

CURRICULUM VITAE

1. Last name:	SHALA
2. Name:	Venet
3. Nationality:	Kosovar
4. Birthplace	Pejë
5. Gender:	Male
6. Contact details:	Rruga Tirana, Hyrja C, 10000, Prishtinë
<i>Email:</i>	venet.shala@uni-prizren.com ;
7. Educational level:	
<i>Institution</i>	University of Prishtina “Hasan Prishtina” Faculty of Economics, Department of Management and Informatics
<i>Diploma :</i>	Graduated Economist on Management and Informatics (4-years system)
<i>Date of graduation</i>	15.06.2001
<i>Institution</i>	University of Prishtina “Hasan Prishtina” Faculty of Economics, Department of Management and Informatics
<i>Diploma:</i>	Master of Economic Sciences (Mr.sc,)
<i>Date of graduation</i>	05.03.2005
<i>Institution</i>	University of Prishtina “Hasan Prishtina” Faculty of Economics, Department of Management and Informatics
<i>Diploma:</i>	Doctor of Economic Sciences (Dr.sc) in the field of Management
<i>Date of graduation:</i>	29.05.2012
8. Academic Titles:	Assistant Professor
<i>Institution</i>	University “Ukshin Hoti” Prizren
<i>Date when it was won:</i>	11.12.2020

9. Work experience:	
Year	Position and Institutions
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 (Government of Kosovo)
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 Community 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 Cooperation.
2017-2020	Financial Expert: ASB - Accounting School and Business

10. Academic experience

University/College	Position
University "Ukshin Hoti" Prizren 2021 – present	Assistant Professor: Financial Analysis, Business Ethics, Tourism Potential Management (BA)
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 / authors / Title of the paper	Title of the journal	Year / Volume / Page
1	Spahi, J. Venet Shala 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) Publishing House "Virtus Interpress"	2021/Volume,10/Issue2, Special Issue (page 343-351) June, 2021 DOI:https://doi.org/10.22495/jgrv10i2siart14 SCOPUS
2	Bytyqi,Sh. Venet Shala , Ziberi,B. Myftaraj,E: 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) Publishing House "Virtus Interpress"	2021/ Volume 10, Issue 2, Special Issue (page 299-308), May, 2021 DOI:https://virtusinterpress.org/IMG/pdf/jgrv10i2siart10.pdf SCOPUS

3	<p>Venet Shala:</p> <p>The role of human resources in strategy formulation</p>	<p>EJBMR -European Journal of Business Management and Research. ISSN 2507 -1076 (online)</p> <p>Vol. 5, No. 4, 2020, Belgium</p>	<p>http://www.ejbm.org/index.php/ejbm/article/view/417</p> <p>DOI Link : https://doi.org/10.24018/ejbm.2020.5.4.417</p> <p>WorldCat, Google Scholar, CrossRef, ScienceOpen, and Road. Impact Factor: 2.27 (2020)</p>
4	<p>Venet Shala, Beshiri, L:</p> <p>The role of strategic analysis in the growth of the company</p>	<p>Knowledge International Journal, 42 (1), 209 - 213.</p> <p>November, 2020</p> <p>ISSN : 2545-4439 (<i>Online</i>)</p> <p>ISSN : 1857-923X (<i>Printed</i>)</p>	<p>https://ikm.mk/ojs/index.php/KIJ/article/view/4535</p> <p>EBSCO, WorldCat Google Scholar, Index Copernicus, Euro Pub, CEEOL, ROAD, CrossRef.</p>
5	<p>Venet Shala, Lima, D:</p> <p>The impact of motivation on employee performance</p>	<p>Knowledge International Journal. ISSN:2545-4439 August, 2020</p>	<p>EBSCO, World Cat, Google Scholar, Index Copernicus, ROAD, CrossRef, EuroPub</p> <p>Global Impact Factor (1.832)</p> <p>https://ikm.mk/ojs/index.php/KIJ/about</p>
6	<p>Venet Shala, B. Shala, A. Kabashi, L. Hashani:</p> <p>Leadership impact in organizational performance</p>	<p>Academic Journal, Law and Social Sciences- impact factor.IIPCCCL Publishing, vol 4. No1 ISSN (March, 2018) Austria</p>	<p>http://iipcccl.org/wp-content/uploads/2018/03/194-199.pdf</p> <p>EBSCO, Worldcat, Microsoft Academic, World Wide Sciences, Google Scholar</p>

7	Venet Shala , Hashani, L: The role of managerial planning on SME performance	Balkan Journal of Interdisciplinary Research (BIJR) volume 3. No1. IIPCCL Publishing, Graz – Austria, May (2017);	http://iipccl.org ISSN 2410-759X Worldcat, , World Wide Sciences, Google Scholar
8	Venet Shala , Selimi, Xh: Managerial Practices of Nonprofit Organizations	Academic Journal, Law and Social Sciences – impact factor.IIPCCL Publishing, vol.2 No.3 ISSN 2410-3918 (Austria)	http://iipccl.org/?page_id=4682 https://www.ingentaconnect.com/content/doi EBSCO, Worldcat, Microsoft Academic, World Wide Sciences, Google Scholar
9	Venet Shala , Kutllovci, E: 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	https://pdfs.semanticscholar.org/da71/4f6bff1d498cd17ba9de4a07cf819124afb1.pdf DOI: 10.18533/IJBSR.V3I4.32
10	Venet Shala , Kutllovci, E, Troni, 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	file:///C:/Users/Venet/Downloads/175-553-1-PB.pdf www.managementjournal.info
11	Peci,F, Kutllovci, E, Tmava, Q. Venet Shala 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	https://pdfs.semanticscholar.org/3b63/f975e9ba474dbdee12c68cc6d6f9d457bde4.pdf www.cssonet.org/ijm sworlcat.org DOAJ, WorldCat, Google Scholar
12	Kutllovci,E. Peci,F.Tmava, Q. Venet Shala : Small business facing institutional barriers	Journal of Institute Alb-Shkenca Vol. V, Nr 3 ISSN 2073-2244 © 2012 Institute Alb-Shkenca	http://alpa.mali-it.eu/journal/aktet/vol/vol5/Aktet_Vol_V

