Saimir Bala, Ph.D.
Curriculum Vitæ

Full Name	Saimir Bala		
Current Position	Research Associate (PostDoc)		
Work Address	Unter den Linden 6	**Private Address**	Katharina-Boll-Dorberger Str. 19
	10099 Berlin, Germany		12489 Berlin, Germany
Work Email	saimir.bala@hu-berlin.de	**Private Email**	saimir.bala@gmail.com
HU Web Page	https://hu.berlin/61425		
Work Phone	+49 30 2093-41270	**Private Phone**	+49 (0)1523 6201103
Birth	Lushnje, Albania on 28.07.1985	**Languages**	C2: English, Albanian, Italian
Citizenship	Italian, Albanian		B2: German, B1: Portuguese

Work Experience

Associated Researcher   11/2025 – ongoing
Weizenbaum-Institut e. V., Berlin, Germany
Visting researcher at the Security and Transparency of Digital Processes group
Researching on Business Analytics of Lifecycle Processes

SAP, Visting Researcher   06/2025 – ongoing
SAP SE, Berlin, Germany
Visting researcher at the Blue Sky Team @ SAP Signavio
Researching on Lifecycle Processes

Research Associate, PostDoc since 2022   07/2021 – 12/2025
Humboldt-Universität zu Berlin, Germany
Process Management and Information Systems Group, Department of Computer Science

Research Associate & Project Staff Member   10/2014 – 06/2021
Vienna University of Economics and Business (WU), Austria
Institute for Data, Process and Knowledge Management, Department of Information Systems and Operations
Management

Intern in Business Intelligence and Analytics   06/2014 – 09/2014
NTT DATA Italia S.p.A., Rome, Italy
Creation of reports for visual data analytics

Education

Ph.D. in Social Sciences and Economics   03/2015 – 04/2022
Vienna University of Economics and Business, Austria
Thesis: Mining Software Development Projects
Supervisor: Prof. Dr. Jan Mendling
Examiners: Prof. Dr. Axel Polleres, Prof. Dr. Mark Strembeck, Prof. Dr. Stefan Seidel
Day of Defense: April 21st, 2022

M.Sc. in Computer Science Engineering   10/2010 – 05/2014
Sapienza University of Rome, Italy
Thesis: Design and implementation of a fault-tolerant web service orchestrator in GreenerBuldings European Project
Supervisor: Prof. Dr. Silvia Bonomi

B.Sc. in Computer Science Engineering   02/2005 – 09/2010
Sapienza University of Rome, Italy
Thesis: Development of a text editor that provides a plagiarism-check feature

Project Work

Erasmus+ BPM Organization Theory 09/2019 – 08/2021
WU Vienna together with Hochschule Liechtenstein
Funded by: EU (ERASMUS+ Programme)

Business Process Optimization Toolkit 03/2017 – 01/2018
WU Vienna together with PHACTUM Softwareentwicklung GmbH – Austria
Funded by: Austrian Research Promotion Agency

RISE-BPM: Propelling Business Process Management by Research and Innovation Staff Exchange Activity
05/2015 – 04/2019
EU Research Project with International Universities
Funded by: Marie Skłodowska-Curie grant agreement No. 645751

Safety-critical Human- and dAta-centric Process management in Engineering projects (SHAPE) 10/2014 –
04/2017
Integration and monitoring of structured and unstructured data
WU Vienna together with Siemens Austria
Funded by: Austrian Research Promotion Agency (FFG)

Research Visits

UNIRIO – Universidade Federal Do Estado Do Rio De Janeiro 09/2016 – 10/2016
Funded by the RISE-BPM EU Project
Presented my Research in the BPM Doctoral Consortium
Hosted by the Process and Knowledge Representation Group

UNIRIO – Universidade Federal Do Estado Do Rio De Janeiro 07/2017 – 08/2017
Funded by the RISE-BPM EU Project
Worked on Time Series Analysis on Software Development Data
Hosted by the Process and Knowledge Representation Group

UNIRIO – Universidade Federal Do Estado Do Rio De Janeiro 09/2018 – 10/2018
Funded by the RISE-BPM EU Project
Worked on Mining Software Repositories
Hosted by the Process and Knowledge Representation Group

Awards

Best paper award 10/2024
Fifth International Workshop on Event Data and Behavioral Analytics (EDBA) @ ICPM 2024

Runner-up best paper 11/2020
13th IFIP WG 8.1 Working Conference on the Practice of Enterprise Modelling, Forum (PoEM Forum) 2020

