Študije o prekarnosti: multidisciplinarni pogledi (Precariousness Studies: Multidisciplinary Views). The monograph presents an in-depth legal and economic, legal, sociological, philosophical and medical analysis of the various forms of work that are considered precarious.

From Workers' Participation to Struggling with Capitalism. The book contains reprints of 12 papers that professor Janez Prašnikar has written together with his colleagues from Slovenia and abroad. The selection of papers published in established scientific journals largely reflects the path from self-management socialism in Yugoslavia in the 1970s and 1980s to its disintegration and the formation of a series of new states in its stead. The newly established states mirrored the developed capitalist countries and later encountered problems caused by the state of the global economy and the syndromes of post-socialist development in their respective environments.

Izzivi podjetij, države in družbe v uresničevanju odgovornosti za trajnostni razvoj (Challenges of Firms, Country and Society in Realizing Responsibility for Sustainable Development). The monograph is a selection of short contributions by authors from the SEB LU with co-authors, is a presentation of analyses that follow the latest trends in the world, at the same time they analyze these aspects in the context of the Slovenian environment. The selection of contributions strengthens the bridge between science and business.

ECONOMICS AND BUSINESS REVIEW (EBR)

Economic and Business Review (EBR) is a double-blind peer-reviewed open access journal that aims to promote research and dissemination of research results in the area of applied business and economic studies, including various fields of economic research, banking and financial management, business informatics, entrepreneurship, international business, management and marketing.

As of 2018, the EBR is indexed in the Academic Journal Guide (AJG/ABS).

In 2021, EBR moved from Open Journal Systems to Elsevier's Digital Commons (DC), a repository platform for managing and publishing journals. The EBR closed the print edition, and the journal is now published online only. The EBR online archive (issues from 2009 to 2020) was also moved to DC.

The strategic decision of the editorial board to move to DC has already led to an increase in citations and downloads of articles. According to data from DC, the articles had been downloaded more than 8,600 times by the end of 2021, with most readers coming from Europe and North America.

READERSHIP DISTRIBUTION



Sources Google Maps & The Economic and Business Review Digital Commons Dashboard

EBR Volume 23 (2021) consists of 21 English articles written by the researchers and doctoral students from Slovenia and abroad.

NO. 1

Krueger, T. M., Shorter, J. D., & Colvin, R. G. (2021). Bibliographic Measures of Top-Tier Finance, Information Systems, and Management Science Journals. *Economic and Business Review*, 23(1), 1-14. <https://doi.org/10.15458/2335-4216.1001>

da Silva, P. M., Santos, J. F., & Moutinho, V. F. (2021). Accounting for Sources of Information in Trade Fairs: Evidence from Portuguese Exhibitors. *Economic and Business Review*, 23(1), 15-25. <https://doi.org/10.15458/2335-4216.1002>

Bartolj, T., & Polanec, S. (2021). An Empirical Analysis of the Effects of Student Work and Academic Performance on the Probability of Employment. *Economic and Business Review*, 23(1), 26-39. <https://doi.org/10.15458/2335-4216.1003>

Loci, S., & Peterlin, J. (2021). The Role of Four Life-Story Aspects in a Collaborative Decision-making Process in the Field of Leadership Development. *Economic and Business Review*, 23(1), 40-54. <https://doi.org/10.15458/2335-4216.1004>

Šapkauskien , A., & Pak nait , S. (2021). An Investigation of Factors Determining the Token Value in the Blockchain-based Early Funding Mechanism. *Economic and Business Review*, 23(1), 55-67. <https://doi.org/10.15458/2335-4216.1005>

NO. 2

Mihelič, K. K., Pearce, A., & Zupan, N. (2021). Evolving the Narrative of Managing Young Talent in SMEs. *Economic and Business Review*, 23(2), 68-71. <https://doi.org/10.15458/2335-4216.1006>

Harney, B. (2021). Accommodating HRM in Small and Medium-Sized Enterprises (SMEs): A Critical Review. *Economic and Business Review*, 23(2), 72-85. <https://doi.org/10.15458/2335-4216.1007>

Mihelič, K. K., Bailey, M., Brueckner, J., Postuła, A., & Zupan, N. (2021). Get What You Give? Investigating Employer and Young Professionals' Psychological Contracts in European SMEs. *Economic and Business Review*, 23(2), 86-99. <https://doi.org/10.15458/2335-4216.1008>

