



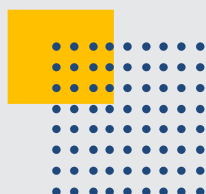
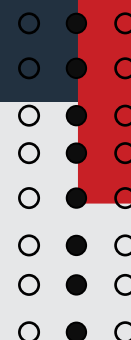
BOOK OF ABSTRACTS



**INTERNATIONAL CONFERENCE ON NEW ACHIEVEMENTS
IN
SCIENCE, TECHNOLOGY AND ARTS**

ICNA-STA

14 – 15 APRIL 2022, PEJA, KOSOVO





INTRO

This book presents the abstracts of the interdisciplinary conference „International Conference on New Achievements in Science, Technology and Arts” – ICNA-STA “that took place in Peja, Kosovo from 14 – 15 April 2022, organized by the University “Haxhi Zeka” Peja and International Business College Mitrovica as co-organizer, along with the consortium of partners gathered under the Erasmus+ project “ResearchCult - Enhancing Research Culture in Higher Education in Kosovo”. The Conference in Peja aimed at showcasing the scientific processes relating to education and training, technology and engineering, economics, social and environmental sciences, arts and others into interdisciplinary research forum discussing opportunities, achievements and scientific potential of the project partners. The conference is co-organized with a number of local and international universities and higher education institutions, as represented below in the relevant organization and scientific structures of the conference.

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ICNA-STA
14th -15th April 2022, Peja, Kosovo

CONFERENCE ORGANIZING PARTNERS



INTERNATIONAL CONFERENCE ON NEW ACHIEVEMENTS IN SCIENCE, TECHNOLOGY AND ARTS
ICNA-STA
14th -15th April 2022, Peja, Kosovo

Publishers:

International Business College Mitrovica (IBC-M), Kosovo

University Haxhi Zeka Peja, Kosovo

South East European University, Skopje, North Macedonia

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ISBN: 978-9951-9090-0-6

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The International Conference on New Achievements in Science, Technology and Arts” – ICNA-STA brought an interdisciplinary perspective and collaboration among researchers of various scientific disciplines from research institutions in South East Europe, European countries and USA.

The ICNA-STA conference was a co-organization of consortium partners of the Erasmus + Capacity building Program “Enhancing Research Culture in Higher Education in Kosovo (ResearchCult)¹, as a joint effort put among scientists of organizing institutions and other scientists who contributed to the conference with valuable scientific presentations. It also offered opportunities for researchers, academicians and industry experts to meet and interact with local and international participants on how to best:

- utilize and enhancing academic learning by integrating research and innovation;
- enhance cooperation between the academia and public and private institutions through usage of research and innovation outcomes;

More specifically the main objectives of the Conference were:

- to provide a forum for discussion about the latest scientific contribution in various areas of science;
- to focus on the impact of the research and innovation in the scientific fields covered;
- to discuss and compare the experiences in all scientific areas covered in this conference;

The scientific contributions were clustered around the following areas:

1. EDUCATION & TRAINING;
2. ECONOMICS, FINANCE & BUSINESS ENVIRONMENT – Embracing Change & Transformation;
3. MANAGEMENT, LEADERSHIP & MARKETING – Embracing Change & Transformation;
4. AGROBUSINESS SUSTAINABILITY;
5. THE ADEQUACY OF INTERNATIONAL HUMAN RIGHTS FRAMEWORK UNDER THE COVID -19 PANDEMIC CONDITIONS / LEGAL STUDIES;
6. TECHNOLOGY & ENGINEERING;
7. MEDICAL/HEALTH SCIENCES;
8. NATURAL & ENVIRONMENTAL SCIENCES;
9. SOCIAL SCIENCES;
10. HUMANITIES & PHILOLOGICAL SCIENCES