Invited Talks

UFRGS – Universidade Federal do Rio Grande do Sul 04/08/2017
Presented own Research on Mining Software Repositories
Hosted by Prof. Dr. Lucineia Heloisa Thom, Instituto de Informática

UNIRIO – Universidade Federal do Estado do Rio de Janeiro 28/08/2017
Uncovering the hidden co-evolution in the work history of software projects
Hosted by Prof. Dr. Flavia Maria Santoro

UNIRIO – Universidade Federal do Estado do Rio de Janeiro   30/08/2017
Lecture on Business Process Implementation in Practice
Hosted by Prof. Dr. Flavia Maria Santoro, Business Process Management Course

UFRJ – Universidade Federal do Rio de Janeiro   10/04/2019
Monitoring the Software Development Process
Hosted by Prof. Dr. Maria Luisa Campos, Department of Computer Science

Scientific Service

Editorial Board

BPM Cases Books   2023, 2020, 2016
Business Process Management Cases, Digital Innovation and Business Transformation in Practice

Program Committee

International Conference on Process Mining (ICPM)   Since 2024
International Conference on Business Process Management (BPM)   Since 2020
Mining Software Repositories Conference (MSR), *Junior PC/Shadow PC*   2023, 2021
Business Modeling and Software Design (BMSD)   Since 2020
Central European Workshop on Services and their Composition (ZEUS)   2021
International Conference on Advanced Information Systems Engineering Forum (CAiSE Forum)   Since 2018

Reviewer for Journals

Journal of Software: Evolution and Process   Since 2022
Business Process Management Journal   Since 2023
Engineering Applications of Artificial Intelligence   Since 2023
Information Systems and e-Business Management   Since 2023
Revista de Informática Teórica e Aplicada (RITA)   Since 2020

Reviewer for Conferences

European Conference on Information Systems (ECIS)   2023, 2017
International Conference on Wirtschaftsinformatik (WI)   2021, 2020
International Conference on Business Process Management (BPM)   2018
International Conference on Information Systems (ICIS)   2017
ACM Web Science   2016

Teaching and Supervision

Master Courses Taught

Business Process Automation (Lecture + Exercise), HU Berlin   WS22/23
Business Process Automation (Exercise), HU Berlin   WS21/22, WS23/24

Bachelor Courses Taught

Statistics and Data Science for Information Systems, HU Berlin   SS25
Software Engineering / Methoden und Modelle des Systementwurfs (Lecture), HU Berlin   WS24/25
Grundlagen der Programmierung (Exercise), HU Berlin   WS21/22, WS22/23, WS23/24, WS24/25
Grundlagen des Geschäftsprozessmanagements (Exercise), HU Berlin   SS24, SS23
Witschaftsinformatik (Exercise), HU Berlin   SS22
Proseminar on Data-Driven Software Analysis, HU Berlin   SS22
Process Analytics, WU Vienna   SS21, WS20/21, SS20, WS19/20
Research Seminar Process Management, WU Vienna   SS21, WS20/21, WS19/20
Process Implementation, WU Vienna   SS19, WS18/19, SS18, WS17/18
Process Innovation, WU Vienna   SS19
Process-Oriented Systems Analysis, WU Vienna   SS17, WS16/17

Executive Academy Courses Taught

Data Science Program, WU Executive MBA Academy, Vienna   2019, 2020
Instructor for Process Mining Module, Group Coaching, Evaluation

Master Thesis Supervision

Nastasja Stephanie Parschew, HU Berlin   ongoing
Analyzing File Evolution Trends for Predicting Development Task Completion
Albina Murtezaj, HU Berlin   2023
Detecting and Supporting Creativity with Educational Technologies (Domain Maths)
Niklas Neesemann, HU Berlin   2022
Visualizing Growth of Open Source Software Repositories
Katsiaryna Vankevich, WU Vienna   2021
Process Mining Applications in the Banking Industry
Melike Abay, WU Vienna   2019
Selecting Key Performance Indicators for Assessing Software Development Projects
Katharina Tötzl, WU Vienna   2019
Automatic classification of speech acts in pull requests
Paul Kneringer, WU Vienna   2018
Mining project logs to visualize the actual project Gantt chart
Herbert Dobernig, WU Vienna   2017
Process Monitoring for Complex Engineering Processes
Lukas Fischbach, WU Vienna   2016
Concepts and Methods for Providing a Data Infrastructure for Process Mining on Relational Databases

