

# CURRICULUM VITAE

**JAN VÁVRA**

## **EDUCATION AND SCIENTIFIC AND PEDAGOGICAL DEGREES**

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- 2001 – 2006     Doctoral study in the field of Enterprise Management and Economics, University of Pardubice, Faculty of Chemical Technology  
Dissertation thesis on the topic “Tactical-operational Planning and Budgeting in Chemical Companies“
- 1989 – 1994     Master’s study in the field of Economy and Management of Chemical and Food Industries, University of Pardubice, Faculty of Chemical Technology  
Diploma thesis on the topic “Short-term Planning and Budgeting in Karosa a.s. Vysoké Mýto “

## **EMPLOYMENT**

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- 2003 – present   University of Pardubice, Faculty of Chemical Technology, Department of Economy and Management of Chemical and Food Industries, assistant professor
- 2003 – 2007     Kiekert Ltd., Pardubice, controlling
- 2003 – 2003     Foxconn Ltd., Pardubice, controlling
- 2001 – 2003     KAROSA S.A., Vysoké Mýto, controlling

## **STUDY AND WORK ABROAD**

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- 2019 – 3 weeks   BI Norwegian Business School, Oslo, Norway, project “Innovation of Education Methods and Skills at the University of Pardubice – INEMSUP”
- 2019 – 1 week     Technological Institute of Viseu, Portugal, Erasmus Program
- 2018 – 1 week     University of Dubrovnik, Croatia, Staff week, Erasmus Program
- 2015 – 1 week     University of Dubrovnik, Croatia, Erasmus Program
- 2013 – 1 week     Riga Technical University, Latvia, Erasmus Program
- 2012 – 1 week     Link School of English, English Language Institute, Malta, Language learning program
- 2007 – 1 week     Cork English College, Cork, Irsko, Language learning program

## **PEDAGOGICAL ACTIVITY**

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### **LECTURING**

UNIVERSITY OF PARDUBICE, FACULTY OF CHEMICAL TECHNOLOGY

Master’s study programmes: Management of Innovation and Investment for Sustainable Development (2019 – present), Sustainable Production and Consumption in Chemical Industry

(2019 – present), New Trends in Business and Management (2020 – present), Assessment of Environmental Impacts of Chemical Production and Products (2020 – present), Managerial Accounting (2007 – 2020), Management of Innovation Projects (2012 – 2019),

Bachelor's study programmes: Economics and Management (2008 – present), Management of Innovations and Investments (2003 – present), Principles of Management Accounting (2007 – present), Managerial Accounting (2021 – present), Macroeconomics (2008 – 2009),

### ***SUPERVISION OF FINAL THESES*** (defended theses)

Diploma theses: University of Pardubice, Faculty of Chemical Technology (24)

Bachelor's theses: University of Pardubice, Faculty of Chemical Technology (22)

### ***MEMBERSHIP IN COMMITTEES FOR FINAL EXAMINATIONS***

MEMBERSHIP IN COMMITTEES FOR STATE FINAL EXAMINATIONS: University of Pardubice, Faculty of Chemical Technology

### ***GUARANTEE OF STUDY PROGRAMMES***

Guarantor of the bachelor's study programme Economy and Management of Chemical Industry Enterprises at the Faculty of Chemical Technology, University of Pardubice (2020 – present)

### ***PEDAGOGICAL GRANTS***

Project EHP-CZ-ICP-4-019 “NEW Trends in Education of Sustainability Oriented Courses – NEWTEC “, EEA and Norway Grants, head of the project team, 2022 – 2024.

Project KA220-HED-79789EC4 „A New Academic Path for EU Project Managers: Narrowing the Gaps to Enable Better Project Design and Management in Europe“, Erasmus+, Cooperation Partnerships in Higher Education, member of the project team, 2021 – 2024.

Project EHP-CZ-ICP-1-002 “Innovation of Education Methods and Skills at the University of Pardubice - INEMSUP“, EEA and Norway Grants, head of the project team, 2019 – 2020.

Project CZ.02.2.69/0.0/0.0/16\_015/0002320 “Development of Quality of Education, Evaluation and Strategic Management at the University of Pardubice“, Operational Programme “Research, Development and Education”, Ministry of Education Youth and Sport Czech Republic, member of the project team, 2017 – 2022.

