

Association between genetic proxies for neuroticism and labour market outcomes

Hazak, Aaro; Liuhanen, J.; Kantojärvi, K.; Sulkava, S.; Jääskeläinen, T.; Salomaa, V.; Koskinen, S.; Perola, M.; Paunio, T. European Psychiatry 2025 / p. S97 <https://doi.org/10.1192/j.eurpsy.2025.297>

Better not to ask your employees to come to work? Issues in R&D work efficiency

Hazak, Aaro 2017 <http://tutecon.eu/index.php/tutecon/article/view/32>

Capital investments and financing structure : are R&D companies different? [Online resource]

Hein, Heili; Hazak, Aaro; Männasoo, Kadri 2017 <http://www.tutecon.eu/index.php/TUTECON/article/view/26>

Capital structure and dividend decisions under distributed profit taxation = Kapitali struktuur ja dividendiotsused jaotatud kasumi maksustamise tingimustes

Hazak, Aaro 2008 http://www.ester.ee/record=b2367046*est

Capital structure formation in multinational and local companies in the Baltic states

Avarmaa, Mari; Hazak, Aaro; Männasoo, Kadri Baltic journal of economics 2011 / p. 125-145

Central and Eastern European economies in the winds of change : guest editor's introduction

Hazak, Aaro Eastern European economics 2011 / p. 3-4

ClimMIT - Climate change mitigation with CCS and CCU technologies

Uibu, Mai; Siirde, Andres; Järvik, Oliver; Triikkel, Andres; Yörüük, Can Rüstü; Nurk, Gunnar; Kirsimäe, Kalle; **Hazak, Aaro**; **Konist, Alar** Proceedings of the 15th Greenhouse Gas Control Technologies Conference 15-18 March 2021 2021 / 9 p
<https://ssrn.com/abstract=3812288> <https://doi.org/10.2139/ssrn.3812288>

Companies' financial decisions under the distributed profit taxation regime of Estonia

Hazak, Aaro Working papers in economics. Volume 22 (TUTWPE No 155-158) 2007 / TUTWPE No. 155, p. 5-19 : ill

Companies' financial decisions under the distributed profit taxation regime of Estonia

Hazak, Aaro Emerging Markets Finance and Trade 2009 / 4, p. 4-12 : ill

Company profitability and labour intensity under different phases of the economic cycle : a Pan-European empirical study

Ruubel, Raul; Hazak, Aaro 2011 2nd International Conference on Economics, Business and Management : IPEDR. Vol.22 2011 / p. 178-182

Contribution of R&D services to added economic value in Estonia

Hazak, Aaro; Ruubel, Raul Proceedings of the 11th International Academic Conference : Reykjavik, Iceland, 24-27 June 2014 2014 / p. 129

Creative knowledge employees' assesment of flexitime utilisability : [Online resource]

Hazak, Aaro 2018 : 10th International Conference on Knowledge and Smart Technology (KST) : Cybernetics in the Next Decades, 31 Jan.-3 Feb. 2018 : [abstracts] 2018 / p. 90-94 : ill <http://dx.doi.org/10.1109/KST.2018.8426204>

Cyclicality, corporate investments and financial soundness : evidence from Central and Eastern European countries = Majanduse tsüklilisus, ettevõtete investeringud ning finantsvõimekus : uurimistulemusi Kesk- ja Ida-Euroopa andmetel

Maripuu, Peeter 2017 <https://digi.lib.ttu.ee/i/?9010> https://www.ester.ee/record=b4744723*est

Daytime sleepiness : impacts of work organisation [Online resource]

Sõõru, Erve; Hazak, Aaro; Partinen, M.; **Virkebau, Marko** Journal of sleep research 2018 / P256 ; p. 208
<https://onlinelibrary.wiley.com/doi/epdf/10.1111/jsr.12751>

Disparities in knowledge employees' actual, contractual, and desired working schedules : [Online resource]

Ruubel, Raul; Hazak, Aaro Knowledge management : an international journal 2018 / p. 17-28 : ill <https://doi.org/10.18848/2327-7998/CGP/v18i01/17-30> [Journal metrics at Scopus](#) [Article at Scopus](#)

Distractors of computerised creative knowledge work

Hazak, Aaro Application of Information and Communication Technologies - AICT2019, 23-25 October 2019, Baku : conference proceedings 2019 / p. 280-283 : ill <https://doi.org/10.1109/AICT47866.2019.8981767>