¹ <https://researchcult.net>

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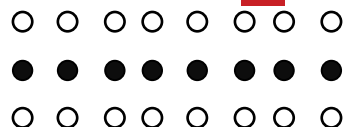
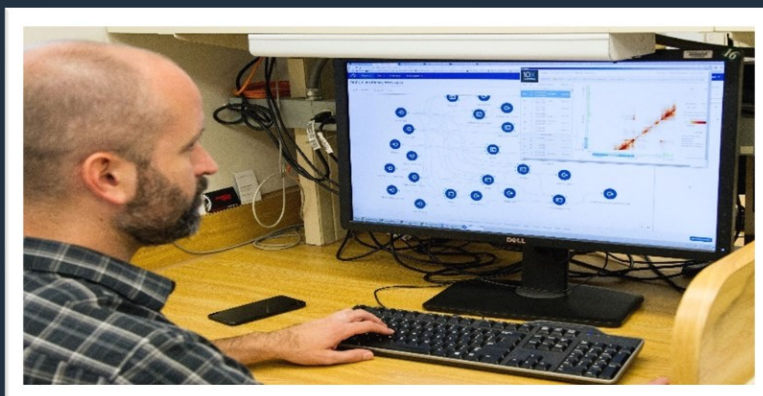
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EDUCATION AND TRAINING



Ecological education and development of environmental awareness in children

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Abstract

Mankind today is facing a multitude of existential crises, among which the ecological crisis occupies a special place. Human civilization has entered a deep global ecological crisis of enormous proportions, caused by increasing production. People have the right to a healthy and fruitful life in harmony with nature. Today's development must not jeopardize the development needs of present and future generations. In the territory of the Republic of Kosovo, very little is known and said about ecology. By introducing curricular areas in the teaching and educational process, we gain the opportunity to point out to students the importance of a responsible approach to the environment in which they are a central factor. The purpose of environmental education should be to make students understand that they, as future socially responsible individuals, are responsible for preserving resources vital to humanity such as: clean air, clean and quality water, healthy food. The aim of this paper is to find ways to raise students' awareness of the importance of ecology and its sustainability through the educational system.

Keywords: *importance of ecology, education system, resources and conservation.*

What problems do teachers and students encounter in ESP program for legal studies at SEEU

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Abstract

The article aims to reveal the problems both ESP learners and teachers encounter during learning/teaching specific content and specific vocabulary of English for Legal studies. The main issue which is anticipated to be a challenge for teachers in this course is often inadequate knowledge of a specialist field. As far as learners are concerned we anticipate that in most ESP courses they are not prepared for professional communication in English on the area of their field. These anticipated results are the basic hypothesis of our manuscript to focus on. The study is aiming at finding out and answering these two questions. For this purpose, the survey was carried out at SEEU, English for Legal Studies faculty. Both teachers and learners were asked about their attitude and preparedness towards ESP course.

Keywords: *ESP, content, reveal, challenges, specialist field.*

Language of textbooks in relation to the educational process

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Abstract

This paper will address the role that the language of textbooks has in the educational process, more specifically the role of language in the process of acquiring knowledge by students.

The purpose of the work is to identify elements of teaching texts that make the learning process difficult.

It is stated in the work that the language of teaching texts, not rarely, makes the learning process difficult.

The paper will address how appropriate the language of textbooks is for students. The expression "appropriate language" means analyzing the sentence syntax, sentence length, sentence simplicity or complexity, terminology used; the amount of information within the text etc.

Taking examples from the textbooks we will analyze and identify some features of the language, which can complicate the process of acquiring knowledge by students and give recommendations to avoid possible "flaws" that characterize the language of the textbooks from which students learn in Kosovo.

Keywords: *meaning, sentence, language, information, suitability.*

Constructing bridges of inclusion. Challenges of students with special needs in Albanian and Kosovo Universities

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Abstract

In the context of inclusive education, an approach which has found support since 1994 with Salamanca's statement, more and more students with special needs are enrolling in mainstream schools in Albania and Kosovo. The participation of these students has begun to be seen in university auditoriums as well, institutions which seem to be less prepared to include this category of students, compared to the primary and secondary agencies of education.

This paper aims to explore the challenges that students with special needs feel and the barriers they face while studying at university. The methodology used is a combination of the secondary data, provided by the literature review and different agencies reports, with the primary ones, generated from the interviews with students and academic staff at Albanian and Kosovo universities.

Unlike pre-university education, which is more procedurally prepared, and more supported by the trained staff, to accommodate these students, universities, although more inclusive and open to diversity and heterogeneity, are unprepared to provide support. and appropriate assistance through appropriate mechanisms for this category of students.

The results generated from this study can be considered in designing successful university policies in function of building bridges of inclusion for students with special needs in Albanian and Kosovo universities.

