

HABILITATION BOARD DECISION ON THE NOMINATION FOR APPOINTMENT TO ASSOCIATE PROFESSOR

Masaryk University	
Faculty	Faculty of Economics and Administration
Procedure field	Business Management
Applicant	Ing. Michal Jirásek, Ph.D.
Applicant's home unit, institution	Department of Business Management, Faculty of Economics and Administration, Masaryk University
Habilitation thesis	Organizational adaptation in the changing environment

Board members

Chair

prof. Ing. Mgr. Martin Lukeš, Ph.D.

Faculty of Business Administration, Prague University of Economics and Business

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Faculty of Economics and Administration, Masaryk University

prof. Ing. et Ing. Renáta Myšková, Ph.D.

Faculty of Economics and Administration, University of Pardubice

Priv.-Doz. Dr. Andreas Strobl

Department of Entrepreneurship and Strategy, Lancaster University Management School

Assoc. Prof. Dr. rer. pol. Mohit Srivastava

Department of Strategy & Entrepreneurship, EM Normandie Business School

Evaluation of the applicant's scholarly/artistic qualifications

Publications:

The applicant has 16 papers in academic journals registered in the Journal Citation Report with the author share exceeding 8 author shares. Three more papers were published in journals registered in Scopus database. The quantity of papers significantly exceeds the requirements set up by ESF MUNI. The quality of journals also meets the criteria, especially the paper in Technology in Society is worth mentioning as it is related to the applicant's research profile and the journal is highly respected in the field. The criterion of publication of a scholarly monography or chapters in monography is not met, however the rules enable the replacement by papers and as the applicant exceeds the published papers criterion, it is met overall.

Projects:

The applicant was involved in 2 GAČR projects as a team member. He is also a PI of currently running Interexcellence project (MŠMT) "Resilience and impact of clean-tech start-ups in Bavaria & Czech Republic". He also participated in contractual research conducted for the Ministry of Labour and Social Affairs and Ministry of Industry and Trade.

Recognition by the Scientific Community:

The applicant has 76 citations in WoS (without self-citations) and 95 in Scopus. He spent several months on research stays at University Vienna and University Tilburg and also participated in some shorter stays. At Masaryk University, he is in the Commission for Development and Quality Assurance of Doctoral Study Programmes and in two other programme boards.

Conclusion: The applicant's scholarly/artistic capabilities **meet** the requirements expected of applicants participating in a habilitation procedure in the field of Business Management.

Evaluation of the applicant's pedagogical experience

The applicant has more than 10 years of experience with teaching at ESF MUNI. He supervised 48 successfully defended bachelor or master theses. He also prepared one textbook and 5 other teaching materials. His teaching is very well evaluated by students. Overall, it fulfils the required teaching criteria.

The public lecture was delivered by the participant on February 4, 2025, entitled "Organizing in the world of AI and algorithms". It demonstrated pedagogical capabilities, as it was fully agreed by the designated evaluators.

Conclusion: The applicant's pedagogical capabilities **meet** the requirements expected of applicants participating in a habilitation procedure in the field of Business Management.

Habilitation thesis evaluation

The habilitation thesis of Ing. Michal Jirásek, Ph.D. titled "Organizational adaptation in the changing environment" consists of six papers and the unifying commentary. The papers were published in peer-reviewed journals, five from the economics and business field, one in PloS One. The thesis focuses on the adaptation of incumbents and new entrants and offers contribution to strategic management.

The thesis was evaluated by three experts in the field, namely:

- prof. Ing. et Ing. Ondřej Machek, MBA, Ph.D. (Faculty of Business Administration, Prague University of Economics and Business)
- Assoc. Prof. Neil Shepherd, PhD (Department of Entrepreneurship and Strategy, Lancaster University Management School)
- Assoc. Prof. Arindam Mondal, PhD (XLRI - Xavier School of Management)

All three reviewers concluded that the habilitation thesis fulfils the requirements expected of a habilitation thesis in the field of Business Management. They appreciate diverse methodological approaches and innovative insights into organizational and strategic dynamics, blending theoretical rigor with practical relevance. The habilitation committee studied all three reviews in a detailed way. According to its opinion the thesis represents important contribution to the field and the board shares the conclusion of the reviewers.

Conclusion: The applicant's habilitation thesis **meets** the requirements expected of habilitation theses in the field of Business Management.

Secret ballot results

Number of board members	5
Number of votes cast	5
Number of votes in favour	5

Board decision

Based on the outcome of the secret vote and following an evaluation of the applicant's scholarly or artistic qualifications, pedagogical experience and habilitation thesis, the board hereby submits a proposal to the scientific board of the Faculty of Economics and Administration of Masaryk University to

☒ appoint the applicant associate professor of Business Management.

☐ terminate the procedure.

Date: 4. 2. 2025

prof. Ing. Mgr. Martin Lukeš, Ph.D.

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