Dividend decision under distributed profit taxation : investor's perspective

Hazak, Aaro Working papers in economics. Vol. 20 (TUTWPE No 145-148) 2006 / TUTWPE No. 145, p. 5-25
https://artiklid.elnet.ee/record=b1020794*est

Dividend decision under distributed profit taxation : investor's perspective

Hazak, Aaro International research journal of finance and economics 2007 / p. 201-219 : ill
https://www.researchgate.net/publication/24137721_Dividend_Decision_under_Distributed_Profit_Taxation_Investor%27s_Perspective

Does chronotype restrict the employment options of creative R&D professionals?

Sõõru, Erve; Hazak, Aaro; Rebane, Marit Biological rhythm research 2020 / p. 283-293 : tab
<https://doi.org/10.1080/09291016.2018.1528681> [Journal metrics at Scopus](#) [Article at Scopus](#) [Journal metrics at WOS](#) [Article at WOS](#)

Does flexible work make R&D employees happier? [Online resource]

Rebane, Marit; Hein, Heili; Hazak, Aaro 2017 <http://tutecon.eu/index.php/tutecon/article/view/23>

Does investment intensity impact company profitability? : a cross-country empirical study

Kotšina, Svetlana; Hazak, Aaro International proceedings of economics development and research 2012 / p. 157-161 : ill

Does leverage affect labour productivity? : a comparative study of local and multinational companies of the Baltic countries

Avarmaa, Mari; Hazak, Aaro; Männasoo, Kadri Journal of business economics and management 2013 / p. 252-275 : ill
<https://doi.org/10.3846/16111699.2011.651624> [Journal metrics at Scopus](#) [Article at Scopus](#) [Journal metrics at WOS](#) [Article at WOS](#)

Does leverage affect labour productivity? : a comparative study of local and multinational companies of the Baltic countries

Avarmaa, Mari; Hazak, Aaro; Männasoo, Kadri Proceedings of the 8th International Conference on Applied Financial Economics. Vol. 1, Samos Island, Greece, 30 June - 02 July 2011 2011 / p. 329-343 : ill <https://journals.vilniustech.lt/index.php/JBEM/article/view/3712>

Economic perspectives of twin-transition : low-carbon production and inclusive digitalization = Rohe-digipöörde majanduslikud perspektiivid : madala süsinikheitega tootmine ja kaasav digitaliseerimine

Saia, Artjom 2024 https://www.ester.ee/record=b5676148*est <https://digikogu.taltech.ee/et/Item/f3804ab1-98db-4047-99d5-609a71069385>
<https://doi.org/10.23658/taltech.17/2024>

Eesti inimarengu aruanne 2023. Vaimne tervis ja heaolu

Kutsar, Dagmar; Sooväli-Sepping, Helen; Hazak, Aaro; Randmann, Liina; Rebane, Marit; Salmistu, Sirle; Seppo, Indrek 2023
https://www.ester.ee/record=b5508101*est

Effects of work arrangement on sleep regimen in creative R&D employees [Online resource]

Sõõru, Erve; Hazak, Aaro; Männasoo, Kadri Journal of sleep research 2018 / P255 ; p. 208
<https://onlinelibrary.wiley.com/doi/epdf/10.1111/jsr.12751>

Effects of work arrangements on creative R&D work outcomes

Hazak, Aaro; Männasoo, Kadri; Virkebau, Marko Eastern European economics 2017 / p. 500-521 : ill
<https://doi.org/10.1080/00128775.2017.1381567> [Journal metrics at Scopus](#) [Article at Scopus](#) [Journal metrics at WOS](#) [Article at WOS](#)

Effects of work arrangements on the sleep regimen of creative R&D employees

Hazak, Aaro; Sõõru, Erve; Hein, Heili; Männasoo, Kadri International journal of occupational safety and ergonomics 2020 / p. 728-739 <https://doi.org/10.1080/10803548.2018.1504854> [Journal metrics at Scopus](#) [Article at Scopus](#) [Journal metrics at WOS](#) [Article at WOS](#)

