



## Short narrative biography

Prof. Marjan I. Bojadjev, PhD is a professor of Leadership and Organizational Behavior at University American Collage Skopje since the year of 2005. He is incumbent Rector of the University, since the year of 2010. Prof. Bojadjev is also a visiting professor at the Tallahassee International College, Florida, USA since 2013. He is also a visiting professor at the University of Rome Tor Vergata, Rome, Italy.

In October 2017, Prof. Bojadjev has been appointed as an Evaluator of the Accreditation Council for Business Schools and Programs (ACBSP).

In January 2017, Prof. Dr. Bojadjev has been inaugurated as Honorary Consul of Hungary to Ohrid.

Before joining the academia, he has been working in various financial organizations. Prof. Bojadjev has also served on the board of professional organizations and chambers of commerce. During the period 2013-2015, he has served as President of the Rectors' Conference of Private Universities of Macedonia. In the '90s, he has serving as the President of the Macedonian Chamber of Commerce, Association of Savings' Banks.

In 2012, Prof. Bojadjev has been awarded the Teacher of the Year for Region 8 by the Accreditation Council for Business Schools and Programs (ACBSP), USA.

He has completed his doctoral studies at the Ss. Cyril and Methodius University – Skopje. Prof. Bojadjev has completed executive education courses at the Harvard Business School in 2008 and 2009 and has published more than 30 papers in peer reviewed journals.

He has served as a reviewer for journal published by "Taylor and Francis" (2016) and as an editor in chief for the Journal of Entrepreneurship & Innovation (JEI) for 2011/2012, published by the University Ruse, Bulgaria.

## Contact information

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[www.bojadjev.info](http://www.bojadjev.info)  
[www.linkedin.com/in/marjanbojadjev/](http://www.linkedin.com/in/marjanbojadjev/)

## Education

2002-2005	Ph.D. in Economics, Institute of Economics, Ss. Cyril and Methodius University – Skopje, Macedonia
1995-2000	M.Sc. in Banking Marketing, Ss. Cyril and Methodius University – Skopje, Macedonia
1986-1991	B.Sc. in Economics (Commerce), Ss. Cyril and Methodius University – Skopje, Macedonia

## Training

2009	European Entrepreneurship Colloquium (EEC), organized by the European Foundation for Entrepreneurship Research and hosted by the University of Maastricht, Maastricht, the Netherlands
2008	European Education Colloquium for Participant-Centered Learning (EECP), organized by the Harvard Business School, Boston, USA
1994	Specialization degree in International Management, University of Trieste, Italy and Baruch College –

The City University of New York (CUNY)

## Certifications

2011 Certified Management Consultant by IMCMI (International Council of Management Consulting Institutes)

## Awards and Recognitions

2017 Inaugurated Honorary Consul of Hungary in Ohrid, South West Region, Republic of Macedonia  
 2012 Awarded Teacher of the Year for Bacalaureate/Graduate Programs for ACBSP Region 8 (Europe and Middle East)

## Working Experiences (academic, research, other)

October 2017 Evaluator for the Accreditation Council for Business Schools and Programs (ACBSP)  
 October 2016 – present Visiting professor in Organizational Dynamics and Behavior at the Faculty of Economics of the University of Rome “Tor Vergata”, Rome, Italy  
 2013 – 2015 President of the Rector's Conference of Private Universities in the Republic of Macedonia  
 2013 – present Visiting professor at Tallahassee International College, Florida, USA  
 2010 – 2011 Editor in Chief for the Journal of Entrepreneurship and Innovation (JEI), published by University Ruse, Bulgaria  
 2010 – present Rector at University American College Skopje, Skopje, Macedonia  
 2010 – present Full-time professor at the School of Business Economics and Management (SBEM) at University American College Skopje (Courses: Advanced Organizational Behavior and Leadership), Skopje, Macedonia  
 2007 – 2010 Associate Professor at the School of Business Economics and Management (SBEM) at University American College Skopje, Skopje, Macedonia  
 2008 Senior researcher at Euro-Balkan Institute, Skopje, Macedonia  
 2006 – 2010 CEO, Provost and Vice-Rector at University American College Skopje, Skopje, Macedonia  
 2005 – 2006 Dean at the School of Business Economics and Management (SBEM) at University American College Skopje, Skopje, Macedonia  
 2005 Assistant Professor at the School of Business Economics and Management (SBEM) at University American College Skopje, Skopje, Macedonia  
 2004 – 2005 Vice-President for Strategic Development at Protekt M Manufacturing Industry Co. Ltd., Skopje, Macedonia  
 2002 – 2004 Course Instructor in Strategic Management and Marketing courses at New York College Skopje, Skopje, Macedonia  
 1999 – 2004 CEO of Makedonska Banka AD Skopje, Skopje, Macedonia  
 1996 – 1999 CEO of Macedonian Savings House, Skopje, Macedonia  
 1993 – 1999 Deputy General Manager at InterFalco Holding Company, Skopje, Macedonia

