



# DR. NORBERT SIPOS

H-7622 Pécs, Rákóczi út 80. B323 | 72/501-599, ext. 23132 | sipos.norbert@tkk.pte.hu

**Nationality:** Hungarian

**Date of birth:** 09.04. 1985

**Sex:** male

**Workplace:** University of Pécs Faculty of Business and Economics (UPFBE), Department of Leadership and Organisational Sciences

**Job position:** assistant professor

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## EDUCATION AND TRAINING

### PhD degree

2018

University of Pécs Faculty of Business and Economics

### Economist, Management and Consulting

2009

University of Pécs Faculty of Business and Economics

### Italian-Hungarian Bilingual Diploma

2004

Zoltán Kodály College

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## LANGUAGE SKILLS

	Understanding		Speaking		Writing
	Listening	Reading	Spoken interaction	Spoken production	
<b>English</b>	C1	C1	C1	C1	C1
<b>Italian</b>	C2	C2	C2	C2	C2

### Language exams:

Advanced Italian Certificate C Language Exam (2004)

Advanced Italian Business C Language Exam (2006)

Advanced English Business B Language Exam (2009)

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## **AWARDS AND ACHIEVEMENTS**

2023: HAS Committee on Management and Organization Subcommittee on Management and Organization Sciences – Publication Award

2022: 3rd Entrepreneurship Research Conference – Best Presentation Award

2022: Janus Pannonius College for Advanced Studies, Lecturer of the Year Award, 2022

2022: „Promising Achievement of the Year at UP FBE” Award, 2022

2022: Ferenc Farkas Memorial Award

2021: 2nd Entrepreneurship Research Conference – Best Presentation Award

2021: HAS Committee on Management and Organization Subcommittee on Management and Organization Sciences – Publication Award

2021: New National Excellence Program of The Ministry of Human Capacities – scholar

2020: II. Ferenc Farkas International Scientific Conference – Best Paper Award

2018: Ferenc Farkas International Scientific Conference – Best Paper Award (2 pc)

2018: Janus Award of Janus Pannonius Economic Association for Advanced Studies

2016: New National Excellence Program of The Ministry of Human Capacities – scholar

2015: EJF Foundation award for the best publication of the year

2014: EJF Foundation award for professional activity

2014: EJF Lecturer Contest, 3rd place

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## WORK EXPERIENCE

### **Deputy Director for European Programmes | University of Pécs International Centre**

2024 July – present

### **Director of Internationalisation | University of Pécs Faculty of Business and Economics**

2022-2024 April

### **Assistant Professor | University of Pécs Faculty of Business and Economics**

2018 July – present

Keeping the curricular and correspondence courses, examinations, course-developments, exam management, timetable planning, and other study-related organizing tasks.

Courses taught:

Business models, Career management, Conflict management and negotiations, Employment policy, Human Resource Management Industrial Relations, Introduction to management, Labor market relations, Labor market-related information, Leadership and Organizations, Leadership in Healthcare Organizations, Management and Leadership, Networks and megaprojects, Project Management, Professional Workshop in Healthcare I., II., III., The Relationships of the World of Labour

Since 2020 member of the University of Pécs Committee on Equal Opportunities

Since 2022 member of the University of Pécs Committee on Sport and Parasport

Between January 2019 and September 2020 member of Faculty Quality Steering Committee

Between February 2019 and June 2022 leader of TalentSpot – Competence and Talent Development Center

### **Assistant Lecturer | University of Pécs Faculty of Business and Economics**

2015-2018 June

Keeping the curricular and correspondence courses, examinations, course-developments, exam management, timetable planning, and other study-related organizing tasks.

### **University Responsible of Graduate Career Tracking System | University of Pécs Rectorate's Cabinet**

2018 – present

### **MTA-PTE Comparative and European Employment Policy and Labour Law Research Group | University of Pécs**

2017-2022

### **Faculty Responsible of Graduate Career Tracking System | University of Pécs Faculty of Business and Economics**

2017 – present

### **Evaluator, External Reviewer of Tempus KA1 and KA2 grants | Tempus Foundation**

2016 – present

### **Research assistant manager, from 2013 economist analyst, from June 2013 full-time research expert, since September 2015 half time economic analyst | University of Pécs, Rectorate's Cabinet**

2010 – present

The focus area is the Graduate Career Tracking System. Carrying out other researches, preparing and organizing surveys, editing surveys, collecting answers, collecting and analyzing primer and secondary data, preparing studies.

