



Short narrative biography

Asst. Prof. Venera Krliu Handjiski, PhD is an Assistant Professor in Organizational Behavior at the UACS School of Business Economics and Management. She is the deputy CEO, Chief Operations Officer, Vice President of the Board of Directors and Graduate Studies Coordinator at the University since 2005. As of February 2017, the University Senate has appointed her as the Vice-Rector for Education of University American College Skopje. During the period 2008-2012, she has served as the Council Member of the Macedonian Enterprise Development Foundation.

In 2012, Asst. Prof. Krliu Handjiski, PhD has been awarded the 'Business Leader of the Year' on part of the European Business Association in Macedonia and in 2017, she has been awarded the 'Mother Theresa' on part of the Board for awarding the 'Mother Theresa' state award.

She has completed her doctoral studies at the University "Euro-Balkan" in Skopje, Macedonia. She earned her MBA degree with a concentration in General Management at the University American College Skopje. Asst. Prof. Krliu Handjiski, PhD has completed executive education courses, European Entrepreneurship Colloquiums by Harvard Business School in 2009 and 2015. In 2008 she has received the certificate for participation in the Young Managers Programme, organized by the IEDC-Bled School of Management, Slovenia.

Contact information

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Education

2014	PhD in Social and Gender Studies, Institute for Social and Humanities Research, University "Euro-Balkan" – Skopje, Macedonia
2005-2008	Master of Business Administration (MBA) – General Management, School of Business Economics and Management, University American College Skopje (UACS) – Skopje, Macedonia
2001-2005	Bachelor of Arts in International Relations (Certificate in Refugee Studies) and Bachelor of Arts in Psychology (Certificate in Psychology), Webster University Geneva – Geneva, Switzerland

Training

2015	Training titled "A product or something more?", December 4, 2015, University American College Skopje, Skopje, Macedonia
2015	Women in Business – Leadership and Management Training, October 20-21, 2015 & October 26-27,

- 2017, Hotel TCC Plaza, Skopje, Macedonia
- 2014 9th Annual International Academic Conference on European Integration, “The Europe of Tomorrow: Creative, Digital, Integrated”, University American College Skopje, Skopje, Republic of Macedonia, May 15th, 2014
- 2013 8th Annual International Academic Conference on European Integration, “Out of the Crisis: EU Economic and Social Policies Reconsidered”, University American College Skopje, Skopje, Republic of Macedonia, May 16th, 2013
- 2012 7th Annual International Conference on European Integration, “Europe 2020: Towards Innovation and Inclusive Union”, University American College Skopje, Skopje, Republic of Macedonia, May 17th, 2012
- 2011 6th Annual International Conference on European Integration, “Constructing Europe as a Global Power: From Market to Identity”, University American College Skopje, Skopje, Republic of Macedonia, May 19th, 2011
- 2010 5th Annual International Conference on European Integration, “Europe after the Lisbon Treaty”, University American College Skopje, Skopje, Republic of Macedonia, 20th May, 2010
- 2009 4th Annual International Conference on European Integration, “Europe in crisis: threats and Opportunities”, University American College Skopje, Skopje, Republic of Macedonia, 29th May, 2009
- 2008 3rd Annual International Conference on European Integration, “*Globalization of the Region: EU Perspectives and Challenges*”, University American College Skopje, Skopje, Republic of Macedonia, 2008
- 2007 Mr. Brian Tracy Conference – “Strategies for Maximizing the Profit in the 21st Century”, November, 2007
- 2007 Corporate Social Responsibility Conference, Brussels, Belgium, June 2007
- 2007 2th Annual International Conference on European Integration, “Bringing Europe in: Different Mechanisms of Europeanization”, University American College Skopje, Skopje, Republic of Macedonia, 1st June, 2007
- 2001-2005 UNHCR – Refugee and Migrants development office, Geneva, Switzerland, 2001 – 2005

Working Experiences (academic, research, other)

- 2017 – present Vice-Rector for Education
- 2006 – present Assistant professor, teaching Organizational Behavior (OB) course at undergraduate study level, University American College Skopje
- 2005 – present Deputy CEO, Chief Operations Officer (COO), Vice President of the Board of Directors, Graduate Studies Coordinator, University American College Skopje

Memberships in professional associations

- 2008 – present Member of the Management Board of “Mother Theresa” Association
Member of Rotary Club Skopje – Centar
- 2008 – 2012 Council Member of the Macedonian Enterprise Development Foundation

Recent Certificates

- 2015 Certificate for “A product or something more?” training obtained at University American College Skopje, Skopje, Macedonia
- 2015 Certificate for Women in Business – Leadership and Management Training organized by the European Bank for Research and Development, obtained in Skopje, Macedonia
- 2015 Certificate for 12th European Entrepreneurship Colloquium (EEC) obtained in Munich, Germany
- 2009 Certificate for European Entrepreneurship Colloquium (EEC) obtained in Maastricht, the Netherlands
- 2008 Participating at the Young Managers Programme at the IEDC-Bled School of Management, Bled, Republic of Slovenia
- 2007 Corporate Social Responsibility Conference, Brussels, Belgium

Recent publications

Kostovski, N., Mrcic, J., Krliu Handziski, V. (2017). Accounting for Socially Responsible and Environmentally Friendly Operations. *Annals of the “Constantin Brâncuși” University of Târgu Jiu, Economy Series*. Issue 4/2017, pp. 66-73.