Meglich, P., & Thomas, B. (2021). Welcome Aboard! Earning Your Place on the Crew. *Economic and Business Review*, 23(2), 100-114. <https://doi.org/10.15458/2335-4216.1009>

Balas Rant, M., Dziewanowska, K., Petrylaite, E., & Pearce, A. (2021). Young People's Self-Meaning Making Through Entrepreneurship in Poland, Slovenia and the UK: Implications for Human Resource Management in SMEs. *Economic and Business Review*, 23(2), 115-130. <https://doi.org/10.15458/2335-4216.1010>

Valencia, A., Humble, D., Doyle, P., & Skoumpopoulou, D. (2021). International Reflections on the Challenges of Entrepreneurial Education Working with Small and Medium-Sized Enterprises. *Economic and Business Review*, 23(2), 131-140. <https://doi.org/10.15458/2335-4216.1011>

NO. 3

Zanne, M., & Twrdy, E. (2021). The Economic Feasibility of Port Air Emissions Reduction Measures: The Case Study of the Port of Koper. *Economic and Business Review*, 23(3), 141-151. <https://doi.org/10.15458/2335-4216.1284>

Guštin Habuš, A., & Prašnikar, J. (2021). Concentrated Ownership and Firm's Performance: A Bibliometric Analysis of the Literature. *Economic and Business Review*, 23(3), 152-169. <https://doi.org/10.15458/2335-4216.1285>

Budler, M., Jakšič, M., & Vilfan, T. (2021). Logistics Outsourcing in Large Manufacturing Companies: The Case of Slovenia and Lessons from Other Countries. *Economic and Business Review*, 23(3), 170-183. <https://doi.org/10.15458/2335-4216.1286>

Sambt, J., Hammer, B., & Istenič, T. (2021). The European National Transfer Accounts: Data and Applications. *Economic and Business Review*, 23(3), 184-193. <https://doi.org/10.15458/2335-4216.1287>

Noghanibehambari, H., Noghani, F., Tavassoli, N., & Toranji, M. (2021). Long-term Effects of In Utero Exposure to "The Year without a Summer". *Economic and Business Review*, 23(3), 194-206. <https://doi.org/10.15458/2335-4216.1288>

NO. 4

Čehajić, A., & Košak, M. (2021). Tightening and Loosening of Macroprudential Policy, Its Effects on Credit Growth and Implications for the COVID-19 Crisis. *Economic and Business Review*, 23(4), 207-233. <https://doi.org/10.15458/2335-4216.1293>

Kovač, P., & Klun, M. (2021). An Analysis of the Slovenian Tax Administration Response During COVID-19: Between Normative Measures and Economic Reality. *Economic and Business Review*, 23(4), 234-250. <https://doi.org/10.15458/2335-4216.1289>

Rošker, J. S. (2021). An Increase in Racism during the COVID-19 Pandemic and the Ontology of Race: Intercultural Comparison of the European and Chinese Traditions. *Economic and Business Review*, 23(4), 251-259. <https://doi.org/10.15458/2335-4216.1290>

Kursan Milaković, I. (2021). Exploring Consumer Resilience during COVID-19: Demographics, Consumer Optimism, Innovativeness and Online Buying. *Economic and Business Review*, 23(4), 260-272. <https://doi.org/10.15458/2335-4216.1291>

Oblak, A. (2021). A First Peek at Firms' Cash Flow Dynamics in the Pandemic Year: A Lesson Learned? *Economic and Business Review*, 23(4), 273-285. <https://doi.org/10.15458/2335-4216.1292>



