

## CURRICULUM VITAE

<b>1. Family Name:</b>	Kalač - Kačamaković	
<b>2. First Name:</b>	Mersiha	
<b>3. Nationality:</b>	Kosovare	
<b>4. Date of Birth</b>	10.05.1982	
<b>5. Gender:</b>	Female	
<b>6. Contact details:</b>	Pejë	
<i>Email:</i>	mersiha.kalac@unhz.eu	
<i>Tel:</i>	044-340596	
<b>7. Education Degree:</b>		
<i>Institution:</i>	Faculty of Applied Sciences of Business – University of Prishtina in Peja	
<i>Degree Date:</i>	09.07.2005	
<i>Degree :</i>	Bachelor	
<i>Institution:</i>	Economic Faculty – University of Prishtina	
<i>Degree Date:</i>	06.12. 2010	
<i>Degree/ Master :</i>	Master of Sciences – Management and Informatics	
<i>Institution:</i>	University of Travnik	
<i>Degree / Date :</i>	30.08.2018	
<i>Degree / Doctorate :</i>	Doctor of Economic Sciences in the field of general management	
<b>8. Academic Degree:</b>	Assistant professor	
<i>Institution:</i>	University "Haxhi Zeka" Faculty of Business	
<i>Degree Date:</i>	16.02.2022	
<b>9. Scientific Publications:</b>		
<b>Scientific journal</b>		
<i>Title of paper</i>	<i>Journal name</i>	<i>Year / Volume / Pages</i>
HUMAN RESOURCES MANAGEMENT IN THE STATE BY EXPERT SUYSTEMS	"Administrim Biznesi", FSHAB-Pejë	2010/nr.1/151-158
LOCATION OF SMALL AND MEDIUM ENTERPRISES IN INDUSTRY EUROPEAN UNION	"Administrim Biznesi", FSHAB-Pejë	2010/Nr. 2/179-189
PROCESS MANAGEMENT SMALL AND MEDIUM ENTERPRISES	"Administrim Biznesi", FSHAB-Pejë	2011/Nr. 3/222-230

MANAGER AND ITS MAIN FEATURES	"Administrim Biznesi", FSHAB-Pejë	2011/Nr.4/
IMPORTANCE OF INTERNAL COMMUNICATIONS FOR BUSINESS SUCCESS COMPANY	Empirikus - nr.5	2012
THE BASEL PRINCIPLES IZ THE MANAGEMENT OF CREDIT RISKS	Empirikus - nr.6.	2012
THE IMPACT OF FDI ON ECONOMIC TRANSITION AND DEVELOPMENT IN KOSOVO	Academic Journal of interdisciplinary studies EBSCO -Worldcat <a href="https://www.mcser.org/journal/index.php/ajis/article/view/7224">https://www.mcser.org/journal/index.php/ajis/article/view/7224</a>	2015/Vol .4 Nr. 2/30-37

REQUIREMENTS OF ORGANIZATION FOR SOFT SKILLS AS AN INFLUENCING FACTOR OF THEIR SUCCESS	AJIS SCOPUS <a href="https://www.richtmann.org/journal/index.php/ajis/article/view/12379">https://www.richtmann.org/journal/index.php/ajis/article/view/12379</a>	2021/Vol.10 Nr.1/295-303
EXPLORING THE RELATIONSHIP BETWEEN JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT FROM A GENDER PERSPECTIVE IN KOSOVO CONTEXT	Human Research in Rehabilitation SCOPUS <a href="https://human.ba/wpdmpackage/full-text-227/?ind=1650913818534&amp;filename=12.-Mirjeta-D-Mersiha-KHRR-april-2022.pdf&amp;wpdmdl=1843&amp;refresh=626700505bca31650917456">https://human.ba/wpdmpackage/full-text-227/?ind=1650913818534&amp;filename=12.-Mirjeta-D-Mersiha-KHRR-april-2022.pdf&amp;wpdmdl=1843&amp;refresh=626700505bca31650917456</a>	2022, 12(1): 95-101
CHALLENGES AND PERSPECTIVES OF LAW AND DIGITALIZATION: CASE STUDY OF CONTRACT LAW	Human Research in Rehabilitation SCOPUS <a href="https://human.ba/wpdmpackage/full-text-267/?ind=1694426038460&amp;filename=1694426038wpdm_Article-8.pdf&amp;wpdmdl=2016&amp;refresh=64fef69dd82ed1694430877">https://human.ba/wpdmpackage/full-text-267/?ind=1694426038460&amp;filename=1694426038wpdm_Article-8.pdf&amp;wpdmdl=2016&amp;refresh=64fef69dd82ed1694430877</a>	2023, 13(2): 264-270
THE IMPACT OF HUMAN RESOURCE PERFORMANCE MANAGEMENT PROCESS ON THE SUCCESS OF THE ORGANISATION : CASE STUDY - Kosovo	Economic Studies journal copus  <a href="#">LINK</a>	2023/8/57-77