Effects of working time patterns on creative R&D work outcome

Hazak, Aaro; Virkebau, Marko; Sõõru, Erve; Männasoo, Kadri; Tuulik, Viu Hard Times? : the Eighth Nordic Working Life Conference, 2-4 November 2016 = Kovat Ajat? : Työelämän tutkimuspäivät 3.-4. marraskuuta 2016 : University of Tampere 2016 / p. 49-50 http://www.uta.fi/yky/NWLC2016/Programme/abstractbook/NWLC2016_Abstraktikirja_Web_28102016.pdf

Efficacy of the statutory regulation of monopoly water companies : conceptual considerations in the Estonian context

Uljata, Merilyn; Hazak, Aaro Proceedings of International Conference on Business and Social Science 2013

Efficiency and bid rigging in simultaneous procurement auctions under oligopoly

Hazak, Aaro; Kerikmäe, Tanel; Pärn-Lee, Evelin International Journal of Procurement Management (IJPM) 2020 / p. 199-213
<https://doi.org/10.1504/IJPM.2020.106512> [Journal metrics at Scopus](#) [Article at Scopus](#)

Efficiency and bid rigging in simultaneous procurement auctions under oligopoly [Electronic resource]

Hazak, Aaro Proceedings of the Annual Symposium on Management, Operations Research and Economics : Taipei, Taiwan, 9-11 January 2013 2013 / [CD-ROM]

Empirical analysis of capital structure and dividend decisions under the distributed profit taxation regime of Estonia

Hazak, Aaro Baltic Business and Socio-Economic Development 2007 : 3rd International Conference : Tallinn, Estonia, June 17-19, 2007 2010 / p. 55-68 : ill

Employee performance, working time and tiredness in creative R&D jobs : employee survey from Estonia

Hazak, Aaro; Virkebau, Marko; Tuulik, Viu; Tint, Piia; Pille, Viive; Sõõru, Erve Springer Proceedings in Business and Economics

Employee performance, working time and tiredness in creative R&D jobs : employee survey from Estonia

Hazak, Aaro; Virkebau, Marko; Tuulik, Viuu; Tint, Piia; Pille, Viive; Sõõru, Erve 8th International Conference The Economies of Balkan and Eastern Europe Countries in the Changed World : EBEEC 2016 : Split, Croatia, May 5-8, 2016 2016 / p. 77

Ettevõtte finantsotsused jaotatud kasumi maksustamise tingimustes

Hazak, Aaro Maksumaksja 2007 / 11, lk. 16-20 : portr

European listed companies' share price reactions to global credit crunch : typology of winners and losers

Männiste, Mari; Hazak, Aaro; Listra, Enn International journal of trade, economics and finance 2011 / p. 478-483 : ill

https://www.researchgate.net/publication/283781227_European_Listed_Companies'_Share_Price_Reactions_to_Global_Credit_Crunch_Typology_of_Winners_and_Losers

5th International Conference "Economic challenges in enlarged Europe" : conference proceedings : 16-18 June 2013, Tallinn, Estonia [Electronic resource]

2013

Financial decisions under distributed profit taxation : a cross-industry perspective

Hazak, Aaro Global business & economics anthology 2007 / 2, p. 402-411 <https://www.econbiz.de/Record/financial-decisions-under-distributed-profit-taxation-a-cross-industry-perspective-hazak-aaro/10003669085>

Fixed-term contracts - a turnoff for R&D employees [Online resource]

Hazak, Aaro 2017 <http://tutecon.eu/index.php/tutecon/article/view/35>

Genetic proxies for sleep behaviours and individual labour market outcomes

Hazak, Aaro; Kantojärvi, Katri; Jääskeläinen, Tuija; Sulkava, Sonja; Liuhanen, Johanna; Salomaa, Veikko; Koskinen, Jukka; Perola, Markus; Paunio, Tiina Journal of sleep research 2024 / P635 <https://doi.org/10.1111/jsr.14291>

Genetically proxied diurnal preference and career performance

Hazak, Aaro; Kantojärvi, Katri; Jääskeläinen, Tuija; Sulkava, Sonja; Liuhanen, Johanna; Salomaa, Veikko; Koskinen, Jukka; Perola, Markus; Paunio, Tiina Journal of sleep research 2024 / P634 <https://doi.org/10.1111/jsr.14291>

Guest editor's introduction

Hazak, Aaro Eastern European economics 2014 / p. 3-4 <https://doi.org/10.2753/EEE0012-8775520300> Journal metrics at Scopus Article at Scopus Journal metrics at WOS Article at WOS