Keywords: *students, special needs, university, Albania, Kosovo, inclusion*

Distance learning: Teaching outcomes and satisfaction during COVID-19 pandemic at Faculty of Medicine, University of Prishtina, Kosovo

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Abstract

Introduction: The closure of higher educational institutions (HEI) all over the world followed in Kosovo as well, immediately after COVID-19 pandemic was declared. All educational activity, either preclinical or clinical was suspended. A new and necessary method for delivering lectures and developed quick and found application ubiquitously. Different countries responded differently to this new method, with main differences between high- and low-income countries. Utilization of new web platforms took place so that the education, lectures and learning materials would be delivered. In the second part of March 2020, University of Prishtina informed students that they had finished all the preparations needed for the start of distance learning.

Aim: The aim of this study is to define the outcomes and satisfaction results of remote learning and for addressing the problems, strengths and weaknesses of distance learning in our country, compared to well developed and developing countries.

Methods: This is a cross-sectional study, based on questionnaires for evaluating the outcome of distance learning for the Faculty of Medicine students. This study includes students from all departments and all study years of our faculty, who admitted to being part of the study. The questionnaires were sent through email and social media groups.

Results: Based on our results, students believe that distance learning cannot replace at any form the physical or face-to-face learning, even though it has emerged as an acceptable method for the time being. With the pandemics ongoing the online learning got better and so did the quality of remote teaching. The biggest obstructors for students were low quality internet connection, power outage and home environment distractions. Distance learning was less acceptable between students of higher study years due to loss of patient contact.

Conclusions: Online teaching provided by Faculty of Medicine significantly improved during COVID-19 pandemic and proved to be the best method for providing education through these unprecedented times and crisis. We can conclude that online teaching can be used in blended formats but cannot replace the face-to-face classic learning.

Keywords: *Remote, teaching in medicine, Covid-19, learning, online.*

Identifying the Gaps: Re-imagining Teaching Practicum for Elementary Pre-service Teachers

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Abstract

Future teachers' reflections before employment can contribute to the curriculum development, therefore, it is advisable that teacher preparation programs provide mechanisms to give them a voice. A thorough investigation needs to be carried out regarding the roles and contributions that each party has and/or can provide to plan effective and successful programs of teaching practicum. Defining clearly the roles and responsibilities of the involved parties is seen as a prerequisite for a thorough organization of the teaching practicum. There is a rising amount of pressure on Kosovar universities that offer teacher education to increase student-teacher academic performance and to offer better conditions for teaching practicum in public schools. This research aims to explore effective mentoring strategies to explicate those attributes that advance positive and proactive mentorship. Through an examination of mentors' and students' perceptions, the study sought to garner a deeper comprehension of those practices that effectively impact mentoring relationships to more completely understand the phenomenon of mentoring in elementary teaching practicum. Semi-structured interviews are conducted with 10 pre-service teachers, 5 university supervisors and 5 mentor teachers. This qualitative study used the thematic analysis method to analyze interviews data. According to the findings of this study, mentors' qualities have a special contribution on establishing positive and close relations with the student teachers. As a result of establishing a good rapport, students have opportunities to benefit more in the personal and professional aspect. This study offers a model of establishing a well-organized teaching practicum in order to increase the quality of mentoring and the teaching practicum in general.

Keywords: *Mentoring, teaching practicum, pre-service teachers, mentor teacher, university supervisor.*

Role of Media in Education

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Abstract

Media has become a part of our daily lives. Children now have access to the internet at a very young age. The aim of this project is to show the relationship between the media and education. It also talks about the use of media in the classroom and the teaching-learning process and how it engages students in learning and provides a richer experience.

Media can be used in almost any subject to enhance learning, both in class and also for out-of-class assignments. Various forms of media such as newspapers, television, radio, the internet, and so forth have largely contributed to basic skills, reading, writing, and arithmetic. Media has become a necessary part of everybody's formal and also informal education.

This paper will research the role and importance of using mass media in the learning process, and which types of mass media are used the most. The research will be conducted by primary school teachers.

Keywords: *Education, Media, Classroom, Learning, Technology.*

The features of the speech act of children (2-5 years old)

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Abstract

Children, by the way of their nature are curious and observers. They persistently seek to discover and recognize the world around them, to understand how things and phenomena of the reality around them works, to enter into relationships with people and with this physical and imaginary reality. Above all, this recognition and these relationships are realized and materialized linguistically. They access and acquire the language naturally and are conditioned by the socio-linguistic environment in which they grow and educate. Through the language they express, create and unfold their feelings, attitudes and fantasies. So, in this complex communication process, they complete and develop the language gradually. Their speech begins to be enriched with new words and expressions, demonstrating the development of linguistic competence and communication. Language and the speech of children, the nature and the features of its acquisition used by this age group, has always attracted the attention of many scholars of various disciplinary fields. This review is made in function of the main hypothesis: The language and the speech act of the children represent specific features which are conditioned by linguistic and non-linguistic factors (psycho-emotional and intellectual development) and have made this age group distinct from other age groups in the aspect of language development and linguistic formation.