Bachelor Thesis Supervision

Quang Hieu Ta, HU Berlin   2024
Characterizing iterations in software development
Tim Jacobowitz, HU Berlin   2023
Tracking Weasels: Implementing Automatic Detection of Weasel Behavioral Patterns
Thanh Nguyen, HU Berlin   2023
Multi-Dimensional Process Analysis on Software Data
Sehej Bhasin, HU Berlin   2023
Visual Analytics of Violations Times in Process Mining
Susan Range, HU Berlin   2022
A Study into the Practice of Logging in the Software Development Process
Nury Yoo, HU Berlin   2022
Process Automation with Jira versus Camunda
Moritz Fuller, HU Berlin   2022
GitHub Online Analytics
Antonia Anni Julia Hubbermann, WU Vienna   2021
Learning a process model from explicit and implicit activities
Anja Maren Pufahl, WU Vienna   2020
Performance indicators of software development processes from a BPM perspective
Yu Kinoshita, WU Vienna   2019
Investigating Holacracy. The role of IT on organizational inertia.

Attended Summer Schools, Conferences and Workshops

BPM 2025   2025
Author
23nd International Conference on Business Process Management, Seville, Spain
BPM 2024   2024
Author
22nd International Conference on Business Process Management, Krakow, Poland
XP 2024   2024
Presenter
25th International Conference on Agile Software Development, Bolzano, Italy

MODELSWARD 2024   2024
Presenter
12th International Conference on Model-Based Software and Systems Engineering, Rome, Italy
BPM 2022   2022
Presenter
20th International Conference on Business Process Management, Münster, Germany
PoEM 2020   2020
13th IFIP WG 8.1 working conference on the Practice of Enterprise Modelling, Riga, Latvia
BPM 2019,   2019
Organizing team
17th Int. Conference on Business Process Management, Vienna, Austria
BMSD 2018   2018
Session Chair, Presenter
8th International Symposium on Business Modeling and Software Design (BMSD 2018), Vienna Austria
BPM 2017   2017
Presenter
15th Int. Conference on Business Process Management, Barcelona, Spain
BPM 2016   2016
14th International Conference on Business Process Management, Rio de Janeiro, Brazil
The Luxembourg BabelNet Workshop 2016   2016
European Commission, European Parliament and Publications Office of the European Union, Luxembourg
Ski Seminar 2016   2016
Joint Research Seminar on Research Quality in Information Systems Research
University of Liechtenstein, University of Frankfurt, University of Cologne, WU Vienna, University of Georgia
Flums, Switzerland.
SOAMED Autumn School 2015   2015
Service-orientierte Architekturen zur Integration Software-gestützter Prozesse am Beispiel des
Gesundheitswesens und der Medizintechnik (SOAMED), Humboldt-Universität zu Berlin, Steinhöfel, Germany
SEMANTiCS Conference 2015   2015
Organizing team
Vienna University of Economics and Business (WU), Austria
BPM 2015   2015
Presenter
13th International Conference on Business Process Management (BPM 2015), University of Innsbruck, Austria
Summer Seminar 2015   2015
Joint Research Seminar on Research Quality in Information Systems Research
University of Liechtenstein, University of Frankfurt, University of Cologne, WU Vienna, University of Georgia
Cologne, Germany
Ski Seminar 2015   2015
Joint Research Seminar on Research Quality in Information Systems Research
University of Liechtenstein, University of Frankfurt, University of Cologne, WU Vienna, University of Georgia
Flums, Switzerland.
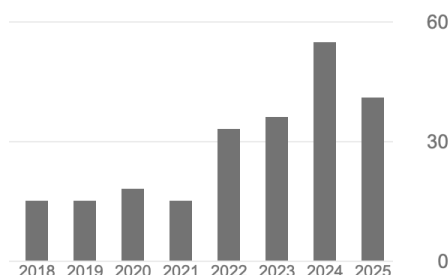
Contact References

- **Prof. Dr. Jan Mendling**, Chair of Process Management and Information Systems,
  Humboldt-Universität zu Berlin, jan.mendling@hu-berlin.de, +49 30 2093 41270

- **Prof. Dr. Alan Akbik**, Chair of Machine Learning at the Institute of Computer Science,
  Humboldt-Universität zu Berlin, alan.akbik@hu-berlin.de, (+49) (30) 2093 3901

- **Prof. Dr. Damjan Vavpotič**, Faculty of Computer and Information Science and Head of Information
  Systems Laboratory, University of Ljubljana, damjan.vavpotic@fri.uni-lj.si, +386 1 479 8228

Publications

Bibliographic Profile

Updated on November 21, 2025 (source: Google Scholar)

Journal Articles

J1 Martin Kabierski, Maike Basmer, Agnieszka Patecka, Kristina Sahling, **Saimir Bala,** *Data quality in object-centric event data: Issues classification and evaluation*. In: (2025). Under review.

