

Research/art/teacher profile of a person

Name and surname	doc. PhDr. Lukáš Copuš, PhD.
Document type:	Research/art/teacher profile of a person
The name of the university	Comenius University Bratislava
The seat of the university	Šafárikovo námestie 6, 818 06 Bratislava
The name of the faculty	Faculty of Management
The seat of the faculty	Odbojárov 10, P.O.Box 95, 82005 Bratislava

I. - Basic information

I.1 - Surname	Copuš
I.2 - Name	Lukáš
I.3 - Degrees	doc., PhDr., PhD.
I.4 - Year of birth	1988
I.5 - Name of the workplace	Faculty of Management, Department of Management
I.6 - Address of the workplace	Odbojárov 10, P.O.BOX 95, 820 05 Bratislava 25
I.7 - Position	associate professor, head of department
I.8 - E-mail address	lukas.copus@fm.uniba.sk
I.9 - Hyperlink to the entry of a person in the Register of university staff	https://www.portalvs.sk/regzam/detail/25879
I.10 - Name of the study field in which a person works at the university	Economy and Management
I.11 - ORCID iD	https://orcid.org/0000-0002-9502-830X

II. - Higher education and further qualification growth

II.1 - First degree of higher education

II.a - Name of the university or institution	Faculty of Management, Comenius University in Bratislava
II.b - Year	2011
II.c - Study field and programme	Management/Management

II.2 - Second degree of higher education

II.a - Name of the university or institution	Faculty of Management, Comenius University in Bratislava
II.b - Year	2013
II.c - Study field and programme	Management/Management

II.3 - Third degree of higher education

II.a - Name of the university or institution	Faculty of Management, Comenius University in Bratislava
II.b - Year	2017
II.c - Study field and programme	Business management/Business management

II.4 - Associate professor

II.a - Name of the university or institution	Faculty of Management, Comenius University in Bratislava
II.b - Year	2021
II.c - Study field and programme	Management

II.5 - Professor

II.6 - Doctor of Science (DrSc.)

III. - Current and previous employment

III.a - Occupation-position	III.b - Institution	III.c - Duration
Associate professor (assistant professor until 2021)	Faculty of Management, Comenius University in Bratislava	2017 - present
Selfemployed		2017 - present
Mentor for children from socially disadvantaged background	Divé maky, o.z.	2019 - 2021
Marketing and purchasing officer	MajTech IT, s.r.o.	2013 - 2015
HRM intern	Chemosvit, a.s.	2013
Marketing assistant	G&M Dynamics, s.r.o.	2012

IV. - Development of pedagogical, professional, language, digital and other skills

IV.a - Activity description, course name, other	IV.b - Name of the institution	IV.c - Year
Leadership and Management in educational establishments	ShipCon, Prague, Czech Republic (in person)	2023
Flipped classroom and distance learning: Following Finland	Europass Teacher Academy, Helsinki, Finland (in person)	2022
International Research Methods Workshop	Institute of Eastern Europe and Central Asia, St. Louis, USA (virtually)	2020
Teaching Critical Thinking	University of Groningen, Netherlands (in person)	2019
Case Study Research: Design, Execution and Publication	University of Ljubljana, Slovenia (in person)	2019
Cross Cultural Intelligence in Academic Environments	Ghent University, Belgium (in person)	2019
Grounded Theory and Qualitative Methods	University of Pisa, Italy (prezenčne)	2019
Qualitative Comparative Analysis	Higher School of Economics, Saint Petersburg, Russia (in person)	2018
Principles and Practice of Academic Writing	CASAJC, Bratislava (in person)	2015
Supplementary Pedagogical Study	University of Žilina (in person)	2013 - 2015

V. - Overview of activities within the teaching career at the university

V.1 - Overview of the profile courses taught in the current academic year according to study programmes