## Memberships in professional associations

2016 – present European Academy of Management (EURAM)  
 2011 Editor in Chief of the Editorial Committee of the RESITA Network, Romania  
 2010 – 2011 Member of the Editorial Committee of the RESITA Network, Romania  
 2008 – present Pro-bono mentor at the Centre for Entrepreneurship and Executive Development Macedonia  
 2007 – 2009 First Vice-President on the Board of Directors of AmCham Macedonia

2006 – 2010	Charity Committee at University American College Skopje
2000 – present	Member of the Managing Board at the Association of Economists of the City of Skopje
1999 – 2004	Member of the Cabinet of the President of the Republic of Macedonia on the Committee for Development of E-Business, E-Macedonia for All
1999 – 2003	Member of the Managing Board of the Macedonian Stock Exchange
	Member of the Managing Board of the Macedonian Banking and Insurance Association
1997 – 1999	Member of the Board of Directors at the Regional Chamber of Commerce of the City of Skopje
1994 – 1999	Chairman of the Board of Directors of the Macedonian Money Market
1994 – 1998	President of the Association of Savings Houses – Macedonian Chamber / City of Skopje

## Publications

- 2017 Bojadziev, M., Stefanovska Petkovska, M., Bojadjieva, S., Velikj, V. (2017). Investigation of Drivers and Determinants of Inpatient and Outpatient Satisfaction in Public Ambulatory and Hospital Departments, *Universal Journal of Public Health*, Vol. 5 (4), pp. 141-150.
- Bojadziev, M., Stefanovska Petkovska, M., Mojsoska Blazevski, N., Kačaniklić Josivoski, S. (2017). Perceptions of opportunities and barriers to women's career advancement in a developing economy, *The Transnational Journal of Business*, pp. 21-37.
- Bojadziev, M., Krliu Handjiski, V., Kostovski N., 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. 126-136.
- Bojadziev, M., Hristova, S., Burevski, V. (2017). The Influence of Occupational Stress on the Employees: A Case Study of a Macedonian Company, *Annual of ISPJR – Institute for Sociological, Political and Juridical Research, University “Ss. Cyril and Methodius” – Skopje*, pp. 81-100.
- Bojadziev, M., Handjiski Krliu, 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, University “Ss. Cyril and Methodius” – Skopje*, XLI (1), pp. 45-65.
- Bojadziev, M., Mojsoska Blazevski, N., & Petreski, M. (2017). Youth survival on the labour market: Comparative evidence from three transition economies, *The Economic and Labour Relations Review*, Vol. 28 (2), pp. 312-331.
- Bojadziev, M., Andonov, M., Mihajlovski, Z., Petkukjeski, L. (2017). Social Dialogue as a Form of Participation of Employees in Decision-Making and Management of the Companies with Emphasis on Social Dialogue in the Republic of Macedonia. *International Journal of Social Science Research*. Vol. 5 (1).
- Stefanovska-Petkovska, M., Bojadziev, M. (2017). Cash or Compliment? Older employees preference of financial versus non-financial incentives. *Montegrin Journal of Economics*. Vol. 13 (1), pp. 63-71.
- Bojadziev, M., Kostovski, N., Krliu Handjiski, V., Shindilovski, D. (2017). Organizational Culture and Strategic Alignment in Fast Moving Consumer Goods Company.
- Stefanovska-Petkovska, M., Bojadziev, M., Handjiski, 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.

