

CURRICULUM VITAE

1. Family Name:	Kalač - Kačamaković	
2. First Name:	Mersiha	
3. Nationality:	Kosovare	
4. Date of Birth	10.05.1982	
5. Gender:	Female	
6. Contact details:	Pejë	
	<i>Email:</i>	mersiha.kalac@unhz.eu
	<i>Tel:</i>	044-340596
7. Education Degree:		
	<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
8. Academic Degree:	Assistant professor	
	<i>Institution:</i>	University "Haxhi Zeka" Faculty of Business
	<i>Degree Date:</i>	16.02.2022
9. Scientific Publications:		
Scientific journal		
<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	2015/Vol .4 Nr. 2/30-37

	https://www.mcser.org/journal/index.php/ajis/article/view/7224	
REQUIREMENTS OF ORGANIZATION FOR SOFT SKILLS AS AN INFLUENCING FACTOR OF THEIR SUCCESS	AJIS SCOPUS https://www.richtmann.org/journal/index.php/ajis/article/view/12379	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 https://human.ba/wpdm-package/full-text-227/?ind=1650913818534&filename=12.-Mirjeta-D-Mersiha-K-HRR-april-2022.pdf&wpdmdl=1843&refresh=626700505bca31650917456	2022, 12(1): 95–101
CHALLENGES AND PERSPECTIVES OF LAW AND DIGITALIZATION: CASE STUDY OF CONTRACT LAW	Human Research in Rehabilitation SCOPUS https://human.ba/wpdm-package/full-text-267/?ind=1694426038460&filename=1694426038wpdm_Article=8.pdf&wpdmdl=2016&refresh=64fef69dd82ed1694430877	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 LINK	2023/8/57-77
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	“4 th International Conference For Entrepreneurship Innovation And Regional Development”, ICEIRD 2001, Ohrid https://eprints.ugd.edu.mk/10553/1/EIRD%202011.pdf	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 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_RESO	2013/Nr.3/475-479

	URCE MODEL IN KOSOVO BUSINESSES	
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 https://www.academia.edu/32025317/IAI_Conference_on_Modern_Economics_and_Social_Sciences	2015
ENHANCING CAPACITY BUILDING OF HUMAN RESOURCES IN KOSOVO COMPANIES CRITICAL ANALYSIS	Business Academy Rijeka, Visoka poslovna škola PAR https://www.bib.irb.hr/1073872/download/1073872.EMPIRIJSKA_ISTRAIVANJA_RADNE_MOTIVACIJE_KAO_KATALIZATORA_USPJENOSTI_ORGANIZACIJE.pdf	2015/Nr.4/91-97
THE ROLE OF HUMAN RESOURCE COMPETENCIES IN PRIVATE BUSINESSES IN KOSOVO	9 TH UBT ANNUAL INTERNATIONAL CONFERENCE ON, MANAGEMENT, BUSINESS AND ECONOMICS HTTPS://KNOWLEDGECENTER.UNI-UB.NET/CGI/VIEWCONTENT.CGI?ARTICLE=3150&CONTEXT=CONFERENCE	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	2023 ISSN: 2303-4602

	CHALLENGES"	
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-12th-International-28.11.2023.pdf	2023/12/90

10. Work experience record:	
<i>Dates:</i>	01.10.2022
<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>	Pristina
<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>	Pristina
<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

11. Education and training:			
<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		
12. Additional information:			
<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

