



UNIVERSITY OF PÉCS
Faculty of Business and Economics

DR. TÍMEA VENCZEL-SZAKÓ

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Nationality: Hungarian

Date of birth: 19.07. 1987

Sex: female

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

Job position: Assistant professor

EDUCATION AND TRAINING

PhD

2022

University of Pécs Faculty of Business and Economics

Business Coach

2021

University of Pécs Faculty of Business and Economics

Mentor

2015

Business Coach Mentor Academy

MSc diplom/ MSc in Marketing

2012

University of Pécs Faculty of Business and Economics

BA diplom/ BA in Commerce and Marketing

2010

University of Pécs Faculty of Business and Economics

German-Hungarian Bilingual Diploma

2006

Leówey Klára College, Pécs

LANGUAGE SKILLS

	Understanding		Speaking		Writing
	Listening	Reading	Spoken interaction	Spoken production	
English	B2	B2	B1	B1	B2
German	C1	C2	C1	C1	C2

Language exams:

English: state-accredited language exam, intermediate (2005)

Német: DSD (Deutsche Sprachdiplom) state-accredited language exam, higher level (2006)

AWARDS AND ACHIEVEMENTS

EMCC EIA Senior Practitioner Coach and mentor EMCC GLOBAL (2024)

The EMCC Global EIA is an internationally recognised award demonstrating that an individual practising as a professional mentor/coach has the appropriate knowledge and the ability to apply it effectively in their practice.

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

WORK EXPERIENCE

Head of the Business coach postgraduate specialist training | University of Pécs Faculty of Business and Economics

2024 – present

Managerial and professional tasks

President of the Janus Pannonius College for Advanced Studies in Economics of University of Pécs | University of Pécs Faculty of Business and Economics

2024-present

Responsibilities include ensuring organizational integrity and performing representative tasks, as well as supporting the work of the Student Committee.

Assistant professor | University of Pécs Faculty of Business and Economics

2023- present

Education, research

Mentor, coach | University of Pécs Faculty of Business and Economics

2014- present

Student support and mentoring. Holding coaching sessions.

Head of the Management and Organizational Sciences Institute Secretariat | University of Pécs Faculty of Business and Economics

2020-2024

Support, coordination and operational tasks of the Institute.

2018-2023

Education, research

TEACHING EXPERIENCE

Course name	Level	Language	Course Leader (Y/N)	Own course development(Y/N)	Joint course development (Y/N)
Intercultural business communication	MSc	Hungarian	Y	N	Y
Relationships in the World of Work	MSc	Hungarian	N	N	Y
Interest Reconciliation	BSc	Hungarian	N	N	Y
Professional practice III. (ETK: Pécs, Székelyudvarhely)	MSc	Hungarian	N	N	Y
How become a good leader?	MSc	Hungarian	N	N	Y
Communication in the workplace	BSc	Hungarian	N	N	Y
Corporate Interest Reconciliation	BSc	Hungarian	N	N	Y
Basic Knowledge of the Labour Market	BSc	Hungarian	N	N	Y
Labour Market Policies	BSc	Hungarian	N	N	N
Leadership and organization	BSc	Hungarian	N	N	Y
Business communication	BSc	Hungarian	Y	N	Y
Management and leadership practice	BSc	Hungarian	N	N	Y
Talent management	BSc	Hungarian	N	N	Y
Talentpoint Course – Labor market and employability I.	BSc	Hungarian	Y	N	N
TalentPoint Course – Development of Soft Skills	BSc	Hungarian	N	N	N
TalentPoint Course – Development of Soft Skills	BSc	English	N	N	N

THE WORLD OF PRACTICE

Involvement in world of practice activities at the School	
Name	Role
Coordinator of world of practice activities at the department (2022-2024)	Responsible for catalysing the world of practice activities within the department.

Corporate projects			
Name	Date	Role	Responsibilities
Körber Employer Branding Research	2020-2023	Member	Employer brand survey.
Organization and reception of corporate guest speakers	2021-	Organizer	
K&H Employer Branding research	2016	Member	Employer brand survey.