The Power of Education: How Individuals and Organizations Shape the Future	HUMAN RESEARCH IN REHABILITATION chrome-extension://efaidnbmnnnibpcajpcgldclfindmkaj/https://human.ba/wpdm-package/full-text-286/?wpdmdl=2136&refresh=6613d8037caab1712576515	2024, 14(1): 94-106
The Transformational Leadership, Company Size and Employees' Job Satisfaction	Migration Letters  <a href="https://migrationletters.com/index.php/ml/article/view/8174">https://migrationletters.com/index.php/ml/article/view/8174</a>	2024, VOL. 21, NO. 4
The Impact of Information Systems on Labor Efficiency in SEE countries	TWIST journal <a href="https://twistjournal.net/twist/article/view/300/251">https://twistjournal.net/twist/article/view/300/251</a>	2024, Vol. 19, Issue 3, pp. 27-34

How managerial decisions affect human resources: a case study	Economic Research Institute at the Bulgarian Academy of Sciences <a href="https://www.ceeol.com/search/article-detail?id=1300318">https://www.ceeol.com/search/article-detail?id=1300318</a>	2025, Issue No: 1, 133-155
Factors influencing electronic service adoption in Kosovo: A socioeconomic analysis	Multidisciplinary science journal <a href="https://malque.pub/ojs/index.php/msj/article/view/9307">https://malque.pub/ojs/index.php/msj/article/view/9307</a>	2025, ISSN 2675-1240

#### Abstracts from the International and National Conferences

<i>Title of paper</i>	<i>Journal name</i>	<i>Year / Volume / Pages</i>
DECISION MAKING ON INNOVATION PROCESS	"4th International Conference For Entrepreneurship Innovation And Regional Development", ICEIRD 2001, Ohrid <a href="https://eprints.ugd.edu.mk/10553/1/EIRD%202011.pdf">https://eprints.ugd.edu.mk/10553/1/EIRD%202011.pdf</a>	2011/ Nr.4/1222-1226

HUMAN RESOURCE MODEL IN KOSOVO BUSINESSES	Effects of global risk in transition countries, Third Regional Conference with International Participation, UNHZ-UZ-UED <a href="https://www.researchgate.net/publication/343386350_Effects_of_global_risk_in_transition_countries_475_SADRIJA_LATIFI_Thell_eza_KALAC_Mersiha_-_Human_Resource_Model_in_Kosovo_businesses_HUMAN_RESOURCE_MODEL_IN_KOSOVO_BUSINESSES">https://www.researchgate.net/publication/343386350_Effects_of_global_risk_in_transition_countries_475_SADRIJA_LATIFI_Thell_eza_KALAC_Mersiha_-_Human_Resource_Model_in_Kosovo_businesses_HUMAN_RESOURCE_MODEL_IN_KOSOVO_BUSINESSES</a>	2013/Nr.3/475-479
MOST USUAL METHODS AND TACTICS USED BY MANAGERS TO INCREASE FIRM'S EFFICIENCY; Case study – Companies in the Republic of Kosovo	International Academic Interdisciplinary Conference on Modern Economics and Social Sciences <a href="https://www.academia.edu/32025317/IAI_Conference_on_Modern_Economics_and_Social_Sciences">https://www.academia.edu/32025317/IAI_Conference_on_Modern_Economics_and_Social_Sciences</a>	2015
ENHANCING CAPACITY BUILDING OF HUMAN RESOURCES IN KOSOVO COMPANIES CRITICAL ANALYSIS	Business Academy Rijeka, Visoka poslovna škola PAR <a href="https://www.bib.irb.hr/1073872/download/1073872.EMPIRIJSKA_ISTRAIVANJA_RADNE_MOTIVACIJE_KAO_KATALIZATORA_USPJENOSTI_ORGANIZACIJE.pdf">https://www.bib.irb.hr/1073872/download/1073872.EMPIRIJSKA_ISTRAIVANJA_RADNE_MOTIVACIJE_KAO_KATALIZATORA_USPJENOSTI_ORGANIZACIJE.pdf</a>	2015/Nr.4/91-97
THE ROLE OF HUMAN RESOURCE COMPETENCIES IN PRIVATE BUSINESSES IN KOSOVO	9TH UBT ANNUAL INTERNATIONAL CONFERENCE ON, MANAGEMENT, BUSINESS AND ECONOMICS  <a href="https://knowledgecenter.uniri.hr/uni.net/cgi/viewcontent.cgi?article=3150&amp;context=conference">HTTPS://KNOWLEDGECENTER.UNIRI- T- UNI.NET/CGI/VIEWCONTENT.C GI?ARTICLE=3150&amp;CONTEXT=C ONFERENCE</a>	2020