J2 Christian Novak, Lukas Pfahlsberger, **Saimir Bala**, Kate Revoredo, Jan Mendling, *Enhancing decision-making of IT demand management with process mining*. In: Business Process Management Journal 29(8) (2023), pp. 230–259.

J3 Damjan Vavpotic, **Saimir Bala**, Jan Mendling, Tomaz Hovelja, *Software Process Evaluation from User Perceptions and Log Data*. In: Journal of Software: Evolution and Process 34(4) (2022).

J4 Maxim Vidgof, Djordje Djurica, **Saimir Bala**, Jan Mendling, *Interactive log-delta analysis using multi-range filtering*. In: Software and Systems Modeling 21(3) (2022), pp. 847–868.

Conference and Workshop Proceedings

C1 Elheme Azemi, **Saimir Bala,** *Automating Financial Reconciliation: Leveraging RPA for Efficiency and Accuracy in Banking Operations*. In: Proceedings of the BPM 2025 Industry Forum. Program Contribution. 2025.

C2 **Saimir Bala**, Thanh Nguyen, Jan Mendling, *Analyzing Side-Tracking of Developers Using Object-Centric Process Mining*. In: Model-Based Software and Systems Engineering. Vol. 2547. Communications in Computer and Information Science. Springer, 2025.

C3 Nastasja Stephanie Parschew, **Saimir Bala,** *Predicting File Completion Using Time Series Models: Embracing the Life-Cycle Nature of Software Development*. In: Proceedings of the 9th International Workshop on Artificial Intelligence for Business Process Management (AI4BPM) at the Business Process Management Conference (BPM). 31 August–5 September, to appear. Seville, Spain, Aug. 2025.

C4 Kate Revoredo, **Saimir Bala**, Flavia Santoro, *FairPM: A Taxonomy of Bias and Interventions in Process Mining*. In: Business Process Management Forum. Ed. by Arik Senderovich, Cristina Cabanillas, Irene Vanderfeesten, and Hajo A. Reijers. Cham: Springer Nature Switzerland, 2025, pp. 395–412.

C5 **Saimir Bala**, Tim Jacobowitz, Jan Mendling, *Spotting the Weasel at Work: Mining Inappropriate Behavior Patterns in Event Logs*. In: EDOC Workshops. Vol. 537. Lecture Notes in Business Information Processing. Springer, 2024, pp. 36–52.

C6 **Saimir Bala**, Kristina Sahling, Jennifer Haase, Jan Mendling, *ChatGPT for Tailoring Software Documentation for Managers and Developers*. In: XP Workshops. Vol. 524. Lecture Notes in Business Information Processing. Springer, 2024, pp. 103–109.

C7   Maike Basmer, Martin Kabierski, Kristina Sahling, Agnieszka Patecka, **Saimir Bala**, Jan Mendling, *A Classification of Data Quality Issues in Object-Centric Event Data*. In: ICPM Workshops. Vol. 533. Lecture Notes in Business Information Processing. Springer, 2024, pp. 311–323.

C8   Stephan A. Fahrenkrog-Petersen, **Saimir Bala**, Luise Pufahl, Jan Mendling, *Unraveling the Never-Ending Story of Lifecycles and Vitalizing Processes*. In: EDOC Workshops. Vol. 537. Lecture Notes in Business Information Processing. Springer, 2024, pp. 68–81.

C9   Cielo González Moyano, Finn Klessascheck, **Saimir Bala**, Stephan A. Fahrenkrog-Petersen, Jan Mendling, *Towards Nudging in BPM: A Human-Centric Approach for Sustainable Business Processes*. In: ICPM Workshops. Vol. 533. Lecture Notes in Business Information Processing. Springer, 2024, pp. 738–750.

C10   Thanh Nguyen, **Saimir Bala**, Jan Mendling, *Multi-Dimensional Process Analysis of Software Development Projects*. In: MODELSWARD. SCITEPRESS, 2024, pp. 179–186.

C11   Kate Revoredo, **Saimir Bala,** *Project-Based Learning in BPM: Lessons from Flipped Classroom vs. Lecture-Based Instruction*. In: BPM (Blockchain and RPA Forum). Vol. 527. Lecture Notes in Business Information Processing. Springer, 2024, pp. 313–323.

C12   **Saimir Bala**, Kate Revoredo, Jan Mendling, *Process Mining for Analyzing Open Questions Computer-Aided Examinations*. In: ICPM Workshops. Vol. 468. Lecture Notes in Business Information Processing. Springer, 2022, pp. 565–576.