We choose the age of 2-5 years old which has specific developmental features, unique and with a lot of research interest. Language and the speech of this age group will be the subject of this research, not just as Abstraction of signs and rules, but as a potential of meaning expressed and produced in concrete speech acts. It will be observed, described and analyzed in relation to developmental, linguistically, cognitive, psycho-emotional and intellectual features, of this age.

Keywords: *2-5 years old, developmental features, linguistic competence, linguistic consciousness, language/speech acquisition.*

The complexity of children's education in emergency times. Lesson learned from Albania context

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Abstract

Emergency situations expose individuals, especially children, to extreme problems, for which they are often unprepared. Natural disasters such as earthquakes, floods or even pandemics and wars, require additional capacities to cope with, which especially in peripheral societies, are not always possible. Managing and coping with emergencies, among others, is closely related to issues of education, which becomes more complex, but also of a paramount importance in such times.

This paper aims to explore the complexity and the challenges of children's education in emergencies times, referring to the period 2019-2022 in Albania, which faced two important emergency situations, such as the earthquake of November 26, 2019 and the pandemic caused by COVID19.

The methodology used is a combination of the secondary data, provided by the literature review and different agencies reports, with the primary ones, generated from the interviews with teachers from elementary schools and secondary ones and parents of children from 6 to 14 years old.

The results of this study showed that the lack of preparation for emergency situations through education, negatively affected the management of the emergency situation for children. The lessons learned from this study can be considered in designing successful educational policies in function of children's preparing for emergency situations and coping successfully with them.

Keywords: *emergencies, education, children, earthquake, pandemic, Albania.*

Assessing the research performance and competitiveness: cross-country analysis from Western Balkans

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Abstract

Scientific production is an essential factor for economic sustainability in the short and long term. The purpose of this study is twofold: firstly, this study examines the level of competitiveness among universities in Kosovo, and secondly, this study examines Kosovo's regional competitiveness in terms of scientific production. The data source of this study is the Scopus database and examines scientific potential from 2010 to 2020. Findings show that at the national level, the leading higher education institution is Pristina University. However, there is an increase in the scholarly output of other higher education institutions, either private or public. Findings also show that countries with lower scholarly output (e.g., Kosovo) have higher performance in terms of international collaborations. Concerning other performance indicators at the regional level, three leading countries are Slovenia, Croatia and Serbia.

Keywords: *Kosovo, National Competitiveness, Regional Competitiveness, Scientific Production.*

Music Games and Correct Word Spelling

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Abstract

This research presents the impact of musical games on the correct word spelling by first grade students. Music is a subject related to other curricular areas and subjects. In this study we have presented the connection between music education and Albanian language, where through music games which are realized during the lesson has been influenced to improve the correct spelling of words by students who in certain cases and at the same time with words that are not used so far have difficulties to spell them. One of the learning outcomes for the first grade emphasizes the correct word spelling. The study is realized with action research methodology. The activities realized as an action plan in this research are focused on musical games where the aim was to acquire the correct pronunciation of words by singing, the correct realization of vowels within the word - diction, placing the accent in the right place - intonation by means of rhythmic musical play. The research period was one month and the research participants were 50 first graders. The results of the study have shown that the use of musical games as a different form of learning has had a positive impact on supporting students to pronounce words correctly.

Keywords: *music, word spelling, musical games.*

The Importance of Digital Games in Teaching and Learning Mathematical Concepts in Lower Secondary School Students

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Abstract

Technology has affected almost every aspect of our lives, and education in general is not excluded from the evolution of technology. Students today are experiencing this change and the teaching and learning processes needs to adapt to the digital age. Many students are spending time and having fun playing games on their personal computers, laptops, tablets and smartphones. On the other hand, mathematical concepts are being considered as Abstract and too complex to solve.