CURRICULUM VITAE

1. Mbiemri:	Kalač - Kačamaković	
2. Emri:	Mersiha	
3. Nacionaliteti:	Boshnjake	
4. Shtetësia:	Kosovare	
5. Data e Lindjes:	10.05.1982	
6. Gjinia:	Femër	
7. Detajet kontaktuese:	Pejë	
	<i>Email:</i>	mersiha.kalac@unhz.eu
	<i>Tel:</i>	+38344340596
8. Niveli Arsimor:		
	<i>Institucioni:</i>	Fakulteti i Shkencave të Aplikuara të Biznesit – Universiteti i Prishtinës
	<i>Data e diplomimit:</i>	09.07.2005
	<i>Diploma :</i>	Bachelor i Shkencës në Administrim Biznesi
	<i>Institucioni:</i>	Fakulteti Ekonomik – Universiteti i Prishtinës
	<i>Data e diplomimit:</i>	06.12.2010
	<i>Diploma/ Magjistratura :</i>	Master i Shkencës në Menaxhment dhe informatikë
	<i>Institucioni:</i>	Univerzitet u Travniku - FMPE
	<i>Data e diplomimit:</i>	30.08.2018
	<i>Diploma/ Doktorata</i>	Doktor i Shkencave ekonomike nga lëmia e menaxhmentit të përgjithshëm
9. Titulli akademik:		
	Profesor Asistent	
	<i>Institucioni:</i>	Universiteti "Haxhi Zeka" Fakulteti I Biznesit
	<i>Data e zgjedhjes:</i>	16.02.2022
10. Punime dhe publikime		
Revistë shkencore		
<i>Titulli i punimit</i>	<i>Emri i revistës</i>	<i>Viti/Nr./Faqe</i>
UPRAVLJANJE LJUDSKIM POTENCIJALIMA U SLUŽBAMA DRŽAVNE UPRAVE POMOĆU EKSPERTNIH SISTEMA	"Administrim Biznesi", FSHAB-Pejë	2010/Nr.1/151-158
POLOŽAJ MALIH I SREDNJIH PREDUZEĆA U INDUSTRIJI EVRPOSKE UNIJE	"Administrim Biznesi", FSHAB-Pejë	2010/Nr. 2/179-189
PROCES UPRAVLJANJA MALIM I SREDNJIM PREDUZE.	"Administrim Biznesi", FSHAB-Pejë	2011/Nr. 3/222-230
MENADŽER I NJEGOVE GLAVNE KARAKTERISTIKE	"Administrim Biznesi", FSHAB-Pejë	2011/Nr.4/ 239-249
ZNAČAJ INTERNE KOMUNIKACIJE ZA POSLOVNI USPJEH KOMPANIJA	"Empirikus"	2012/Nr.5/77-84
BAZELSKI PRINCIPI U UPRAVLJANJU KREDITNIH RIZIKA	"Empirikus"	2012/Nr.6/123-137

THE IMPACT OF FDI ON ECONOMIC TRANSITION AND DEVELOPMENT IN KOSOVO	Academic Journal of interdisciplinary studies Indeksimi në EBSCO dhe Worldcat https://www.mcser.org/journal/index.php/ajis/article/view/7224	2015/Vol .4 Nr. 2/30-37
REQUIREMENTS OF ORGANIZATION FOR SOFT SKILLS AS AN INFLUENCING FACTOR OF THEIR SUCCESS	AJIS Indeksimi në SCOPUS https://www.richtmann.org/journal/index.php/ajis/article/view/12379	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 Indeksimi në SCOPUS https://human.ba/wpdm-package/full-text-227/?ind=1650913818534&filename=12.-Mirjeta-D-Mersiha-K-HRR-april-2022.pdf&wpdmdl=1843&refresh=626700505bca31650917456	2022, 12(1): 95-101
CHALLENGES AND PERSPECTIVES OF LAW AND DIGITALIZATION: CASE STUDY OF CONTRACT LAW	Human Research in Rehabilitation Indeksimi në SCOPUS https://human.ba/wpdm-package/full-text-267/?ind=1694426038460&filename=1694426038wpdm_Article-8.pdf&wpdmdl=2016&refresh=64fef69dd82ed1694430877	2023, 13(2): 264-270
THE IMPACT OF HUMAN RESOURCE PERFORMANCE MANAGEMENT PROCESS ON THE SUCCESS OF THE ORGANIZATION : CASE STUDY - KOSOVO	Economic Studies journal LINK	2023/8/57-77
Pjesëmarrje në konferenca ndërkombëtare dhe kombëtare		
<i>Titulli i punimit</i>	<i>Emri i revistës</i>	<i>Viti/Nr./Faqe</i>
DECISION MAKING ON INNOVATION PROCESS	"4th International Conference For Entrepreneurship Innovation And Regional Development", ICEIRD 2001, Ohrid https://eprints.ugd.edu.mk/10553/1/EIRD%202011.pdf	2011/ Nr.4/1222-1226
HUMAN RESOURCE MODEL IN KOSOVO BUSINESSES	Effects of global risk in transition countries,Third Regional Conference with International	2013/Nr.3/475-479

