


PERSONAL INFORMATION

Anela Džananović – Bajraktarević



 Sarajevo, 71 000 Bosnia and Herzegovina



 anela.dzananovic.bajraktarevic@fmpe.edu.ba

Female ž | Date of Birth / | Citizenship BiH

Associate Professor for the scientific field "Psychology"

WORK EXPERIENCE

2020 – Present

Associate Professor

University of Travnik, Faculty for Management and Business Economy

www.fmpe.edu.ba

Duties and responsibilities: preparing and conducting classes, conducting consultations with students, participating in holding exams, participating in the work of professional commissions and professional bodies of the faculty, work on personal training.

2016 – 2020

Senior Assistant in the wider field of Psychology

University of Travnik, Faculty for Management and Business Economy

www.fmpe.edu.ba

Tasks and responsibilities: preparation and implementation of exercises, consultation with students, participation in holding exams, participation in the work of expert committees and professional bodies of the faculty, work on their own training to prepare for independent scientific and research work for the purpose of obtaining a higher scientific degree

2016 – 2017

Director of "ELEKTROSAN" d.o.o. and General Manager of TRI D-e Ltd.

Company "ELEKTROSAN" Ltd., Sarajevo - Vogošća, Bosnia and Herzegovina

Tasks and responsibilities: managing company affairs in accordance with the founding act and decisions, establishing the business plan proposal; making proposals for decision making; decision-making; decision-making on all aspects of labor relations

2015 – 2016

Educator

PU "Palcic" Jukiceva do 1, 71000 Centar Sarajevo

Jobs and responsibilities: planning activities with preschool children, managing curricula, keeping a register of enrolled children, working with parents through workshops, conducting parenting meetings, working with the wider community.

EDUCATION AND TRAINING

2016 – 2020

PHD studies

University of Travnik, Faculty of Management and Business Economy, Bosnia and Herzegovina

Paper entitled "Emotional intelligence and motivational factors, the basic element of quality management and leadership of leaders and managers"

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Master's degree

2014 – 2016 University of Sarajevo, Faculty of Education, Bosnia and Herzegovina
Paper entitled »Preference for digital activities in relation to sports games in pre-school children«

Undergraduate study

2010 – 2014 University of Sarajevo, Faculty of Education, Bosnia and Herzegovina

PERSONAL SKILLS AND COMPETENCES

Mother language(s) Bosnian language

Other language(s)

Engleski jezik

UNDERSTANDING		SPEECH		WRITING
Listening	Reading	Speech interaction	Speech production	
B2	B2	B2	B2	B2

Communication skills

- Good communication skills acquired through work experience as the Director of the company "ELEKTROSAN" Ltd.
- Excellent verbal and written communication abilities
- Experience in leading presentations, meetings, and workshops, with clear expression of ideas and active listening
- Effective communication in stressful and fast-paced work environments, with an emphasis on empathy and professionalism
- Adaptive communication style depending on the interlocutor – whether colleagues or senior management

Organisational / managerial skills

- Ability to lead teamwork
- Effective communication, in speech and script.

Business Skills

- Interpersonal skills, i.e. the ability to work well with people
- Positive attitude toward work
- Strong understanding of business processes, including planning, performance tracking, and workflow optimization
- Time and priority management skills, enabling efficient task execution within set deadlines

Computer skills

ONLY AN ESTIMATE				
Information processing	Communication	Content creation	Security	Solving problems
Independent use	Independent use	Independent use	Competent use	Competent use

(Microsoft Office, AutoCAD, Catia, CNC programiranje)

- good management of the office protocol (word processor, table, presentation)
- good management: Microsoft Office, AutoCAD, Catia, CNC programming

Other skills

- painting with different visual techniques
- painting panels (workshops)
- Creating creative presentations

Driving licence B category

ADDITIONAL INFORMATION

Editions Technical assistant and book illustrator:

- J. Bajraktarević, (2013): Psychology of the educational process, Sarajevo
- J. Bajraktarević, (2014): Stress management, Sarajevo
- J. Bajraktarević, (2014): Psychology of management, Sarajevo
- J. Bajraktarević, (2015): Mental health, Sarajevo

Book Proofreader:

- F. Bajraktarević, (2014): Consumer behavior and market marketing, Sarajevo
- S. Bahtić, A. Sućeska, (2016): Business Economics, Travnik

Co-author of books:

- M. Dacić, F. Bajraktarević, A. Džananović-Bajraktarević (2025): Contemporary Theories of Organizational Structures and Models of Organization, Sarajevo

Conferences

- 6th INTERNATIONAL SCIENTIFIC AND EXPERT SYMPOSIUM titled "Economic Development and Entrepreneurship – Perspectives and Challenges"
- EDASOL, 11th International Conference on Economic Development and Standard of Living, Banja Luka
- ICEI 2021, Economic Response and Crisis Recovery Caused by the COVID-19 Pandemic, 7th Conference with International Participation
- ITEMA 2022, 6th International Scientific Conference on IT, University of Maribor, Slovenia
- International Scientific and Expert Conference "Crisis Management in the Conditions of Global Economic Challenges", 2023

