

## CURRICULUM VITAE

<b>1. Last name:</b>	<b>SHALA</b>
<b>2. Name:</b>	<b>Venet</b>
<b>3. Nationality:</b>	Kosovar
<b>5. Gender:</b>	Male
<b>6. Contact details:</b>	Rruga Tirana, Hyrja C, 10000, Prishtinë
Email:	<a href="mailto:venet.shala@uni-prizren.com">venet.shala@uni-prizren.com</a> ;
Date of fulfillment:	15.06.2022
<b>7. Educational level:</b>	
<i>Institution</i>	<b>University of Prishtina “Hasan Prishtina” Faculty of Economics, Department of Management and Informatics</b>
<i>Diploma :</i>	<b>Graduated Economist on Management and Informatics</b>
<i>Date of graduation</i>	15.06.2001
<i>Institution</i>	<b>University of Prishtina “Hasan Prishtina” Faculty of Economics, Department of Management and Informatics</b>
<i>Diploma:</i>	<b>Master of Economic Sciences (Mr.Sc.)</b>
<i>Date of graduation</i>	05.03.2005
<i>Institution</i>	<b>University of Prishtina “Hasan Prishtina” Faculty of Economics, Department of Management and Informatics</b>
<i>Diploma:</i>	<b>Doctor of Economic Sciences (Dr.Sc) in the field of Management</b>
<i>Date of graduation:</i>	29.05.2012
<b>8. Academic Titles:</b>	Assistant Professor
<i>Institution</i>	University “Ukshin Hoti” Prizren
<i>Date when it was won:</i>	11.12.2020

<b>9. Work experience:</b>	
<b>Year</b>	<b>Position and Institutions</b>
2000-2001	Financial Manager: N.T.P "Jehona" - Private Commercial Enterprise, Prishtina
2001-2002	Financial Officer: DPS- Department of Public Services
2003-2004	Budget analyst: DTI- Department of Trade and Industry
2003- 2009	Budget and Projects Coordinator: EU / Kosovo Trust Agency
2004-2007	Kosovo Trust Agency Budget Representative: Economic Fiscal Council (GK)
2009-2010	Management and Marketing Trainer: IDEA Consulting
2010-2012	Leadership and Business Trainer: MDA (Management and Development Associate)
2006-2014	Project Manager and Business Consultant: CEBD- Center for Entrepreneurship and Business Development
2008-2014	Business Consultant and Trainer: BSC (Business Start up Center)
2004-2009	Budget Coordinator: PAK - Privatization Agency of Kosovo
2014-2019	Research Team Member: Institute for International Economic Development and Cooperation
2016-2017	Expert for business plan evaluation: EU funded project, CBM Comunity Building Mitrovica: Supportive Business Environment for Women Start Ups in North and South Mitrovica
2014-2019	Member of research projects: IZHBEN-Institute for Economic Development and International Coperation.
2017-2021	Financial Expert: ASB - Accounting School and Business

## **10. Academic experience**

<b>University/College</b>	<b>Position</b>
University "Ukshin Hoti" Prizren 2021 – present	Assistant Professor, Bachelor: Financial Analysis, Business Ethics, Tourism Potential Management, Leadership. Master: Business Social Responsibility
AAB College 2019-2020	Professor: Corporate Governance, Ethics and Leadership (MA), Marketing (BA)
University "Hasan Prishtina" Faculty of Mechanical Engineering, Department: Industrial Management 2016-2017	Professor: Industrial Marketing (BA) Basics of Management (BA) Accounting and Finance for Manager (BA).
AAB College 2015-2016	Professor: Management Theory and Practice (MA), International Business (BA)

FAMA College 2008-2020	Professor: Strategic Management (BA) Basics of Management (BA) Financial Management (BA) Communication and Business Ethics (BA) Strategic Management and Organizational Change (MA) Management and Leadership (MA)
University "Hasan Prishtina" Faculty of Economics 2012-2013	Lecturer: Operations Management (BA)  Assistant: Strategic Management (BA) Project Management (BA)
University "Hasan Prishtina" Faculty of Natural Mathematical Sciences - Financial Mathematics 2013-2014	Professor: Basics of Management (BA), Small and Medium Business Management (BA)
Globus College 2010-2014	Professor: Management (BA) Organizational Behavior (BA) Strategic Management (MA)
Iliria College 2006-2008	Professor of Strategic Management (BA), Financial Management (BA), Small and Medium Business Management (BA)

