

**PERSONAL  
INFORMATION**



**Bujamin Bela**

Rruga : Voskopoja - Kaçanik - Kosov  
 📍 Rruga: Pelagonija 9A Skopje 1000 North Macedonia

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 ✉ bujamin.bela@unt.edu.mk

Sex M  
 Date of birth 08/07/1986|  
 Nationality Albanian

**WORK EXPERIENCE**

15.09.2017-now

**Doctor of Management - Human Resource Management**

"Mother Teresa" University, Skopje

- Responsible for: Management, Human Resource Management, Strategical Management.

01.09.2009-22.10.2013

**Professional economic high school “Cvetan Dimov”, Skopje**

Responsible for teaching: Marketing-Management, Organization, Business

05.05.2008-04.06.2013

**Marketing agent**

First retirement found of Commercial Bank, Skopje

01.06.2008-01.10.2008

**Assistant of operation manager**

Perfect Building Maintenance, Philadelphia, USA

**EDUCATION AND TRAINING**

15.09.2014 — 15.09.2018

**Istanbul University - Turkey**

PHD- Business Administration (Human Resources Management)

**PHD Theses** " THE EFFECT OF THE PERCEPTION OF PAY EQUALITY ON THE INTENTION TO LEAVE THE WORK AND THE MODERATION ROLE OF WORKING CONDITIONS AND A RESEARCH ABOUT THE SUBJECT

01.02.2010 — 06.02.2013

**Faculty of Economy Ss."Cyril and Methodius" Skopje**

Management Business Administration (MBA),

**Master Theses:** "Building an integrated reward system in organization of food industry"

01.09.2005 — 20.08.2009

**Faculty of Economy Ss."Cyril and Methodius" Skopje**

Management Department

PERSONAL SKILLS

Mother tongue(s)

**Albanian**

Other language(s)

**English, Turkish, Macedonian, Serbian, German**

|   | UNDERSTANDING |         | SPEAKING           |                   | WRITING |
|---|---------------|---------|--------------------|-------------------|---------|
|   | Listening     | Reading | Spoken interaction | Spoken production |         |
| English   | B2            | C1      | B2                 | B2                | B2      |
| <b>Turkish - İSTANBUL LANGUAGE SCHOOL - TÖMER C1</b>  |               |         |                    |                   |         |
| Turkish   | C1            | C1      | C1                 | C1                | C1      |
| Replace with name of language certificate. Enter level if known.  |               |         |                    |                   |         |
| Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2 Proficient user<br><a href="#">Common European Framework of Reference for Languages</a> |               |         |                    |                   |         |
| <b>German- Private Course</b>   |               |         |                    |                   |         |
| German  | A1            | B2      | A1                 | A1                | A1      |
| <b>Macedonian</b>   |               |         |                    |                   |         |
| Macedonian  | C2            | C2      | C2                 | C2                | C2      |
| Replace with name of language certificate. Enter level if known.  |               |         |                    |                   |         |

Computer skills and competences

▪ **Microsoft Office, HTML**

Digital competence

| SELF-ASSESSMENT         |                        |                         |                         |                         |
|-------------------------|------------------------|-------------------------|-------------------------|-------------------------|
| Information processing  | Communication          | Content creation        | Safety                  | Problem solving         |
| <b>INDEPENDENT USER</b> | <b>PROFICIENT USER</b> | <b>INDEPENDENT USER</b> | <b>INDEPENDENT USER</b> | <b>INDEPENDENT USER</b> |

Levels: Basic user - Independent user - Proficient user  
[Digital competencies - Self-assessment grid](#)

Microsoft Office

- Good command of office suite (word processor, spreadsheet, presentation software)

Other skills

- Compensation Specialist and HR activities, strong negotiating skills, high responsibility, planning and organizational skills, good command of quality control processes, friendly personality, good social skills, good manners, communicative, charismatic, etc

|                 |   |
|-----------------|---|
| Driving licence | B |
|-----------------|---|

