



NEWSLETTER OF THE DOCTORAL PROGRAMME

School of Economics and Business, University of Ljubljana

THE DOCTORAL PROGRAMME COORDINATOR MESSAGE, Mateja Drnovšek

Welcome to the first edition of our SEB doctorate programme's newsletter, with the aim of providing the 2021 year-in-review. I am grateful for the opportunity to greet the members of our community.

This past year has been like no other given that the Covid-19 pandemic has dramatically altered the ways in which we live, teach, and learn. Nevertheless, we have seen progress in our programme made by the efforts of our faculty, student's office, and our students.

I hope that you will find the newsletter useful. We welcome your suggestions for the upcoming issues.

Thank you for being a part of our lively community!

KEY ACHIEVEMENTS IN NUMBERS IN 2021

76 highly motivated and ambitious candidates were enrolled in the Doctoral Programme in Economics and Business (in the academic year 2021/2022 across all 4 study years), including **15** who were enrolled for the first time in the 1st study year. Students participated in the programme through active participation in academic conferences, doctoral and academic seminars, research and preparation of the thesis.

5 doctoral dissertations defended (4 students graduated from the SEB LU Doctoral Programme in Economics and Business and 1 student graduated from the Interdisciplinary Doctoral Programme in Statistics).

27 new doctoral dissertation topics approved by the Senate of the University of Ljubljana.

Profile of active students in the SEB LU Doctoral Programme in Economics and Business (average values for the last 3 academic years):

	2019/2020	2020/2021	2021/2022	3 YEAR AVERAGE
Number of actively enrolled students	82	80	76	79.3
Share of international students (in %)	46.3	43.8	38.2	42.8
Share of female students (in %)	63.4	60.0	60.5	61.3
Average age	34.1	34.2	34.3	34.2



Doctoral dissertations defended in 2021 at SEB LU

In 2021, 5 doctoral students defend their doctoral dissertation at SEB LU. Four students graduated from the SEB LU Doctoral Programme in Economics and Business

NAME	ADVISOR/CO-ADVISOR	TITLE OF THE DOCTORAL DISSERTATION	TRACK/MAJOR
ANGELOVSKA, Marija	prof. dr. Aljoša Valentinčič	Cash holdings, cash shortages, asset write-offs and the predictability of liquidity and profitability	Business/Financial Management
SLAPNIK, Ursula	izr. prof. dr. Igor Lončarski	Textual sentiment in sovereign credit rating reports	Economics/Money and Finance
MIMINOSHVILI, Marika	izr. prof. dr. Matej Černe/ izr. prof. Tamara Pavašovič Trošt, PhD	Knowledge hiding and workplace inclusion of minority members	Business/Management and Organization
NIKOLOVSKI, Aleksandar	izr. prof. dr. Robert Kaše	Boundary conditions of the relationship between employee overqualification and work outcomes of individuals	Business/Management and Organization

Where are our students from?

Our students come from many different corners of the world:



In recent years, we have also had students from Albania, Azerbaijan, Bosnia and Herzegovina, Colombia, Egypt, Georgia, Russia, and Ukraine.

Number of students (across all 4 study years) enrolled in the SEB LU Doctoral Programme in Economics and Business by track and major (average values for the last 3 academic years)

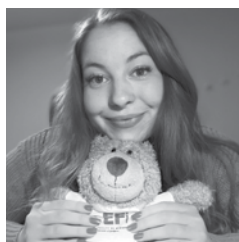
TRACK/MAJOR	2019/2020	2020/2021	2021/2022	3 YEAR AVERAGE (rounded up)
Economics	22	19	20	20
Economics	17	13	13	14
International Economics	1	1	3	2
Money and Finance	4	5	4	4
Business	60	61	56	59
Management and Organization	16	19	22	19
Marketing	12	12	10	11
Financial Management	8	7	4	6
Accounting	3	3	3	3
Entrepreneurship	6	7	8	7
Tourism	4	2	0	2
International Business	5	2	1	3
Information Management	4	6	6	5
Operations Research	1	1	0	1
Business Logistics	1	2	2	2

In the academic year 2021/22 students were enrolled in “economics” track and investigated research topics in economics, international economics and money and finance. A larger number of students, 56, were enrolled in the “business” track, exploring a variety of topics in management and organization, marketing, financial management, entrepreneurship, tourism, international business, information management, accounting, and business logistics and operations research.