Published works

- Fuad Bajraktarević, Anela Džananović, Tarek Kurban, "Organization and Management of Educational Institutions Through Managerial Functions", 2017
- Kenan Ademović, Anela Džananović, Tarek Kurban, "Legal Framework for the Application of New Technologies Through Lifelong Learning in Bosnia and Herzegovina", 2017
- Anela Džananović, "The Importance of Kinesiological Activities for Psycho-Physical Development"
- Anela Džananović, "Communication and the Psychology of the Message", 2016
- Fuad Bajraktarević, Anela Džananović, "Managerial Stress – Burnout Syndrome", 2016
- Anela Džananović, Fuad Bajraktarević, Azra Sućeska, "The Quality of Business Management and Leadership Defined by the Motivation and Emotional Intelligence of Managers and Leaders", 2021
- Anela Džananović, Fuad Bajraktarević, Nezir Huseinspahić, "Training and Education of Managers About Business Zones as a Key Precondition for Economic and Business Development in Local Communities", 2020
- Anela Džananović, Fuad Bajraktarević, Tena Čale, "The Impact of Intrinsic and Extrinsic Motivation on Leaders and Managers"
- Imelina Karić, Anela Džananović, "Ethical Aspects in Healthcare"
- Sadeta Bargić, Amer Ovčina, Anela Džananović, "Conflict Situation Management in Nursing Clinical Practice", 2022
- Anela Džananović, Azra Sućeska, Fuad Bajraktarević, "Quality Management and Leadership of Leaders and Managers Determined by Emotional Intelligence and Motivational Factors", 2021

- Anela Džananović, Jasna Bajraktarević, "Emotional Intelligence of Managers in the Function of Modern Management", 2022
- Anela Džananović, Jasna Bajraktarević, "Information and Communication Technologies in the Function of Developing Digital Competences of Persons with Disabilities", 2022
- Anela Džananović, Jasna Bajraktarević, "Business Communication Skills as a Fundamental Prerequisite for Successful Managerial Operations", 2024
- Anela Džananović, Fuad Bajraktarević, Mevledin Bećirević, "Motivational Factors as a Fundamental Element of TQM for Leaders and Managers", 2024
- Imelina Karić, Namik Čolaković, Sead Mušinbegović, Anela Džananović-Bajraktarević, "Psychological Changes from Frequent Use of VR Technology", 2025

Seminars

- "The Importance and Role of Art in Education, Culture, and Society" – Waldorf pedagogy professor David Briereley
- 11.05.2019 – NTC Learning System – Professor Ranko Rajović
- 12.06.2019 – Psychopathology of Everyday Life, Youth Center Skenderija – Jasna Bajraktarević
- 10.05.2021 – Skill Development as a Requirement of Modern Business, Faculty of Management and Business Economics – Anela Džananović

Workshops

- Organizational Behavior in Modern Corporations, 22.06.2019
- START UP Student Entrepreneurship – "Skill Development", 14.05.2021
- "Stress Management and Prevention", 07.05.2022
- "Communication – The Key to Success", 08.01.2023
- 05–06.04.2025 – Public Speaking – Anela Džananović-Bajraktarević, Marina Bakić

Round table

- "Mental Health in the Time of the COVID-19 Pandemic", 04.12.2021
- "Change Management as a Response to Crisis Situations", 20.05.2023

Webinars

- 22.04.2020 – "Changes in Society – Changes in Education" – Lecturer Vedran Zubić
- 29.04.2020 – "Psychology of Education – Mental Health of Students and Teachers" – Lecturers: Samela Alagić and Dželila Mulić-Čorbo
- 05.05.2020 – "Resources for Education" – Lecturer Adin Begić
- 08., 11., and 12.05.2020 – "Emotional Intelligence" – Miloš Todorović
- 18.05. – 22.05.2020 – "Branding Conference 10 – Show Must Go On"
- 05.10. – 09.10.2020 – T4.Education – T4 World Education Week – Vikas Pota
- 03.12.2020 – "How to Stimulate Cognitive Development in Children?" – Sandra Vučković
- 25.03.2021 – "How to Differentiate Between Discrimination at Work and Bullying?" – High Court in Belgrade – Tatjana Obrančević, Mario Reljanović, Nataša Stojadinović
- 25.03.2021 – "How to Achieve Effective Marketing and Better Sales with a Small Budget and In-House Personnel" – Dina Potočanin
- 25.03.2021 – 25th Webinar: TOURISM AND THE PANDEMIC – What Will the Season Bring?
- 26.03.2021 – Strategic Controlling – 59th Meeting of the CFO & Controlling Club – Vesna Lečić, Goran Kukić
- 27.03.2021 – Start-up and Student Entrepreneurship – Creative Workshop
- 30.03.2021 – Online "Parenting School" – "How to Ease Challenging Periods for Children?" – Association for Creative Social Work

- 30.03.2021 – What Happens When a Mobile Phone Becomes a Children's Toy? – Federation of Waldorf Institutions and Initiative of the Republic of Croatia
- 10.05.2021 – Webinar "Skill Development as a Requirement of Modern Business" – Lecturers: Azra Sućeska, Anela Džananović