**Publications:**

**11. Scientific Journals**

No.	Name of the author / Title of the paper	Title of the journal	Year / Volume / Page
1	<b>Venet Shala</b>  Negative reflections of nepotism on employees and obstacles in the process of institutionalization of family businesses	Corporate Governance and Organizational Behavior Review  ISSN: 2521-1889  Indexing in Scopus	2022/Volume 6, Issue 2, Special Issue  Page 268-278  <a href="https://doi.org/10.22495/cg-obrv6i2sip11">https://doi.org/10.22495/cg-obrv6i2sip11</a>
2	<b>Venet Shala</b>  The management of emotional intelligence in the workplace - impact on improving employee performance	Quality Access to Success  ISSN: 1582-2559  Indexing in Web of Science and Scopus	2022, vol. 23. Nr 188/ June 2022, Page 297-302  <a href="https://admin.calitatea.ro/assets/Documents/Archive/PDF/20220607_5c5d9146-5c68-4739-8a29-02e84fe9a247.pdf">https://admin.calitatea.ro/assets/Documents/Archive/PDF/20220607_5c5d9146-5c68-4739-8a29-02e84fe9a247.pdf</a>
3	<b>Venet Shala</b>  Family business management problems: Case study with professional managers in Kosovo	Knowledge International Journal  Knowledge – Capital of the future  ISSN:2545-4439  February, 2022	2022/Volume 50, nr.1,  page 101-106  EBSCO, WorldCat, Google Scholar, Index Copernicus, ROAD, CrossRef, EuroPub  <a href="http://www.ikm.mk/ojs/index.php/kij/article/view/4977">http://www.ikm.mk/ojs/index.php/kij/article/view/4977</a>

4	<b>Venet Shala</b> The role of innovation in the growth of the company: A case of the emerging country	Journal of Governance and Regulation Indexing in SCOPUS (ISSN – 2306-6784)	2021/Volume, 10/Issue 4, (page 175-182) October 2021 <a href="https://doi.org/10.22495/jgrv10i4art16">https://doi.org/10.22495/jgrv10i4art16</a> Scopus
5	<b>Venet Shala</b> Formal experience of SME owners in the field of HRM: A case study in Kosovo as a country with an emerging economy	Journal of Governance and Regulation Indexing in SCOPUS (ISSN – 2306-6784)	2021/Volume,10/Issue2, Special Issue (page 343-351) June, 2021 <a href="https://doi.org/10.22495/jgrv10i2siart14">https://doi.org/10.22495/jgrv10i2siart14</a>
6	<b>Venet Shala</b> Transforming traditional business into online: The impact of COVID-19 pandemic on consumer behavior	Journal of Governance and Regulation Indexing in SCOPUS (ISSN – 2306-6784)	2021/ Volume 10, Issue 2, Special Issue (page 299-308), May, 2021 <a href="https://doi.org/10.22495/jgrv10i2siart10">https://doi.org/10.22495/jgrv10i2siart10</a>
7	<b>Venet Shala</b> The role of human resources in strategy formulation	EJBMR -European Journal of Business Management and Research. ISSN 2507 -1076 (online)  Vol. 5, No. 4, 2020, Belgium	<a href="http://www.ejbmr.org/index.php/ejbmr/article/view/417">http://www.ejbmr.org/index.php/ejbmr/article/view/417</a>  <a href="https://doi.org/10.24018/ejbmr.2020.5.4.417">https://doi.org/10.24018/ejbmr.2020.5.4.417</a>  WorldCat, Google Scholar, CrossRef, ScienceOpen etc.
8	<b>Venet Shala</b> The role of strategic analysis in the growth of the company	Knowledge International Journal, 42 (1), 209 - 213.  November, 2020 <b>ISSN: 2545-4439 (Online)</b> <b>ISSN : 1857-923X (Printed)</b>	<a href="https://ikm.mk/ojs/index.php/KIJ/article/view/527">https://ikm.mk/ojs/index.php/KIJ/article/view/527</a>  EBSCO, WorldCat Google Scholar, Index Copernicus, Euro Pub, CEEOL, ROAD, CrossRef.