Project IRS/2015/062 “Multimedia Presentation of Selected Business Processes to Increase the Effectiveness of Teaching Economic and Managerial Subjects “, Ministry of Education Youth and Sport Czech Republic, head of the project team, 2015.

Project IRS IRS/2014/08 “Ensuring the Level of Innovated Study Fields of Economics and Management of Chemical and Food Fields“, Ministry of Education Youth and Sport Czech Republic, head of the project team, 2014.

Project CZ.1.07/2.2.00/15.0343 “Innovation of Tuition in the Fields of Study Economy and Management of Chemical and Food Industry Enterprises at the University of Pardubice”,

Operational Programme “Education for Competitiveness”, Ministry of Education, Youth and Sports Czech Republic, member of the project team, 2010 – 2013.

Project IRS 1508/2010/F5/b “Creation of a New Subject Economics of Environmental Protection“, Ministry of Education, Youth and Sports Czech Republic, member of the project team, 2010.

Project IRS 2007/2034 “Innovation of Teaching Managerial Accounting Using the Umberto Program“, Ministry of Education Youth and Sport Czech Republic, head of the project team, 2007.

Project IRS 145/2006/F5/d “Multimedia Support for Teaching Management“, Ministry of Education, Youth and Sports Czech Republic, member of the project team, 2006.

Project IRS “Preparation and Implementation of Courses or Modules in English“, University of Pardubice, member of the project team, 2005.

## **RESEARCH**

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### ***RESEARCH PROJECTS***

Research project “Towards Regenerative and Sustainable Development and Society”, Fund for Bilateral Relations within the framework of the EEA and Norway Grants 2014-2021, member of the project team, 2022 – 2023, EHP-BFNU-OVNKM-4-079-2022.

Research project “Programme for Exchange of Best Practices in Social Responsibility”, Fund for Bilateral Relations within the framework of the EEA and Norway Grants 2014 – 2021, member of the project team, 2020 – 2021, EHP-BFNU-OVNKM-3-134-01-2020.

International research project “Multi-disciplinary Innovation for Social Change from the Point of View of the Czech Republic”, COST Action CA18236 “Multi-disciplinary Innovation for Social Change”, member of the project team, 2020 – 2023.

International research project “Economic, Social and Environmental Aspects of Collaborative Economy from the Point of View of the Czech Republic”, COST Action CA16121 “From Sharing to Caring: Examining Socio-Technical Aspects of the Collaborative Economy”, member of the project team, 2019 – 2021.

Research project 2017FV30065 “Research and Development of Integration of Telemetric and Analytical Processes into the Management of Printing Production and Implementation of Elements of Industry 4.0“, Ministry of Industry and Trade Czech Republic, TRIO Program, member of the project team, 2018 – 2021.

Research project 2017FV20137 “Research and Development of a System to Support Lean Manufacturing for Production Processing Technology in the Printing Industry“, Ministry of Industry and Trade Czech Republic, TRIO Program, member of the project team, 2018 – 2020.

Research project P403/12-1279 “Tools for Strengthening Long-term Relationships with Customers based on the Integration and Cooperation of Value Network Entities“, Czech Science Foundation, Standard Project, member of the project team, 2014.

Research project GA402/06/0577 “Improving Business Performance through Differentiated Customer Relationship Management Based on their Current and Potential Value to the

Business“, Czech Science Foundation, Standard Project, member of the project team, 2006 – 2008.

Research project GA402/06/1100 “Accounting Systems and Sustainable Development Reporting and their Application at the Microeconomic Level“, Czech Science Foundation, Standard Project, member of the project team, 2006 – 2007.

Specific science projects, University of Pardubice grant competition, member of the project team: Research in Key Areas of Environmental Chemistry and Engineering and Management of Sustainable Business Processes (2022), Research in Significant Areas of Environmental Engineering and Sustainable Innovation Management (2021), Research in Selected Areas of Environmental Engineering and Modern Value Management Procedures (2020), Advanced Practices of Environmental Engineering and Value Management (2019), Modern Practices in the Fields of Environmental Engineering and Value Management (2018), Methods and Techniques of Environmental Engineering and Value Management (2017), Development and Application Methods and Techniques of Environmental Engineering and Value Management (2016), Application of Modern Techniques in Environmental and Chemical Engineering, and Management of the Value Networks (2015), Modern Practices and Operations in Environmental and Chemical Engineering, and Performance Management in the Value Networks (2014), Advanced Practices of Environmental and Chemical Engineering, and Management of the Value Networks (2013). Advanced Procedures of Environmental and Chemical Engineering and Network Value Management (2012), Advanced Procedures of Environmental Engineering and Network Value Management (2011), Development of New Procedures of Environmental Engineering and Network Value Management (2010).