As the study shows, digital games can be useful tools in the learning process in the subject of mathematics, as they support the understanding of basic concepts, but also motivate them to view mathematics positively. Therefore, the research tries to reflect the importance of digital games in teaching and learning mathematical concepts to lower secondary school students. The purpose of our paper is to inspire teachers and students to engage in digital games while addressing mathematical concepts. The methodology used for this research is a summary of existing studies at the lower secondary school level, which discusses the priorities for students in terms of their academic achievement and internal motivation through digital games. The result of this discussion is a review of the literature on increasing the quality of mathematics education through the integration of appropriate digital didactic games into mathematics lessons.

Keywords: *Technology, Digital Games, Mathematics, Teaching, and Learning.*

Effects of class work and homework on students in primary education

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Abstract

Engaging students with classwork and homework is considered an inevitable factor in the learning process and is a process that depends on the teachers, the students themselves and the parents. This research aims to investigate the amount of time that elementary school students spend doing their classwork and homework. The study belongs to the methodology of quantitative research, where the measuring instrument is the questionnaire conducted with students between the ages of 7 to 11, teachers and parents. The questionnaire contains descriptive, explanatory and evaluative questions. The relationship between these variables and students' performance in learning was also examined.

The results show that homework helps to master and reinforce the tasks developed in the classroom. Students spend more time on class assignments than on homework. The role of the teacher in the cooperation with the students and the parents is also influential, making that with the increase of the homework time, the higher achievements of the teaching process are accompanied. Doing homework with their parents is associated with better student performance. The research revealed that classwork is more effective than homework. But homework is needed to reinforce the knowledge learned in the classroom.

Keywords: *students, classwork, homework, learning, primary education.*

Implementation of university dual study programs in field of agriculture in Albania and Kosovo (Erasmus+ project)

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Abstract

The Erasmus+ project "Dual Curricula – Study and Work Practice in Agriculture and Food Safety" (DualAFS) approved by European Commission and 2001 started its implementation in Albanian speaking universities in Republic of Albania and Republic of Kosovo. The project is coordinated by our EU partners Nuertingen-Geislingen University (Germany) in cooperation with Savonia University of Applied Sciences (Finland). The local beneficiary partners are Agricultural University of Tirana (Albania), University of Korca (Albania), Faculty for Agriculture and Veterinary, University of Prishtina (Kosovo) and University of Mitrovica (Kosovo).

The main objective of the project is the preparation of a dual program structure (curricula) in Bachelor and Master levels (in field of animal production, agribusiness, food safety etc.), which will be comparable and consistent with counterparts from partner EU universities. In addition to the main objective (the development of innovative models of dual Bachelor and Master curriculas), the project Consortium has identified also the needs for: (a) strengthening practical skills of graduates through a better integration of theoretical and practical curricula of the university studies (in the current study programs), (b) earlier integration of the students into farm work life, as well as (c) the development of lifelong learning (LLL), extension and technology transfer mission ("Third mission") of universities toward agriculture, livestock and food. Erasmus+ project (DualAFS), means the re-structuring and reforming of the study programs in the sector of agriculture, according to global trends of higher education and market needs, will promote and support economic growth, employment and sustainable development in Albania and Kosovo.

Key words: *Erasmus+, Higher education, dual curricula, bachelor and master, agriculture and food, Albania, Kosovo.*

The impact of ICT knowledge implementation on improving the quality of accounting education

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Abstract

The purpose of the research is to analyze and measure the impact of Information Technology in accounting education on raising the quality of development of accounting services, including the quality of business services in practice.

The research is of MIX methodology, by including the quantitative and qualitative outcomes, which will be conducted through a questionnaire with businesses that provide accounting services and various auditing experts, while the qualitative approach will be developed through a review of the scientific literature related to the topic studied. The research will be conducted in the Republic of Kosovo from February-March 2022.

It is expected to highlight the importance of new ICT technologies and knowledge and will present the level of correlation between the development and application of various information technology tools in accounting education, and the effects that these have latest quality services.

The research is of great importance in presenting the current state of development of Information Technology tools in accounting education, as well as the possibilities of positive effects towards accounting and auditing services.

The study outcomes will provide accurate information regarding the education level related to accounting education, starting from universities that offer accounting education, accounting service companies, auditing associations, various experts that have a rather professional approach to information technology in accounting education.

