



Europass

Personal information



Surname/First name **DR. SIPOS, Norbert PhD**
Telephone (+36) 20/972 67 41
E-mail sipos.norbert@ktk.pte.hu
Date of birth 09/04/1985
Nationality Hungarian
Gender Male

Professional experience

2015 September *Assistant lecturer*, From July 2018 *Assistant professor*
Since July 2022 Director of Internationalisation
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

Dates

Since 2017 Faculty responsible for Graduate Career Tracking System
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

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.

Occupation or position held

Main activities and responsibilities **University of Pécs, Faculty of Business and Economics, Department of Leadership and Organizational Sciences, H-7622 Pécs, Rákóczi str. 80.**

Type of business or sector Education – Higher Education

Dates

2010 September–
Research assistant manager, from 2013 economist analyst, from June 2013 full-time research expert, since September 2015 half time economic analyst

Occupation or position held	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.
Main activities and responsibilities	University of Pécs, Rectorate's Cabinet , H-7622 Pécs, Vasvári Pál str. 4. (until October 2018. Rector's Office, Marketing Office, from November 2018 until November 2020 Rectorate's Cabinet Directorate of Internationalization and Connections)
Type of business or sector	Marketing research – Higher education
Dates	2011 September– 2015 August <i>Assistant lecturer</i>
Occupation or position held	Keeping the curricular and correspondence courses, examinations, course-developments, exam management, timetable planning, and other study-related organizing tasks. <u>Courses taught:</u> 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
Occupation or position held (continued)	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
Main activities and responsibilities	Ötvös József College , H-6500 Baja, Szegedi út 2.
Type of business or sector	Education – Higher Education
Other professional experience	Research and publication activity: 156 scientific papers, 308 citations (185 independent) https://m2.mtmt.hu/gui2/?type=authors&mode=browse&sel=10021547&view=simpleList https://medbiotech.academia.edu/NorbertSipos https://www.researchgate.net/profile/Sipos_Norbert https://orcid.org/0000-0001-8815-0027 https://scholar.google.hu/citations?user=Q8nykeQAAAAJ&hl=hu
Researched area	<i>Sugo Szemle</i> scientific semiannual journal's foundational member and main editor (January 2014 – August 2015.) Graduate Career Tracking System, Students' mobility, Graduates' migration, Talent management in the higher education, Motivation to the world of labor, Collective Bargaining, EU migration and its consequences
Education	
Dates	2009–2012
Name and type of the formation	<i>Ph.D. Student, Doctoral candidate status: January 2015, Doctor status: January, 2018. Thesis title: Graduate Career Tracking practices in Hungary and abroad – Comparison of the Graduate Career Tracking System and the Administrative Databases Integration</i>
Name of the Institution	University of Pécs, Faculty of Business and Economics, Doctoral School of Economics, Pécs
Type of formation	Doctoral Program
Dates	2004–2009

Name and type of the formation	Economist, Management and Consulting
Name of the Institution	University of Pécs, Faculty of Business and Economics, Pécs
Type of formation	University level
Dates	September 1999 – July 2004
Name and type of the formation	Italian-Hungarian Bilingual Diploma
Name of the Institution	Secondary School Zoltán Kodály
Language proficiency skills and competencies	
Mother tongue	Hungarian
Other languages	Italian, English, Spanish
	English: Level B2 Vantage, good written and oral skills extended with business knowledge Italian: Level C2 Mastery excellent written and verbal skills, mother language level extended with business word-base Spanish: Level A2 basic written and oral skills
Certifications	Advanced Italian Certificate in June 2004. Advanced Italian Business Certificate July 2006 Advanced English Business Certificate in January 2009
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 - <i>efficient problem-solving skill</i>
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	- 9-year professional experience in the fields of management, feasibility studies, and business plans - 5-year professional experience in writing case studies, company analysis - 3-year experience of evaluation Erasmus+ KA2 applications - 5-year experience of holding trainings - 4-year experience of mentoring - 10-year experience of tender writing
Other skills and competences	- Typing certificate - Good technical skill (mechanical and simpler electromechanical accessories). - B-category driving license
Complementary information	
Association activity and other membership	2012 – January 2019: Association of Graduated Students for Advanced Studies – President 2009–2012: Association of Graduated Students for Advanced Studies – Presidency member 2012–: National Association of Doctoral Students – <i>Member</i> 2010-2013: Association of Takuma Aikido, Pécs – <i>Secretary</i>