### ***REVIEW OF GRANT PROJECTS***

Technology Agency of the Czech Republic, Program Éta (2019 – present), Program Théta (2018 – present), Program Epsilon (2017 – 2019).

### **PUBLICATIONS**

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Co-author of 9 monographs (Customer Relationship Management (CRM) through Differentiated Value Management, Environmental Policy, Strategic Marketing Management, CIMA, Strategy of Differentiated CRM according to Customer Value for the Company, Towards a Green Economy: Young Researchers Perspective, Social Life Cycle Assessment, Corporate Social Responsibility in Socially Sensitive Sectors, Modern Trends in Corporate, University and Municipal Social Responsibility: Examples of Good Practice from the Czech Republic and Norway).

Author or co-author of 13 scientific articles (Economics and Management, Thin Solid Films, Sustainability, Agricultural Economics-Zemedelska Ekonomika, Przemysł Chemiczny, Marketing & komunikace, Scientific journal HRM&E, Human Resources Management and Ergonomics, Economics, Sci. Pap.University of Pardubice etc.).

Author or co-author of more than 50 conference papers.

## CITATIONS REGISTERED IN THE WEB OF SCIENCE (WOS) DATABASE

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Number of citations in WoS without self-citations: 36

H-index: 3

## REVIEWING

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### REVIEW OF DOCTORAL HABILITATION WORK

1 doctoral thesis: ICT Prague, Department of Economics and Management

## MEMBERSHIP IN BODIES AND ORGANISATIONS

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Czech Society of Industrial Chemistry (2017 – present)

Pedagogical Committee of the Faculty of Chemical Technology, University of Pardubice (2015 – 2019)

### OTHER

Cooperation with Explosia a.s. – Member of the Audit Committee (2017 – present)

Consulting and advisory activities (on the basis of a trade license) (2010 – present)

Certified Project Manager: International Project Management Association certificate level D – Certified Project Manager (2018), PRINCE2 Foundation and Practitioner certification (2018)

Assistant Member of the Czech Parliament (2010 – 2017)

Certified Lecturer in Distance Education: National Center for Distance Education (2005).

## LIST OF SELECTED PUBLICATIONS

### Monograph

1. LOŠŤÁKOVÁ, H. et al. *Strategie diferencovaného CRM podle hodnoty zákazníků pro podnik*, 1st ed. Pardubice: Univerzita Pardubice, 2006. 96 p. ISBN 80-7194-919-1
2. RITSCHELOVÁ, I. et al. *Politika životního prostředí – vybrané kapitoly*. 1st ed. Ústí nad Labem: Univerzita J. E. Purkyně, 2006. 232 p. ISBN 80-7044-779-6
3. LOŠŤÁKOVÁ, H. et al. *Řízení vztahů se zákazníky (CRM) prostřednictvím diferencovaného hodnotového managementu*. 1st ed. Pardubice: Univerzita Pardubice, 2008. 275 p. ISBN 978-80-7395-140-5
4. WEISS, E.; GODLEWSKA, M.; BITKOWSKA, A. A. *New Trends & Challenges in Management: Concepts of Management*. Vizja Press & IT, 2008. 311 p. ISBN 978-83-61086-30-7

5. LOŠŤÁKOVÁ, H. et al. *Diferencované řízení vztahů se zákazníky*. 1st ed. Praha: Grada Publishing, 2009. 272 p. ISBN 978-80-247-3155-1
6. HLAVÁČEK, J.; ŠAUER, P.; ŠAUEROVA, J. et al. *Towards a Green Economy: Young Researchers Perspective*. 1st ed. Praha: Litomysl Seminar Publishing, 2010. 254 p. ISBN 978-80-86709-16-1
7. MUTHU, S. S. (Ed) *Social Life Cycle Assessment, in Series Title: Environmental Footprints and Eco-design of Products and Processes*, 1st ed. Singapore: Springer Publishing, 2015. 252 p. ISBN 978-981-287-295-1
8. TETŘEVOVÁ, L. et al. *Společenská odpovědnost firem společensky citlivých odvětví*. 1st ed. Praha: Grada Publishing, 2017. 224 p. ISBN 978-80-271-0285-3
9. TETŘEVOVÁ, L.; MIDTTUN A. et al. *Moderní trendy společenské odpovědnosti firem, univerzit a municipalit: Příklady dobré praxe z České republiky a Norska*. 1st ed. Pardubice: Univerzita Pardubice, 2022. 198 p. ISBN 978-80-7560-418-7