ADDITIONAL INFORMATION

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| Publications<br>Presentations<br>Conferences<br>Honours and<br>awards | <ol style="list-style-type: none"> <li>1. <b>Kujtim H. Bujamin B.</b> - <i>High commitment HRM and well-being of frontline food service employees: the mediating role of job demands and psychological conditions</i> – <i>Employee Relations Emerald Publishing</i> (forthcoming), 2022, <i>Scientific Research</i></li> <li>2. <b>R. Ademi, B. Bela, Z. Beqiri Luma</b> - <i>The war in Ukraine: Economic implications for North Macedonia</i> - <i>International Conference on Migration, MTU – Skopje, 2022</i></li> <li>3. <b>Rilind Ademi, Bujamin Bela, Zana Zeqiri- Luma</b>: <i>REMITTANCES AND THEIR IMPACT ON THE TRADE BALANCE; THE EMPIRICAL EVALUATION OF THE NORTH MACEDONIA</i>, , <i>Scientific Research Theoretical Economics Letters</i> &gt; Vol.12 No.3, June 2022</li> <li>4. <b>Neritan Turkeshi Bujamin Bela</b>: <i>The Impact of the Pandemic (Covid-19) on the Economy, with special emphasis on the Republic of North Macedonia</i> <i>Knowledge International Journal</i> vol. 48., <i>Institute of Knowledge Management</i> p.87., 2021 ISSN 2545-4439: ISSN 1857-923X</li> <li>5. <b>Bujamin Bela, Zehra Saiti</b>, <i>Research Report for Western Balkan Countries: "The relationship between social media addiction and social anxiety"</i> March 2021, Project "Digital Society and Human Being" - <i>Association of Education and Thought Fettah Efendi</i></li> <li>6. <b>Bujamin Bela</b>: <i>The Challenges Of Acceptance Effective Management Programs Of Benefits And Recognition Awards By The Food Industry Organizations In North Macedonia</i> - <i>International Conference on Social Sciences and Humanities IBU (ICSSH2021)</i></li> <li>7. <b>Bujamin Bela</b>, <i>Effect Of The Perception Of Pay (In) Equality On The Intention To Leave The Work: Research On White-Collar Employees In The Banking Sector</i>, <i>Journal of Balkan Studies</i> Volume 1 / Issue 1 / 20 2 1 E-ISSN: 2671-3659 Skopje, 2021</li> <li>8. <b>Bujamin Bela</b>: <i>Analysis Of Rewarding Programs And Its Impacts To The Level Of Satisfaction Of Employees At Food Industry Organizations</i>, 3rd <i>International Conference Towards Sustainable development (TSD' 2019)</i>, Skopje, 2019</li> <li>9. <b>Agim Mamuti, Bujamin Bela</b>: <i>The Importance Of Profit Planning And Control Process, A Literature Review</i> 2nd <i>International Conference Towards Sustainable development (TSD' 2018)</i>, Skopje, 2017</li> <li>10. <b>Lale V. Tüzüner, Bujamin Bela, Onur Özgün, Ash Denizli</b> "<i>Sendikali Çalışanların Prosedürel Adalet Algılarının Örgütsel Bağlılık Ve Sendikal Bağlılığa Etkisi</i>" 23. <i>Ulusal Yönetim ve Organizasyon Kongresi</i>, 14-16 Mayıs 2015, MUĞLA, Muğla Sıtkı Koçman Üniversitesi, İktisadi ve İdari Bilimler Fakültesi, Cilt- 1, s.421-427 ISBN: 978-605-4397-44-0- <i>National conference for "Management and Organization"</i> Bodrum (TR); May 2015</li> </ol> |
| Memberships<br>Scientific<br>Committee<br>Board                       | <ol style="list-style-type: none"> <li>1. Bujamin Bela, <b>General Editor at Journal of Balkan Studies</b> Volume 1 / Issue 1 / 20 2 1 E-ISSN: 2671-3659 <a href="http://Journal of Balkan Studies – Journal of Balkan Studies (balkanjournal.net)">Journal of Balkan Studies – Journal of Balkan Studies (balkanjournal.net)</a></li> <li>2. Bujamin Bela, <b>Advisory Board - Scientific Committee of İctimaiyat Journal of Social Sciences</b>, <a href="https://dergipark.org.tr/tr/pub/ictimaiyat">https://dergipark.org.tr/tr/pub/ictimaiyat</a></li> <li>3. Bujamin Bela, <b>Advisory Board - Scientific Committee of Journal of Auditing and Assurance Services (AUDAS)</b> <a href="https://journal.guvencehd.org.tr">https://journal.guvencehd.org.tr</a></li> </ol>  |

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| <p>Courses<br/>Seminars<br/>Certifications</p>     | <ol style="list-style-type: none"> <li>1. <b>“Academy Skopje” Seminars - Contemporary Management</b> - Autumn 2020</li> <li>2. <b>Project "Balkans and Civilizations"</b>, supported by the Presidency of Turks Abroad and Friendly Communities (YTB) - October 2020</li> <li>3. <b>5th International Conference Towards Sustainable Development (Tsd’2020)</b> “Empowering Collaborative and Prosperous Society Through Sustainable Development” – Serving as Chairman</li> <li>4. <b>4th International Conference Towards Sustainable Development (Tsd’2019)</b> - “Empowering Collaborative and Prosperous Society Through Sustainable Development” - Serving as Chairman</li> <li>5. Training <b>“Secrets of leadership – from Success to Power”</b> Struga (MK); 14-16 October 2011</li> <li>6. <b>"Accounting course</b>, Cosmo innovation center, Skopje (MK); 2009</li> <li>7. <b>"E-tax"; "E-customs"</b>, University of Tetovo Tetovo (MK); 2009</li> <li>8. <b>"How to write a Business Plan"</b> Start-up business center, Skopje (MK); May 2007</li> </ol> |
| <p>International Projects<br/>Date: 23/02/2021</p> | <ol style="list-style-type: none"> <li>1. Congress chairman, <b>The 2nd Balkan Studies Congress</b> 16 -18 September 2022 University of New York Tirana.</li> <li>2. Congress chairman <b>1st Balkan Studies Congress</b>, 17-19 September 2021- Skopje congressbalkan.com</li> <li>3. Erasmus Project 2021: <b>A DIGITAL LEARNING PLATFORM FOR GENERATION Z: PASSPORT TO IFRS - ANNEX II - KA2</b> - Agreement Number: 2020-1-TR01-KA226-HE-097737</li> <li>4. Science Engagement Programme - <b>THE WESTERN BALKANS SCIENCE ENGAGEMENT PROGRAMME, 11 January to 18 March 2021 – BRITISH COUNCIL</b></li> <li>5. Project <b>"DIGITAL SOCIETY AND HUMAN BEING" March- August 2021</b> - The relationship between social media addiction and social anxiety among young people.</li> </ol>   |

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| <b>Books</b> | <ol style="list-style-type: none"><li>1. Menaxhmenti me Resurset Njerëzore – Internal Script 2020</li><li>2. Recenzent I librit “MARKETINGU”- Prof. Neritan Turkeshi 2020</li><li>3. “Изградба на интегриран систем на наградувње“ - Internal Script 2019</li></ol> |
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