Why choosing the SEB doctoral programme?

Amadeja Lamovšek

(2nd year PhD student at SEB LU, Business track/Management and Organization)



“Tackling challenges, researching and discovering things that are still unknown/obscure have excited me since I was a child and the passion for this has only increased during my studies. During the master’s study, I had the opportunity to write scientific articles, participate in several associations, and gain diverse experience while working in different companies. I realised that research is something I am really passionate about, and reading relevant articles allows us to develop and grow. Since I am a strong believer that we should never stop learning and evolving, and that I very much agree with one of my favourite quotes, “An investment in knowledge pays the best interest (Benjamin Franklin),” going to the PhD study was the only logical next step. It is perfect for anyone who wants to step out of their comfort zone, attend conferences,

meet new people, and challenge themselves in every possible way. I am very grateful for the opportunity to continue my studies at the School of Economics and Business at the University of Ljubljana, for the best mentor I could ever wish for, and the great support system, and I am very excited to see where this path takes me.”

Saima Hafeez

(3rd year PhD student at SEB LU, Business track/Entrepreneurship)



“After coming from Science and Business background (MBA – biotechnology) and working for almost 10 years in corporate, I decided to step into research field in one of the universities in Europe. I became part of School of Economics and Business in 2019 and I must say, it was one of the best decisions, that I have made in my life. In no time, it became second home for me. The campus is filled with positive energy, supportive staff and plenty of amazing professors. Not only this, the city Ljubljana is one of the most beautiful places I have ever seen in my life, it is clean, green and peaceful. My first visit to the university made me awestruck after looking at the friendly environment. Moreover, this place has given some really good memories and sense of confidence to face the real challenges of life. I really wish I could have

spent more time being with my professors and batch-mates if pandemic didn’t hit the world in 2019. As I move forward in my third year of doctoral studies, it feels incredible to be part of the oldest and largest university in Slovenia. I am honoured to be part of SEB and really wish that the forthcoming batches of SEB will continue the prestigious legacy and strive to make us all proud.”



Fabijan Leskovec

(2nd year PhD student at SEB LU, Business track/Management and Organization)

“Why PhD study? My life motto – “learn something new every day” – fits nicely with the study.”

European
Academy of
Management

EURAM

Awards and recognitions received by our doctoral students in 2020 and 2021

We are proud that our students’ efforts are recognised in the wider international community. In the last two years, they have received several important recognitions and awards:

Viktorija Knapić

ICOMPM 2021 - XV. International Conference on Operations Management and Performance Measurement: Certificate of best presentation award. Viktorija Knapić presented an outstanding work entitled »Importance of First-Line Employees in Lean Implementation in SMEs: A Systematic Literature Review«.

Katarina Dvorski

Doctoral Colloquium EURAM: Second prize for best paper, titled »Equifinality and Institutional Logics of Corporate governance«

Prof. dr. Katarina Katja Mihelič, Ajda Merkuž, prof. dr. Nada Zupan

EURAM 2020: Best paper award for Organizational Behaviour general track, titled »A moderated mediation model of job demands predicting emotional exhaustion«

Some research ideas that have been successfully defended in 2021

Textual sentiment in sovereign credit rating reports



“Sovereign credit ratings are essential for a country in international financial markets, since they imply the country’s credit risk and thus affect the issuer’s borrowing cost. They are predominantly assigned by the three major credit rating agencies, namely Standard & Poor’s, Fitch and Moody’s, by taking into account both quantitative and qualitative factors. A novel approach is applied to identify the qualitative judgement or opinion of the rating committee in sovereign credit ratings. This new approach offers a comprehensive analysis of sovereign credit rating reports in terms of textual sentiment and subjectivity, and of their role in determining sovereign credit ratings and changes in the ratings, as well as their relationship with sovereign debt markets.” (By Ursula Slapnik, currently employed in Banka Slovenije)