#### **Articles in scientific journals with an impact factor**

1. NĚMEC, P.; NAZABAL, V.; VÁVRA, J. A KOL. Pulsed laser deposited alumino-silicate thin films and amorphous chalcogenide/alumino-silicate structures. *Thin Solid Films*, 2010, 519(4), 1341-1345. doi: 10.1016/j.tsf.2010.09.050. ISSN 0040-6090
2. TETŘEVOVÁ, L.; VÁVRA, J.; MUNZAROVÁ, S. Communication of Socially-Responsible Activities by Higher Education Institutions. *Sustainability*, 2021, 13(2), 483. doi: 10.3390/su13020483. ISSN 2071-1050
3. JELÍNKOVÁ, M.; TETŘEVOVÁ, L.; VÁVRA, J.; MUNZAROVÁ, S. The Sharing Economy in the Context of Sustainable Development and Social Responsibility: The Example of the Czech Republic. *Sustainability*, 2021, 13(17), 9886. doi:10.3390/su13179886. ISSN 2071-1050
4. KOŠŤÁLOVÁ, J.; VÁVRA, J. Benefits of the LEADER method for Local Agenda 21- Case study from their application in the Czech Republic. *Agricultural Economics*, 2021, 67(6), 246-254. doi:10.17221/407/2020-AGRICECON. ISSN 0139-570X, E-ISSN 1805-9295
5. VÁVRA, J.; MIDTTUN, A.; BAKES, O. Scope and Channels of Communication of Corporate Social Responsibility Activities in Czech Chemical Companies. *Przemysł Chemiczny*, 2022, 101(2), 147-150. doi:10.15199/62.2022.2.11. ISSN 0033-2496, E-ISSN 2449-9951

#### **Articles in professional journals with a scientific editorial staff**

1. VÁVRA, J. Problems of Budgeting and Financial Decision Process *Sci. Jour. Univ. Vilnius „Economika“*, 1(67), 2004, 103-113. ISSN 1392-1258
2. HYRŠLOVÁ J.; HÁJEK M.; VÁVRA J. Environmental Communication of Companies with External Interested Parties within the Framework of EMS. *Sci. Pap. Univ. Pardubice 12 Ser. A*, 2006, 145-156. ISSN 1211-5541
3. HYRŠLOVÁ, J.; BEDNAŘÍKOVÁ, M.; VÁVRA, J. Corporate Social Responsibility and its Social Aspects. *Sci. Pap. Univ. Pardubice 13. Ser. A*, 2007, 147-156. ISSN 1211-5541

4. HYRŠLOVÁ J.; VÁVRA J.; BEDNAŘÍKOVÁ M. Bezpečnost a ochrana zdraví při práci a jejich vliv na ekonomickou výkonnost podniku. *Human Resources Management and Ergonomics*, 2007, 3, 5-14. ISSN 1337-0871
5. PECINOVÁ, Z.; LOŠŤÁKOVÁ, H.; BRANSKÁ, L.; VÁVRA, J.; VLČKOVÁ, V. Estimation of Customer Value to the Firm in Selected Czech Enterprises. *Economics and Management*, 2007, 12, 439-445. ISSN 1822-6515
6. VÁVRA, J.; PECINOVÁ, Z. Costs Related to the Customers – Essentials Part of Net Marketing Contribution. *Economics and Management*, 2008, 13(1), 313-318. ISSN 1822-6515
7. PECINOVÁ Z.; VÁVRA, J. Potřebují obchodníci znát hodnotu zákazníka? *Marketing & komunikace* 18(3), 2008, 10-13. ISSN 1211-5622
8. BEDNAŘÍKOVÁ, M.; EHLOVÁ, Z.; KERLESOVÁ, V.; VÁVRA, J.; PRAŽÁKOVÁ, T. Importance of Employees Recruitment and Selection for a Sales Representative Position with Emphasis on Their Characteristics. *Sci. Pap. Univ. Pardubice 17. Ser. A*, 2011, 347-354. ISSN 1211-5541
9. VÁVRA, J.; MUNZAROVÁ, S.; BEDNAŘÍKOVÁ, M.; EHLOVÁ, Z. Sustainable Aspects of Innovations. *Economics and Management*, 2011, 16(1), 621-627. ISSN 1822-6515
10. BEDNAŘÍKOVÁ, M.; NOŽIČKOVÁ, I.; VÁVRA, J. Staffing Methods for Positions of Sales Representatives in Selected Companies. *Sci. Pap. Univ. Pardubice 18. Ser. A*, 2012, 175-191. ISSN 1211-5541
11. BEDNAŘÍKOVÁ, M.; VÁVRA, J.; FILIP, T. Personnel Controlling Instruments and their Use in Management of Human Resources in the Company Fatra, a.s. *Sci. Pap. Univ. Pardubice 19. Ser. A*, 2013, 319-333. ISSN 1211-5541