### **President | Alumni of Pécs Graduated Students of Advanced Studies**

2012-2019

### **Assistant Lecturer | Eötvös József College**

2011-2015

Keeping the curricular and correspondence courses, examinations, course-developments, exam management, timetable planning, and other study-related organizing tasks.

Courses taught

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In Hungarian and English: Analysis and control, Economic and management knowledge, Hungarian Accounting, Business Ethics, Business Finances, Financial Analysis, Excel supported economic decisions, Knowledge management, tacit knowledge, Spatial Economics

October 2012 – December 2013 Economics professional group leader

From January 2012, Institutional Graduate Career Tracking System responsible

January 2013 – December 2013 Quality management referee

From January 2014 Management professional group leader

## TEACHING EXPERIENCE

Course name	Level	Language	Course Leader (Y/N)	Own course development(Y/N)	Joint course development (Y/N)
Relationships in the World of Work	MSc	Hungarian	Y	Y	Y
Coaching in Practice II	MSc	Hungarian	Y	N	N
Interest Reconciliation	BSc	Hungarian	Y	Y	Y
Interest Reconciliation – Dialogue in Society	BSc	Hungarian	Y	Y	Y
Employment Policy	MSc	Hungarian	Y	Y	Y
Professional Subject in a Foreign Language – English	BSc/MSc	English	Y	Y	Y
Innovation and Project Management Methodology	MSc	Hungarian	Y	Y	
Introduction to Management	BSc	English	Y	Y	N
Basic Knowledge of the Labour Market	BSc	Hungarian	Y	Y	N
Labour Market Policies	BSc	Hungarian	Y	Y	Y
Industrial Relations and Negotiation Techniques	MSc	Hungarian	Y	Y	Y
Handling Labour Disputes	MSc	Hungarian	Y	Y	Y
Proposal Writing	BSc	Hungarian	Y	Y	N
Project Management	MSc	English	Y	Y	N
TalentPoint Course – Development of Soft Skills	BSc	Hungarian	Y	N	N
Corporate Interest Reconciliation	BSc	Hungarian	Y	Y	Y

## THE WORLD OF PRACTICE

Involvement in world of practice activities at the School	
Name	Role
Hackathon/International Hackathon	Mentor
Supporting mental health in organisations: developing future business leaders. International Visegrad Fund's Strategic Grant No. 22210016. 01/06/2022-31/05/2024 Implementation period	Member
UP FBE Flow Management Research Research Group	Member
NKFIH_OTKA K 131935	Member
TKP2021-NKTA-19 with the support provided from the National Research, Development and Innovation Fund of Hungary, financed under the TKP2021-NKTA funding scheme	Member

Corporate projects			
Name	Date	Role	Responsibilities
Advanced Excel for Hauni	2024	Presenter	
Körber Employer Branding Research	2020-2022	Member	
Praesta Hungary Leadership Model	2016-2017	Member	
Baranya Pactum labour market forecasting model	2016-2018	Member	
Project Management Course Projects	2017-	Facilitator, Evaluator	
K&H Employer Branding research	2016	Member	

Memberships			
Name	Date	Role	Responsibilities
Academy of International Business	2024-	Member	
American Hungarian Educators Association	2020	Member	
Hungarian National Academy of Science	2018	Member	

Media and professional event contribution	
Name	Date
Pearson MyLab Management Sharing experience	2024
MSZ (2022): Egy hely, ahol a diákok magukat osztályozzák. 2022.02.02. <a href="https://pmsz.hu/hireink/katedra-egy-hely-ahol-a-diakok-magukat-osztalyozzak/">https://pmsz.hu/hireink/katedra-egy-hely-ahol-a-diakok-magukat-osztalyozzak/</a>	2022
EduLine (2022): Amire az iskola nem készít fel, arra az egyetemnek kell. EduLine, 2022.01.10. <a href="https://eduline.hu/palyakezdes/20220110_Skillek_fejlesztese_egyetem_palyakezdes">https://eduline.hu/palyakezdes/20220110_Skillek_fejlesztese_egyetem_palyakezdes</a>	2022
László Gyula – Sipos Norbert (2022): A fenntartható munkaerőpiac dilemmája (vitacikk). Munkaugyiszemle.hu <a href="http://www.munkaugyiszemle.hu/fenntarthato-munkaeropiac-dilemmaja-vitacikk">http://www.munkaugyiszemle.hu/fenntarthato-munkaeropiac-dilemmaja-vitacikk</a> 2022.01.03.	2022
László Gyula – Sipos Norbert (2021): Elég a mennyiség, vagy a minőség is fontos? A fenntartható munkahelyek dilemmája. Munkaeropiac.eu <a href="https://munkaeropiac.eu/cikkek/eleg-a-mennyiség-vagy-a-minőség-is-fontos-a-fenntarthato-munkahelyek-dilemmaja/">https://munkaeropiac.eu/cikkek/eleg-a-mennyiség-vagy-a-minőség-is-fontos-a-fenntarthato-munkahelyek-dilemmaja/</a> 2021.09.14.	2021
László Gyula – Sipos Norbert (2021): Fenntartható-e az összeszerelő Magyarország? Munkaeropiac.eu <a href="https://munkaeropiac.eu/cikkek/fenntarthato-e-az-osszeszerelo-magyarorszag/">https://munkaeropiac.eu/cikkek/fenntarthato-e-az-osszeszerelo-magyarorszag/</a> 2021.08.23.	2021