9	<b>Venet Shala</b> The impact of motivation on employee performance	Knowledge International Journal. ISSN:2545-4439 August, 2020	EBSCO, World Cat, Google Scholar, Index Copernicus, ROAD, CrossRef, EuroPub <a href="https://ikm.mk/ojs/index.php/kij/article/view/798">https://ikm.mk/ojs/index.php/kij/article/view/798</a>
10	<b>Venet Shala</b> Leadership impact in organizational performance	Academic Journal, Law and Social Sciences- impact factor.IIPCCL Publishing, vol 4. No1 ISSN (March, 2018) Austria	<a href="http://iipcl.org/wp-content/uploads/2018/03/194-199.pdf">http://iipcl.org/wp-content/uploads/2018/03/194-199.pdf</a> Ebsco, Worldcat, Google Scholar, Microsoft Academic, World Wide Sciences.
11	<b>Venet Shala</b> The role of managerial planning on SME performance	Balkan Journal of Interdisciplinary Research (BIJR) volume 3. No1. IIPCCL Publishing, Graz – Austria, May (2017);	<a href="http://iipcl.org">http://iipcl.org</a> ISSN 2410-759X Worldcat, , World Wide Sciences, Google Scholar
12	<b>Venet Shala</b> Managerial Practices of Nonprofit Organizations	Academic Journal, Law and Social Sciences – impact factor.IIPCCL Publishing, vol.2 No.3 ISSN 2410-3918 (Austria) 2016	<a href="http://iipcl.org/?page_id=4682">http://iipcl.org/?page_id=4682</a> <a href="https://www.ingentaconnect.com/content/doi">https://www.ingentaconnect.com/content/doi</a> EBSCO, Worldcat, Microsoft Academic, World Wide Sciences, Google Scholar
13	<b>Venet Shala</b> The role of Strategic management on small business growth in Kosovo	International Journal of Business and Social Research. ISSN: 2164-2559 (IJBSR), Volume -3, No.-4, April, 2013	<a href="https://pdfs.semanticscholar.org/da71/4f6bff1d498cd17ba9de4a07cf819124afb1.pdf">https://pdfs.semanticscholar.org/da71/4f6bff1d498cd17ba9de4a07cf819124afb1.pdf</a> DOI:10.18533/IJBSR.V3I4.32
14	<b>Venet Shala</b> Business strategy, the key determinants of SME growth in Kosovo	International Journal of Advances in Management and Economics. ISSN: 2278-3369 Venet Shala et. al.   May-June. 2012   Vol.1   Issue 3   42-46	<a href="file:///C:/Users/Venet/Downloads/175-553-1-PB.pdf">file:///C:/Users/Venet/Downloads/175-553-1-PB.pdf</a> <a href="http://www.managementjournal.info">www.managementjournal.info</a>
15	<b>Venet Shala</b> Small and Medium Enterprises Facing Institutional Barriers in Kosovo	International Journal of Marketing Studies: Vol. 4, No. 1; February 2012 Published by Canadian Center of Science and Education:ISSN 1918-719X	<a href="https://pdfs.semanticscholar.org/3b63/f975e9ba474dbdee12c68cc6d6f9d457bde4.pdf">https://pdfs.semanticscholar.org/3b63/f975e9ba474dbdee12c68cc6d6f9d457bde4.pdf</a> <a href="http://www.cssonet.org/ijmsworlcat.org">www.cssonet.org/ijmsworlcat.org</a> DOAJ, WorldCat, Google Scholar