#### **Articles in proceedings registered in the Conference Proceedings Citation Index database**

1. VÁVRA, J.; MUNZAROVÁ, S. Life Cycle Engineering and Relationship with Customers. In: *6th International Scientific Conference "Business and Management 2010"*; Vilnius Gediminas Technical University, Vilnius, Lithuania, May 13-14, 2010, 2010, 738-747. ISSN 2029-4441, ISSN 2029-428X CD
2. VÁVRA, J.; BEDNAŘÍKOVÁ, M.; MIKOLAJKOVÁ, M. Determination of Environmental Aspects in Metallurgical Industry. In: *21st International Conference on Metallurgy and Materials „METAL 2012"*; TANGER Ltd., Brno, Czech Republic, May 23-25, 2012, 1715-1721. ISBN 978-80-87294-31-4
3. VÁVRA, J.; BEDNAŘÍKOVÁ, M.; EHLOVÁ, Z. Assessment of Sustainability Aspects in a Company. In: *7th International Scientific Conference "Business and Management 2012"*; Vilnius Gediminas Technical University, Vilnius, Lithuania, May 10-11, 2012, 2012, 775-782. doi:10.3846/bm.2012.100. ISBN 978-609-457-116-9, ISSN 2029-4441
4. VÁVRA, J.; BEDNAŘÍKOVÁ, M.; EHLOVÁ, Z. Assessment of Environmental and Social Impacts by Social LCA Method along the Whole Supply Chain. In: *3rd Carpathian*

*Logistics Congress 2013*; Krakow, Poland, December 9-11, 2013, 2013, 652-658. ISBN 978-80-87294-50-5 CD