2016

Bojadziev, M., Naumovski S., Tomovska Misoska, A., Stefanovska Petkovska, M. (2016). Organizational alignment in the food industry: Case study of a company in the Republic of Macedonia, *Journal of the Institute of Economics-Skopje*.

Bojadziev, M., Tomovska Misoska, A., Pesev A., Stefanovska Petkovska, M. (2016). Organizational Alignment in ICT Company in the Republic of Macedonia. *Business and Economic Research*, Journal of the Macrothink Institute. Vol. 6 (2), pp. 424-439, ISSN 2162-4860.

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.

2015

Kostovski, N., Bojadziev, M., Buldioska, K. (2015). Leadership Styles in Companies from Republic of Macedonia. *Economic Development*, Journal of the Institute of Economics-Skopje. Vol. 17 (3), pp. 33-34, December 2015.

Kostovski, N., Bojadziev, I. M., Velikj Stefanovska, V. (2015). Leadership Styles and Organizational Culture in Macedonian Companies, *Journal of Sustainable Development*, Vol. 5 (13), pp. 33-34, December 2015, ISSN 1857-8519.

Stefanovska-Petkovska, M., Bojadziev, M., Velikj-Stefanovska, V. (2015). Reliability, Validity and Factor Structure of the 12-Item General Health Questionnaire among General Population. *Open Access Macedonian Journal of Medical Sciences electronic publication ahead of print*, June 25, 2015.

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

Limani, A., Tomovska-Misoska, A., Bojadziev, M. (2015). Organizational alignment as a model for sustainable development in the public sector in the Republic of Macedonia. *Journal of Sustainable Development*, Vol. 5 (12), pp. 51-68, June 2015, Integrated Business Faculty, Skopje, Macedonia.

Stefanovska-Petkovska, M., Bojadziev, M., Mucunski, Z. (2015). Does participative management produce satisfied employees? Evidence from the automotive industry. *Serbian Journal of Management*, Vol. 10 (1), pp. 75-88, February 2015, University of Belgrade, Technical Faculty in Bor, Bor, Serbia.

Bojadziev, M., Stefanovska-Petkovska, M., Tomovska-Misoska, A., Stojanovska, J. (2015). Perceived work environment and job satisfaction among public administration employees. *The European Journal of Applied Economics*, Vol. 12 (1), pp. 10-18, April 2015, Singidunum University, Belgrade, Serbia.

2014

Dimitrova, M., Vadnjak, J., Petrovska, I., Bojadziev, M. (2014). Should I Become an Entrepreneur or an Employee: Dilemmas of Students in Macedonia and Slovenia? *Acta Oeconomica Universitatis Selye, Vedecký recenzovaný časopis*, Vol. 3 (1), July 2014, Univerzita J. selyeho - Ekonomická fakulta, Komarno, Slovak Republic.

Stefanovska- Petkovska, M., Bojadziev, M., Velikj-Stefanovska, V. (2014). Testing Herzberg's Duality Theory: Analyzing Job Satisfaction Among State Administration Employees. *Book of Proceedings of the 10<sup>th</sup> International May Conference on Strategic Management – IMKSM 2014*, 23-25 May, 2014, pp. 277-286, Technical Faculty, University of Bor, Serbia.

Stefanovska-Petkovska, M., Velikj- Stefanovska, V., Bojadziev, M. (2014). Individual Differences on Job Stress and Related III Health. *Open Access Macedonian Journal of Medical Sciences (MJMS) – online*, 7 (1), March 15, 2014, pp. 147-153, Skopje, Macedonia.