Other Awards	<p>2023: HAS Committee on Management and Organization Subcommittee on Management and Organization Sciences – Publication Award</p> <p>2022: 3rd Entrepreneurship Research Conference – Best Presentation Award</p> <p>2022: Janus Pannonius College for Advanced Studies, Lecturer of the Year Award, 2022</p> <p>2022: „Promising Achievement of the Year at UP FBE” Award, 2022</p> <p>2022: Ferenc Farkas Memorial Award</p> <p>2021: 2nd Entrepreneurship Research Conference – Best Presentation Award</p> <p>2021: HAS Committee on Management and Organization Subcommittee on Management and Organization Sciences – Publication Award</p> <p>2021: New National Excellence Program of The Ministry of Human Capacities – <i>scholar</i></p> <p>2020: II. Ferenc Farkas International Scientific Conference – Best Paper Award</p> <p>2018: Ferenc Farkas International Scientific Conference – Best Paper Award (2 pc)</p> <p>2018: Janus Award of Janus Pannonius Economic Association for Advanced Studies</p> <p>2016: New National Excellence Program of The Ministry of Human Capacities – <i>scholar</i></p> <p>2015: EJF Foundation award for the best publication of the year</p> <p>2014: EJF Foundation award for professional activity</p> <p>2014: EJF Lecturer Contest, 3rd place</p>
Organizing activities	<p>2022: III. Ferenc Farkas International Scientific Conference</p> <p>2020: II. Ferenc Farkas International Scientific Conference</p> <p>2018: XI. dr. Papp László Accounting Competition and Conference</p> <p>2018: II. Ferenc Farkas International Scientific Conference</p> <p>2017: X. dr. Papp László Accounting Competition and Conference</p> <p>2016: IX. dr. Papp László Accounting Competition and Conference</p> <p>2015: VIII. dr. Papp László Accounting Competition and Conference</p> <p>2014: VII. dr. Papp László Accounting Competition and Conference</p> <p>2013: VI. dr. Papp László Accounting Competition and Conference</p> <p>2013: II. National Conference of Student for Advanced Studies</p> <p>2012: V. dr. Papp László Accounting Competition and Conference</p> <p>2012: Interdisciplinary Doctoral Students Conference 2012</p> <p>2011: IV. dr. Papp László Accounting Competition and Conference</p> <p>2010: NyATA 2010 – International Conference of Students for Advanced Studies</p> <p>2009: National Conference of Student for Advanced Studies</p> <p>2009: II. dr. Papp László Accounting Competition and Conference</p>
Other activities	<p>2009-: <i>Tender writer</i> (for various organizations)</p> <p>2009–2011: Janus Pannonius Economic Association for Advanced Studies – <i>Professional Committee member</i></p> <p>2007–2009: Janus Pannonius Economic Association for Advanced Studies – Member, founding member</p>

Other studies	<p>2023: Teaching with Cases – Harvard Seminar – Boston – Training</p> <p>2023: Vintage Office – UP FBE TalentSpot: Basic Mentor Training Mentor Training</p> <p>2023: EDUC workshop Identify and mobilize your soft skills training</p> <p>2022: Samling Solution Consulting Kft. Kommunikáció és prezentációtechnika tréning részvétel</p> <p>2022: Samling Solution Consulting Kft. Communication and presentation training</p> <p>2022: FLIGBY – Flow is GOOD Business For You training</p> <p>2019: EAIE International Student Advising – Developing Intercultural Competencies Training</p> <p>2018: ASCON consulting participation in 5 trainings formation of educators</p> <p>2018: ISEO Summer School</p> <p>2015: Erasmus for Lecturers, University of Sellye Janos (Slovenia)</p> <p>2014: HSA Computer accredited formation (Presentation practice)</p> <p>2014: Erasmus for administrative staff – Università di Bologna (Italy)</p> <p>2012: Samling accredited formation, Pécs</p> <p>2011: Franklin Covey accredited 7Habits manager development, Pécs</p> <p>2011: Accredited Drawing on the Right Side of Brain course, Pécs</p> <p>2009: Simonyi Summer School, Pécs</p> <p>2008: Erasmus: Università di Sassari (Italy)</p> <p>2004: Scholarship Winner: Università di Perugia (Italy)</p>
List of selected publications	<p>Lívia, Lukovszki, Sipos Norbert, Rideg András, and Vörös Zsófia. 2022. "Relationships and Personality Roots of Entrepreneurs' Value Creation Motivation." INTERNATIONAL JOURNAL OF ENTREPRENEURSHIP AND SMALL BUSINESS.</p> <p>Sipos, Norbert, Gabriella Kuráth, Edit Bányai, and Ákos Jarjabka. 2022. "Applicants' Institution Selection Criteria in the Higher Education: An Empirical Study in Hungarian Higher Education Management." MANAGEMENT IN EDUCATION. doi:10.1177/08920206211030975.</p> <p>Balogh, Gábor, Norbert Sipos, and András Rideg. 2021. "An Empirical Study of the Internal Factors Influencing the Application of Compensation Incentives in SMEs." COMPETITIVENESS REVIEW 31 (3): 542–570. doi:10.1108/CR-01-2020-0016.</p> <p>Lukovszki, Lívia, Andras Rideg, and Sipos Norbert. 2021. "Resource-Based View of Innovation Activity in SMEs: An Empirical Analysis Based on the Global Competitiveness Project." COMPETITIVENESS REVIEW 31 (3): 513–541. doi:10.1108/CR-01-2020-0018.</p> <p>Kuráth, Gabriella, and Norbert Sipos. 2021. "Competencies and Success Measured by Net Income among Hungarian HE Graduates." EDUCATION AND TRAINING 63 (3): 417–439. doi:10.1108/ET-01-2020-0015.</p> <p>Balogh, Gábor, and Norbert Sipos. 2020. "Is It Worth for Bachelor Graduates to Diversify Study Programme for Master Level?" INTERNATIONAL JOURNAL OF EDUCATIONAL MANAGEMENT 34 (9): 1387–1401. doi:10.1108/IJEM-01-2020-0020.</p> <p>Jana, Blstáková, Norbert Sipos, József Poór, Gábrielné Györgyi Tőzsér, Istvánné Borgulya, Kinga Kerekes, and Julianna Német. 2020. "Employee Relations and Communication." In Global, Regional and Local Trends of HR Practices, 185–212.</p>