	<p>Participation, UNHZ-UZ-UED https://www.researchgate.net/publication/343386350_Effects_of_global_risk_in_transition_countries_475_SADRIJA_LATIFI_T_helleza_KALAC_Mersiha_-_Human_Resource_Model_in_Kosovo_businesses_HUMAN_RESOURCE_MODEL_IN_KOSOVO_BUSINESSES</p>	
<p>MOST USUAL METHODS AND TACTICS USED BY MANAGERS TO INCREASE FIRM'S EFFICIENCY; Case study – Companies in Republic of Kosovo</p>	<p>International Academic Interdisciplinary Conference on Modern Economics and Social Sciences https://www.academia.edu/32025317/IAI_Conference_on_Modern_Economics_and_Social_Sciences</p>	2015
<p>ENHANCING CAPACITY BUILDING OF HUMAN RESOURCES IN KOSOVO COMPANIES CRITICAL ANALYSIS</p>	<p>Business Academy Rijeka, Visoka poslovna škola PAR https://www.bib.irb.hr/1073872/download/1073872.EMPIRIJSKA_ISTRAIVANJA_RADNE_MOTIVACIJE_KAO_KATALIZATORA_USPJENOSTI_ORGANIZACIJE.pdf</p>	2015/Nr.4/91-97
<p>THE ROLE OF HUMAN RESOURCE COMPETENCIES IN PRIVATE BUSINESSES IN KOSOVO</p>	<p>9TH UBT ANNUAL INTERNATIONAL CONFERENCE ON , MANAGEMENT, BUSINESS AND ECONOMICS HTTPS://KNOWLEDGECENTER.UNI.NET/CGI/VIEWCONTENT.CGI?ARTICLE=3150&CONTEXT=CONFERENCE</p>	2020
<p>WOMEN IN BUSINESS – WHAT ARE THE ADVANTAGES AND DISADVANTAGES OF BEING A BUSINESSWOMAN IN KOSOVO?</p>	<p>WORLD WOMEN CONFERENCE-IV MATA SUNDRI COLLEGE FOR WOMEN, UNIVERSITY OF DELHI</p>	MARCH 8-9, 2022
<p>HUMAN RESOURCES COMPETENCIES IN THE KOSOSVO BUSINESSES</p>	<p>INTERNATIONAL CONFERENCE ON NEW ACHIEVEMENT IN SCIENCE, TEHNOLOGZ AND ARTS – ICNA-STA</p>	2022

PERSONAL COMPETENCIES OF SUCCESSFUL MANAGER	UNIVERZITET U TRAVNIKU FAKULTET ZA MENADŽMENT I POSLOVNU EKONOMIJU “KRIZNI MENADŽMENT U USLOVIMA GLOBALNIH EKONOMSKIH IZAZOVA”	2023 ISSN: 2303-4602
FACTORS INFLUENCING THE USE OF ELECTRONIC SERVICES IN KOSOVO	12TH INTERNATIONAL CONFERENCE ON BUSINESS, TECHNOLOGY AND INNOVATION 2023 chrome- extension://efaidnbmnnnibpc ajpcgiclfindmkaj/https://con ferences.ubt-uni.net/2023/wp- content/uploads/2023/11/Boo k-of-Abstracts-12th- International-28.11.2023.pdf	2023/12/90

11. Përvoja e punës:

<i>Data:</i>	01.10.2022
<i>Vendi:</i>	Pejë
<i>Emri i Institucionit:</i>	Universiteti “Haxhi Zeka”
<i>Pozita:</i>	Antëare e Këshillit Drejtues
<i>Vendi:</i>	Prishtinë
<i>Data:</i>	2019-15.02.2022
<i>Emri i Institucionit:</i>	Kolegji ESLG
<i>Pozita:</i>	Ligjëruese-E rregulltë-Full Time Lëndët: Hyrje në Menaxhim BSc, Menaxhimi I Paluajtshmerive MSc
<i>Data:</i>	2019 - 15.02.2022
<i>Vendi:</i>	Prishtinë
<i>Emri i Institucionit:</i>	UBT-Higher Education Institution
<i>Pozita:</i>	Ligjëruese - E angazhuar- Part time Lëndët : Hyrje në Menaxhment, Sjellje organizative dhe Lidërsip, Menaxhimi strategjik dhe inovacioni, Biznesi Ndërkombëtar në Tregjet në Zhvillim
<i>Data:</i>	19.05.2021-26.11.2021
<i>Vendi:</i>	Pejë
<i>Emri i Institucionit:</i>	Universiteti “Haxhi Zeka”
<i>Data:</i>	09.07.2012-2017
<i>Pozita:</i>	Antëare e Këshillit Drejtues - MASHT
<i>Vendi:</i>	Pejë
<i>Emri i Institucionit:</i>	Universiteti “Haxhi Zeka” Fakulteti I Biznesit
<i>Pozita:</i>	Ligjëruse në lëndët: Osnovi menadžmenta, Osnove Preduzetništva, Mikroekonomsko planiranje, Ekonomski razvoj, Organizaciono ponašanje, Ekonomska analiza, Menadžment, Medjunarodni biznis, Menadžment ljudskih resursa, Komunikacione sposobnosti
<i>Data:</i>	2014-2015
<i>Vendi:</i>	Pejë

