CURRICULUM VITAE

1. Mbiemeri:	Sejfijaj
2. Emri:	Osman
3. Data e lindjës	20.06.1969
4. Gjinia:	M
5. Kontakti:	
Email:	osman.sejfijaj@unhz.eu; osmansejfijaj@gmail.com.
Tel:	+38344 144 617 ; +38349 292991.
6. Niveli i edukimit:	
Institucioni:	Universiteti i Prishtinës-Fakulteti i shkencave të aplikuara të biznesit
Diploma :	**Bachelor në Administrim Biznesi**
Institucioni:	Universiteti i Prishtinës. Fakulteti Ekonomik
Diploma :	**Master në Manaxhement dhe Informatikë**
Institution:	Universiteti ST.Climent Ohridski. Fakulteti Economic Prilep-Macedonia
Diploma :	**Dr.sc. Ndërmarrësia dhe Menaxhmenti** Regional Joint Doctoral Programme in Entrepreneurship and SME Management- (European Commission-Tempus Program) DOCSMES -PROJECT
Institution:	Universite-NICE, Sophia Antipolis, iae-Nice, Graduate School of management-**Francë**
Diploma	**Doctorate in Business Administration**

8. Publikimet:

Title of paper	*Journal name*	*Year / Volume / Pages*
Osman Sejfijaj[1]*, Ermira Shehu[2], Fisnik Morina[3] , Fatmir Mema[4]	Impact of digital performance in growing businesses-Case study Republic of Kosovo	ICSD 2021 Secretariat ECSDEV European Center of Sustainable Development (ECSDEV) International Conference On Sustainable Development Rome,Italy ISSN:2239-5938

		EISSN: 2239-601 DOI:100.14207/ejsd **https://www.webofscience.com/wos/woscc/summary** *2022*
The decision making process and the information technology at state institutions ***Osman Sejfijaj*** ***Veton jahmurataj***	Regional science conference with international participation. Effects of Global Risk in Transition Countries. National and University Library of Bosnia and Herzegovina,	30.May 2013, No. 3 491-496 ISSN:2232-8742
Entrepreneurship and Current Situation Kosovo's Perspective ***Osman Sejfijaj***	The International Masaryk Conference for PhD Students and Young Researchers. Czech Republic	15-19.December 2014, vol: V, 99 ISNB:978-8087952-07-8
Driving Forces for internationalization ***Osman sejfijaj***	The 7th International Scientific Conference: Post-Conflict in the Balkans. Ulcinj.-Montenegro. 03.04.20415.Driving Forces for Internationalization.	03.04.2015, No.35. ISSN:1800-9794
Strategic human resources management in small and medium enterprises-Kosovo ***Osman sejfijaj***	International Scientific Conference "Economic Development as a Basis to Generate New Jobs" 23.05.2015. Pristina	ISBN:978-9951-429-10-2 23.05.2015
Lecturer job satisfaction and motivation ***Osman Sejfijaj***	5 th International Conference: Compliance of the Standards in South-Eastern European Countries with the harmonized standards of European Union. Peja-Kosovo. 16-17 june,2015	ISSN2336-9965 COBISS.CG-ID 25044240. June.2015.
European perspective-implementing change in public organizations authors: Osman Sejfijaj, Ermira Shehu, Fatmir Memaj	International and Interdisciplinary Scientific Conference." A human being in space and time-anthropological meeting at the Institute of History, University of Lodz".	Institute of History, University of Lodz in Poland, 15.May 2015.
Implementation of management practices to increase effectiveness of SMEs	7th International Conference on Business, Technology and Innovation. UBT-Higher Education Instiution.	ISNB 978-9951-437-1 Pristina.Kosovo 26-28 october.2018. p-85 https://knowledgecenter.ubt-uni.net/conference/2018/all-events/296.