Guest editor's introduction

Hazak, Aaro Eastern European economics 2017 / p. 1-2 <https://doi.org/10.1080/00128775.2016.1259577> Journal metrics at Scopus Article at Scopus Journal metrics at WOS Article at WOS

Guest editors' introduction

Hazak, Aaro; Venesaar, Urve Emerging markets finance and trade 2011 / p. 3-4

Guest editor's introduction

Hazak, Aaro Eastern European economics 2013 / p. 3-4 <https://doi.org/10.2753/EEE0012-8775510100> Journal metrics at Scopus Article at Scopus Journal metrics at WOS Article at WOS

Guest editor's introduction

Hazak, Aaro Eastern European economics 2016 / p. 91-92 <https://doi.org/10.1080/00128775.2015.1126790> Journal metrics at Scopus Article at Scopus Journal metrics at WOS Article at WOS

Guest editor's introduction

Hazak, Aaro Eastern European economics 2014 / p. 3-4 <https://doi.org/10.2753/EEE0012-8775520200> Journal metrics at Scopus Article at WOS Journal metrics at WOS Article at WOS

Impact of certain tax and legal matters on companies' capital structure : EU based empirical survey

Hazak, Aaro Estonian Economic Association : articles from the annual conference 2007 2007 / p. 9-48 https://artiklid.elnet.ee/record=b2282708*est

Implications of capital structure and credit constraints for company performance : a comparative study of local and multinational companies in the Baltics = Kapitali struktuuri ja krediidi piiirangute mõju ettevõtte majandustulemustele Baltimaade kohalike ja rahvusvaheliste ettevõtete näitel

Avarmaa, Mari 2012 http://www.ester.ee/record=b2860883*est

Indicators of corporate default - an EU based empirical study

Hazak, Aaro; Männasoo, Kadri 2007 https://www.ester.ee/record=b2290247*est

Indicators of corporate default - an EU-based empirical study

Hazak, Aaro; Männasoo, Kadri Baltic Business and Socio-Economic Development 2008 : 4th International Conference, Riga, Latvia, September 30-October 2, 2008 2009 / p. 256-274 : ill
https://haldus.eestipank.ee/sites/default/files/publication/en/WorkingPapers/2007/_wp_1007.pdf

Indicators of corporate default - EU-based empirical study

Hazak, Aaro; Männasoo, Kadri Transformations in business & economics 2010 / 1, p. 62-76
https://www.researchgate.net/publication/4739160_Indicators_of_corporate_default_-_EU-based_empirical_study

Institutional and individual triggers of innovative mindset in knowledge work : [Online resource]

Hazak, Aaro 2018 Fourth International Conference on Information Retrieval and Knowledge Management (CAMP) : [abstracts] 2018 / p. 229-233 <http://dx.doi.org/10.1109/INFRKM.2018.8464693>

Institutions and innovativeness of SMEs = Institutsioonid ning väikeste ja keskmise suurusega ettevõtete innovatsioonivõimekus

Tasane, Helery 2023 <https://doi.org/10.23658/taltech.72/2023> <https://digikogu.taltech.ee/et/Item/3db98bde-3038-485d-abc5-926e70baa1e4>
https://www.ester.ee/record=b5645549*est

Investments, credit, and corporate financial distress: evidence from Central and Eastern Europe

Männasoo, Kadri; Maripuu, Peeter; Hazak, Aaro Emerging markets finance and trade 2018 / p. 677-689 : ill
<https://doi.org/10.1080/1540496X.2017.1300092> [Journal metrics at Scopus](#) [Article at Scopus](#) [Journal metrics at WOS](#) [Article at WOS](#)

Is there a relationship between company profitability and salary level? A Pan-European empirical study

Ruubel, Raul; Hazak, Aaro 2011 International Conference on Innovation, Management and Service : IPEDR. Vol.14 2011 / p. 332-337 : ill

Is there a relationship between EBITDA and investment intensity? : an empirical study of European companies

Kotšina, Svetlana; Hazak, Aaro International proceedings of economics development and research 2012 / p. 160-164 : ill

Juubilari elust ja tervisest : [TTÜ majandusteaduskond 75]

Hazak, Aaro Mente et Manu 2015 / lk. 14 https://artiklid.elnet.ee/record=b2741008*est

Kas ettevõtete investeeringud jõuavad tootlikkuseni

Männasoo, Kadri; Rungi, Mait; Hein, Heili; Hazak, Aaro; Tasane, Helery 2018 https://www.riigikogu.ee/wpcms/wp-content/uploads/2017/09/Uuringuaruanne_Tootlikkus_ja_investeeringud_30052018.pdf

Kas töölkäimine on kahjulik?

