CURRICULUM VITAE

Personal data	
Name	Violeta Milenkovska
Telephone number	075/292929
E-mail	v.milenkovska@utms.edu.mk
Nationality	Macedonian
Date of birth	05.10.1962
Sex	Female
Academic title	Associate professor

Work experience	
• Dates (from – until)	2009
• Name and address of the employer	University of tourism and management in Skopje
• Section	Education
• Profession or function	Professor
• Main activities and responsibilities	Teaching core subject at the Faculty of Human Resource Management: High Business Leadership Coordinator of the Students Care Department
• Dates (from – until)	1999-2003
• Name and address of the employer	Elementary school „Aco Shopov“, Skopje
• Section	Education
• Profession or function	Headmaster
• Main activities and responsibilities	1999-2003
• Dates (from – until)	1984-2008
• Name and address of the employer	Elementary school „Aco Shopov“, Skopje
• Section	Education
• Profession or function	Teacher
• Main activities and responsibilities	School management, Teaching methods

Education and training	
• National qualifications level	VIII
• Dates (from – until)	2009
• Name and type of organization providing the education or training	Institute for Sociological, Political and Juridical Research – University „St. Cyril and Methodius“ Skopje

• Main subjects/professional skills included	Management, Leadership, Organizational behavior, Human Resources Management
• Academic degree	PhD Degree in Management
• National qualifications level	VII-2
• Dates (from – until)	2005
• Name and type of organization providing the education or training	Institute for Sociological, Political and Juridical Research – University „St. Cyril and Methodius“ Skopje
• Main subjects/professional skills included	Management, Leadership, Organizational behavior, Human resources management
• Academic degree	Master Degree in personnel management
• National qualifications level	VII-1
• Dates (from – until)	1999
• Name and type of organization providing the education or training	Faculty of Pedagogy
• Main subjects/professional skills included	Teaching methods, Pedagogy, Psychology
• Academic degree	Graduated Teacher in Primary School

Professional experience	
• Dates (from – until)	2002
• Location	International workshop on Management - Ohrid
• Company	Ministry of Education - Macedonia
• Position	Trainer
• Description	Training Facilitator
• Dates (from – until)	1997 -1999
• Location	International Action Research Project “European Schools Network for Health Improvement” - Macedonia
• Company	Ministry of Education - Macedonia
• Position	Project manager and Trainer
• Description	Coordinator for all project activities
• Dates (from – until)	*27 December 2025*
• Location	*Skopje, Macedonia*
• Company	IInternational Scientific Conference of the Institute of National GeographyGEO³ Conference 2025 Geography in the Age of Global Transformation: Spatial Inequalities, Sustainability, and Territorial Development, 27 December 2025.
• Position	Co-author of a scientific paper (attending and presenting)

• Dates (from – until)		*14 November 2025*
• Location		*Skopje, Macedonia*
• Company		INTERNATIONAL SCIENTIFIC CONGRESS OF FACULTY OF INFORMATICS AND INSTITUTE FOR BUSINESS AND MANAGEMENT AT UNIVERSITY OF SKOPJE IT-TOUR
• Position		Co-author of a scientific paper (attending and presenting)
• Dates (from – until)		*18 November 2024*
• Location		*Skopje, Macedonia*
• Company		*University Skopje, ICON BEST 2024*
• Position		Co-author of a scientific paper (attending and presenting)
• Dates (from – until)		*14 November 2022*
• Location		*Skopje, Macedonia*
• Company		*University of Tourism and Management - Skopje, ICON BEST 2022 - International Conference for Business, Economy, Sport and Tourism, 8th International Scientific Congress "Innovative Trends in international business and sustainable managemen" Skopje, 2022.*
• Position		Co-author of a scientific paper (attending and presenting)
• Dates (from – until)		*11 November 2020*
• Location		*Skopje, Macedonia*
• Company		*University of Tourism and Management - Skopje, ICON BEST 2020- International Conference for Business, Economy, Sport and Tourism, 7th International Scientific Congress "ALTERNATIVE PATHS FOR DEVELOPMENT OF EMERGING ECONOMIES IN GLOBAL BUSINESS ENVIRONMENT" Skopje, 2020.*
• Position		Co-author of a scientific paper (attending and presenting)
• Dates (from – until)		*15 October 2018*
• Dates (from – until)		Skopje, UTMS
• Location		*Skopje, Macedonia.*
• Company		*6 International Scientific Congress, ICON BEST - International Conference for Business, Economy, Sport and Tourism,*
• Position		*Scientific Committee*
• Dates (from – until)		2016
• Location		Skopje, UTMS
• Company		*V International Scientific Congress, ICON BEST - International Conference for*