- 2010 Bojadziev, M., Mojsoska-Blazevski, N., Boshnjakovska, D., Stefanovska, M., Krliu, V., Janakievska, J., Saracini, V. (2010). Work Place as Motivator – Comparative Study of Employees in Business and Public Administration in Macedonia and Neighbouring Countries. Published in the *Conference Proceedings of the Fifth Annual International Conference on European Integration: EUROPE AFTER THE LISBON TREATY*, pp. 182-204, University American College Skopje, May 2010, Skopje, Republic of Macedonia, ISBN 987-9989-2673-2-1.
- 2008 Bojadziev, M., Barisin, M., Milovanovic, Z., Krliu, V. (2008). Survey of Decision Making Practices of Macedonian Managers. Published in the *Book of Abstracts of the Third Annual Conference on European Integration: Globalization of the region: EU Perspectives as a Challenge*, May 30, 2008, University American College Skopje, Skopje, Macedonia.
- 2001 Bojadziev, M. (2001). Marketing Strategies in Banking („Маркетинг стратегии во банкарството“). Published in the *conference proceedings of the conference entitled “Macedonian Strategies for Market Presentation” („Маркетинг стратегии за настап на пазарот“)*, May 31- June 1, 2001, Ohrid, Macedonia.
- 2000 Bojadziev, M. (2000). Factors Limiting the Application of Marketing in the Macedonian Banking System. Published in the *Conference Proceedings from the counseling held in Ohrid: “Factors Limiting the Application of Marketing in the Macedonian Industry”*, June 1-2, 2000.

## Conferences

- 11/2016 2016 ACBSP Region 8 Conference in Dubai, United Arab Emirates (UAE) – Evaluator’s Training, titled “Preparing Students for Career Success”
- 11/2015 2015 ACBSP International Conference in Barcelona, Spain, titled “Creating New Knowledge in the Classroom”
- 09/2014 Presentation of research paper titled “The role of participatory management in fostering job satisfaction among public administration employees” by Stefanovska-Petkovska M., Bojadziev M., Velikj – Stefanovska V., MSM 4<sup>th</sup> Annual Research Conference titled “Global Business, Emerging Markets and Human Rights: Old Concerns or Fresh Hopes?”, 5 September, 2015, Maastricht School of Management, Maastricht, the Netherlands
- 05/2013 Kastratovic, E., Bojadziev, M., Krliu-Handjiski, V. (2013). Creating a market oriented organizational structure as a key to overcoming the financial crisis – a comparative study. *2013 Conference Volume of the Eighth annual international academic conference on European integration – OUT OF THE CRISIS: EU ECONOMIC AND SOCIAL POLICIES RECONSIDERED*, pp. 377-396, University American College Skopje, Skopje, 2013

- 05/2012 Presentation of research topic titled “The econometrics and the management (focus on HR costs and influencing)” by Krsteska K. & Bojadziev M., 8<sup>th</sup> May Conference on Strategic Management (MKSM012), 25-27 May, 2012, Bor, Serbia
- 05/2012 Presentation of research topic titled “Understanding Factors of Innovative Thinking in Advertising Agencies: Case of Macedonian, Slovenian and Serbian Advertising Agencies” by Petrovska I., Tomovska-Misoska A., Bojadziev M., UACS 7<sup>th</sup> Annual International Conference on European Integration titled “Europe 2020: Toward Innovative and Inclusive Union”, 17 May, 2012, Skopje, Macedonia
- 10/2011 Presentation of research topic titled “Vox Organizationis – theoretical basis and methodological considerations in the development of an instrument for organizational culture” by Bojadziev M., Tomovska-Misoska A., Stefanovska M., Nikolovska Z., 14<sup>th</sup> Annual Conference of the Faculty of Economics and Business Administration, Sofia University “St. Kliment Ohridski” titled “Social Values and Competitiveness Development in EU”, 7-8 October, 2011, Sofia, Bulgaria
- 05/2011 Bocevska, K. & Bojadziev, M. (2011). Rewarding structure for payment and motivation of managers in different levels. *Book of Proceedings of the VII May Conference on Strategic Management With International Participation*, University of Belgrade, Technical Faculty in Bor, Serbia, May 26-28, 2011
- 05/2011 Dimitrova, M., Petrovska, I., Bojadziev, M. (2011). Green Economics: Young Generations to Help Achieve Future Sustainability of Europe. *2011 Conference volume of the Sixth annual international conference on European integration: Constructing Europe as a Global Power – From Market to Identity?*, pp. 161-176, University American College Skopje, Skopje, Macedonia, 2011
- 11/2010 Petrovska, I., Bojadziev, M., Sekulovska, N. (2010). The Challenges of Marketing Communication Strategy During the Global Economic Crisis in the Financial Industry. *Presented at the ECCF and published in the Proceedings of the International Conference: The Challenges to Economic Theory and Policy in the Aftermath of the Global Economic Crisis*, 12-13 November, 2010, Skopje, Macedonia
- 09/2010 Presentation of research paper titled “Human Resource Management in a supportive role of Sustainable Development & Waste Management” by Bocevska K. & Bojadziev M., 5<sup>th</sup> Symposium on Recycling Technologies and Sustainable Development, 12-15 September, 2010, Serbia
- 05/2010 Presentation of research topic titled “Theoretical Approach for Identifying the Links between the Strategic Human Resource Management and the Value of the Companies” by Bocevska K. & Bojadziev M., 6<sup>th</sup> May Conference on Strategic Management (IMKSM 2010), University of Belgrade, Technical Faculty, Department for management, Belgrade, Serbia
- 05/2010 Bojadziev M., Mojsoska-Blazevski N., Boshnjakovska D., Stefanovska M., Krliu V., Janakievaska J., Saracini V. (2010). Work Place as Motivator – Comparative Study of Employees in Business and Public Administration in Macedonia and Neighbouring Countries. Presented at the Fifth Annual International Conference on European Integration: EUROPE AFTER THE LISBON TREATY, pp. 182-204, University American College Skopje, May 2010, Skopje, Republic of Macedonia, ISBN 987-9989-2673-2-1
- 05/2009 Presentation of research topic entitled “The Human Resource Related Activities and Quality Function Deployment” by Bocevska K. & Bojadziev M., 12<sup>th</sup> International Conference of the Research Centre on Dependability and Quality Management, (IC DQM-2009), Belgrade, Serbia
- 05/2009 Presentation of research topic entitled “Corporate Strategies in a Downturn” by Bojadziev M. & Barisin M.,