C13   **Saimir Bala**, Paul Kneringer, Jan Mendling, *Discovering Activities in Software Development Processes*. In: PoEM (Forum). Vol. 2793. CEUR Workshop Proceedings. CEUR-WS.org, 2020, pp. 54–63.

C14   Maxim Vidgof, Djordje Djurica, **Saimir Bala**, Jan Mendling, *Cherry-Picking from Spaghetti: Multi-range Filtering of Event Logs*. In: BPMDS/EMMSAD@CAiSE. Vol. 387. Lecture Notes in Business Information Processing. Springer, 2020, pp. 135–149.

C15   Philipp Waibel, Christian Novak, **Saimir Bala**, Kate Revoredo, Jan Mendling, *Analysis of Business Process Batching Using Causal Event Models*. In: ICPM Workshops. Vol. 406. Lecture Notes in Business Information Processing. Springer, 2020, pp. 17–29.

C16   Elheme Azemi, **Saimir Bala,** *Exploring BPM adoption and strategic alignment of processes at Raiffeisen Bank Kosovo*. In: BPM (Industry Forum). Vol. 2428. CEUR Workshop Proceedings. CEUR-WS.org, 2019, pp. 37–48.

C17   **Saimir Bala**, Jan Mendling, *Monitoring the Software Development Process with Process Mining*. In: BMSD. Vol. 319. Lecture Notes in Business Information Processing. Springer, 2018, pp. 432–442.

C18   **Saimir Bala**, Jan Mendling, Martin Schimak, Peter Queteschiner, *Case and Activity Identification for Mining Process Models from Middleware*. In: PoEM. Vol. 335. Lecture Notes in Business Information Processing. Springer, 2018, pp. 86–102.

C19   **Saimir Bala**. *Mining Projects from Structured and Unstructured Data*. In: RADAR+EMISA@CAiSE. Vol. 1859. CEUR Workshop Proceedings. CEUR-WS.org, 2017, pp. 133–137.

C20   **Saimir Bala**, Kate Revoredo, João Carlos A. R. Gonçalves, Fernanda Baião, Jan Mendling, Flávia Maria Santoro, *Uncovering the Hidden Co-evolution in the Work History of Software Projects*. In: BPM. Vol. 10445. Lecture Notes in Computer Science. Springer, 2017, pp. 164–180.

C21   Kushal Agrawal, Michael Aschauer, Thomas Thonhofer, **Saimir Bala**, Andreas Rogge-Solti, Nico Tomsich, *Resource Classification from Version Control System Logs*. In: EDOC Workshops. IEEE Computer Society, 2016, pp. 1–10.

C22   **Saimir Bala**, Giray Havur, Simon Sperl, Simon Steyskal, Alois Haselböck, Jan Mendling, Axel Polleres, *SHAPEworks: A BPMS Extension for Complex Process Management*. In: BPM (Demos). Vol. 1789. CEUR Workshop Proceedings. CEUR-WS.org, 2016, pp. 50–55.

C23   **Saimir Bala**, Cristina Cabanillas, Alois Haselböck, Giray Havur, Jan Mendling, Axel Polleres, Simon Sperl, Simon Steyskal, *A Framework for Safety-Critical Process Management in Engineering Projects*. In: SIMPDA (Revised Selected Papers). Vol. 244. Lecture Notes in Business Information Processing. Springer, 2015, pp. 1–27.

C24   **Saimir Bala**, Cristina Cabanillas, Jan Mendling, Andreas Rogge-Solti, Axel Polleres, *Mining Project-Oriented Business Processes*. In: BPM. Vol. 9253. Lecture Notes in Computer Science. Springer, 2015, pp. 425–440.

Book Chapters

Ch1 Elheme Azemi, **Saimir Bala,** *Exploring BPM Adoption and Assessing the Strategic Alignment of Processes at Raiffeisen Bank Kosovo*. In: Business Process Management Cases (2). Springer, 2021, pp. 277–288.

Ch2 Bastian Wurm, Reinald A. Minnaar, Jan Mendling, Matt Hallmann, **Saimir Bala**, Waldemar Kremser, Erik Strauss, *The Springest Story: How IT Enables Holacratic Organizations*. In: Digitalization Cases Vol. 2: Mastering Digital Transformation for Global Business. Cham: Springer International Publishing, 2021, pp. 327–342.

Ch3 Bartosz Wolinski, **Saimir Bala,** *Comprehensive Business Process Management at Siemens: Implementing Business Process Excellence*. In: Business Process Management Cases. Management for Professionals. Springer, 2018, pp. 111–124.