List of selected publications	<p>Sipos, Norbert, Gabriella Kuráth, and Bányai Edit Gyarmatiné. 2020. "A Frissdiplomások Kompetenciái és a Bérek Kapcsolata. A Kompetenciafejlesztés Lehetőségei a Felsőoktatásban." (The Relationship between Competences of Recent Graduates and Wages. Opportunities for Skills Development in Higher Education) <i>KÖZGAZDASÁGI SZEMLE</i> 67 (11): 1130–1153. doi:10.18414/KSZ.2020.11.1130.</p> <p>Balogh, Gábor, and Norbert Sipos. 2019. "Pályakezdő Közgazdászok Bére a Szakdiverzifikáció Függvényében." <i>KÖZGAZDASÁGI SZEMLE</i> 66 (5): 551–577. doi:10.18414/KSZ.2019.5.551.</p> <p>Karoliny, Zsuzsa, and Norbert Sipos. 2019. "Explanations of the Feminization Effects in HR Profession and Beyond." In <i>Eurasian Business Perspectives</i>, 159–173. doi:10.1007/978-3-030-11872-3_10.</p> <p>Kuráth, Gabriella, and Norbert Sipos. 2019. "Felsőoktatási Jelentkezések – Új Hallgatók, Új Módszerek?" (Higher Education applications – New students, new methods?) <i>MAGYAR TUDOMÁNY</i> 180 (8): 1166–1174. doi:10.1556/2065.180.2019.8.7.</p> <p>Kuráth, Gabriella, and Norbert Sipos. 2019. "A Hazai Felsőoktatási Jelentkezési Döntések Változása. A Regionális Hatás." (The changes in the Hungarian Higher Education applications. The regional effect.) <i>TÉR ÉS TÁRSADALOM</i> 33 (1): 173–184. doi:10.17649/TET.33.1.3073.</p> <p>Bányai, Edit, and Norbert Sipos. 2019. "Aktualitások a Felsővezetői Kiválóság Tükrében." (Actualities in the Leadership Excellence). <i>VEZETÉSTUDOMÁNY</i> 50 (1): 63–39.</p> <p>László, Gyula, Norbert Sipos, and Agneš Slavić. 2018. "The Role of Trade Unions in the HRM of Hungarian and Serbian Organizations." <i>ANALI EKONOMSKI FAKULTETA U SUBOTICI / THE ANNALS OF THE FACULTY OF ECONOMICS SUBOTICA</i> 54 (40): 67–78. doi:10.5937/AnEkSub1840067L.</p> <p>Karoliny, Zuzsa, and Norbert Sipos. 2017. "Question Marks and Explanations of the Feminization Effects in HR Profession and Beyond." In <i>22nd EBES CONFERENCE</i>, 1243–1259.</p>
-------------------------------	---

Pécs, 11/07/2023