Bojadziev, M., Kostovski, N., Krliu Handziski, V., Shindilovski, D. (2017). Organizational Culture and Strategic Alignment in Fast Moving Consumer Goods Company. *Annual of ISPJR – Institute for Sociological, Political and Juridical Research – Skopje, University “Ss. Cyril and Methodius” – Skopje*. XLI (1), pp. 45-55. ISSN 1857-7350.

Bojadziev, M., Kostovski, N., Krliu Handziski V., Klisarovska, E. (2017). Entrepreneurial Climate in Republic of Macedonia according to Global Entrepreneurship Monitor. *Annual of ISPJR – Institute for Sociological, Political and Juridical Research, University Ss. “Cyril and Methodius” – Skopje*, XLI (1), pp. 125-135, ISSN 1857-7350.

Stefanovska-Petkovska, M., Bojadziev, M., Handziski, V. K., Trajkovska, V. (2017). The “Blue-collar” Motivation: Personal and Work Environment Predictors of Job Satisfaction Among Construction Workers. *Universal Journal of Management*. Vol. 5 (3), pp. 149-159.

Bojadziev M., Stefanovska-Petkovska M., Krliu Handziski V., Barlakoska G. (2016). Age Related Preferences of Leadership Style: Testing McGregor’s Theory X and Y, *Journal of Management Research*, Journal of the Macrothink Institute. Vol. 8 (4), pp. 187-207

Krliu-Handziski, V., Tomovska-Misoska, A., Stefanovska-Petkovska, M., Krleska, A., Petrovska, I. (2015). Job Diagnostic Survey – Longitudinal Study on the Balkan Countries – Macedonia, Bulgaria and Kosovo. *Journal of Management Research*, Vol. 7 (4), pp. 39-55, ISSN 1941-899X

Tomovska-Misoska, A., Stefanovska-Petkovska, M., Ralev, M. and Krliu-Handziski, V. (2014). Workspace as a factor of job satisfaction in the banking and ICT industries in Macedonia. *Serbian Journal of Management*, 9 (2), pp. 159-171. DOI: 10.5937/sjm9-6347

Kastratovic E., Bojadziev M. and Krliu-Handziski V. (2013). Creating a market oriented organizational structure as a key to overcoming the crisis – a comparative study. Conference proceedings of the 8th Annual International Conference on

European Integration “*Out of the Crisis: EU Economic and Social Policies Reconsidered*”, pp. 377-396, University American College Skopje, Skopje, Republic of Macedonia, ISBN: 978-608-4607-28-1

Bojadziev, M., Mojsoska-Blazevski, N., Boshnjakovska, D., Stefanovska, M., Krliu V., Janakievski, J. and Saracini, V. (2010). The Workplace as motivator – Comparative Study of Employees in Business and Public Administration in Macedonia and neighboring countries. Conference proceedings of the 5th Annual International Conference on European Integration – “*Europe after the Lisbon Treaty*”, pp. 182-204, University American College Skopje, Skopje, Republic of Macedonia, ISBN: 978-608-4607-04-5

Bojadziev, M. and Krliu, V. (2009). The Aspect of Human Resources Training and Development with Other Supporting Measurements Over the Total Sustainable Management. IV May Conference on Strategic Management, Kladovo 2009, ISBN 978-86-80987-73-6

Bojadziev, M., Barisin, M., Milovanovic, Z. and Krliu, V. (2008). Survey on Decision Making Practices of Macedonian Managers”. Book of abstracts of the 3rd Annual International Conference on European Integration “*Globalization of the Region: EU Perspectives as a Challenge*”, University American College Skopje, Skopje, Republic of Macedonia

Bojadziev, M. and Krliu, V. (2007). Organizational Culture as a Driving Force in Modern Organizations. Conference proceedings of the 2nd Annual International Conference on European Integration “*Bringing Europe In: Different Mechanisms of Europeanization*”, pp. 116-127, University American College Skopje, ISBN 978-9989-2673-2-1

Bojadziev, M. and Krliu, V. (2006). Application of Herzberg Theory in the Emerging Market – The example of Macedonia. Compilation of papers of the 1st Annual International Conference on European Integration “*Changes Arising from the EU Member Status*”, University American College Skopje, Skopje, Republic of Macedonia, ISBN 978-9989-2673-0-7

Awards

2017 – ‘Mother Theresa’ Award for 2017 for outstanding achievements of state interest in the field of humanity and human solidarity, and for encouraging, promoting mutual understating and development of cooperation, both – between nations, and among members of different communities, cultures and religions (August 2017)

2012 – ‘Business Leader of the Year’, awarded on part of the European Business Association in Macedonia (May 2012)

2011 – ‘Best Corporate Social Responsibility Practices in Macedonia’ Award for 2011 for the project *International Family Day Celebration 15.05.*, in the category of ‘Investment in the community’, awarded by the National Coordination Body on Corporate Social Responsibility

2010 – Certificate of Recognition for participation in the National Award for Best Corporate Social Responsibility Practices in Macedonia for 2010 for the project *Professional Development*, in the category of ‘Employee Relations’, awarded by the National Coordination Body on Corporate Social Responsibility

Language skills

Albanian as a mother tongue; excellent knowledge of Macedonian, English and Serbian language; good knowledge of French language