RESEARCH CENTRE MEMBERS 2021

EMPLOYEES	PUBLICATIONS REF
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ON-GOING RESEARCH PROJECTS IN 2021

RESEARCH PROJECTS

FUNDING ENTITY	PROJECT REFERENCE	SEB LU PRINCIPAL INVESTIGATOR	TITLE OF PROJECT	PERIOD	FUNDING FOR SEB LU (EUR)
European Commission, H2020-MSCA-RISE-2016	734824	Katarina Katja Mihelič and Nada Zupan	GETM3 - Global Entrepreneurial Talent Management 3	2017 - 2022	70,441
European Commission, H2020-SC6-TRANSFORMATIONS-2018	822781	Jože Damijan	GROWINPRO - Growth Welfare Innovation Productivity	2019 - 2022	140,000
European Commission, H2020-SC6-TRANSFORMATIONS-2018	822259	Tjaša Redek	GLOBALINTO - Capturing the value of intangible assets in micro data to promote the EU's growth and competitiveness	2019 - 2022	417,120
European Commission, H2020-SC6-TRANSFORMATIONS-2019	870702	Marko Pahor	HECAT - Disruptive Technologies Supporting Labour Market Decision Making	2020 - 2023	115,022
European Commission, H2020-MSCA-RISE-2019	873077	Vlado Dimovski	MAIA - Models and Methods for an active ageing workforce: an international academy	2020 - 2025	85,000
European Union, European Regional Development Fund, INTERREG V B – Adriatic Ionian	ADRION 1228	Vlado Dimovski	SI4CARE - Social Innovation for integrated health CARE of ageing population in ADRION Region	2020 - 2023	235,444
University of Barcelona - TENDER	n.a.	Tanja Istenič	Collaborate in the framework of the WELTRANSIM project and on the NTA project	2020 - 2021	1,000
University of Barcelona - TENDER	n.a.	Tanja Istenič	Collaboration in the framework of the project “Projecció de la sostenibilitat i l'adequació de les pensions: el model de microsimulació DyPes. 2019 LLAV 00071”	2020 - 2021	2,890
COST Action	CA18110	Andreja Cirman	Underground4value - Underground Built Heritage as catalyser for Community Valorisation	2019 - 2023	-
COST Action	CA20105	Tamara Pavasović Trošt	SlowMemo - Slow Memory: Transformative Practices for Times of Uneven and Accelerated Change	2021 - 2025	-
Slovenian Research Agency	J5-9329	Peter Trkman	Business analytics and business models in supply chains	2018 - 2021	300,019
Slovenian Research Agency	J5-9332	Jože Damijan	How to speed up growth of Slovenian enterprises: Structural dinamisation, granularity, internationalisation and innovation	2018 - 2021	119,992
Slovenian Research Agency	J6-9396	Vlado Dimovski (at SEB LU)	Development of Social infrastructure and services for Community based long-term care	2018 - 2021	39,913
Slovenian Research Agency	J5-1782	Barbara Culiberg	Looking into the dark side of the triadic relationship in the sharing economy	2019-2022	299,994
Slovenian Research Agency	J5-1783	Ljubica Knežević Cvelbar	Pro-enviromental behavior in tourism	2019-2022	112,376
Slovenian Research Agency	J5-1792	Rok Spruk (PI at SEB LU)	Law of debtors and creditors-a normative and empirical legal analysis	2019-2022	30,004
Slovenian Research Agency	J7-1823	Irena Ograjenšek (PI at SEB LU)	Analysis of territorial and social impacts of the urban tourism and its territorial governance: the cases of Ljubljana, Graz and Maribor	2019-2022	42,962
Slovenian Research Agency	J7-1821	Igor Lončarski (PI at SEB LU)	Legal and economic analysis of regulatory changes as a consequences of agening of population	2019-2022	29,973
Slovenian Research Agency	J5-1784	Vlado Dimovski (PI at SEB LU)	Creating social value with age-friendly housing stock management in lifetime neighborhoods	2019-2022	26,660
Slovenian Research Agency	N5-0082	Jože Damijan	Firm- level hubs and impact of granularity on the propagation of shocks and aggregate output fluctuations in a small open economy	2018-2021	234,273
Slovenian Research Agency	N5-0084	Vesna Žabkar	Navigating Brand Preference through Consumers Stereotypes	2018-2021	234,273
Slovenian Research Agency	N5-0097	Sašo Polanec	Understanding the weak relationship between firm size and productivity	2019-2022	282,381

Slovenian Research Agency	J5-2555	Matej Černe	Organizational Design in Digital Era	2020-2023	150,031
Slovenian Research Agency	J5-2554	Igor Iončarski	Quantitative and qualitative analysis of the unregulated corporate financial reporting	2020-2023	91,745
Slovenian Research Agency	J6-2573	Tamara Pavasović Trošt (PI at SEB LU)	Schools and Imperial, National, and Transnational Identifications: Habsburg Empire, Yugoslavia, and Slovenia	2020-2023	20,851
Slovenian Research Agency	J5-3106	Maja Konečnik Ruzzier (PI at SEB LU)	Eco innovation and circular economy-a path toward a more sustainable and inclusive future: the role of demographic changes and digitalization	2021-2024	19,157
Slovenian Research Agency	L3-3177	Mateja Kos Koklič (PI at SEB LU)	Safety evaluation of cannabidiols and implications for public health and consumers behaviour	2021-2024	13,375
Slovenian Research Agency	V5-2121	Tjaša Redek	Digital transformation Industry 4.0 and the structure of Slovenia economy with the impact of the digitalization and new technology implementation on long-term economic growth and public finances in Slovenia	2021-2023	18,000
Slovenian Research Agency	V5-2122	Polona Domadenik	Conceptualization and application of an analytical model for increasing wellbeing in Slovenia	2021-2023	32,000
Slovenian Research Agency	V5-2130	Polona Domadenik (PI at SEB LU)	Lifelong learning for sustainable development and the digital breakthrough	2021-2023	10,693
Slovenian Research Agency	V3-2104	Petra Došenović Bonča (PI at SEB LU)	Secondary prevention and quality of care of myocardial infarction in Slovenian hospitals, and the impact of the COVID-19 pandemic on the management of atherosclerotic vascular disease	2021-2023	11,500