5. VÁVRA, J.; BEDNAŘÍKOVÁ, M. Application of Social Life Cycle Assessment in Metallurgy. In: *22nd International Conference on Metallurgy and Materials „METAL 2013”*; TANGER Ltd., Brno, Czech Republic, May 15-17, 2013, 2013, 1679-1684. ISBN 978-80-87294-41-3
6. VÁVRA, J.; MUNZAROVÁ, S.; BEDNAŘÍKOVÁ, M.; MOKRENOVÁ, Z. Social Impacts of Chemical Products on Local Communities and their Measurement. In: *1st International Multidisciplinary Scientific Conference on Social Sciences and Arts “SGEM 2014”*; SGEM, Albena, Bulgaria, September 3-9, 2014, 2014, 823-830. doi: 10.5593/sgemsocial2014/b12/s2.105. ISBN 978-619-7105-23-0, ISSN 2367-5659
7. BEDNAŘÍKOVÁ, M.; MUNZAROVÁ, S.; VÁVRA, J.; ŠPAČKOVÁ, A. Social Welfare Aspects of a Company. In: *1st International Multidisciplinary Scientific Conference on Social Sciences and Arts “SGEM 2014”*; SGEM, Albena, Bulgaria, September 3-9, 2014, 2014, 847-854. doi: 10.5593/sgemsocial2014B12. ISBN 978-619-7105-23-0, ISSN 2367-5659
8. VÁVRA, J.; BEDNAŘÍKOVÁ, M.; MUNZAROVÁ, S.; ŠIMONÍKOVÁ K. Social Impacts on Consumers and its Measurement in Metallurgy. In: *23rd International Conference on Metallurgy and Materials „METAL 2014”*; TANGER Ltd., Brno, Czech Republic, May 21-23, 2014, 2014, 1925-1931. ISBN 978-80-87294-54-3
9. VÁVRA, J.; BEDNAŘÍKOVÁ, M.; BRANSKÁ, L.; JIRKŮ, P. Social Impacts of Chemical Company on Local Communities. In: *2nd International Multidisciplinary Scientific Conference on Social Sciences and Arts “SGEM 2015”*; SGEM, Albena, Bulgaria, August 26 – September 1, 2015, 2015, 847-854. doi: 10.5593/sgemsocial2015/b11/s2.109. ISBN 978-619-7105-44-5, ISSN 2367-5659
10. MUNZAROVÁ, S.; VÁVRA, J.; BEDNAŘÍKOVÁ, M.; VLČKOVÁ, V.; RITSCHELOVÁ, A. Cost Management and Product Costing, Evidence from the Practice of Medium-sized Brewery in the Czech Republic. In: *2nd International Multidisciplinary Scientific Conference on Social Sciences and Arts “SGEM 2015”*; SGEM, Albena, Bulgaria, August 26 – September 1, 2015, 2015, 645-652. doi: 10.5593/sgemsocial2015/b22/s7.083. ISBN 978-619-7105-47-6, ISSN 2367-5659
11. BEDNAŘÍKOVÁ, M.; MUNZAROVÁ, S.; VÁVRA, J.; VLČKOVÁ, V.; BUREŠOVÁ, K. Indicators of S-LCA in Employees Category, their Measurement and Reporting in the Company. In: *2nd International Multidisciplinary Scientific Conference on Social Sciences and Arts “SGEM 2015”*; SGEM, Albena, Bulgaria, August 26 – September 1, 2015, 2015, 613-620. doi: 10.5593/sgemsocial2015/b11/s2.078. ISBN 978-619-7105-44-5, ISSN 2367-5659
12. VÁVRA, J.; PECINOVÁ, Z.; BRANSKÁ, L. Economic Implications of Providing Order Driven Production With Metallurgical Materials. In: *24th International Conference on Metallurgy and Materials „METAL 2015”*; TANGER Ltd., Brno, Czech Republic, June 3-5, 2015, 2015, 2026-2032. ISBN 978-80-87294-62-8
13. PECINOVÁ, Z.; BRANSKÁ, L.; VÁVRA, J. Consignment Stocking of Metallurgical Materials – A Tool to Build Partnerships in the Chain. In: *24th International Conference*



on *Metallurgy and Materials „METAL 2015”*; TANGER Ltd., Brno, Czech Republic, June 3-5, 2015, 2015, 1859-1865. ISBN 978-80-87294-62-8