authors: Osman Sejfijaj, Ermira Shehu, Fatmir Memaj		https://www.worldcat.org/title/2018-ubt-international-conference/oclc/8160725372&referer. **WorldCat**
The promotion process and ist impact on the performance of public administration Osman Sejfijaj	2th International Scientific Conference.Fostering Sustainable development in business, tourism and agriculture in the ballkan countries.	University"Haxhi Zeka" Pejë Institute of Knowledge Management.December 07, 2018 p.34
"Employee's performance as a result of satisfaction, innovation and empowerment by managers" authors: Osman Sejfijaj, Ermira Shehu, Fatmir Memaj	3rd International Scientific Conference on Economics and Management EMAN 2019: "How to Cope With Disrupted Tim"	March 28, 2019 at the Hotel M – Ljubljana, Slovenia.This publication will be submitted to indexation and / or publication and / or the listing at the Thomson Reuters ISI Web of Science (WOS) Conference Proceedings Citation Index, **SCOPUS, EBSCO**, CiteSeerX, ERA, ProQuest, Google Books, Google Scholar ISBN 978-86-80194-17-2 ISSN 2683-4510 DOI: https://doi.org/10.31410/EMAN.2019
Leadership and Management in Education, Business and Technology ***authors: Osman Sejfijaj, Ermira Shehu, Fatmir Memaj***	4th International Conference Participation	UBT-College; University of Pristina-Faculty of Education and the Faculty of Economics; International School for Social and Business Studies Slovenia (ISSBS) Pristina 11.06.2019
Impact of digital performance in growing businesses (Case study Republic of Kosovo) ***Osman Sejfijaj, Ermira Shehu, Fatmir Memaj***	4th International Conference Participation	UBT-College; University of Pristina-Faculty of Education and the Faculty of Economics; International School for Social and Business Studies Slovenia (ISSBS) Pristina 11.06.2019
Clustering - Good or Bad idea!? Ermira Shehu Osman Sejfijaj Fatmir Memaj	https://knowledgecenter.ubt-uni.net/conference/2019	**DOI:** 10.33107/ubt-ic.2019.349 ISBN 978-9951-437-89-9

Contemporary entrepreneurship change process - leadership – innovation ***authors: Osman Sejfijaj, Ermira Shehu, Fatmir Memaj***	.27th international scientific conference-Participation.	27th international scientific conference KNOWLEDGE FOR SUSTAINABILITY, Republic of N. Macedonia, 21-23.08.2020
Entrepreneurs and Contemporary Human Resource Management Practices - Correlation with Business Performance ***authors: Osman Sejfijaj, Ermira Shehu, Fatmir Memaj***	9 TH UBT ANNUAL INTERNATIONAL CONFERENCE ON MANAGEMENT, BUSINESS AND ECONOMICS	9 TH UBT ANNUAL INTERNATIONAL CONFERENCE ON MANAGEMENT, BUSINESS AND ECONOMICS October 30 - 31, 2020
Entrepreneurship Challenges as a Consequence of Non-Engagement of Project Managers ***authors: Osman Sejfijaj, Ermira Shehu, Fatmir Memaj***	9 TH UBT ANNUAL INTERNATIONAL CONFERENCE ON MANAGEMENT, BUSINESS AND ECONOMICS	9 TH UBT ANNUAL INTERNATIONAL CONFERENCE ON MANAGEMENT, BUSINESS AND ECONOMICS October 30 - 31, 2020
Balanci i Jetës Personale Dhe Profesionale – Rëndësia e tij në Menaxhimin e Stresit në Punë	https://fest.ubt-uni.net/2021/workshop/balanci-i-jetes-personale-dhe-profesionale-rendesia-e-tij-ne-menaxhimin-e-stresit-ne-pune/	**Global UBT Fest 2021** Resilience-Innovation and Sustainibility
Impact of digital performance in growing businesses (Case study Republic of Kosovo). Osman Sejfijaj[1]*, Ermira Shehu[2], Fisnik Morina[3], Fatmir Mema[4]	ICSD 2021 Secretariat ECSDEV **European Center of Sustainable Development (ECSDEV)** European Journal of Sustainable Development (2022),	European Journal of Sustainable Development (2022), 11, 1, 230-246 ISSN: 2239-5938 Doi: 10.14207/ejsd.2022.v11n1p230. **Journal Information:** **ISSN:** 2239-5938 **EISSN:** 2239-6101 **Abbreviated Title:** EJSD **DOI:** 10.14207/ejsd **First Published:** 1 Feb 2012 **WEB.SCIENCE.EBSCOhost Publishing2022.VO.N0.1(2022) WorldCat**