V.1.a - Name of the profile course	V.1.b - Study programme	V.1.c - Degree	V.1.d - Field of study
Management I	Management, Sports Management	1.	Economy and management
Management II	Management, Sports management	1.	Economy and Management
Introduction to Management I	Management and Law	1.	Economy and Management
Introduction to Management II	Management and Law	1.	Economy and Management
Introduction to Personnel Management	Management and Law	1.	Economy and Management

V.2 - Overview of the responsibility for the delivery, development and quality assurance of the study programme or its part at the university in the current academic year

V.2.a - Name of the study programme	V.2.b - Degree	V.2.c - Field of study
Management and Law	1.	Economy and Management
Sports Management	1.	Economy and Management

V.4 - Overview of supervised final theses

V.4.1 - Number of currently supervised theses

V.4.a - Bachelor's (first degree)	6
V.4.b - Diploma (second degree)	6
V.4.c - Dissertation (third degree)	4

V.4.2 - Number of defended theses

V.4.a - Bachelor's (first degree)	39
V.4.b - Diploma (second degree)	23
V.4.c - Dissertation (third degree)	0

V.5 - Overview of other courses taught in the current academic year according to study programmes

V.5.a - Name of the course	V.5.b - Study programme	V.5.c - Degree	V.5.d - Field of study
Management I	International Management, Entrepreneurship, Managerial Mathematics	1.	Economy and Management
Management II	International Management, Entrepreneurship, Managerial Mathematics	1.	Economy and Management
Organisational Cultures (European Features)	Management	2.	Economy and Management

VI. - Overview of the research/artistic/other outputs

VI.1 - Overview of the research/artistic/other outputs and the corresponding citations

VI.1.1 - Number of the research/artistic/other outputs

VI.1.a - Overall	31
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VI.1.b - Over the last six years	21
<i>VI.1.2 - Number of the research/artistic/other outputs registered in the Web of Science or Scopus databases</i>	
VI.1.a - Overall	12
VI.1.b - Over the last six years	7
<i>VI.1.3 - Number of citations corresponding to the research/artistic/other outputs</i>	
VI.1.a - Overall	103
VI.1.b - Over the last six years	89
<i>VI.1.4 - Number of citations registered in the Web of Science or Scopus databases</i>	
VI.1.a - Overall	37
VI.1.b - Over the last six years	26
<i>VI.1.5 - Number of invited lectures at the international, national level</i>	
VI.1.a - Overall	1
VI.1.b - Over the last six years	1
VI.2 - The most significant research/artistic/other outputs	
1	<p>V3 (ADC) Madzík, P., Falát, L., Copuš, L., Valeri, M.: Digital Transformation in Tourism - Bibliometric Literature Review Based on Machine Learning Approach. Emerald: European Journal of Innovation Management, vol. 26, no. 7, pp. 177-205, 2023.</p> <p>Indexation: WoS (Q2; IF=5.1), Scopus (Q1; SNIP=1.527)</p> <p>Citations: n1 = 2 n2 = 2</p>
2	<p>V3 (ADC) Poláková, M., Horváthová Suleimanová, J., Madzík, P., Copuš, L., Molnárová, I., Polednová, J.: Soft skills and their importance in the labour market under the conditions of Industry 5.0. Cell Press - Elsevier: Heliyon, vol. 9, no. 8, pp. e18670, 2023.</p> <p>Indexation: WoS (Q2; IF=4.0), Scopus (Q1; SNIP=1.332)</p> <p>Citations: n2 = 1</p>
3	<p>ADM Copuš, L., Čarnogurský, K.: Intercultural marketing: Culture and its influence on the efficiency of Facebook marketing communication. De Gruyter: Management & Marketing. Challenges for the Knowledge Society, vol. 12, no. 2, pp. 189-207, 2017.</p> <p>Indexation: WoS, Scopus (Q3; SNIP=0.439)</p> <p>Citations: o1 = 7 o2 = 1 o3 = 6 n1 = 2 n2 = 8</p>

4 AFC Copuš, L., Papík, M., Olšavský, F.: Corporate social responsibility and societal marketing concept in financial sector (Slovak perspective). In: Education excellence and innovation management through Vision 2020: From regional development sustainability and competitive economic growth. Norristown, PA: International Business Information Management Association, pp. 3317 - 3326, 2017.