Hazak, Aaro Sirp 2017 / lk. 21 <http://www.sirp.ee/s1-artiklid/c21-teadus/kas-toolkaimine-on-kahjulik/>

Kindel tööaeg ja töötegemise koht - tegelik vajadus või vananenud traditsioon?

Hazak, Aaro Personali Praktik : Pp 2017 / lk. 22-23 http://www.ester.ee/record=b2644641*est

Kliimamuutuste leevendamine läbi CCS JA CCU tehnoloogiate (ClimMit) : lõpparuanne

Siirde, Andres; Järvik, Oliver; Nešumajev, Dmitri; Gušča, Julija; Uibu, Mai; Triikkel, Andres; Pihu, Tõnu; Konist, Alar; Maaten, Birgit; Liira, Martin; Hazak, Aaro; Männasoo, Kadri; Sander, Priit; Kask, Kaia; Poltimäe, Helen; Yörük, Can Rüstü 2021

Kolm noort ja säravat majandusteadlast pälvisid Rein Otsasoni stipendiumi

postimees.ee 2023 [Kolm noort ja säravat majandusteadlast pälvisid Rein Otsasoni stipendiumi](#)

Kuidas minust sai Erasmuse tudeng

Kalamees, Elisabet Mente et Manu 2017 / lk. 42-46 : fot http://www.ttu.ee/public/m/mente-et-manu/MM_01_2017/index.html
https://artiklid.elnet.ee/record=b2811487*est

Legal constraints on companies' capital structure : EU based empirical survey

Hazak, Aaro; Mäe, Mari Entrepreneurial Finance and Financial Environment : 7th International Scientific Conference, Tartu, 16-17 November 2006 : proceedings 2007 / p. 118-135 : ill

Long working days and falling asleep at work - issues in R&D work efficiency [Online resource]

Sõõru, Erve; Hazak, Aaro; Rebane, Marit 2017 <http://tutecon.eu/index.php/tutecon/article/view/38>

Macroeconomic implications of statutory requirements on the capital structure of companies

Hazak, Aaro XIII majanduspoliitika teaduskonverents : XIII teadus- ja koostöökonverentsi ettekanded-artiklid : (Tartu-Värska, 30. juuni-2. juuli 2005) 2005 / p. 240-247 : ill

Majandusprofessor kellakeeramisest: on raske mõista, miks selle ajale jalgu jäänud toiminguga jätkatakse

Sildmets, Kadri arileht.delfi.ee 2025 <https://arileht.delfi.ee/artikkel/120366732/majandusprofessor-kellakeeramisest-on-raske-moista-miks-selle-ajale-jalgu-jaanud-toiminguga-jatkatakse>

Majandusprofessor: viirus paneb maailmamajanduse proovile

Ivask, Pille Äripäev 2020 / Lk. 10 : portr <https://www.aripaev.ee/uudised/2020/03/05/majandusprofessor-koroonaviirus-testib-maailmamajandust> https://www.ester.ee/record=b2122331*est

Majandusprofessor: viirus paneb maailmamajanduse proovile. (Koroonaviiruse mõju)

Hazak, Aaro Äripäev 2020 / lk. 10 https://www.ester.ee/record=b1071975*est

Majandusteadlane : kellakeeramine toob ettevõtetele pigem kahju kui kasu [Võrguväljaanne]

Pott, Toomas err.ee 2020 / fot [Majandusteadlane: kellakeeramine toob ettevõtetele pigem kahju kui kasu](#)

Mismatch of sleep and work arrangements among research and development employees and personalisation of sleep studies = Teadus- ja arendustöötajate une ja töökorralduse ebakõlad ning uneuuringute personaliseerimine

Sõõru, Erve 2019 <https://digi.lib.ttu.ee/ii/?13701>

More flexibility, better results? Issues in R&D work efficiency [Online resource]