Memberships			
Name	Date	Role	Responsibilities
Hungarian Academy of Sciences	since 2023	member	Member of the Public Body of the Hungarian Academy of Sciences.
EMCC	since 2024	member	coach, mentor

Media and professional event contribution	
Name	Date
Venczel-Szakó Tímea – Sipos Norbert (2021): Hogyan hat a távmunka a szervezet iránti elkötelezettségre? Munkaeropiac.eu https://munkaeropiac.eu/cikkek/hogyan-hat-a-tavmunka-a-szervezet-iranti-elkotelezettsegre/ 2021.07.19.	2021
Venczel-Szakó Tímea (2021): „Jóllét” a munkában – avagy hogyan tudunk „jól lenni” a munkahelyünkön? Karriertrend https://karriertrend.hu/cikkek/jollet-a-munkaban-avagy-hogyan-tudunk-jol-lenni-a-munkahelyunkon/	2021
Venczel-Szakó Tímea (2021): Saját „jóllétünk” megteremtése, avagy mit tehetünk mi a saját boldogságunkért? Karriertrend: https://karriertrend.hu/karrier/sajat-jolletunk-megteremtese-avagy-mit-tehetunk-mi-a-sajat-boldogsagunkert/	2021
Venczel-Szakó Tímea (2021): Tudtad? Ezért nem luxus a munkahelyi jóllét. Karriertrend: https://karriertrend.hu/cikkek/munkahelyi-jollet-hr-megtartas-munka-fenntarthato-munka/	2021
Venczel-Szakó Tímea – Sipos Norbert (2021): Valóban a fizetés nagysága a legfőbb motiváló eszköz a munkaadó kezében? Munkaeropiac.eu https://munkaeropiac.eu/valoban-a-fizetes-nagysaga-a-legfobb-motivalo-eszkoz-a-munkaado-kezeben/ 2021.06.21.	2021
Venczel-Szakó Tímea (2021): Szenvedély vagy szenvedés? Árnyalatok a munkakultúrában. Karriertrend: https://karriertrend.hu/karrier/szenvedely-vagy-szenvedes-arnyalatok-a-munkakulturaban/	2021
Venczel-Szakó Tímea – Sipos Norbert (2022): Akkor most rombolja a home office a munkahelyi lojalitást vagy nem? Karriertrend: https://karriertrend.hu/karrier/home-office-covid-hr-kutatas-szervezeti-kultura/	2022

TEACHING MATERIAL

Creation of digital teaching material for the subject Basic knowledge of the labor market.

RESEARCH INTEREST AND PROJECTS

Project Name	Title	Responsibilities
FLOW Management Research Group	COVID research	Research and publication activity
Visegrad Fund Project	Supporting mental health in organisations: developing future business leaders	The COVID-19 pandemic has severely affected the well-being of societies and required urgent measures to improve cost-effectiveness. The aim of the project is to develop a training that equips business leaders with the skills and attitudes needed to respond to mental health.
Small business competitiveness research	Small business competitiveness index	participant
Talented Young Researcher project, EFOP	EFOP	Employee attitude survey regarding home office work
Organizational culture research	Organizational culture survey at the University of Pécs (2018 and 2023)	participant

PUBLICATION HIGHLIGHTS

Sipos Norbert, Bányai Edit, Venczel-Szakó Tímea | 2024 | SYSTEMS RESEARCH AND BEHAVIORAL SCIENCE (1092-7026 1099-1743): 41 3 pp 453-470

An international empirical study on the relationship between decision-making information complexity and resource-based view in small and medium-sized enterprises

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

Venczel-Szakó, T. – Sipos, N. – Jarjabka, Á. | 2023 | Forum on Economics and Business/Közgazdász Fórum

Consequences of the COVID pandemic: factors of employer satisfaction concerning home office, with special regard to organisational communication, in the light of a survey in Hungary.

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

Publications in MTMT and ORCID

MTMT number: 10038039

ORCID number: 0000-0002-2127-0187

FURTHER SKILLS AND COMPETENCIES

Social skills, competencies:

- ability to teamwork
- team spirit
- good adaptability
- flexibility

Good organizing skills.

Efficient problem-solving skill.

Effective, good communication skills.