Indexation:

WoS, Scopus

Citations:

o1 = 2

o3 = 3

5 AFD Copuš, L.: Influence of selected HR competencies on the performance of organizations (comparison of Indian and European organizations) In: Globalization and its socio-economic consequences : part 1. - Žilina : University of Žilina, pp. 94-101, 2015.

Indexation:

WoS

Citations:

o2 = 6

n2 = 1

VI.3 - The most significant research/artistic/other outputs over the last six years

1 V3 (ADC) Copuš, L., Madzík, P., Šajgalíková, H., Čarnogurský, K.: Is There a Possibility to Characterize an Organizational Culture by Its Selected Cultural Dimensions? **Sage**: SAGE open, vol. ahead-of-print, no. ahead-of-print, 2023.

Indexation:

WoS (Q2; IF=2.0), **Scopus** (Q2; SNIP=1.000)

2 AFC Copuš, L., Šajgalíková, H., Wojčák, E.: Organizational Culture and its Motivational Potential in Manufacturing Industry (Subculture Perspective). **Elsevier**: Procedia Manufacturing, vol. 32, pp. 360-367, 2019.

Indexation:

WoS, Scopus (Q2; SNIP=0.990)

Citations:

o1 = 1

o2 = 1

o3 = 14

n1 = 3

n2 = 10

3 ADM Šajgalíková, H., Copuš, L.: Can HRM Utilize Hero Analyses in Identifying Employees' Profiles? The Case of the Slovak and Czech Republics. Journal of Eastern European and Central Asian Research, vol. 7, no. 1, pp. 61-71, 2020.

Indexation:

WoS, Scopus (Q3; SNIP=0.751)

Citations:

n2 = 1

4 AFC Šajgalíková, H. - Copuš, L.: Heroes as predictors of future employees behaviour. *Advances in Economics, Business and Management Research*. - č. 56, s. 388-391, 2018.

Indexation:

WoS

Citations:

o4 = 1

5 ADE Wojčák, E., Copuš, L., Majtánová, M.: Requirements on human resources in context of industry 4.0. *Grant Journal*, vol. 7, no. 2, pp. 6-11, 2018.

Citations:

o1 = 1

o4 = 1

n1 = 2

n2 = 1

VI.4 - The most significant citations corresponding to the research/artistic/other outputs

1 Publication: Copuš, L., Čarnogurský, K.: Intercultural marketing: Culture and its influence on the efficiency of Facebook marketing communication. *De Gruyter: Management & Marketing. Challenges for the Knowledge Society*, vol. 12, no. 2, 2017, pp. 189-207. Indexation: WoS, Scopus. Citations (5/24):

- [n1] Rashkova, Y. - Moi, L. - Marku, E. - Cabiddu, F.: Online integrated marketing communication strategies of international brands: standardization vs. adaptation approaches. In: *Journal of Marketing Communications*. 2023. - SCOPUS
- [o1] Margariti, K. - Boutsouki, C. - Hatzithomas, L. - Zotos, Y.: Visual metaphors in food advertising: A cross-cultural study. In: *Food Research International*, 115. Amsterdam : Elsevier, 2019, s. 338-351 - SCOPUS ; SCIE; SSCI.
- [o1] Sukawati, T. G. R. - Astawa, I. P.: Improving performance by harmonious culture approach in internal marketing. In: *Polish journal of management studies*, vol. 16, no. 1, 2017, s. 226-223 - SCOPUS; ESCI.
- [o1] Olah, Serban : Social values, economic freedom and economic growth. - In: *Journal of community positive practices*, vol. 21, iss. 4, 2021 ; s. 123 - SCOPUS.
- [o1] Stamate-Ştefan, Andreas - Apăvăloaei, Matei-Alexandru - Roşca, Vlad I. - Iacob, Mihaela - Jora, Octavian-Dragomir : "The price of everything and the value of nothing!?" - what cultural capitalism is and what it cannot be accused of being. - In: *Proceedings of the international conference on business excellence*, vol.15 . - Warsaw: De Gruyter, 2021 ; S. 871. SCOPUS; CPCI-S