BILATERAL RESEARCH PROJECTS

FUNDING ENTITY	PROJECT REFERENCE	COUNTRY	SEB LU PRINCIPAL INVESTIGATOR	TITLE OF PROJECT	PERIOD
Slovenian Research Agency	BI-US/19-21-098	US	Maja Konečnik Ruzzier	Consumer-brand relationship: brand hate	2019-2021
Slovenian Research Agency	BI-AT/20-21-031	Austria	Irena Ograjenšek	Learning and re-emerging of failed entrepreneurs in Austria and Slovenia	2020-2021
Slovenian Research Agency	BI-HR/20-21-045	Croatia	Anton Manfreda	Comparative Analysis of Trends and Success Factor for smart cities Development in Slvoenia and Croatia	2020-2021
Slovenian Research Agency	BI-HR/20-21-034	Croatia	Tamara Pavasović Trošt	Comparison of national and religious identities of secondary school students in Croatia and Slovenia	2020-2021
Slovenian Research Agency	BI-ME/21-22-018	Montenegro	Aleksandar Kešeljević	Environmental Tax Reform and the Double Dividend Issues In Slovenia and Montenegro	2021-2021
Slovenian Research Agency	BI-BA/21-23-031	Bosnia and Herzegovina	Matjaž Koman	Coalitions of owners and their effect on the performance of companies in the Republic of Srpska in the period 2006-2018	2021-2023
Slovenian Research Agency	BI-BA/21-23-032	Bosnia and Herzegovina	Aleksandar Kešeljević	Cultural diversity: path to prosperity or road to poverty?	2021-2023
Slovenian Research Agency	BI-BA/21-23-029	Bosnia and Herzegovina	Mateja Bodlaj	Sustainable Consumption and Marketing Capabilities: contributions to the existing knowledge and implications	2021-2023

INTERNAL PROJECTS

Principal Investigator	Project Title	Period
Matej Černe	Humanizing Innovation in Digital Work (HUMINNO)	2018 -2021
Vesna Žabkar	Comparison of conceptualizations of perceived value and the role of perceived value, risk and trust in consumer brand choices	2018 -2021
Tanja Istenič	Decomposition of expenditures for prescription pharmaceuticals in Slovenia in the period 2008-2018 as a basis for analyzing growth factors and for forecasting expenditures in the light of an aging population	2019 -2022
Robert Kaše	The role of peer groups in executive compensation	2019 -2021
Miha Škerlavaj	Innovation universes: Seeking balance between stability and change in innovation product portfolios	2019 -2021
Mateja Drnovšek	Customer engagement behavior: conceptualization and scale development	2019 -2022
Robert Kaše	The role of peer groups in executive compensation	2019 -2021
Miha Škerlavaj	Innovation universes: Seeking balance between stability and change in innovation product portfolios	2019 -2021
Mateja Drnovšek	Customer engagement behavior: conceptualization and scale development	2019 -2022

CONSULTANCY

In 2021, SEB LU had 4 on-going consultancy projects with the following institutions:

Funding entity

- SPIRIT Slovenija (Slovenian Public Agency for Entrepreneurship, Innovation, Development, Investment and Tourism)
- Merck Sharp & Dohme, inovativna zdravila d.o.o.
- Institute of Sports of the Republic of Slovenia Planica
- Finance Newspaper

PUBLICATIONS IN 2021

JOURNAL ARTICLES (86)

PREMIUM CATEGORY – A* JOURNALS (15)

1. **Knežević Cvelbar, L.**, Grün, B., Dolnicar, S. (2021) „To clean or not to clean?‐: reducing daily routine hotel room cleaning by letting tourists answer this question for themselves. *Journal of travel research*, 60(1), 220-229.