László Gyula – Sipos Norbert (2021): Fenntartható-e egy középszerű Magyarország? Munkaeropiac.eu <a href="https://munkaeropiac.eu/cikkek/fenntarthato-e-egy-kozezszeru-magyarorszag/">https://munkaeropiac.eu/cikkek/fenntarthato-e-egy-kozezszeru-magyarorszag/</a> 2021.08.02.	2021
Venczel-Szakó Tímea – Sipos Norbert (2021): Hogyan hat a távmunka a szervezet iránti elkötelezettségre? Munkaeropiac.eu <a href="https://munkaeropiac.eu/cikkek/hogyan-hat-a-tavmunka-a-szervezet-iranti-elkoteleztsegre/">https://munkaeropiac.eu/cikkek/hogyan-hat-a-tavmunka-a-szervezet-iranti-elkoteleztsegre/</a> 2021.07.19.	2021
László Gyula – Sipos Norbert (2021): Most kéne megtartani! Munkaeropiac.eu <a href="https://munkaeropiac.eu/cikkek/most-kene-megtartani/?fbclid=IwAR0ckzgs9EzWIEFJReQlwmJzMfwNOgz1P_9C5Ax_I-RJSr_vMvPeqOw05Zg">https://munkaeropiac.eu/cikkek/most-kene-megtartani/?fbclid=IwAR0ckzgs9EzWIEFJReQlwmJzMfwNOgz1P_9C5Ax_I-RJSr_vMvPeqOw05Zg</a> 2021.07.12.	2021
Venczel-Szakó Tímea – Sipos Norbert (2021): Valóban a fizetés nagysága a legfőbb motiváló eszköz a munkaadó kezében? Munkaeropiac.eu <a href="https://munkaeropiac.eu/valoban-a-fizetes-nagysaga-a-legfobb-motivalo-eszkoz-a-munkaado-kezeben/">https://munkaeropiac.eu/valoban-a-fizetes-nagysaga-a-legfobb-motivalo-eszkoz-a-munkaado-kezeben/</a> 2021.06.21.	2021
Sipos Norbert (2021): Kompetencia fejlesztés-mérés a felsőoktatásban. Előadás. Országos Szakkollégiumi Találkozó, Pécs, 2021.04.27.	2021
László Gyula – Sipos Norbert (2021): Mennyi az annyi? Hogyan értelmezzük a munkaerő-piacra vonatkozó statisztikai elemzéseket? Munkaeropiac.eu <a href="https://munkaeropiac.eu/mennyi-az-annyi-hogyan-ertelmezzuk-a-munkaero-piacra-vonatkozoz-statisztikai-elemzeseket/">https://munkaeropiac.eu/mennyi-az-annyi-hogyan-ertelmezzuk-a-munkaero-piacra-vonatkozoz-statisztikai-elemzeseket/</a> 2021.06.08.	2021
László Gyula – Sipos Norbert (2021): A sötét árnyéka... Mi van a fekete foglalkoztatás hátterében. Munkaeropiac.eu <a href="https://munkaeropiac.eu/a-sotet-arnyeka-mi-van-a-fekete-foglalkoztatasi-hattereben/">https://munkaeropiac.eu/a-sotet-arnyeka-mi-van-a-fekete-foglalkoztatasi-hattereben/</a> 2021.05.12.	2021
László Gyula – Sipos Norbert (2021): Paktummal a munkaerőpiac fellendüléséért. Munkaeropiac.eu <a href="https://munkaeropiac.eu/paktummal-a-munkaeropiac-fellenduleseert/">https://munkaeropiac.eu/paktummal-a-munkaeropiac-fellenduleseert/</a> 2021.04.16.	2021
László Gyula – Sipos Norbert (2021): Mennyire ragad a padló, azaz mennyiért menjek el dolgozni? Munkaeropiac.eu <a href="https://munkaeropiac.eu/mennyire-ragad-a-padlo-azaz-mennyiert-menjek-el-dolgozni/">https://munkaeropiac.eu/mennyire-ragad-a-padlo-azaz-mennyiert-menjek-el-dolgozni/</a> 2021.03.29.	2021
László Gyula – Sipos Norbert (2021): Női foglalkoztatás – van még tartalék! Munkaeropiac.eu <a href="https://munkaeropiac.eu/noi-foglalkoztatasi-van-meg-tartalek/">https://munkaeropiac.eu/noi-foglalkoztatasi-van-meg-tartalek/</a> 2021.03.15.	2021
Sipos Norbert (2021): Asszertív kommunikáció a páciens-fogászati szakember kapcsolatban. Előadás. Colgate – Elmex, online, 2021.02.24.	2021
László Gyula – Sipos Norbert (2021): A részmunkaidő itthon csak vészmegoldás? Munkaeropiac.eu <a href="https://munkaeropiac.eu/a-reszmunkaido-itthon-csak-veszmegoldas/">https://munkaeropiac.eu/a-reszmunkaido-itthon-csak-veszmegoldas/</a> 2021.02.19.	2021