2 Publication: Copuš, L., Šajgalíková, H., Wojčák, E.: Organizational Culture and its Motivational Potential in Manufacturing Industry (Subculture Perspective). *Elsevier: Procedia Manufacturing*, vol. 32, 2019, pp. 360-367. Indexation: WoS, Scopus. Citations (5/29):

- [n1] Pshembayeva, Elmira - Pfeyfer, Nellie - Uaikhanova, Meruyert - Bubenchikova, Anastasiia : Career success: analysis and development of career opportunities in students. - In: *Frontiers in education*, vol. 7, 2022 ; art. no. 999541, s. 11. - ESCI ; SCOPUS
- [n1] Simovic, Olivera - Miha, Lesjak - Perović, Đurdica - Podovšovnik, Eva: Measuring Organizational Culture in Hotels, Restaurants and Travel Agencies in Montenegro. In: *Sustainability*, vol. 15, no. 3, s. 2715, 2023 - SCIE ; SSCI ; SCOPUS
- [o1] Badia, Eulalia - Navajas, Joaquin - Lisilla, Josep-Maria: Organizational culture and subcultures in the Spanish nuclear industry. In: *Applied Sciences*, vol. 10, no. 10, 2020, s. 26 - SCOPUS ; SCIE ; SSCI.
- [o3] Chandler, Nick - Knowledge management in large complex organizations: the subcultural level. - In: *Handbook of research on organizational culture strategies for effective knowledge management and performance* . - Hershey : IGI Global, 2021; s. 128.
- [o3] López Ramírez, Cesar Augusto - García Cáceres, Rafael Guillermo - Herrera Rodríguez, Jenny Mairena: Taxonomy of outsourcing alternatives through systematic literature review. - In: *Tecnura*, vol. 26, no. 71, 2022 ; s. 139 ; SciELO

3

Publication: Copuš, L., Papík, M., Olšovský, F.: Corporate social responsibility and societal marketing concept in financial sector (Slovak perspective). In: Education excellence and innovation management through Vision 2020 : From regional development sustainability and competitive economic growth. Norristown, PA: International Business Information Management Association, 2017. - pp. 3317-3326. - ISBN 978-0-9860419-7-6. Indexation: WoS, Scopus. Citations (5/9):

- [n2] Cárdenas-Pérez, Alisva - Brazales-Herrera, Diego Fabricio - Chango-Galarza, Mariela Cristina - Panchi-Mayo, Viviana Pastora -Proaño-Altamirano, Elizabeth: Sustainable Finance In Corporate Social Responsibility. In: Res Militaris, vol.12, n. 4, 2022.
- [n2] Maggiore, Giulio - Presti, Letizia Lo - In: La responsabilità del marketing digitale - Torino : Giappichelli, 2022 ; S. 140
- [n2] Kutama, Norman - Deliwe, Ayanda: Creating consumer awareness of green products through the 6Ps of societal marketing. Journal of Management and Marketing Review, vol. 7, n. 4., s 203 - 2016, 2022.
- [o1] Kuchta, Martin - Stanková, Monika - Hasprova, Mária: Corporate social responsibility (csr) reflected in advertisement activities. In: DOKBAT 2019. Zlín: Tomáš Baťa University in Zlín, Faculty of Management and Economics, 2021, S.633.
- [o1] Dudić, Branislav - Drahošova, Martina - Lukić, Jelena - Dudić, Zdenka - Smoleň, Jan - Mirković, Vladimir : Counterparty credit risk closure: challenges in big data era. - In: Innovation management and education excellence through vision 2020, vols. 4-6 . - Norristown: International business information management association, 2018 ; S. 2441-2453 ; CPCI-SSH ; SCOPUS