International Conference: Current Issues in Management of Business and Society Development (in original: BIZNESA UN SABIEDRĪBAS ATTĪSTĪBAS VADĪBAS AKTUALITĀTES), 8 May, 2009, Riga, Latvia

- 11/2009 Presentation of research topic entitled “The Aspect of Human Resources Training and Development with Other Supporting Measurements Over the Total Sustainable Management” by Bojadziev M. & Krliu V., 4<sup>th</sup> Symposium for Recycling Technologies and Sustainable Development, 3-6 November, 2009, University of Belgrade, Belgrade, Serbia
- 05/2008 Bojadziev M., Barisin M., Milovanovic Z., Krliu V. (2008). Survey of Decision Making Practices of Macedonian Managers. Presented at the Third Annual Conference on European Integration: Globalization of the region: EU Perspectives as a Challenge, May 30, 2008, University American College Skopje, Skopje, Macedonia
- 05/2007 Bojadziev, M. & Krliu, V. (2007). Organizational Culture as a Driving Force in Modern Organizations. Published in the *Conference Proceedings of the Second International Conference on European Integration: Bringing Europe in: Different Mechanisms of Europeanization*, pp. 116-127, University American College Skopje, Skopje, Macedonia, 2007, ISBN 978-9989-2673-2-1
- 2007 Bojadziev, M. & Krliu, V. (2007). Non for Profit Organizations and Institutions Effective Management. Paper not published
- 2006 Bojadziev, M. & Krliu, V. (2006). Application of Herzberg Theory in the Emerging Market – The Example of Macedonia. *1<sup>st</sup> International Conference: Changes Arising From the EU Member Candidate Status*, University American College Skopje, Skopje, Macedonia, 2006, ISBN 978-9989-2673-0-7
- 05/2002 Presentation of research topic titled “Research on the Elements of the Marketing Mix and the Opportunities for Introducing MCIF in Banking”, conference proceedings and presented at the conference titled “Research of the Domestic and Foreign Markets, Macedonian Marketing Association”, 7-8 March, 2002, Ohrid, Macedonia
- 06/2001 Bojadziev M. (2001). Marketing Strategies in Banking (Маркетинг стратегии во банкарството). Published in the conference proceedings at the conference Macedonian Strategies for Market Presentation (Маркетинг стратегии за настап на пазарот), May 31- June 1, 2001, Ohrid, Macedonia

**Language skills**

Macedonian language as a mother tongue;  
 Excellent knowledge of English language (C1);  
 Excellent knowledge of Serbian, Croatian, Bulgarian, Montegrin (C1);  
 Beginner in Italian language (A1).