



## **Prof. Dr. Svetlana Čizmić**

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### **Education**

- 1988 PhD. in Psychology, Department of Psychology, Faculty of Philosophy, University of Belgrade
- 1980 MSc in Work Psychology, Department of Psychology, Faculty of Philosophy, University of Belgrade
- 1973 Diploma in Psychology, Department of Psychology, Faculty of Philosophy, University of Belgrade

### **Employment**

- since 2008 Full professor, Department of Psychology, Faculty of Philosophy, University of Belgrade*
- 2006 – 2008 Associate professor, Department of Psychology, Faculty of Philosophy, University of Belgrade*
- 1989 – 2006 Assistant professor, Department of Psychology, Faculty of Philosophy, University of Belgrade*
- 1975 – 1989 Teaching Assistant, Department of Psychology, Faculty of Philosophy, University of Belgrade,*

### **Fellowship**

- 1986 – 1989 Scientific Assistant, Institute of Psychology of Russian Academy of Sciences, Moscow*

### **Academic positions**

- 2012 – President of the Academic Council of the Faculty of Philosophy, University of Belgrade*
- 2003 – Head of laboratory for Work Psychology 'Ivan Stajnberger', Department of Psychology, Faculty of Philosophy, University of Belgrade*
- 2006 – 2009 Vice dean, Faculty of Philosophy, University of Belgrade*

## Courses

Undergraduate studies – *Career development, Stress at work, Applied research in work psychology*

Master studies – *Contemporary issues of work stress, Human factor and safety at work*

Doctoral studies – *Man-machine interaction: An ergonomic approach*

Supervisor and examiner for *Professional Internship in Work Psychology* for undergraduate and master psychology students and *Independent research work*

The dissertation thesis mentor - *master and doctoral theses*

## Research interests

Work and organizational psychology – *Work motivation and job satisfaction, Stress at work, Workplace bullying, Job search and unemployment, Career development, career management*

Ergonomics and human factors – *Human-machine interaction, Human-computer interaction, Mental models concept and HCI, Design of work and work environments, Human errors, Workplace accidents*

Management and work behaviour – *Etical bussines, Entrepreneurial orientation and personality traits, Women at managerial positions*

## Research projects at Institute of Psychology, Belgrade

*Financed by Ministry of Science and Technology of the Republic of Serbia*

*Identification, measurement and development of the cognitive and emotional competences important for a Europe-oriented society, Psychological aspects of innovativeness in the context of work psychology (2011 – 2014)*

*Psychological problems within the context of social changes - Psychological problems of employees during the transition (2006 – 2010)*

*The processes of creation of new competencies and of behaviour patterns in a changing society - Human resources and productivity (2001 – 2005)*

*The person and the group in conditions of social transition (1996 – 2000)*

*Work, entrepreneurship and efficiency - socio-psychological factors and consequences, Project Director (1991 – 1995)*

## Membership in professional bodies

Serbian Psychological Association

European Association of Work and Organizational Psychology (EAWOP)

## Reviewer

Conferences – “Empirijska istraživanja u psihologiji” [Empirical studies in psychology], annual scientific conference, Institute of psychology, Department of Psychology, Faculty of Philosophy, University of Belgrade.

Journals – Psihologija, journal of the Serbian Psychological Society; Primenjena psihologija [Applied Psychology], journal of the Department of Psychology, Faculty of Philosophy, Novi Sad; Psihološka istraživanja [Psychological Research], journal of the Institute of Psychology, Faculty of Philosophy, University of Belgrade.

Member of the Editorial Council of Psihološka istraživanja [Psychological Research], journal of the Institute of Psychology, Belgrade, 2012 – now

## Books

Štajnberger, I., Čizmić, S. (1981). Život i ritam [Life and Rhythm]. Beograd: Nolit.

Štajnberger, I., Čizmić, S. (1991). Psihologija i savremena tehnika [Psychology and Contemporary Technique]. Beograd: Zavod za udžbenike i nastavna sredstva.

Čizmić, S. (Ed.) (1995). Psihologija i menadžment [Psychology and Management]. Beograd: Institut za psihologiju.