## TEACHING MATERIAL

Sipos, N. (2024). Adat alapú döntéshozatal a Pécsi Tudományegyetemen - a survey típusú felmérések helye és szerepe. Pécs: Pécsi Tudományegyetem Közgazdaságtudományi Kar (PTE KTK). <http://doi.org/10.15170/DDDMonPTE-KTK-2024>

Sipos, N., & László, G. (2023). Társadalmi párbeszéd, avagy a munkaügyi kapcsolatok makroszintje. Budapest: Akadémiai Kiadó. <http://doi.org/10.1556/9789634549055>

Dombi, J., Egervári, D., Fodorné, T. K., Simon, K., Sipos, N., Vörös, Z., & Fodorné, T. K. (2022). Fehér Könyv a digitális oktatás- és tanulástámogatásról. (T. K. Fodorné, Ed.). Pécs: Pécsi Tudományegyetem.

Kuráth, G., Szabó-Bálint, B., Sipos, N., & Jarjabka, Á. (2021). A vezetői bizalom kiépítésének kulcsterületei. Pécs: Pécsi Tudományegyetem Közgazdaságtudományi Kar (PTE KTK).

## RESEARCH INTREST AND PROJECTS

Project Name	Title	Responsibilities
CRANET Research Network	CRANET survey 2021	Participation in the 2020 survey wave, representing Hungary
Small business competitiveness research	Small business competitiveness index	participant

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## PUBLICATION HIGHLIGHTS

**Kuráth, G., Bányai, E., Sipos, N., Venczel-Szakó, T., & Konczos-Szombathelyi, M. | 2023 | Journal of International Studies**

Trust and communication in the context of leaders and employees

**Balogh, G., Sipos, N., & Rideg, A. | 2021 | Competitiveness Review**

An empirical study of the internal factors influencing the application of compensation incentives in SMEs

**Lukovszki, L., Rideg, A., & Norbert, S. | 2021 | Competitiveness Review**

Resource-based view of innovation activity in SMEs: an empirical analysis based on the Global Competitiveness Project

**The detailed list of publications is available in the Hungarian Scientific Bibliography at:**

Publications in [MTMT](#) and [ORCID](#)

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## FURTHER SKILLS AND COMPETENCIES

Social skills and competencies

- Teamwork, empathy, helpfulness
- dynamic team spirit
- Excellent communication and accommodation skills in a multicultural situation due to the abroad studies
- Advanced flexibility thanks to the language-teaching skills

Organizational skills and competencies

- organizational skills, multiple experiences
- efficient problem-solving skill

Computer skills and competencies - professional level of Windows® and MS Office®

- professional level of SPSS software
- Corel DRAW basic level of knowledge

- Photoshop software – average knowledge

#### Practical experience

- 14-year professional experience in the fields of management, feasibility studies, and business plans
- 7-year professional experience in writing case studies, company analysis
- 7-year experience of evaluation Erasmus+ KA2 applications
- 8-year experience of holding trainings
- 9-year experience of mentoring
- 14-year experience of tender writing

#### Other skills and competences

- Typing certificate
- Good technical skill (mechanical and simpler electromechanical accessories).
- B-category driving license