16	<b>Venet Shala</b> Small business facing institutional barriers	Journal of Institute Alb-Shkenca  Vol. V, Nr 3 ISSN 2073-2244 © 2012 Institute Alb-Shkenca	<a href="http://alpa.mali-it.eu/journal/aktet/vol/vol5/Aktet_Vol_V_Nr_3_pp_0i_vii.pdf">http://alpa.mali-it.eu/journal/aktet/vol/vol5/Aktet_Vol_V_Nr_3_pp_0i_vii.pdf</a>
17	<b>Venet Shala</b> Relationship between business strategy and performance of SMEs in Kosovo	Journal of Institute Alb-Shkenca  Alb-Science - International Conference  Vol. V, Nr 3 ISSN 2073-2244 © 2012 Institute Alb-Shkenca	<a href="http://alpa.mali-it.eu/journal/aktet/vol/vol5/Aktet_Vol_V_Nr_3_pp_0i_vii.pdf">http://alpa.mali-it.eu/journal/aktet/vol/vol5/Aktet_Vol_V_Nr_3_pp_0i_vii.pdf</a>
18	<b>Venet Shala</b> Sensitivity analysis of the problem of transport in Designing the production system and economic interpretation	Management of Technology Step to Sustainable Production,  Rovinj, Croatia	<a href="https://www.researchgate.net/publication/259997697">https://www.researchgate.net/publication/259997697</a>  <a href="https://www.researchgate.net">https://www.researchgate.net</a>
19	<b>Venet Shala</b> The role of strategic planning in the growth of SMEs in Kosovo	International Journal MANAGER "University" Alexandru Ioan Cuza "of Iasi Rumani, 2010	<a href="http://www.fibas.uaic.ro">www.fibas.uaic.ro</a> ; <a href="http://www.editura.uaic.ro">www.editura.uaic.ro</a> ;
20	<b>Venet Shala</b> Business strategy of critical management of the economic development challenges of Kosovo	Scientific magazines "Illyria" Kosova	<a href="http://www.uiliria.org/ui/index.php/hulumtimet/publikim">http://www.uiliria.org/ui/index.php/hulumtimet/publikim</a>

## 12. International and National Conferences

No.	Name of the author / Title of the paper	Name of the conference / Institution / Country	Year / Page / ISBN
1	<b>Venet Shala</b> Job satisfaction and stress factors among healthcare workers in Kosovo	International Conference VI KNIS 2022  University "Aleksander Xhuvani" Elbasan	19 - 20 May, 2022  Elbasan, Albania  <a href="https://www.uniel.edu.al/">https://www.uniel.edu.al/</a>
2	<b>Venet Shala</b> Information technology as a competitive advantage for the growth of the SMEs in Kosovo	International Conference on Economics and Social Sciences -ECSS  International  Cyprus Science University  Cyprus	7 - 8 May, 2022  Kyrenia, TRNC  Cyprus  <a href="http://eclss.org/publicationsfordoi/abst11act7boo8kleE&amp;SS_2022Kyrenia.pdf">eclss.org/publicationsfordoi/abst11act7boo8kleE&amp;SS_2022Kyrenia.pdf</a>

3	<b>Venet Shala</b> Impact of the Covid 19 Pandemic on foreign direct investment in Kosovo	Crises and Creative Destruction  Opportunity for Remodeling the Economy and Society  European University of Tirana (UET), Tirana	29 - 30 Prill, 2022  Tirana, Albania  <a href="http://www.uet.edu.al/konferenca/">www.uet.edu.al/konferenca/</a>
4	<b>Venet Shala</b> Fiscal policies and business development in Kosovo	The Role of Technology in The Development of Socio-Economic-Juridical at The Global Level During Covid -19 Pandemic  Institut for Scientific Research and Development - ISRD	01 April, 2022  Ulcinj, Montenegro  <a href="http://ekonomskiinstitut.com">ekonomskiinstitut.com</a>
5	<b>Venet Shala</b> The impact of the Covid-19 pandemic on online sales and purchases	International Scientific Conference On Innovative Marketing – ISCOIM  “Riinventing Marketing in The Pandemic Era” University “Aleksander Moisiu” Durres, Albania	25 - 26 March, 2022,  page 30  ISBN:978-9928-4714-1-3  <a href="http://www.iscoim.com">www.iscoim.com</a>
6	<b>Venet Shala</b> Advantages coming from digital marketing to business during Covid-19 pandemic	International Scientific Conference On Innovative Marketing – ISCOIM  “Riinventing Marketing in The Pandemic Era” University “Aleksander Moisiu” Durres, Albania	25 - 26 March, 2022,  page 52  ISBN:978-9928-4714-1-3  <a href="http://www.iscoim.com">www.iscoim.com</a>
7	<b>Venet Shala</b> Determining The Awareness Level of Integrated Reporting in SMES	International Conference on Social and Science Research – ICONSR, 2021 “Science for Sustainable Technology”	September 8-10, 2021  Budva, Montenegro  <a href="http://www.iconsr.org">http://www.iconsr.org</a>
8	<b>Venet Shala</b> Has participated and speaker “Communication and digital marketing management”	Scientific Conference on Innovative Marketing “Communication and digital marketing management” University “Aleksander Moisiu” Durres	23 – 24 February 2018  Durres, Albania  <a href="http://www.iscoim.com">www.iscoim.com</a>
9	<b>Venet Shala</b> Interaction between knowledge management and firm growth	First International Scientific Conference: Challenges of Modern	Kolegji FAMA