The Impact of Climate Conditions on the Yield of Some Fall Barley Cultivars for the Production of Beer in the Kosovo Plain. Nexhdet Shala; Adem Dreshaj; Ibrahim Hoxha; Osman Sejfijaj; Bedri Millaku	**Ecological Engineering and Environmental Technology (EEET)**	**Ecological Engineering and Environmental Technology (EEET)** https://doi.org/10.12912/27197050/157537 ISSN:2719-7050
Research of Some Varieties of Spring Barley (Hordeum vulgare), EU Region, Redimenets in the Agroecological Conditions of Kosovo Nexhdet Shala, Ibrahim Hoxha, Adem Dreshaj, Osman Sejfijaj	**Ecological Engineering and Environmental Technology (EEET)**	Ecol. Eng. Environ. Technol. 2023; 3:19–25 http://www.ecoeet.com/ ISSN:2719-7050 **In progress.**
The Linkage between Modern HR Management and Activities to Improve Performance in Tourism Development Trends in the Republic of Kosovo Osman Sejfijaj, Ermira Shehu	Journal of Environmental Management and Tourism	Quarterly Volume XIV Issue 6(70) Fall 2023 ISSN 2068 – 7729 Journal DOI https://doi.org/10.14505/jemt DOI: https://doi.org/10.14505/jemt.v14.6(70).09
Tourism And Sustainable Development Opportunities In The Municipality Of Istog - Republic Of Kosovo Osman Sejfijaj		1st International Conference on Pioneer and Innovative Studies ICPIS 2023 on June 5-7, 2023 in Konya, Turkey. https://apps.apple.com/us/app/conference-management-toolkit/id1532488001
The Linkage between Modern HR Management and Activities to Improve Performance in Tourism Development Trends in the Republic of Kosovo	aserspublishing.eu	https://journals.aserspublishing.eu/jemt/issue/current. 2023
Culture and the Difference Between Business and Other Forms of Communication With the Client	linguamontenegrina	*https://linguamontenegrina.me/index.php/lm/index* *DOI:* *https://doi.org/10.46584/lm.v33i1.750*

Osman Sejfijaj		WOSUID: WOS:001247052300021 2024
The effect of organizational ethics on increasing the performance of workers in small and medium-sized enterprises Osman Sejfijaj	nurture.org.	https://www.nurture.org.pk/index.php/NURTURE/index DOI : 10.55951/nurture.v18i3.749 664-675. Google Scholar Based Impact Factor: 2.78. 2024
Sustainable Tourism in the Western Part of Kosovo Osman Sejfijaj	Journals IJSDP Sustainable Tourism in the Western Part of Kosovo	Journals IJSDP Sustainable Tourism in the Western Part of KosovoPage: 61-66 |Vol. 20, No. 1, January 2025 DOI: https://doi.org/10.18280/ijsdp.200107 Received: 8 November 2023 https://www.iieta.org/journals/ijsdp/paper/10.18280/ijsdp.200107 Scopus ID: 58020026100
The Impact of Export and Import on GDP - The Case of Western Balkan Countries Osman Sejfijaj…	https://www.iieta.org/	https://www.iieta.org/ DOI: https://doi.org/10.18280/ijsdp.200229Page: 807-817 Scopus ID: 58020026100
The Associations between Educational Systems and Entrepreneurship in the Context of Evolving Management—The Kosovo Case Osman Sejfijaj…	bilpubgroup.com	*https://journals.bilpubgroup.com/* *DOI:* *https://doi.org/10.30564/fls.v7i3.8232* Scopus ID: 58020026100
Correlation between Artificial intelligence and entrepreneurship in new ERA. Osman Sejfijaj….	Edelweiss Applied Science and Technology	ISSN: 2576-8484 Vol. 9, No. 7, 1176-11862025 Publisher: Learning Gate DOI: 10.55214/25768484.v9i7.8844© 2025 by the authors; licensee Learning Gate Scopus ID: 58020026100

7. Përvoja e punës:	
Datë:	**2000-2002**
Lokacion:	**Prishtina**
Emri i Institucionit:	UNMIK-Joint Interim Administration, Departmenti i Administratës civile