Virkebau, Marko; Hazak, Aaro; Männasoo, Kadri 2017 <http://tutecon.eu/index.php/tutecon/article/view/24>

Negative equity as an indicator of company failure : theoretical considerations and an empirical study of Estonian companies

Hazak, Aaro; Rannala, M. 2011 International Conference on Economics, Business and Marketing Management 2011 / p. 155-159

Non-creative tasks : a turn off for creative R&D employees [Online resource]

Hazak, Aaro 2017 <http://tutecon.eu/index.php/tutecon/article/view/28>

Office and industrial workers complaint detection and prevention of professional upper limb overuse

Pille, Viive; Tuulik-Leisi, Varje-Riin; Tint, Piia; Tuulik, Viuu; Hazak, Aaro Scientific journal of Riga Technical University. Safety of technogenic environment 2014 / p. 23-27 : tab

Organisation of work, chronotype and fatigue : a study of creative knowledge employees

Hein, Heili; Hazak, Aaro; Pille, Viive; Tuulik, Viuu Eesti tuleviku keskkonnad : Eesti sotsiaalteadlaste XI aastakonverents : 26.-27.aprill 2019, Tartu Ülikool 2019 / p. 68

Patterns of economic and financial development in Poland and the Baltic States : selected papers from the sixth International Conference on "Economic Challenges in Enlarged Europe"

Hazak, Aaro Eastern European economics 2015 / p. 1-2 <https://doi.org/10.1080/00128775.2015.1033228> [Journal metrics at Scopus](#)
[Article at Scopus](#) [Journal metrics at WOS](#) [Article at WOS](#)

Perceived usability of teleworking options in creative knowledge work : [Online resource]

Hazak, Aaro 2018 : 10th International Conference on Knowledge and Smart Technology (KST) : Cybernetics in the Next Decades, 31 Jan.-3 Feb. 2018 : [abstracts] 2018 / p. 112-116 : ill <https://doi.org/10.1109/KST.2018.8426117>

Physical overload disease detection and prevention of industrial and office workers [Electronic resource]

Pille, Viive; Tuulik-Leisi, Varje-Riin; Tint, Piia; Tuulik, Viuu; Hazak, Aaro SCEE 2014 : Scientific Conference on Economics and Entrepreneurship : 55th International Riga Technical University conference : Latvia, Riga, 14-17 October 2014 / 2 p. [CD-ROM]

Profit versus distributed profit based taxation and companies' capital structure

Hazak, Aaro International journal of entrepreneurship and innovation management 2008 / 5, p. 524-541
<https://www.inderscienceonline.com/doi/abs/10.1504/IJEIFM.2008.022319?journalCode=ijeim>

Põlevkivielektri ja -õli väljavaated, kliimamuutus ja tulevikutehingud

Somp, Markus; Hazak, Aaro; Männasoo, Kadri Riigikogu Toimetised 2021 / lk. 105-114 : ill
https://www.ester.ee/record=b1361123*est <https://rito.riigikogu.ee/wordpress/wp-content/uploads/2021/12/RiTo-44.pdf>

Rahvusvahelised majandusteaduse konverentsid TTÜs

Hazak, Aaro Mente et Manu 2015 / lk. 16-17 : fot https://artiklid.elnet.ee/record=b2741010*est

Research in economics and business : Central and Eastern Europe

2015 http://www.ester.ee/record=b2590050*est

Research in economics and business : Central and Eastern Europe

2016 http://www.ester.ee/record=b2590050*est

Research in economics and business : Central and Eastern Europe

2016 http://www.ester.ee/record=b2590050*est

Research in economics and business : Central and Eastern Europe

2015 http://www.ester.ee/record=b2590050*est

Research in economics and business : Central and Eastern Europe

2009 http://www.ester.ee/record=b2590050*est

Research in economics and business : Central and Eastern Europe

2010 http://www.ester.ee/record=b2590050*est

Research in economics and business : Central and Eastern Europe

2009 http://www.ester.ee/record=b2590050*est

Research in economics and business : Central and Eastern Europe

2010 http://www.ester.ee/record=b2590050*est

Research in economics and business : Central and Eastern Europe

2011 http://www.ester.ee/record=b2590050*est

Research in economics and business : Central and Eastern Europe

2012 http://www.ester.ee/record=b2590050*est

Research in economics and business : Central and Eastern Europe

2011 http://www.ester.ee/record=b2590050*est

Research in economics and business : Central and Eastern Europe

2012 http://www.ester.ee/record=b2590050*est

Research in economics and business : Central and Eastern Europe

Venasaar, Urve; Hazak, Aaro 2018 https://www.ester.ee/record=b2590050*est

Research in economics and business : Central and Eastern Europe

Venasaar, Urve 2018 https://www.ester.ee/record=b2590050*est <http://www.rebcee.eu/index.php/REB>