		Business, Economy, Sport and Tourism, October 9th to 11th, 2015.
• Position		*Scientific Committee*
• Dates (from – until)		2015
• Location		Skopje, UTMS
• Company		IV International Scientific Congress, ICON BEST - International Conference for Business, Economy, Sport and Tourism, October 9th to 11th, 2015.
• Position		Scientific Committee
• Dates (from – until)		2013
• Location		Skopje, UTMS
• Company		The Third International Scientific Congress – Biennale, Collection of papers of the Congress on the theme, ICON BEST 2013
• Position		Scientific Committee
• Dates (from – until)		27-29th April. 2011
• Location		Skopje, Macedonia
• Company		The Second International Scientific Congress "The Influence of Tourism on Economic Development"
• Position		Organizing Committee, presenter (The Challenges of a Family Business) and moderator
• Dates (from – until)		27th September 2010
• Location		University of Tourism and Management – Skopje, Macedonia
• Company		The International Congress of Tourisms and Management "The Challenges and Perspectives of the Tourism and Management" in honor of the International Day of Tourism
• Position		Presenter – "Emotionally Intelligent Organization"
• Dates (from – until)		2002
• Location		International pedagogical meeting "The teacher of the XXI century" –Ohrid
• Company		Ministry of Education - Macedonia
• Position		Presenter- "Management during the change"

Publications

2025		Aleksandra Stoilkovska, Biljana Trendafilova, Violeta Milenkovska. Human Resources, Institutional Governance, and Spatial Inequalities in the Labor Market: A Comparative Perspective
2025		Aleksandra Stoilkovska, Violeta Milenkovska, Gordana Badarovska. FROM ALGORITHMIC SUPPORT TO INSTITUTIONAL RESPONSIBILITY: ARTIFICIAL INTELLIGENCE IN EDUCATIONAL HUMAN RESOURCE MANAGEMENT
2024		Julijana Petrovska, Sonja Dišovska Violeta Milenkovska. MANAGEMENT OF INTERNATIONAL RELATIONS IN ORDER TO INCREASE WORK EFFICIENCY, ICON BEST 2024. Skopje, UTMS.
2024		Aleksandra Stoilkovska, Violeta Milenkovska Gordana Serafimovic. APPLICATION OF HYBRID WORK ACCORDING TO THE NEEDS OF DIFFERENT GENERATIONAL GROUPS. ICON BEST 2024. Skopje, UTMS.
2024		Blagica Novkovska, Angela Milenkovska Klimoska and Violeta Milenkovska. 2024. Women's Inclusion in Research: Comparison of Involvment in Research for Developing and Developed Countries. UTMS Journal of Economics 15(1): 12–21.
2022		Blagica Novkovska, Angela Milenkovska Klimoska and Violeta Milenkovska. 2024. Women's Inclusion in Research: Comparison of Involvment in Research for Developing and Developed Countries. UTMS Journal of Economics 15(1): 12–21.*2022*

2020		Blagica Novkovska, and Violeta Milenkovska. 2020. How to Build Robust On-Line Job interview Resistant to Health – Risk Generated Crises. UTMS Journal of Economics 11(2): 243–250.
2020		Blagica Novkovska and Violeta Milenkovska. HOW TO BUILD ROBUST ON-LINE JOB INTERVIEW RESISTANT TO HEALTH-RISK GENERATED CRISES. ICON BEST - INTERNATIONAL CONGRESS FOR BUSINESS, EDUCATION, SPORT AND TOURISMhas the honour to announce. The 7th International Scientific Congress, UTMS, Skopje, R.Makedonija.
2020		Violeta Milenkovska and Marija Apostolova Nikolovska. COVID - 19 AND PROVIDING QUALITY TEACHER EDUCATION: KEY TO BUILD A RESILIENT MACEDONIAN EDUCATION SYSTEM INTERNATIONAL CONGRESS FOR BUSINESS, EDUCATION, SPORT AND TOURISMhas the honour to announce. The 7th International Scientific Congress, UTMS, Skopje, R.Makedonija.
2020		Violeta Milenkovska and Blagica Novkovska. 2019. How to Build Total Quality Management System for Higher Education in a Small Country. UTMS Journal of Economics 10 (2): 227–235.
2019		Violeta Milenkovska and Blagica Novkovska. 2019. How to Build Total Quality Management System for Higher Education in a Small Country. UTMS Journal of Economics 10 (2): 227–235(EBSCO)
2019		V. Milenkovska, J. Petrovska, and A. Stoilkovska. POSITIVE ATTITUDE TOWARDS BUSINESS ETHICS AND SOCIAL RESPONSIBILITY FOR IMPROVING CORPORATE IMAGE UTMS Journal of economics, Vol. 10 No. 1(97–107). (EBSCO)
2018		Violeta, Milenkovska and B. Novkovska. **HOW TO ESTABLISH UNIFORM HIGHER EDUCATION QUALITY MANAGEMENT SYSTEM FOR MACEDONIA**. UTMS Journal of economics, Vol. 9 No. 2 (pp. 213-220) (EBSCO)
2018		Violeta, Milenkovska. **BUSINESS ETHICS AND SOCIAL RESPONSIBILITY AS A FACTOR FOR IMPROVING THE CORPORATE IMAGE OF THE BUSINESS ORGANIZATIONS.** The 6th International Scientific Congress