2. Bilynets, I., **Knežević Cvelbar, L.**, Dolnicar, S. (2021). The shuttle bus survey: achieving higher response rates in (longitudinal) guest surveys. *Annals of tourism research*, 86, 102962.

3. **Manfreda, A., Ljubi, K., Groznik, A.** (2021). Autonomous vehicles in the smart city era: an empirical study of adoption factors important for millennials. *International journal of information management*, 58, 102050.

4. Campuzano Bolarín, F., Marin-García, F., Moreno-Nicolás, J. A., **Bogataj, M., Bogataj, D.** (2021). Impacts of variable interest rates on the market areas of a spatial duopoly in supply chains operating on the finite horizon. *International journal of production economics*, 236, 108109.

5. Bagdadli, S., Gianecchini, M., Andresen, M., Cotton, R., **Kaše, R.**, et al. (2021). Human capital development practices and career success: the moderating role of country development and income inequality. *Journal of organizational behavior*, 42(4), 429-447.

6. **Cepec, J.**, Gražl, P. (2021). Management turnover, ownership change, and post-bankruptcy failure of small businesses. *Small business economics*, 57, 555-581.

7. Knoll, M., Götz, M., Adriasola, E., Bogilović, S., **Černe, M.**, et al. (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.

8. **Hosta, M., Žabkar, V.** (2021). Antecedents of environmentally and socially responsible sustainable consumer behavior. *Journal of business ethics*, 171, 273-293.

9. Batten, J., **Lončarski, I.**, Szilagyi, P. G (2021). Strategic insider trading in foreign exchange markets. *Journal of corporate finance*, 69, 101818.

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PUBLICATIONS IN 2021 CONTRIBUTING TO SDGS

PUBLICATION	TYPE	SDGS
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Rodrigues, M. J., Knežević Cvelbar, L. , Lozzi, G., Teoh, T., Ramos, C., Antonucci, B., Marcucci, E., Gatta, V. (2021). <i>Relaunching transport and tourism in the EU after COVID-19</i> . Brussels: European Parliament, Policy Department for Structural and Cohesion Policies.	Report, Study	3, 10, 12
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Došenović Bonča, P. (2021). <i>Priprava zasnove raziskave o ekonomskem bremenu slepote</i> . Ljubljana: Ekonomska fakulteta, Center poslovne odličnosti.	Report, Study	3, 8
Jaklič, M., Došenović Bonča, P. (2021). <i>Strategija URI - Soča</i> . Ljubljana: Ekonomska Fakulteta, Center poslovne odličnosti.	Report, Study	3, 8

DOCTORAL DISSERTATIONS DEFENDED IN 2021

NAME AND SURNAME	DATE OF DEFENCE	MENTOR	TITLE OF DOCTORAL DISSERTATION	TRACK/MAJOR
Marija Angelovska	19.04.2021	prof. dr. Aljoša Valentinčič	Denarna sredstva, denarni primanjkljaji, odpisi sredstev ter predvidljivost likvidnosti in dobičkonosnosti (Cash holdings, cash shortages, asset write-offs and the predictability of liquidity and profitability)	Business/Financial Management
Ursula Slapnik	16.06.2021	prof. dr. Igor Lončarski	Sentiment besedil v poročilih o bonitetnih ocenah držav (Textual sentiment in sovereign credit rating reports)	Economics/Money and Finance
Marika Miminoshvili	7.09.2021	prof. dr. Matej Černe/prof. dr. Tamara Pavasović Trošt	Skrivanje znanja in vključenost pri delu pripadnikov narodnih manjšin (Knowledge hiding and workplace inclusion of minority members	Business/Management and Organization
Ana Perišić	11.10.2021	prof. dr. Marko Pahor	Napovedovanje osipa porabnikov na trgu mobilnih aplikacij (Customer churn prediction modelling in mobile applications market)	Interdisciplinary Doctoral Programme in Statistics, module Economic and Business Statistics
Aleksandar Nikolovski	1.12.2021	prof. dr. Robert Kaše	Robni pogoji povezanosti med prekvalificiranostjo zaposlenih in delovnimi izidi posameznikov (Boundary conditions of the relationship between employee overqualification and work outcomes of individuals)	Business/Management and Organization