Research in economics and business : Central and Eastern Europe

Venasaar, Urve; Hazak, Aaro 2017 http://www.ester.ee/record=b2590050*est

Research in economics and business : Central and Eastern Europe

Venasaar, Urve; Hazak, Aaro 2017 http://www.ester.ee/record=b2590050*est

Research in economics and business : Central and Eastern Europe. Vo. 5, no. 2

2013 https://www.ester.ee/record=b2590050*est

Research in economics and business : Central and Eastern Europe. Vol. 5, no. 1

2013 http://www.ester.ee/record=b2590050*est

Schizophrenia genetic risk and labour market outcomes in the Finnish general population : are schizophrenia-related traits penalised or rewarded?

Hazak, Aaro; Liuhanen, Johanna; Kantojärvi, Katri; Sulkava, Sonja; Jääskeläinen, Tuija; Salomaa, Veikko; Koskinen, Seppo; Perola, Markus; Paunio, Tiina Comprehensive Psychiatry 2025 / art. 152600 <https://doi.org/10.1016/j.comppsy.2025.152600>

Sitting at a desk at work makes creative employees tired [Online resource]

Pille, Viive; Tuulik, Viuu; Hazak, Aaro 2017 <http://tutecon.eu/index.php/tutecon/article/view/34>

Social innovation potential in working arrangements of R&D employees : repeated employee survey from Estonia

Hazak, Aaro; Virkebau, Marko; Tuulik, Viuu; Tint, Piia; Pille, Viive; Sõõru, Erve 2016 IEEE International Conference on Emerging Technologies and Innovative Business Practices for the Transformation of Societies (EmergiTech) : 3-6 August 2016, Balaclava Mauritius, Mauritius 2016 / p. 210-213 : ill <https://doi.org/10.1109/EmergiTech.2016.7737340>

Statutory regulations and companies' capital structure : EU based empirical study

Hazak, Aaro The international journal of applied economics and finance 2009 / 1, p. 1-11 : ill <https://scialert.net/fulltext/?doi=ijaef.2009.1.11>

Symposium on sustainability of fiscal policy and effects of skill gaps : guest editor's introduction

Hazak, Aaro Eastern European economics 2019 / p. 1-2 <https://doi.org/10.1080/00128775.2018.1542602> [Journal metrics at Scopus](#) [Article at Scopus](#) [Journal metrics at WOS](#) [Article at WOS](#)

Techno-economic assessment of CO2 capture possibilities for oil shale power plants

Saia, Artjom; Nešumajev, Dmitri; Hazak, Aaro; Sander, Priit; Järvi, Oliver; Konist, Alar Renewable and sustainable energy reviews 2022 / art. 112938, 11 p. : ill <https://doi.org/10.1016/j.rser.2022.112938> [Journal metrics at Scopus](#) [Article at Scopus](#) [Journal metrics at WOS](#) [Article at WOS](#)

The impact of profit based corporate taxation on companies' capital structure versus that of distributed profit based corporate taxation

Hazak, Aaro Estonian Economic Association : articles from the Annual Conference 2006 2006 / p. 129-156 : ill

The impact of the differences in corporate tax systems and thin capitalisation rules on companies' financing decisions

Hazak, Aaro IV ettevõtetmajanduse konverents : konverentsi ettekanded-artiklid (Pärnu, 20.-21. jaanuar 2006) 2006 / p. 13-36 : ill

The impact of the differences in corporate tax systems on companies' demand for financial service

Hazak, Aaro From small firms to multinationals : industrial, entrepreneurial, managerial, financial, fiscal, transaction cost and consumer perspectives in the era of globalisation 2006 / p. 575-590

The limping gazelles : on the viability of Estonian fastest growing companies under the economic crisis

Tsareva, Anna Maria; Hazak, Aaro 2011 International Conference on Economics and Finance Research : IPEDR. Vol.4 2011 / p. 396-399 : ill

