

	<p>SHAKINA, Elena A. Associate Professor at ITMO University, Russia Associate Professor at the University of Vigo, Spain Candidate of Economic Sciences, PhD</p>
<p>Research interests</p>	<ul style="list-style-type: none"> ✓ Intellectual capital management in firms ✓ Human enhancement in organizations (including higher education) ✓ Labor market transformation due to digitization and AI
<p>List of the supervisor's research projects (participation/supervision)</p>	<ul style="list-style-type: none"> ✓ Development of a methodology to identify required professional skills based on job ads and an analytical tool for job-matching with submitted CVs (project leader) ✓ Competitiveness and leapfrogging of business based on intellectual resources
<p>List of potential thesis topics</p>	<ul style="list-style-type: none"> ✓ Development and implementation of intellectual capital management strategies in high-tech companies: impact on innovation and competitiveness ✓ Job-matching, retention and motivation through human capital development in universities ✓ Digitization and AI: impact on employment structure and the future of the labor market
<p>Publications in the last five years</p>	<p>20 (Scopus / Web of Science / RSCI)</p>
<p>Key publications</p>	<ul style="list-style-type: none"> ✓ Jardon C.M., Martinez-Cobas X., Shakina E. Human capital and border effect: The case of Minho River area // Papers in Regional Science, 2024, 103(4), 100035. https://doi.org/10.1016/j.pirs.2024.100035 ✓ Shakina E., Barajas Á., Sánchez-Fernández P. Revisiting corporate universities: Strategic choices shaping performance in telecom// Heliyon, 2024, 10(14), e34314. https://doi.org/10.1016/j.heliyon.2024.e34314 ✓ Parshakov P., Thadeu Gasparetto, Votintseva N., Shakina E. Beyond the pitch: Exploring the role of beauty in soccer player salaries // Journal of Economic Psychology. 2024. Vol. 101. Article 102709. https://doi.org/10.1016/j.joep.2024.102709 ✓ Veretennik, E., Shakina, E. Beyond borders: achieving research performance breakthrough with academic collaborations. Higher Education Quarterly, 2024. 78 (1), pp. 212-235 https://doi.org/10.1111/hequ.12454 ✓ Krakovich, V., Coates, D., & Shakina, E. Research-teaching nexus: The new answer to the old question. Higher Education Quarterly, 2023. pp. 1– 22.

	https://doi.org/10.1111/hequ.12435
Key IPs	<p>The most highly cited publications:</p> <ul style="list-style-type: none"> ✓ Shakina E. A., Parshakov P., Alsufiev A. Rethinking the corporate digital divide: The complementarity of technologies and the demand for digital skills // Technological Forecasting and Social Change. 2021. Vol. 162. pp. 120405. https://doi.org/10.1016/j.techfore.2020.120405 ✓ Molodchik M., Shakina E. A., Barajas A. Metrics for the elements of intellectual capital in an economy driven by knowledge // Journal of Intellectual Capital. 2014. Vol. 15. No. 2. pp. 206-226. https://doi.org/10.1108/JIC-08-2013-0091 ✓ Molodchik M., Shakina E. A., Anna A. Bykova. Intellectual Capital Transformation Evaluating Model // Journal of Intellectual Capital. 2012. Vol. 13 No. 4, pp. 444-461. https://doi.org/10.1108/14691931211276089 <p>Intellectual property:</p> <ul style="list-style-type: none"> ✓ Chatbot Navigator of IT Professions and Skills
Supervisor's specific requirements	<ul style="list-style-type: none"> ✓ Proficiency in quantitative methods for data analysis such as regression analysis, panel data models, cluster analysis, and factor analysis ✓ Proficiency with statistical tools (e.g., STATA, R, Python) ✓ Skills in handling big data and machine learning
Code of the subject area of the PhD program	5.2.3 Regional and Industry-Specific Economics