BUSINESS RESEARCH SEMINARS 2021

SPEAKER	AFFILIATION	TITLE
Matija Marić	Faculty of Economics and Business, University of Zagreb	Misfit and Fit in Job Design Demystified: Which Leads to Higher Work Engagement and Innovative Behavior?
Jan C. Fransoo	Tilburg University, Tilburg School of Economics and Management	Next Generation Supply Chain Planning: How AI and Humans Will Collaborate
Bernardo F. Quiroga	Faculty of Economics and Management Sciences, Pontifical Catholic University of Chile	Supplier Behavior in Complex Environments: Sealed-Bid Score Auctions for Public Procurement
Lorenz Graf-Vlachy	TU Dortmund University	How CEO Personality and Media Coverage Affect Product Recall Decisions
Matej Černe	University of Ljubljana, School of Economics and Business	The Moderated-Mediation Model among Technostress, Frustration, Corporate Social Responsibility and Meaningful Work

ECONMICS RESEARCH SEMINARS 2021

SPEAKER	AFFILIATION	TITLE
Matjaž Koman	University of Ljubljana, School of Economics and Business	Labor Market Rigidity and Employment: Firm-level Evidence
Michael Reiter	Institute for Advanced Studies Vienna	Long-term Bank Lending and the Transfer of Aggregate risk
Marco Fabbri	University Pompeu Fabra & Barcelona GSE	The Double Dividend of Property Institutions
Andrej Srakar	Institute for Economic Research, Ljubljana	Combinatorial Regression Model in Abstract Simplicial Complexes
Jaka Cepec	University of Ljubljana, School of Economics and Business	Measuring the Effectiveness of Bankruptcy Reorganization Proceedings in Slovenia and Post-Reorganization Firm Survival
Chiara Natalie Focacci	Erasmus University Rotterdam	Pay to Quit Offers: Do People Work More?
Urban Ulrych	University of Zürich	Ambiguity, Optimal Currency Overlay, and Home Currency Bias
Rok Spruk	University of Ljubljana, School of Economics and Business	What 5 Billion Regressions Say About the Effects of Transaction Costs on Firm-Level Innovation?

EDITOR-IN-CHIEF JOURNAL RESEARCHER(S)

JOURNAL	RESEARCHER(S)
Dynamic relationships management journal	Černe, Matej
Economic and business review	Marc, Mojca, Lončarski, Igor
Risk management	Lončarski, Igor
South East European journal of economics and business	Verbič, Miroslav

POSITIONS IN EDITORIAL BOARDS IN 2021

JOURNAL	RESEARCHER(S)
Academica turistica	Konečnik Ruzzier, Maja, Mihalič, Tanja
Accounting in Europe	Valentinčič, Aljoša
Acta turistica	Mihalič, Tanja, Knežević Cvelbar, Ljubica
Advances in business related scientific research journal	Antončič, Boštjan
Central European Journal of Operations Research	Bogataj, Marija
Communist and post-communist studies	Pavasović Trošt, Tamara
Critical housing analysis	Cirman, Andreja
Croatian economic survey	Domadenik Muren, Polona
Dirección y organización	Bogataj, Marija
Dynamic relationships management journal	Rejc Buhovac, Adriana
Economic and business review	Čater, Barbara, Černe, Matej, Gradišar, Miro, Kos Koklič, Mateja, Peljhan, Darja, Redek, Tjaša, Verbič, Miroslav, Zajc Kejžar, Katja
Ekonomski pregled	Zajc Kejžar, Katja
Electronic commerce research	Marinč, Matej
Emerging markets review	Lončarski, Igor
Energies	Verbič, Miroslav
Engineering management in production and services	Pfajfar, Gregor
European journal of tourism research	Mihalič, Tanja
European journal of work and organizational psychology	Škerlavaj, Miha
Frontiers in psychology	Černe, Matej
German journal of human resource management	Kaše, Robert
Harvard business review	Vida, Irena
Human resource management review	Kaše, Robert, Černe, Matej
Information systems management	Popovič, Aleš
International journal of business intelligence research	Popovič, Aleš
The International journal of human resource management	Kaše, Robert
International journal of information management	Popovič, Aleš
International journal of innovation and learning	Škerlavaj, Miha
International journal of management in education	Farčnik, Daša
International journal of tourism policy	Mihalič, Tanja
International review of financial analysis	Lončarski, Igor

Journal of behavioural and experimental finance	Lončarski, Igor
Journal of classification	Korenjak-Černe, Simona
The Journal of consumer marketing	Culiberg, Barbara
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