<i>Emri i Institucionit:</i>	Universiteti "Haxhi Zeka" MTHB		
<i>Pozita:</i>	Ligjëruese në lëndët: Osnovi menadžmenta, Preduzetništvo, Medjunarodni turizam, Ekonomija u turizmu		
<i>Data:</i>	15.12.2012 – 01.11.2013		
<i>Vendi:</i>	Pejë		
<i>Emri i Institucionit:</i>	Universiteti "Haxhi Zeka" Fakulteti I Biznesit		
<i>Pozita:</i>	Koordinatorë në zyrën e zhvillimit akademik		
<i>Data:</i>	2012-2015		
<i>Vendi:</i>	Pejë		
<i>Emri i Institucionit:</i>	Universiteti "Haxhi Zeka" Fakulteti I Biznesit		
<i>Pozita:</i>	Anëtare e keshillit të FB		
<i>Data:</i>	01.11.2007- 2015		
<i>Vendi:</i>	Pejë		
<i>Emri i Institucionit:</i>	Fakulteti i Shkencave të Aplikuara të Biznesit, Universiteti i Prishtinës – Pejë		
<i>Pozita:</i>	Asistente		
<i>Përshkrimi:</i>	Mbajtja e ushtrimeve në lëndët: Menadžment, Statistika, Ekonomika analiza, Menadžment MSP, Ekonomika preduzeća, Ekonomika osiguranja, Medjunarodni biznis, Medjunarodna ekonomija, Osnove menadžmenta, Osnove biznisa, Ekonomski razvoj, Mikroekonomsko planiranje, Pravo biznisa, Organizaciono ponašanje, Medjunarodni turizam, Menadžment ljudskih resursa, Komunikacione sposobnosti, Organizacija preduzeća, Preduzetništvo dhe çdo punë tjetër e paraparë me Statutin e UP-së		
<i>Data:</i>	2002-2005		
<i>Vendi:</i>	Pejë		
<i>Emri i Institucionit:</i>	Radio-Peja		
<i>Pozita:</i>	Gazetare		
12. Arsimimi dhe trajnimet:			
<i>Data:</i>	20.10.2023		
<i>Kualifikimi i arritur:</i>	All Things Research" - Enhancing an Institution's Research Enterprise		
<i>Organizuar nga: emri i institucionit:</i>	UHZ - Pejë		
<i>Data:</i>	30.05.2022-03.06.2022		
<i>Kualifikimi i arritur:</i>	Trajnim mbi "Metodat e mësimdhënies"		
<i>Organizuar nga: emri i institucionit:</i>	Prevalle, HERAS, CERGE-EI FOUNDATION		
<i>Data:</i>	3-4.6.2013		
<i>Kualifikimi i arritur:</i>	Trajnim mbi " Metodologjia e Mësimdhënies"		
<i>Organizuar nga: emri i institucionit:</i>	Universiteti I Prishtinës "Hasan Prishtina" Qendra për Përsosmëri në Mësimdhënie		
<i>Data:</i>	07.11.2014-09.04.2015		
<i>Kualifikimi i arritur:</i>	New headway elementary		
<i>Organizuar nga: emri i institucionit:</i>	English studio - Pejë		
13. Informata shtesë:			
<i>Shkathtësitë organizative dhe kompetencat:</i>			
<i>Shkathtësitë kompjuteri dhe kompetencat:</i>	Microsoft Office 2007 (Word, Excel, Access, Power Point, Outlook, Internet Explorer)		
<i>Shkathtësitë të gjuhës: (1 deri 5: 1vlerësimi më i ulët - 5 fluent)</i>			
<i>Gjuha</i>	<i>Konverzimi</i>	<i>Shkrimi</i>	<i>Leximi</i>
Angleze	4	4	4
Shqipe	5	5	5