Keywords: *Skills, ICT, Accounting education, Accounting services, Management.*

The need for professional practice during the time of studies and student challenges

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Abstract

Professional practice is one of the best ways to understand the incorporation of the selected field of study in the real world, in order to build a valuable experience for their future work. Investments in professional practice, both in terms of business and the state, return to multiple levels. They should be considered as a necessity for a bright future, because through it the interests of businesses and study programs are harmonized. In Kosovo there is a great difference between the need, desire and opportunity to perform professional practice during studies.

This paper addresses the need for professional practice and the challenges that students face for professional practice during their studies, including internship opportunities, compatibility of the practical part with the theoretical part and opportunities for positive change. The paper is based on direct research with the student. The results of the research are sensitizing and an important source of information for decision makers in the field of education, for students as well as for employers.

Keywords: *Professional practice, university, theory, enterprise, practice*

Students' Perceptions of Hybrid Learning in post COVID-19 period

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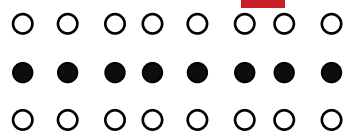
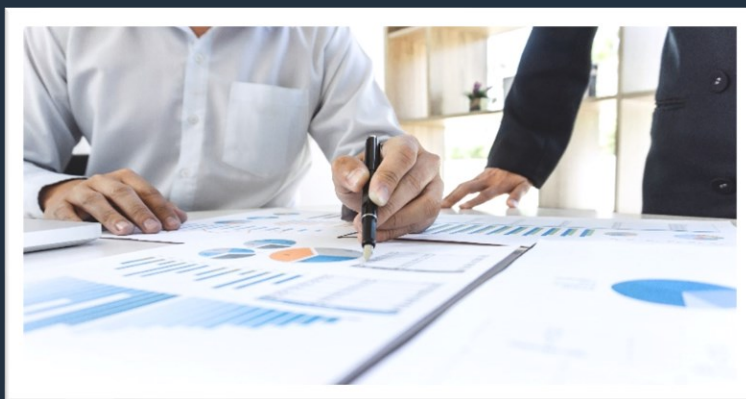
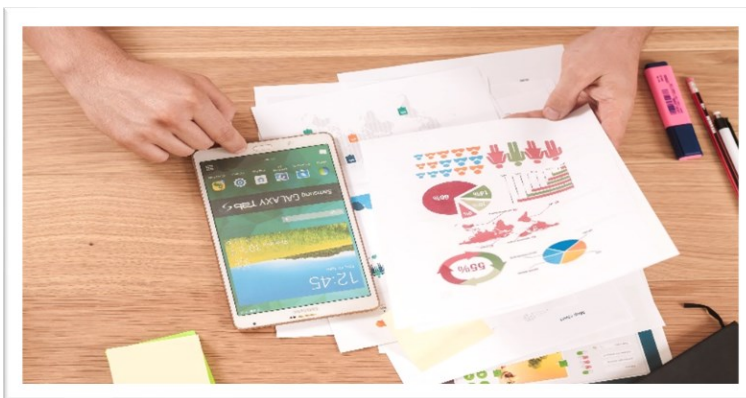
Abstract

COVID 19 pandemic caused total closure by March 2020 and instruction shifted to the online learning method almost worldwide. The post pandemic period, has made hybrid learning a controversial topic in many countries of the world as a method to be implemented in higher education. But, shifting to online learning and online classes uncovered conflicting preferences among students. Although a significant number of students claimed to feel comfortable during the online learning process, many others felt the lack of physical class and other elements offered by classroom teaching. Many benefits of online learning were discussed which were mainly self-learning, low cost, comfort and flexibility. On the other hand, COVID 19 has in a way shaped students in the sense that it has had a substantial impact on the mental health and well-being not only of students but also of the general population as a whole.

Although online learning as the only option in a pandemic time was an option which helped to continue the learning process, it could not replace face-to-face learning. The research used quantitative method with the questionnaire as an instrument. Sample of the research are students of Faculty of Medicine and Faculty of Education in University "Fehmi Agani" in Gjakova. Therefore, the study recommends that hybrid learning be discussed taking into account the economic and social development of countries.

