

Milota Vetráková

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Milota Vetráková is a Professor of Tourism at the Faculty of Economics, Matej Bel University in Banska Bystrica, Slovakia. Her professional orientation is on courses Human Resource Management in Tourism, Communication of Managers, Organizing Work and Managing of Human Resources. Her research focuses on the specifics of international human resource management and convergence and divergence in the management of multinational companies. She has had 25-year experience of working at significant positions in the Faculty of Economics and Matej Bel University.

Qualification and Education

- 2002 – professor in Branch Economics, Matej Bel University in Banska Bystrica, Slovak Republic, function position: Tourism
- 1987 – associate professor in Branch economics, University of Economics, Bratislava, Slovak Republic
- 1982 – PhD, University of Economics, Bratislava, research area: branch economics
- 1974 – Ing. in Economics of Trade, University of Economics, Bratislava, Slovak Republic.

Employment | Service

- 2015 – present: professor in department of tourism and hospitality, Faculty of Economics MBU in Banska Bystrica
- 2007 – 2014: vice-rector for pedagogical study Matej Bel University in Banska Bystrica
- 1994 – 1999, 2003 - 2006: dean of Faculty of Economics, Matej Bel University in Banska Bystrica, Slovak Republic
- 1990 – 1993, 2000 - 2002: vice-dean Faculty of Economics, Matej Bel University in Banska Bystrica for pedagogical study
- 1978: working stay at regional national committee, tourism department
- 1975 – present: Faculty of Economics, Matej Bel University (lecturer, associate professor, professor)

Research Interests

- Human Resource Management in Tourism and Hospitality
- International Human Resource Management

- Organizing work and communication of Managers
- Multinational corporations – IHRM

Recent Publications

1. ADC VETRÁKOVÁ, M., ŠIMOČKOVÁ, I., POMPUROVÁ, K. 2019. Age and educational diversification of hotel employees and its impact on turnover. In *Sustainability*. Basel : Multidisciplinary Digital Publishing Institute, 11(9), pp. 1-14. <https://www.mdpi.com/2071-1050/11/19>.
2. ADM VETRÁKOVÁ, M., SMEREK, L. 2019. Competitiveness of Slovak enterprises in Central and Eastern European region. In *E+M. Ekonomie a management* : Liberec : 22(4), p. 36-51. <https://dx.doi.org/10.15240/tul/001/2019-4-003>.
3. VETRÁKOVÁ, M., HITKA, M., POTKÁNY, M., LORINCOVÁ, S., SMEREK, L. 2018. Corporate sustainability in the process of employee recruitment through social networks in conditions of Slovak small and medium enterprises. In *Sustainability*, 10(5), 1-17, <https://doi.org/10.3390/su10051670>
4. BOGDANOVIČ, M., VETRÁKOVÁ, M., FILIP, S. 2018. Dark triad characteristics between economics & business students in Croatia & Slovakia: What can be expected from the future employees? In *Entrepreneurship and Sustainability Issues*, 5(4), 967-991, [https://doi.org/10.9770/jesi.2018.5.4\(19\)](https://doi.org/10.9770/jesi.2018.5.4(19))
5. VETRÁKOVÁ, M., SMEREK, L., SEKOVÁ, M. 2018. Approaches of multinational companies to the human resource management in their subsidiaries in Slovak Republic. In *IBIMA 2018: Innovation Management and Education Excellence through Vision 2020*, 1321-1328, Code 143853
4. VETRÁKOVÁ, M. SMEREK, L., SEKOVÁ, M. 2017. The importance of human resources management in business practices in Slovakia. In *Vision 2020*. Madrid: International business Information Management Association, 2481-2487, <https://ibima.org/conference/30th-ibima-conference>
7. VETRÁKOVÁ, M., KUBAĽA, J. 2016. Reasons for employee turnover in hotels in Slovakia. In *19th International Colloquium on regional sciences*. Brno: Masaryk University, 1102-1108, <https://doi:10.5817/CZ.MUNI.P210-8273-2016-142>
8. VETRÁKOVÁ, M., SMEREK, L. 2016. Diagnosing organisational culture in national and intercultural context. In *E+M Ekonomie a management*, 19(1), 62-73, <https://doi:10.15240/tul/001/2016-1-004>
9. VETRÁKOVÁ, M., ĎURIAN, J., SEKOVÁ, M., KAŠČÁKOVÁ, A. 2016. Employee retention and development in pulp and paper companies. In *BioResources*, 11(4), 9231-9243, <https://doi:10.15376/biores.11.4.9231-9243>
10. VETRÁKOVÁ, M., MAZUCHOVÁ, Ľ. 2016. Draft of *management model of work motivation in hotels*. In *Procedia*, social and behavioural sciences. Dubai: Elsevier, 230, 422-429, <https://doi:10.1016/j.sbspro.2016.09.053>.

Research Funding (Selected Projects)

- Slovak Ministry of Education, VEGA and KEGA projects:
2018 – 2020: VEGA 1/0116/18 Convergence and divergence in international human resource management.
2017 – 2019: VEGA 1/0024/17 Mathematic model of motivation.

2014 – 2017: VEGA 1/0235/14 Formation of organizational culture and corporate management system with an international representation in an intercultural environment.

2008 – 2010: VEGA 1/0548/08 Use of UNESCO's Slovak Natural and Cultural Heritage.

2007 – 2009: VEGA 1/45/2/07 Theoretical and Methodological Aspects of Tourism Development in the Context of Globalization and Internationalization.

2007 – 2009: KEGA 3/5109/07 Innovative management in the knowledge economy.

2005 – 2008: VEGA 1/2620/05 Methodology of Employee Benefits Assessment in Small and Medium Sized Enterprises

2004 – 2006: KEGA 3/100703 Management of quality management.

2004 – 2006: KEGA 3/322905 Creation of foreign language textbooks of new specialization Intercultural communication in tourism

2003 – 2005: KEGA 101 510 Application of e-learning in the education process in the second degree of university studies.

2001 – 2003: VEGA 1/7407/20 Cultural potential of Slovakia as a factor of offer on European tourist market.

- International projects:

2015 – 2016: Network of competence centres for the development of cruise tourism in the Black Sea (CruiseT)

2010 – 2013: WENET 158739-DE-JPHES E-learning education in tourism and hospitality in Belarus, Ukraine and Georgia

2008 - 2011: MIBET 144522-2008-DE-JPCR Modernization and Restructuring of Higher Education in Tourism in Belarus.

2004 – 2007. Project *68668-IC-1-PL Management Through Autonomy – MANTRA*.

2000 – 2002: Working while in full-time education. Grant Faculty of Economics MBU and Manchester University in Great Britain.

- Other national projects

2010 – 2013: Project ITMS 26110230025 The support of education of study programmes in foreign languages. OP Education.

2004 – 2007: Project of Ministry Education 11230310029, New Approaches to the Preparation of Graduates of Secondary and Higher Education Institutions for Labour Market Needs.

2004 – 2007: Project of Ministry Labour 11210333371 Integration and disintegration of unemployed into labour market.