Čizmić, S., Kondić, V. (Eds.) (2003). Psihologija rada u formuli uspeha organizacije [Work Psychology in the Formula of Organizational Prosperity]. Beograd: Centar za primenjenu psihologiju.

Čizmić, S. (2006). Ljudski faktor - Osnove inženjerske psihologije [Human Factor – The Basics of Engineering Psychology]. Beograd: Institut za psihologiju.

Štajnberger, I., Čizmić, S., & Perić-Vuksanović, B. (2008). Život je ritam [Life is Rhythm]. Beograd: Plato books.

## Selected journal papers

Bozic, M., Cizmic, S., Sumarac-Pavlovic, D., & Escalas-Tramullas, M. T. (2014). Problem-based learning in telecommunications: internship-like course bridging the gap between classroom and industry. International Journal of Electrical Engineering Education, 51(2), 110-120.

Petrović, I., Čizmić, S., & Vukelić, M. (2014). Workplace bullying in Serbia: The relation of self-labeling and behavioral experience with job-related behaviors. Psihologija, 47(2), 185–199.

Stanković, V., Čizmić, S. (2014). Ergonomski faktori rizika i fizička nelagodnost korisnika laptop računara [Ergonomic risk factors and physical discomfort of laptop-computer users]. Psihološka istraživanja, 17(1), 19-33.

Vukelić, M., Čizmić, S., Petrović, I., Tenjović, L., & Giorgi, G. (in press). Psychometric properties of the Serbian version of the Negative Acts Questionnaire – Revised. Psihologija.

Kovačević, I., Čizmić, S. (2012). Workspace satisfaction and work behaviour of computer systems managers. Psihološka istraživanja, 15(1), 5-23.

Mirković, B., Čizmić, S. (2011). Active job search: The influence of socio-demographic characteristics. Sociološki pregled, 45(4), 505–530.

Petrović, I., Čizmić, S. (2010). Waiting for privatization: Employees' optimism and expectations from privatization, Bulgarian Journal of Psychology, 1-4, 451-456.

Petrović, I., Čizmić, S., Kovačević, P. (2009). Lokus kontrole na radu i aktivno traženje posla [Work locus of control and active job search], Andragoške studije, 2, 307-322.

Čizmić, S., Župunski, B. (2006). Boje i geometrijske forme u kodiranju informacija u procesu rada [Colors and geometric shapes in the information coding in the work process], Psihologija, 39(3), 327-342.

Bojanović, R., Čizmić, S., Petrović, I. (1995). Entrepreneurial orientation and psychological traits, Psihologija, 28(SI), 49 - 64.

Čizmić, S., Petrović, I. (1994). Psihička stanja radnika - povratnika sa ratišta [Psychological states of employees after returning from the battlefield], Psihologija, 27(1-2), 83- 96.

## Recent conference abstracts and proceedings

- Kovačević, I., Čizmić, S., & Mihailović, D. (2014). *Operationally defining concept of work behaviour: work behaviour self-assessment scale*. Proceedings of the XIV International Symposium, Symorg, Zlatibor, Serbia (pp. 173-181). Retrieved from: <http://symorg.fon.bg.ac.rs/proceedings/html/papers.html>
- Bozic, M., Cizmic, S., Sumarac Pavlovic, D., Certic, J., & Escalas Tramullas, M. T. (2013). *Ill-structured problem solving in a workplace simulation environment: Challenges of the learning experience and skills developed*. Proceedings of the Frontiers in Education Conference, IEEE, Oklahoma, USA (pp. 928-930). Retrieved from: <http://ieeexplore.ieee.org/xpl/articleDetails.jsp?arnumber=6684964>
- Vukelic, M. B, Cizmic, S. M, & Petrovic, I. B. (2013). *Effect of involvement with workplace bullying: Are the victims the only victims? Imagine the future world: How do we want to work tomorrow?* Abstract proceedings of the 16th European Association of Work and Organizational Psychology, EAWOP Congress 2013, Münster, Germany (p. 133). Retrieved from: <http://repositorium.uni-muenster.de/document/miami/1a594ad3-0fea-4189-8e65-bc72f18ef0ea/abstractvolume-EAWOP-2013.pdf>