Pozita:	**Manager i zyrës**- Njësia e dokimenteve të udhëtimit
Datë:	**2002-2002**
Lokacion:	Prishtinë-Zyra Rajonale Pejë
Emri i Institucionit:	JIAS-Qeveria e Kosovës , Ministria e Transportit dhe posttelekomunikacionit, Departmenti Automjeteve, Njësia Regjionale-Pejë
Pozita:	**Managjer i zyrës**
Datë:	**2002-2014**
Lokacion:	Njësia Regjionale Pejë
Emri i Institucionit:	Qeveria e Kosovës , Ministria e Transportit dhe posttelekomunikacionit, Departmenti Automjeteve
Pozita:	**Managjer i zyrës**
Datë	**2014-2014**
Emri I Institucionit:	Universiteti "HAXHI ZEKA"
Lokacion:	Pejë
Pozita:	**Certifikues**
Datë:	**2014-2016**
Lokacion:	Pejë
Emri i insnstitucionit:	Universiteti HAXHI ZEKA"
Pozita:	**Menagjer i resurseve njerezore**
Date:	**2016- vazhdon**
Emri I Institucionit:	Universiteti "HAXHI ZEKA"
Position:	Drejtor për administrate dhe Sherbime të përgjithshme
Date:	**18/02/2020-30/06/2020**
Emri I Institucionit:	Universiteti "Haxhi Zeka" në Pejë
Position:	**Mësimdhënës-honorar Fakulteti MTHM**
	01.10.2018- 2021
	Kolegji për Biznes dhe Teknologji UBT
	Mësimdhënës-Profesor ; I RREGULLT T
Datë:	01.10.2021-11.10.2022
Emri I Institucionit	Universiteti "Haxhi Zeka" në Pejë
Pozita	Drejtor për administrate dhe Sherbime të përgjithshme
Datë:	**11.10.2022- vazhdon**
Emri I Institucionit	Universiteti "Haxhi Zeka" në Pejë
Pozita	**Mësimdhënës. Prof.Ass.Dr. Fakulteti MTHM**
8.Trajnime	

Emri I institucionit:	**Kollege Tempulli**
Datë:	2010-2011
Titulli I fituar:	**Examiner Professional**
Emri I institucionit:	**Qeveria e Republikës së Kosovës-MTPT-**
Datë:	2009
Titulli I fituar:	**Ligjerues Profesional**
Emri I institucionit:	**Qeveria e Republikës së Kosovës-MTPT-**
Datë:	2010
Titulli I fituar:	**Instruktor**
Emri I institucionit:	**OSCE-Mission in Kosovo**
Datë:	2002
Titulli I fituar:	**Management skills**
Emri I institucionit:	**British Council**
Datë:	12/10/2013
Titulli I fituar:	**Aptis-B1**
Emri I institucionit:	**INFED-Computer Association**
Datë:	2001
Titulli I fituar:	**Lower intermediate operator**
Emri I institucionit:	**Qeveria e Republikës së Kosovës-IKAP**
Datë:	2016
Titulli I fituar:	**Planifikimi, Rekrutimi, përzgjedhja**
Emri I institucionit:	**Qeveria e Republikës së Kosovës-IKAP**
Datë:	2014
Titulli I fituar:	**Planifikimi I personelit**
Emri I institucionit:	**Qeveria e Republikës së Kosovës-IKAP**
Datë:	2016
Titulli I fituar:	**Menaxhimi Strategjik**
Emri I institucionit:	**Qeveria e Republikës së Kosovës-IKAP**
Datë:	2017
Titulli I fituar:	**Menaxhimi I performances ne sektorin publik**
Emri I institucionit:	**Qeveria e Republikës së Kosovës-IKAP**
Datë:	2016
Titulli I fituar:	**Transferimi dhe promovimi në Shërbimin Civil**
Emri I institucionit:	**EON-Reality- UBT Higher Education Institution**
Datë:	2021
Titulli I fituar:	**EON-XR-Educator Course and demonstrating proficient academic usageof the EON Platform**

Emri I institucionit:			
9. Additional information:	Ndërmarrës, Manaxher, kompetencë e lartë, motivim i lartë, I përgatitur, Lojtar ekipor, komunikativ ,I sinqertë, transparent, nivel i lartë kulturor, adaptiv, veprim në presion të lartë,….		
Organizational skills and competences:	Microsoft Office, Word, Excel, Internet, Power point, Outlook….		
Computer skills and competences:			
Language skills: (1 to 5: 1 lowest - 5 fluent)	*Folja*	*shkrimi*	*leximi*
Language.			
Gjuha Shqipe	5	5	5
Gjuha Boshnjake	5	5	5
Gjuha Angleze	4	4	5