Boundary conditions of the relationship between employee overqualification and work outcomes of individuals



“The dissertation investigates effects of perceived and objective employee overqualification on work outcomes of individuals, such as job satisfaction and relative income. Analysis of the country-level determinants of employee overqualification and studies of the role of important moderators of employee overqualification-work outcomes relationships represents an important next step in the development of the overqualification literature.” (By Aleksandar Nikolovski currently employed in Nutrislim)

Our Phd students’ research output in 2021

All students have been more than productive in disseminating their research findings. Among those, several of students published their scientific articles in top tier journals in the field.

The table below summarizes AJG A and A* publications

NAME	TITLE	JOURNAL	PUBLICATION DATE	CATEGORY
BILYNETS, Iana	The shuttle bus survey : achieving higher response rates in (longitudinal) guest surveys	Annals of Tourism Research	2021, vol. 86, art. 102962	A*
BILYNETS, Iana	Can publicly visible pro-environmental initiatives improve the organic environmental image of destinations?	Journal of sustainable tourism	[in press] 2021	A
GIDAKOVIĆ, Petar	User perspectives of diet-tracking apps : reviews content analysis and topic modeling	Journal of medical internet research	2021, vol. 23, iss. 4 (art. 25160)	A*
GIDAKOVIĆ, Petar	The interplay of brand, brand origin and brand user stereotypes in forming value perceptions	British journal of management	[in press] 2021	A*
GIDAKOVIĆ, Petar	How industry and occupational stereotypes shape consumers’ trust, value and loyalty judgments concerning service brands	Journal of service management	2021, vol. 32, iss. 6, str. 92-113	A*
LJUBI, Klara	Autonomous vehicles in the smart city era : an empirical study of adoption factors important for millennials	International journal of information management	2021, vol. 58, art. 102050	A*
POJE, Tamara	Mapping ethics education in accounting research : a bibliometric analysis	Journal of business ethics	[in press] 2021	A*
ROPRET HOMAR, Aja	The effects of framing on environmental decisions : a systematic literature review	The journal of the International Society for Ecological Economics	2021, vol. 183, art. 106950	A
SLAPNIK, Ursula	On the information content of sovereign credit rating reports : improving the predictability of rating transitions	Journal of International Financial Markets, Institutions & Money	2021, vol. 73, art. 101344	A
ZEČEVIĆ, Mila	User perspectives of diet-tracking apps : reviews content analysis and topic modeling	Journal of medical internet research	2021, vol. 23, iss. 4 (art. 25160)	A
HOSTA, Maja	Antecedents of environmentally and socially responsible sustainable consumer behavior	Journal of business ethics	2021, vol. 171, str. 273-293	A*
DOMINKO, Miha	The effect of income and wealth on subjective well-being in the context of different welfare state regimes	Journal of happiness studies	2021, vol. 22, iss. 1, str. 181-206	A

Annual summer and winter doctoral schools contribute to the diversity and quality of the programme offered.

SEB and University of St. Gallen co-organized Global School in Empirical Research Methods – GSERM Ljubljana (4 – 15 January 2021). This is a high-quality integrated programme, teaching methodology for doctoral students, post-docs, and researchers from leading universities and professionals from outside academia from all around the world. Programme helps participants in mastering advanced methodological skills that empower them to conduct cutting-edge academic research. Some of the top academics within their research area held classes at the 2021 GSERM Ljubljana. The courses included **Qualitative Research Methods & Data Analysis** (Paul Mihas, University of North Carolina at Chapel Hill, USA), **Analyzing Survey Research Data** (Adam Enders, University of Louisville, USA), **Text Mining** (Edward Kwartler, adjunct professor at Harvard University's Extension School, USA), **Analyzing Unstructured Data** (Kunpeng Zhang, University of Maryland, USA), **Machine Learning with R - Introduction** (Brett Lantz, Senior Data Scientist at Sony Interactive Entertainment – PlayStation), **Mediation, Moderation, and Conditional Process Analysis I** (Amanda Montoya, University of California – Los Angeles, USA).