4

Publication: Copuš, L.: Influence of selected HR competencies on the performance of organizations (comparison of Indian and European organizations). In: Globalization and its socio-economic consequences : part 1. - Žilina : University of Žilina, 2015. - úú. 94-101. - ISBN 978-80-8154-145-2. Indexation: WoS. Citations (5/7):

- [n2] Suneet Soni - Manmeet Bali Nag. - Role of Organizational Culture in Driving Employee Engagement: An Empirical Study of a Leading Two-Wheeler Indian Manufacturing Company. In. Special Education, 2022, vol. 1, no. 43, 7030-7045.
- [o2] Urazgaliev, Vladimir Sh. - Menshikova, Galina A. - Altunyan, Armen G.: Methodology of performance management in the Russian Federation: think globally, act locally. In: Globalization and its socio-economic consequences. Žilina :University of Žilina, 2017, S. 2766.
- [o2] Suhanyi, Ladislav - Tomčíková, Ľuba - Svetozarovová, Nella: Roles, responsibilities and skills of global managers in an international work environment. In: Globalization and its socio-economic consequences. Žilina : University of Žilina, 2017, S. 2554.
- [o2] Strenitzerová, Mariana - Garbarová, Miriam: Impact of globalization on human resource management in the information and communication sector. In: Globalization and its socio-economic consequences, Proceedings Part 1-5. Žilina : University of Žilina, 2016, S. 2143-2150 - CPCI-SSH.
- [o2] Harumová, Anna: The development of unemployment in Slovakia in the conditions of globalization. In: Globalization and its socio-economic consequences, Proceedings Part 1-5. Žilina : University of Žilina, 2016, S. 611-619 - CPCI-SSH

5

Publication: Wojčák, E., Copuš, L., Majtánová, M.: Requirements on human resources in context of industry 4.0 Grant Journal, vol. 7, no. 2, 2018, pp. 6-11. Citations (5/5):

- [n1] Stacho, Zdenko - Ližbetinová, Lenka - Stachová, Katarína - Starecek, Augustin : The application of progressive HR tools in the environment of Slovak enterprises. - In: Journal of competitiveness, vol. 14, iss. 3, 2022 ; S. 190 ; SCOPUS
- [n1] Stacho, Zdenko - Stachová, Katarína - Lukáč Michal - Kupec, Václav - Petrů, Naděžda: Management Reflections on Innovations in Digitalization, with an Emphasis on Degree of Work Autonomy. E&M Economics and Management, Vol. 26, č. 1, s. 78-93, 2023. ISSN 1212-3609. ESCI
- [o1] Kohnová, Lucia - Papula, Ján - Papulová, Zuzana - Stachová, Katarína - Stacho, Zdenko : Job mismatch: the phenomenon of the overskilled employees as a result of poor managerial competences. - In: Entrepreneurship and Sustainability Issues, vol. 8, no. 1, 2020 ; s. 101 ; ESCI ; SCOPUS
- [n2] Cuninková, Lucia - Kubišová, Eliška - Čambál, Miloš - Babčanová, Dagmar : The analytic hierarchy process as a method to determine the appropriate method of selecting employees in industrial enterprises implementing Industry 4.0. - In: International doctoral seminar 2022 . - Trnava : AlumniPress, 2022 ; S. 44
- [o4] Cuninková, Lucia - Čambál, Miloš : Industry 4.0 impact on labour market and HR management. - In: Fórum manažéra, roč. 16, č. 2, 2020 ; s. 19.