WOMEN IN BUSINESS – WHAT ARE THE ADVANTAGES AND DISADVANTAGES OF BEING A BUSINESSWOMAN IN KOSOVO	WORLD WOMEN CONFERENCE-IV  MATA SUNDRI COLLEGE FOR WOMEN, UNIVERSITY OF DELHI	MARCH 8-9, 2022
HUMAN RESOURCES COMPETENCIES IN THE KOSOSVO BUSINESSES	INTERNATIONAL CONFERENCE ON NEW ACHIEVEMENT IN SCIENCE, TECHNOLOGY AND ARTS – ICNA-STA	2022
PERSONAL COMPETENCIES OF SUCCESSFUL MANAGER	UNIVERSITY OF TRAVNIK, FACULTY OF MANAGEMENT AND BUSINESS ECONOMICS "CRISIS MANAGEMENT IN CONDITIONS GLOBAL ECONOMIC CHALLENGES"	2023 ISSN: 2303-4602
FACTORS INFLUENCING THE USE OF ELECTRONIC SERVICES IN KOSOVO	12TH INTERNATIONAL CONFERENCE ON BUSINESS, TECHNOLOGY AND INNOVATION 2023  chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://conferences.ubt-uni.net/2023/wp-content/uploads/2023/11/Book-of-Abstracts-12thInternational-28.11.2023.pdf	2023/12/90

POLITICAL DYNAMICS AND ECONOMIC IMPACTS OF INTERNATIONAL TRADE RESTRICTIONS	BİLSEL INTERNATIONAL HARPUT SCIENTIFIC RESEARCHES CONGRESS 22-23 March 2025 ELAZIĞ/TÜRKİYE <a href="#">Harput-5-Kongre-Kitabi.pdf</a>	23.03.2025
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#### 10. Work experience record:

<i>Dates:</i>	01.10.2025
<i>Location:</i>	Peja
<i>Name of the Institution:</i>	University "Haxhi Zeka"
<i>Position:</i>	Member of the Board
<i>Dates:</i>	01.10.2022 – 30.09.2025
<i>Location:</i>	Peja
<i>Name of the Institution:</i>	University "Haxhi Zeka"
<i>Position:</i>	Member of the Board
<i>Dates:</i>	2019-15.02.2022

<i>Location:</i>	Prishtina
<i>Name of the Institution:</i>	ESLG College
<i>Position:</i>	Lecturer - Regular-Full Time
<i>Dates:</i>	2019 – 15.02.2022
<i>Location:</i>	Prishtina
<i>Name of the Institution:</i>	UBT-Higher Education Institution
<i>Position:</i>	Lecturer - Engaged - Part-time
<i>Dates:</i>	19.05.2021-26.11.2021

<i>Location:</i>	Peja
<i>Name of the Institution:</i>	University "Haxhi Zeka"