14. VÁVRA, J.; BEDNAŘÍKOVÁ, M.; MUNZAROVÁ, S.; NESLÁDKOVÁ, T. Reasons for Social Impacts Assessment of Chemical Production and Products. In: *3rd International Multidisciplinary Scientific Conference on Social Sciences and Arts “SGEM 2016”*; SGEM, Albena, Bulgaria, August 22-31, 2016, 2016, 819-826. doi: 10.5593/sgemsocial2016/b12/s02.105. ISBN 978-619-7105-71-1, ISSN 2367-5659
15. MUNZAROVÁ, S.; LOŠŤÁKOVÁ, H.; VÁVRA, J.; BEDNAŘÍKOVÁ, M.; KURTULÍKOVÁ, N. Code of Ethics in the Reporting of Corporate Social Responsibility Activities, the Evidence from the Czech Chemical Companies. In: *3rd International Multidisciplinary Scientific Conference on Social Sciences and Arts “SGEM 2016”*; SGEM, Albena, Bulgaria, August 22-31, 2016, 2016, 761-768. doi: 10.5593/sgemsocial2016B23. ISBN 978-619-7105-74-2, ISSN 2367-5659
16. BEDNAŘÍKOVÁ, M.; VÁVRA, J.; MUNZAROVÁ, S.; KOHOUTKOVÁ, M. The Assessment of Social Impacts along the Product Life Cycle in Value Chain Actors not including Consumers as a Part of Social Welfare in the Companies. In: *3rd International Multidisciplinary Scientific Conference on Social Sciences and Arts “SGEM 2016”*; SGEM, Albena, Bulgaria, August 22-31, 2016, 2016, 761-768. doi: 10.5593/sgemsocial2016B12. ISBN 978-619-7105-71-1, ISSN 2367-5659
17. VÁVRA, J.; BEDNAŘÍKOVÁ, M.; MUNZAROVÁ, S.; TETŘEVOVÁ, L. Relevant CSR Activities for Strengthening Social Profile of Metallurgical Company. In: *25th International Conference on Metallurgy and Materials „METAL 2016”*; TANGER Ltd., Brno, Czech Republic, May 25-27, 2016, 2016, 2061-2068. ISBN 978-80-87294-67-3
18. BRANSKÁ, L.; PECINOVÁ, Z.; VÁVRA, J. The Influence of Specific Forms of Cooperation in Supply Chain on Inventory. In: *25th International Conference on Metallurgy and Materials „METAL 2016”*; TANGER Ltd., Brno, Czech Republic, May 25-27, 2016, 2016, 1968-1974. ISBN 978-80-87294-67-3
19. VÁVRA, J.; BEDNAŘÍKOVÁ, M.; MUNZAROVÁ, S.; PROCHÁZKOVÁ, K. Social, Philanthropic and Ethical Reporting of the Chemical Companies. In: *4th International Multidisciplinary Scientific Conference on Social Sciences and Arts “SGEM 2017”*; SGEM, Albena, Bulgaria, August 24-30, 2017, 2017, 863-870. doi: 10.5593/sgemsocial2017/15/s05.108. ISBN 978-619-7408-17-1, ISSN 2367-5659
20. BEDNAŘÍKOVÁ, M.; VÁVRA, J.; MUNZAROVÁ, S.; ZVOLÁNKOVÁ, V. The Social Area of Corporate Social Responsibility and its Concept in Chemical Enterprises as a Part of their Social Welfare. In: *4th International Multidisciplinary Scientific Conference on Social Sciences and Arts “SGEM 2017”*; SGEM, Albena, Bulgaria, August 24-30, 2017, 2017, 889-896. doi: 10.5593/sgemsocial2017/15. ISBN 978-619-7408-17-1, ISSN 2367-5659
21. MUNZAROVÁ, S.; VÁVRA, J.; HAVLÍČKOVÁ, M. CSR Motivation, Activities and Barriers to the Corporate Social Responsibility Implementation in the Czech SME Manufacturing Company. In: *4th International Multidisciplinary Scientific Conference on Social Sciences and Arts “SGEM 2017”*; SGEM, Albena, Bulgaria, August 24 - 30, 2017,

- 2017, 681-688. doi: 10.5593/sgemsocial2017/33/S12.116. ISBN 978-619-7408-20-1, ISSN 2367-5659
22. MUNZAROVÁ, S.; VÁVRA, J.; BLAHÁČEK, D. Costing System and New Way of Selling in a Small Processing Enterprise. In: *5th International Multidisciplinary Scientific Conference on Social Sciences and Arts "SGEM 2018"*; SGEM, Albena, Bulgaria, August 24 - September 2, 2018, 215-222. doi: 10.5593/sgemsocial2018/1.5/s05.028. ISBN 978-619-7408-67-6, ISSN 2367-5659
23. BEDNAŘÍKOVÁ, M.; KOŠŤÁLOVÁ, J.; VÁVRA, J.; HALAMOVÁ, D. Diversity Management in the Context of Corporate Social Responsibility. In: *10th International Scientific Conference "Business and Management 2018"*; Vilnius Gediminas Technical University, Vilnius, Lithuania, May 3-4, 2018, 2018, 245-252. ISSN 2029-4441, ISSN 978-609-476-119-5

#### Articles in proceedings – other

1. VÁVRA, J. Změny procesu plánování v podmínkách proměnlivého tržního prostředí: *International Scientific Conference "Výuka a výzkum v odvětvových ekonomikách a podnikovém managementu na vysokých školách"*; University of Pardubice, Lázně Bohdaneč, Czech Republic, October 21-22, 2003, 2003, 293-296, ISBN 80-7194-623-0
2. VÁVRA, J. Usage of Management Information System for Budget Creation and Control. In: *International Scientific Conference "Moderné prístupy k manažmentu podniku"*; Slovenská technická univerzita v Bratislave, Bratislava, Slovakia, May 13, 2004, 2004, 425-428. ISBN 80-969189-0-7
3. VÁVRA, J. Annual Budgeting under Scope of Competitive Environment. In: *IMEA Conference Pardubice*; University of Pardubice, Pardubice, Czech Republic, May 20-22, 2004, 2004, 380-383. ISBN 80-7194-679-6
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