The first edition of the SEB Doctoral Winter School (15 – 19 February 2021) offered three one-week courses, which were intended for doctoral students, post-docs, academic and professionals from different areas. Courses were taught by renowned Slovenian academics.

The courses included **Applied Time Series Analysis and Forecasting** (Miroslav Verbič, SEB LU), **Introduction to Data Science with Python** (Matej Guid and Martin Možina, both from Faculty of Computer and Information Science, University of Ljubljana), **Quantitative Research with R Studio** (Marko Pahor, SEB LU).

The SEB Doctoral Summer School (12 - 23 July 2021) offered online courses, which were aimed at doctoral students, post-docs, academics and professionals from various fields. The specialised one-week online courses were taught by renowned international academics. Courses included **Applied Econometrics Using STATA** (Rok Spruk, SEB LU, Slovenia), **Creativity in Research** (Anja Svetina Nabergoj, Stanford University, Hasso Plattner Institute of Design, USA), **Experimental Design and Analysis** (Jagdeep Singh, Case Western Reserve University, USA), **Mixed Methods Research Design & Analysis** (Tamara Pavasović Trošt, SEB LU, Slovenia), **Multilevel Analysis** (Ad de Jong, Copenhagen Business School, Denmark), **Quantitative Approaches to Literature Reviews** (Ivan Zupic, Goldsmiths, University of London, UK), **Theory Development** (Arun Rai, Georgia State University, USA), **Advanced Qualitative Research with NVivo** (Irena Ograjenšek, SEB LU, Slovenia), **Meta-Analysis** (Martin Eisend, European University Viadrina, Germany), **Quantitative Data Analysis: Issues & Applications** (Georgios Halkias, Technical University of Munich, Germany).



School of Economics and Business (UL) alumna Iris Koleša, PhD, published the **'Becoming an International Manager: Identity Work by Managerial International Assignees from Emerging Markets'** monograph with Springer.

The monograph highlights the main challenges experienced by emerging market firms when considering to use or already implementing and managing international assignments (by growth stage of the firm and assignment format). It moreover uncovers the strategies that emerging market firms employ to overcome these challenges. It discusses the challenges experienced by assignees on short- or long-term international assignments as well as their (avoidance and coping) strategies aimed at addressing them.

The study explains how these interactions are reflected in multilevel discourses as well as role shifts and identity work by individuals with agency theory and role (transition), social categorisation, and social identity theories. **Guidelines for practitioners** managing international assignments in emerging market firms are offered. The monograph is part of the **'Contributions to Management Science'** series and is available in electronic and printed format.

You can order the whole text or individual chapters at: <https://doi.org/10.1007/978-3-030-87395-0>.



'Becoming an Organizational Scholar: Navigating the Academic Odyssey' published by Edward Elgar Publishing is edited by Tomislav HERNÁUS (Associate Professor, Faculty of Economics and Business, University of Zagreb, Croatia) and Matej ČERNE (SEB LU alumnus, Associate Professor, School of Business and Economics, University of Ljubljana). The edited monography outlines experiences of a group of aspiring and inspiring international scholars in the field of management and organization with a respectable early-career record of accomplishment. They offer advice about academic survival and outreach by applying a narrative approach and through highly personal reflective essays they explain their idiosyncratic experiences. They share personal thoughts, beliefs and gimmicks about how they do academic business.

Academic Odyssey highlights academic success factors and common career development obstacles, demystifying coping mechanisms on how to address them. Instead of speaking about the average or universal scholar, an idea of a different and original scholar is put upfront.

You can order the book at: [Becoming an Organizational Scholar \(e-elgar.com\)](http://Becoming an Organizational Scholar (e-elgar.com)).

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