<i>Position:</i>	Member of the Board - MASHT
<i>Dates:</i>	09.07.2012-2017
<i>Location:</i>	Peja
<i>Name of the Institution:</i>	University "Haxhi Zeka" Faculty of Business
<i>Position:</i>	Lecturer
<i>Dates:</i>	2014-2015
<i>Location:</i>	Peja
<i>Name of the Institution:</i>	University "Haxhi Zeka" MTHM
<i>Position:</i>	Lecturer
<i>Dates:</i>	15.12.2012 - 01.11.2013
<i>Location:</i>	Peja
<i>Name of the Institution:</i>	University "Haxhi Zeka" Faculty of Business
<i>Position:</i>	Coordinator in the academic development office
<i>Dates:</i>	01.11.2007- 2015
<i>Location:</i>	Peja
<i>Name of the Institution:</i>	Faculty of Applied Sciences of Business – University of Prishtina in Peja
<i>Position:</i>	Assistant
<i>Dates:</i>	2002-2005
<i>Location:</i>	Peja
<i>Name of the Institution:</i>	Radio-Peja
<i>Position:</i>	Journalist
<b>11. Education and training:</b>	
<i>Dates:</i>	28.11.2024
<i>Title of qualification awarded:</i>	Digital Education
<i>Name and type of institution providing education and training:</i>	PRIMERA COURSES Fostering changes – 56th Pan – EU Conference on Digital Education

<i>Dates:</i>	24.10.2024
<i>Title of qualification awarded:</i>	Digital Education
<i>Name and type of institution providing education and training:</i>	PRIMERA COURSES Fostering changes – 55th Pan – EU Conference on Digital Education
<i>Dates:</i>	29.08.2024
<i>Title of qualification awarded:</i>	Digital Education
<i>Name and type of institution providing education and training:</i>	PRIMERA COURSES Fostering changes – 53 Pan – EU Conference on Digital Education
<i>Dates:</i>	27.06.2024-28.06.2024
<i>Title of qualification awarded:</i>	Trending in Business academic research
<i>Name and type of institution providing education and training:</i>	Centre for Excellence UHZ

<i>Dates:</i>	22.05.2024 -26.05.2024
<i>Title of qualification awarded:</i>	Mobility - Lectures
<i>Name and type of institution providing education and training:</i>	Powiślański University – Gdańsk, Poland
<i>Dates:</i>	22.05.2024 -26.05.2024
<i>Title of qualification awarded:</i>	Time Management and Intercultural Communication
<i>Name and type of institution providing education and training:</i>	Powiślański University – Gdańsk, Poland
<i>Dates:</i>	22.05.2024 -26.05.2024
<i>Title of qualification awarded:</i>	International Week
<i>Name and type of institution providing education and training:</i>	Powiślański University – Gdańsk, Poland
<i>Dates:</i>	20.10.2023
<i>Title of qualification awarded:</i>	All Things Research” - Enhancing an Institution’s Research Enterprise
<i>Name and type of institution providing education and training:</i>	UHZ - Pejë
<i>Dates:</i>	30.05.2022-03.06.2022
<i>Title of qualification awarded:</i>	Training on "Teaching Methodology"
<i>Name and type of institution providing education and training:</i>	Prevalle, HERAS, CERGE-EI FOUNDATION
<i>Dates:</i>	3-4.6.2013
<i>Title of qualification awarded:</i>	Training on "Teaching Methodology"

<i>Name and type of institution providing education and training:</i>	University of Prishtina "Hasan Prishtina" Center for Excellence in Teaching
<i>Dates:</i>	07.11.2014-09.04.2015
<i>Title of qualification awarded:</i>	New headway elementary
<i>Name and type of institution providing education and training:</i>	English studio - Peja
<b>12. Additional information:</b>	
<i>Computer skills and competencies:</i>	Microsoft Office 2007 (Word, Excel, Access, PowerPoint, Outlook, Internet Explorer)



<i>Language skills: (1 to 5: 1 lowest - 5 fluent)</i>			
<i>Language.</i>	<i>Speaking</i>	<i>Writing</i>	<i>Reading</i>
English	4	4	4
Albanian	5	5	5