VI.5 - Participation in conducting (leading) the most important research projects or art projects over the last six years

- | | |
|---|---|
| 1 | VEGA 1/0614/23: <i>Preparing Companies for the Challenges Associated with Industry 4.0 from the Point of View of Business Processes and Process Management</i> (member of the research team, 2023 - present). |
| 2 | VEGA 1/0792/20: <i>Examination of Changes in Management of Companies in Slovakia in Connection to Industry 4.0 Transition</i> (member of the research team, 2020 - 2022). |
| 3 | APVV-17-0656: <i>Transformation of Paradigm in Management of Organizations in the Context of Industry 4.0</i> (member of the research team, 2018 - 2021). |

VII. - Overview of organizational experience related to higher education and research/artistic/other activities

VII.a - Activity, position	VII.b - Name of the institution, board	VII.c - Duration
Member of Scientific Council	Faculty of Management, Comenius University Bratislava	2021 - present
Member of Academic Senate	Faculty of Management, Comenius University Bratislava	2020 - present
Member of Commission for Special Examination	Faculty of Management, Comenius University Bratislava	2020 - present
IBM University Ambassador (FMCU education and practice coordinator for cooperation with IBM Slovakia)	Faculty of Management, Comenius University Bratislava	2017 - 2023
Research Secretary of Department of Management	Faculty of Management, Comenius University Bratislava	2018 - 2021
Head of the Working Commission for study programmes accreditation	Catholic University in Ružomberok	2022
Member of the organising committee of the international scientific conference	PEMF 2022, Poprad	2022
Member of the organising committee of the international scientific conference	PEMF 2021, Poprad	2021
Member of the organising committee of the international scientific conference	Days of Management and Economics Students 2020, Bratislava	2020
Member of the organising committee of the international scientific conference	Quality Assurance of Language Programmes at European Higher Education Institutions	2016

VIII. - Overview of international mobilities and visits oriented on education and research/artistic/other activities in the given field of study

VIII.a - Name of the institution	VIII.b - Address of the institution	VIII.c - Duration (indicate the duration of stay)	VIII.d - Mobility scheme, employment contract, other (describe)
University of Warsaw	Poland, Warsaw	05.06.2023 - 09.06.2023	Erasmus+
University of Niccolò Cusano	Rome, Italy	14.05.2023 - 19.05.2023	Erasmus+
Croatia Teacher Training Center	Croatia, Split	25.06.2022 - 03.07.2022	Erasmus+
Europass Teacher Academy	Ireland, Dublin	15.05.2022 - 22.05.2022	Erasmus+
University of Ljubljana	Slovenia, Ljubljana	21.07.2019 - 26.07.2019	Erasmus+
University of Groningen	Groningen, Netherlands	23.06.2019 - 29.06.2019	Erasmus+
University of Pisa	Italy, Pisa	02.06.2019 - 07.06.2019	Erasmus+
European University Cyprus	Cyprus, Nicosia	08.04.2019 - 12.04.2019	Erasmus+
University of Valencia	Valencia, Spain	18.02.2019 - 22.02.2019	own resources
Higher School of Economics	Russia, Saint Petersburg	30.07.2018 - 03.08.2018	own resources

IX. - Other relevant facts

IX.a - If relevant, other activities related to higher education or research/artistic/other activities are mentioned

REVIEWER FOR SCIENTIFIC JOURNALS:

- European Business Review (Emerald) - indexed in WoS and Scopus
- European Journal of Innovation Management (Emerald) - indexed in WoS and Scopus
- Business Process Management Journal (Emerald) - indexed in WoS and Scopus
- Management and Marketing (De Gruyter) - indexed in WoS and Scopus
- SN Business & Economics (Springer)
- Journal of Human Resource Management (Comenius University in Bratislava)
- Reflexie (Verbum - Catholic University in Ružomberok)

H-INDEX:

- Scopus: 3
- Web of Science: 4
- Google Scholar: 6
- ResearchGate: 7