		Organizational Sciences and Management	Prishtinë 19 Shtator, 2015 <a href="http://www.kolegjifama.eu">www.kolegjifama.eu</a>
10	<b>Venet Shala</b> Business strategy, a determining factor in the growth and development of SMEs in Kosovo	Fifth International Scientific Conference "Globalization, Development, Public Policy & Management  Universiteti Bujqësor i Tiranës Fakulteti Ekonomik, Oda Ekonomike e Kosovës - OEK	Kolegji "Globus" Prishtinë, 29 Shtator, 2012  ISBN: 978-9951-582-07-0 <a href="http://www.kolegjiglobus.com">www.kolegjiglobus.com</a>
11	<b>Venet Shala</b> The Impact of Privatisation in Establishing Private Sector in Kosovo	2nd International Conference: The Economies of Balkan and Eastern Europe Countries - Greece  Kavala Institute of Technology  EBEEC 2010	7-9 May 2010  Kavala  Greece  <a href="http://ebeec.teiemt.gr/documents/oldConferences/EBEEC2010.pdf">http://ebeec.teiemt.gr/documents/oldConferences/EBEEC2010.pdf</a>
12	<b>Venet Shala</b> Strategic management and performance of SMEs in Kosovo	International Conference: Tirana Economic and Social Challenges and problems at the time of crisis	Tirana, December, 2009
13	<b>Venet Shala</b> Organizational strategies of transnational companies	International Conference. "Business and Employment" Kosovo Institut Finance- KIF	Prishtinë, 2009
14	<b>Venet Shala</b> Project management strategy as a prerequisite for SME growth	International Conference. "Business and Employment" Kosovo Institut Finance- KIF	Prishtinë, 2008
15	<b>Venet Shala</b> Business environment and challenges of SME in Kosovo	Economic Forum  WKO – Austrian Economic Chambers	Austria, Wien, 2005
16	<b>Venet Shala</b> The role of SMEs in the function of employment and economic development	International Conference "Business and Employment" Kosovo Institut Finance- KIF	Prishtinë, Nëntor 2004
<b>13. Books, Book chapters and Textbooks</b>			
No.	Name of the author / authors / Book title, chapter, textbook	Publisher / Country	Year / page ISBN
1	<b>Venet Shala</b> University Book "Strategic Management"	National and University Library of Kosovo, Prishtina, 2010	"Globus" College, ISBN: 978-9951-582-00-1. (2010)
<b>14. Other information:</b>			



<b>Rewards and memberships:</b>			
<b>No.</b>	<b>Awards, recognitions or certificates</b>	<b>Institution or organization</b>	<b>Short description</b>
<b>1</b>	Certificate of training from management and business	WIFI International - Austria	Business visit to businesses in Austria and the Austrian Chamber of Commerce
<b>2</b>	Certificate for project management and business plan	IEME Institute for Management of the Enterprise	Certification for management and business plan
<b>3</b>	Scholar of the fund "Dr. Xhavit Ahmeti" - scholarships for students with high skills	Fund "Dr. Xhavit Ahmeti" Prishtinë	Winner of the scholarship of the foundation "Dr. Xhavit Ahmeti"
<b>4</b>	Scholarship from UPSFE	UPSFE- Economy Faculty	Scholar for the second and third year in basic studies
<b>15. Other skills:</b>			
Organizational skills and competencies:		Excellent	
Computer skills and competencies:		Microsoft Office Package, Outlook, SPSS, STATA	
<b>16. Language skills: (1 to 5: 1 lowest rating - 5 fluent)</b>			
<b>Language</b>	<b>Conversion</b>	<b>Writing</b>	<b>Reading</b>
Albanian/ Mother Tongue	5	5	5
English	5	5	5
Serbian	4	5	5