7th International conference "Economic challenges in enlarged Europe" : 14-16 June 2015, Tallinn, Estonia : [conference proceedings] [Electronic resource]

2015 http://www.ester.ee/record=b3088567*est

Tööturu ja töökeskkonna seosed vaimse tervise ja heaoluga

Kovaljov, Ave; **Randmann, Liina; Rebane, Marit; Hazak, Aaro** Eesti inimarengu aruanne 2023. Vaimne tervis ja heaolu 2023 / lk. 210-224 : ill https://www.ester.ee/record=b5508101*est [Tööturu ja töökeskkonna seosed vaimse tervise ja heaoluga](#)

Typology of European listed companies' reactions to global credit crunch : cluster analysis of share price performance

Männiste, Mari; Hazak, Aaro; Listra, Enn 2011 3rd International Conference on Information and Financial Engineering : IPEDR. Vol.12 2011 / p. 565-569

Using flexitime - for better work or a better life? Issues in R&D work efficiency

Virkebau, Marko; **Hazak, Aaro; Männasoo, Kadri** 2017 <http://tutecon.eu/index.php/tutecon/article/view/27>

Welcome [Electronic resource]

Hazak, Aaro 4th International Conference "Economic Challenges in Enlarged Europe" : 17-19 June 2012, Tallinn, Estonia : conference proceedings 2012 / 1 p. [CD-ROM]

What type of research and development employees use flexitime?

Virkebau, Marko; Hazak, Aaro The international journal of organizational diversity 2017 / p. 1-9 : tab <https://doi.org/10.18848/2328-6261/CGP/v17i02/1-9> [Journal metrics at Scopus](#) [Article at Scopus](#)

When would creative R&D employees like to work?

Hazak, Aaro; Ruubel, Raul; Virkebau, Marko International Journal of Organizational Analysis 2019 / p. 596 - 612 <https://doi.org/10.1108/IJOA-04-2018-1409> [Journal metrics at Scopus](#) [Article at Scopus](#) [Journal metrics at WOS](#) [Article at WOS](#)

Who has a better chance of getting higher salaries among creative R&D employees? [Online resource]

Hein, Heili; Hazak, Aaro; Männasoo, Kadri 2017 <http://tutecon.eu/index.php/tutecon/article/view/39/1>

Why force owls to start work early? The work schedules of R&D employees and sleep [Online resource]

Sõõru, Erve; Hein, Heili; Hazak, Aaro 2017 <http://tutecon.eu/index.php/tutecon/article/view/25>

Women need flexible work, but men get it - issues in R&D work efficiency [Online resource]

Rebane, Marit; Hazak, Aaro; Männasoo, Kadri 2017 <http://www.tutecon.eu/index.php/tutecon/article/view/30>

Work arrangement related drivers of happiness in creative R&D employees

Rebane, Marit; Hazak, Aaro; Hein, Heili 17th Nordic Sleep Conference jointly organized with the Congress of the Estonian Sleep Medicine Association : 24-26 May, 2017 Tallinn, Estonia 2017 / p. 22 http://www.ester.ee/record=b4685367*est

Working schedules and efficient time-use in R&D work = Tööajakorraldus ning efektiivne ajakasutus teadus- ja

arendustegevuses

Ruubel, Raul 2020 https://www.ester.ee/record=b5381361*est <https://digikogu.taltech.ee/et/Item/089a630b-ec62-4347-bb8d-9b18b403e0e3>
Paindlik tööaeg aitab kergitada ettevõtte kasumit ja väärtustada töötajat (novaator.err.ee, 15.12.2020)

Working time regulation - a constraint on creativity?

Hazak, Aaro XXI Jornadas de Epistemologia de las Ciencias Economicas : resúmenes 2015 / p. 34-35 <http://ciece.com.ar/ciece/wp-content/uploads/Res%C3%BAmenes-XXI-JECE-20151.pdf>

Õõ ja töö piiride hägustumisest

Hazak, Aaro Studioosus 2017 / lk. 16-19 https://www.ester.ee/record=b1558644*est

Kovaljov, Ave; **Randmann, Liina; Rebane, Marit; Hazak, Aaro** Eesti inimarengu aruanne 2023. Vaimne tervis ja heaolu 2023 / lk. 210-224 : ill https://www.ester.ee/record=b5508101*est