2018		Violeta Milenkovska, Blagica Novkovsk. **PERSPECTIVES FOR TOTAL QUALITY MANAGEMENT IN HIGHER EDUCATION IN MACEDONIA**. The International Scientific Committee of ICON BEST - INTERNATIONAL CONGRESS FOR BUSINESS, ECONOMY, SPORT AND TOURISM has the honour to announce The 6th International Scientific Congress
2017		Aleksandra Stoilkovska, Violeta Milenkovska, Gordana Serafimovic, **Discrimination in employment based on political affiliation**, Trenčianska univerzita Alexandra Dubčeka v Trenčíne. University Review, Vol. 12, 2018, No.1, p. 27-34
2017		V. Milenkovska, M. Markovska and Lj. Nikolovski . **PROMOTION: WOMEN LEADERSHIP AND ALTERNATIVE METHODS FOR RESOLVING BUSINESSCONFLICTS AND CHANGES IN THE ORGANIZATION**. UTMS Journal of economics, Vol. 8 No. 2 (pp. 183-192)
2016		Milenkovska Violeta and Milenkovska Angela. **The impact of comunication in primary and secondary schools for promoting the efficiency of the educational process.** The International Scientific Committee of ICON BEST - International Conference for Business, Economy, Sport and Tourism in cooperation with the World Academy of Art and Science has the honour to announce The 5th Jubilee International Scientific Congress

2015		Stoilkovska Aleksandra, Milenkovska Violeta, Ristovska Natasha, **Intrapreneurial management approach: innovations and creativity as factors for sustainable development of the companies**, *SYLWAN Journal*, Vol. 159, Issue. 6 (pp. 123-133), Warszawa, Poland, June 2015 **(impact factor, Thomson Reuters)**
2015		Konstantin Petkovski, Fanche Joshevska, Violeta Milenkovska, **Non-practicing the dialogue as a factor of non-development of the organizational learning**, *Global Journal of Management and Business Research*: B Economics and Commerce Volume 15 Issue 5 Version 1.0, USA, 2015 EBSCO
2015		Fanche Joshevska, Konstantin Petkovski, Violeta Milenkovska, **Personal characteristics and social values as factors for (non) - practicing organizational learning**, *MERIT RESEARCH JURNALS of EDUCATION and REVIEW* , ISSN: 2350-2282, Vol.3 No.8, August, 2015 ISI IMPACT FACTOR = 0.264

2013		Stoilkovska, Aleksandra, Violeta Milenkovska, and Gordana Serafimovic. 2013. **The influence of family relations on decision making in family businesses**. Special issue, *UTMS Journal of Economics* 4 (1): 17–26.
2013		Aleksandra Stoilkovska, Violeta Milenkovska, Gordana Serafimovic, **The Corellation Between Organizational Climate and Efficiency of Teams**, The Third International Scientific Congress – Biennale, Collection of papers of the Congress on the theme, ICON BEST 2013
2013		Aleksandra Stoilkovska, Violeta Milenkovska, Gordana Serafimovic**, The Influence of Family Relations on Decision Making in Family Business**, The Third International Scientific Congress – Biennale, Collection of papers of the Congress on the theme, ICON BEST 2013
2011		Milenkovska Violeta, **Contemporary tendencies in the tourism operation**, *UTMS Journal of economics,* Vol. 2 No. 1
2008		Violeta Milenkovska, The influence of the environment to the volume of the tourist turn over, Collection works, Faculty of Tourism, Skopje
2009		Aleksandra Stoilkovska, Violeta Milenkovska EMOTIONALLY INTELLIGENT ORGANIZATION The international Congress of Tourism and management: "The Challenges and Perspectives of the Tourism and Management" September 2009, Skopje, Macedonia 26-27
2004		Petkovski Konstantin, Lambeva Beti, Milenkovska Violeta, **The internal evaluation as a basis for functional inspectorship,** Europe 92, Kochani
2002		*Students book Society for 4th Grade (Macedonian, Albanian and Turkish language)*