CURRICULUM VITAE

Surname:	Sejfijaj
First name:	Osman
Date of birth	20.06.1969
Gender:	M
Contact:	
Email:	osman.sejfijaj@unhz.eu;
Tel:	+38349 292991.
Education level:	
Institution:	University of Pristina-Faculty of Applied Business Sciences
Diploma :	Bachelor in Business Administration
Institution:	University of Pristina- Economic Faculty
Diploma :	Master in Management and Informatics
Institution:	University ST.Climent Ohridski. Faculty of Economics Prilep-Macedonia
Diploma :	Dr.sc. Entrepreneurship and SME Management 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*
Impact of digital performance in growing businesses-Case study Republic of Kosovo Osman Sejfijaj[1]*, Ermira Shehu[2], Fisnik Morina[3] , Fatmir Mema[4]	European Center of Sustainable Development (ECSDEV)	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 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 Osman Sejfijaj, Ermira Shehu, Fatmir Memaj	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.

		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" 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 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!?	https://knowledgecenter.ubt-uni.net/conference/2019	DOI: 10.33107/ubt-ic.2019.349 ISBN 978-9951-437-89-9

Ermira Shehu Osman Sejfijaj Fatmir Memaj		
Contemporary entrepreneurship change process - leadership – innovation *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 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 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
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	linguamontenegrina	*https://linguamontenegrina.me/index.php/lm/index*

Forms of Communication With the Client Osman Sejfijaj		*DOI: https://doi.org/10.46584/lm.v33i1.750* 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. Work Experience:		
Date:	**2000-2002**	

Location:	**Prishtina**
Institution:	UNMIK-Joint Interim Administration, Departmenti i Administratës civile
Position:	**Office Manager -Travel Document Unit**
Date:	**2002-2002**
Location:	Pristina-Peja Regional Office
Institution:	JIAS- Government of Kosovo, Ministry of Transport and Post and Telecommunications, Department of Vehicles, Regional Unit-Peja
Position:	**Office Manager**
Date:	**2002-2014**
Location:	Peja Regional Unit
Institution:	Government of Kosovo, Ministry of Transport and Post and Telecommunications, Department of Vehicles
Position:	**Office Manager**
Date:	**2014-2014**
Location:	University "HAXHI ZEKA"
Institution:	Pejë
Position:	Financial certification
Date:	**2014-2016**
Location:	Pejë
Institution:	University HAXHI ZEKA"
Position:	Human resources manager
Date:	**2016- 2018**
Location:	Peja Kosova
Institution:	University "HAXHI ZEKA"
Position:	Director of Administration and General Services
Date:	**01.10.2018- 2021**
Location:	**Pristina Kosova**
Institution:	Higher Education Institution College of Business and Technology
Position:	Professor ; REGULAR
Date:	**01.10.2021-11.10.2022**
Location:	Peja Kosova
Institution:	University "HAXHI ZEKA"
Position:	Director of Administration and General Services
Date:	**11.10.2022-** REGULAR continued
Location:	Pejë
Institution:	University "Haxhi Zeka" in Peja
Position:	Prof.Ass.Dr. Fakulty MTHM
8.Trajnings	

Institution:	**Tempulli College**
Date:	2010-2011
Title Earned :	**Examiner Professional**
Institution:	Government of the Republic of Kosovo- MTPT-
Date:	2009
Title Earned :	Professional Lecturer
Institution:	Government of the Republic of Kosovo- MTPT-
Date:	2010
Title Earned :	**Instructor**
Institution:	**OSCE-Mission in Kosovo**
Date:	2002
Title Earned :	**Management skills**
Institution:	**British Council**
Date:	12/10/2013
Title Earned :	**Aptis-B1**
Institution:	**INFED-Computer Association**
Date:	2001
Title Earned :	**Lower intermediate operator**
Institution:	Government of the Republic of Kosovo**-IKAP**
Date:	2016
Title Earned :	Planning, Recruitment, Selection in the public sector
Institution:	Government of the Republic of Kosovo**-IKAP**
Date:	2014
Title Earned :	Personnel planning in the public sector
Institution:	Government of the Republic of Kosovo**-IKAP**
Date:	2016
Title Earned :	Strategic Management in the public sector
Institution:	Government of the Republic of Kosovo**-IKAP**
Date:	2017
Title Earned :	Performance management in the public sector
Institution:	Government of the Republic of Kosovo**-IKAP**
Date:	2016
Title Earned :	Transfer and promotion in the Civil Service
Institution:	**EON-Reality- UBT Higher Education Institution**
Date:	2021
Title Earned :	**EON-XR-Educator Course and demonstrating proficient academic usageof the EON Platform**

9. Additional information:			
Organizational skills and competences:	Entrepreneur, Manager, high competence, high motivation, Prepared, Team player, communicative, honest, transparent, high cultural level, adaptive, action under high pressure		
Computer skills and competences: ,….Microsoft Office, Word, Excel, Internet, Power point, Outlook….			
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