			Nr 3 pp 0i vii.pdf
13	Venet Shala , Enver Kutllovci: 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	http://alpa.mali-it.eu/journal/aktet/vol/vol5/Aktet_Vol_V_Nr_3_pp_0i_vii.pdf
14	Lika, R. Shala, K. Venet Shala : Sensitivity analysis of the problem of transport in Designing the production system and economic interpretation	Management of Technology Step to Sustainable Production, Rovinj, Croatia	https://www.researchgate.net/publication/259997697 https://www.researchgate.net
15	Kutllovci, E. Venet Shala : The role of strategic planning in the growth of SMEs in Kosovo	International Journal MANAGER "University" Alexandru Ioan Cuza "of Iasi Rumani	www.fibas.uaic.ro ; www.editura.uaic.ro ;
16	Venet Shala : Business strategy of critical management of the economic development challenges of Kosovo	Scientific magazines "Illyria" Kosova	http://www.uiliria.org/ui/index.php/hulumtimet/publikimet/revista-shkencore-nderkombetare/3098-Revista-shkencore-ndrkombtare-ILIRIA-2007-2011.html

12. International and National Conferences

No.	Name of the author / authors / Title of the paper	Name of the conference / Institution / Country	Year / Page / ISBN
1	Venet Shala : Interaction between knowledge management and firm growth	International Scientific Conference: Challenges of modern organizational sciences and management	Prishtinë, Shtator 2015
2	Venet Shala : Strategjia e biznesit, faktor detërmues në rritjen dhe zhvillimin e NVM-ve në Kosovë	Fifth International Scientific Conference. "Globalization, Development, Public Policy & Management: ISBN: 978-9951-582-07-0 n Kolegji "Globus", Prishtinë, Universiteti Bujqësor i Tiranës – Fakulteti Ekonomik, Oda Ekonomike e Kosovës - OEK	Prishtinë, Shtator, 2012

3	Venet Shala , Kutllovci, E: The Impact of Privatisation in Establishing Private Sector in Kosovo	2nd International Conference: EBEEC The Economies of Balkan and Eastern Europe Countries – Greece, Kavala Institute of Technology.	Greqi, Kavala, 2010
4	Venet Shala : Menaxhimi strategjik dhe përformanca e NVM-ve në Kosovë	International Conference: Tirana Economic and Social Challenges and problems at the time of crisis	Tiranë, Dhjetor 2009
5	Venet Shala : Strategjitë organizative të kompanive transnacionale	Konferencë Ndërkombëtare: Instituti i Financave të Kosovës	Prishtinë, 2009
6	Venet Shala : Strategjia e menaxhimit të projekteve si parakusht për rritjen e NVM-ve	Konferencë Ndërkombëtare. Biznesi dhe Punësimi. Instituti i Financave të Kosovës - IFK	Prishtinë, 2008
7	Venet Shala : Mjedisi biznesor dhe sfidat e ndërmarrjeve në Kosovë	Economic Forum WKO – Austrian Economic Chambers	Austria, Wien 2005
8	Venet Shala : Roli i NVM-ve në funksion të punësimit dhe zhvillimit ekonomik	Konferencë Ndërkombëtare. Biznesi dhe Punësimi – IFK	Prishtinë, Nëntor 2004

13. Books, Book chapters and Textbooks

No.	Name of the author / authors / Book title, chapter, textbook	Publisher / Country	Year / page ISBN
1	Venet Shala University Book "Strategic Management"	National and University Library of Kosovo, Prishtina, 2010	"Globus" College, 2010 ISBN: 978-9951-582-00-1

14. Other information:

Rewards and memberships:

No.	Awards, recognitions or certificates	Institution or organization	Short description
1	Certificate of training from management and business	WIFI International - Austria	Business visit to businesses in Austria and the Austrian Chamber of Commerce
2	Certificate for project management and business plan	IEME Institute for Management of the Enterprise	Certification for management and business plan

3	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"
4	Scholarship and UPSFE	UPSFE- Fakulteti Ekonomik	Scholar for the second and third year in basic studies

15. Other skills:

<i>Organizational skills and competencies:</i>	Excellent
<i>Computer skills and competencies:</i>	Microsoft Office Package, Outlook, SPSS

16. Language skills: (1 to 5: 1 lowest rating - 5 fluent)

Language	Conversion	Writing	Reading
Albanian/ Mother Tongue	5	5	5
English	5	5	5
Serbian	3	3	5