Keywords: *post COVID 19, Hybrid learning, well-being, face-to-face learning*

ECONOMIC, FINANCE & BUSINESS ENVIRONMENT – Embracing Change & Transformation



Determinants of loan loss provision on commercial banks during Covid-19 in Kosova

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Abstract

The coronavirus disease (COVID-19) is a contagious disease, which was spread worldwide in a speed of light during 2019. This pandemic tested all countries' economy, including Kosovo. On March 2020, the first cases of COVID-19 appeared in Kosovo. After the first few positive cases, the government, immediately implemented restrictions. These restrictions affected the banking sector indirectly. A lot of businesses closed, and a lot of people lost their job. Beside this, the banking sector continued to be stable and liquid. Commercial banks had to deal with restructuring of loans for insolvency and normal continuation of business in a not at all normal situation, a challenge that was successfully passed by all banks operating in Kosovo, thus maintaining financial stability, and proving once again that they are one of the most important actors in the recovery of the country's economy. An important part of bank stability is maintaining loan loss provisions (LLP) as lower as they can. The purpose of this research is to investigate the determinants of loan loss provision in commercial banks in Kosovo during COVID-19. The research was done through the multivariate regression, where as a dependent variable we have Loan Loss Provision (LLP) and as independent variables we have Loans, Non-Performing Loans (NPL) and COVID-19 as a dummy variable. Based on the linear regression model, it is found that in three independent variables have a significant impact, in the dependent variable.

Keywords: Banking Sector, Loan Loss Provisions, NPL, COVID-19.

Non-performing loan ratio and return on assets in commercial banks Comparative analysis: Western Balkans country

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Abstract

The purpose of this paper is to analyze the impact of non-performing loans on return on assets for the Western Balkan countries. The study specifies the effect of non-performing loans, gross domestic product, exchange rate and the return on equity ratio as a measure of banks' performance.

Quantitative methods and secondary data have been applied for the realization of this work, which are based on economic theory. The main sources for providing this data are the published reports of the World Bank and Central Banks of the respective countries, as well as the IMF and other financial institutions. The data will be analyzed through regression analysis and interpreted through econometric models.

Non-performing loans, exchange rate, capital adequacy ratio have affected the return of assets in the banks of the Western Balkan countries, while the gross domestic product has not had an impact on the return of assets for these selected countries.

Through this scientific paper we can present real and consistent results regarding the analysis of factors that affect the return on assets. The extraction of data from reliable institutions and the period of analysis for eight years are convincing factors for drawing competent conclusions and recommendations in this area.

Keywords: non-performing loans, banks, return on assets, exchange rates, capital adequacy ratio.

JEL codes: G21, M4, M42, M48,

The Impact of Remittances and Foreign Direct Investments on the Economy of Kosovo (2018-2020)

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Abstract

Remittances and foreign direct investments have become one of the most important financial external resources. For quite a long time there has been a point of discussion on the sources of the economic growth of a country, respectively in a developing economy. The purpose of this study was to determine the effectiveness of the remittances and FDIs on the economy of Kosovo (2018-2020).

To carry out this study, Multiple Linear Regression and the Pearson Correlation have been used on secondary data from official reports of the Central Bank of Kosovo and Kosovo Statistics Agency. The analyzed period covers not only the pandemic period but also two previous years, in quarters (TM1/2018 –TM4/2020). This to see the change of inflows of those financial resources in non-pandemic and pandemic time because Kosovo has experienced a major increase in remittance inflows throughout the years as it has a large diaspora.

The main aim of the paper is to identify if there is significant relationship between remittances and GDP, as well as between FDIs and GDP. Based on our findings we can say that remittances have had a positive impact, while FDIs have not impacted the economy of Kosovo during the analyzed period.

Keywords: *remittances, foreign direct investment, economy, COVID-19.*

Is The EIB Delivering On Economic Convergence?

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Abstract

The European Investment Bank (EIB) is the lending arm of the European Union. It provides loans and other financial products to support investments. In the EU, one of its first objectives is job creation and economic and social cohesion, which translates into support to the growth of less developed regions in order to reduce economic disparities. This paper investigates to what extent EIB attains this aim.

We use an original dataset, considering regional data (NUTS-2 level) and a novel counterfactual approach in the continuous treatment framework to estimate the EIB impact in contributing to the economic growth of both peripheral and core regions. We also provide estimates of the implied regional multipliers of EIB lending.

Keywords: *convergence, continuous treatment, regional data, multiplier, European Investment Bank.*

Challenges faced by auditors during the exercise of their profession in Kosovo

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Abstract

The work of an auditor is a very difficult job and with many challenges within itself. After all, they are the last line to ensure accuracy and compatibility. Auditors should review, analyze sensitive financial data in order to identify discrepancies and actions that may exist within them. Over time we can say that the auditing profession is not only becoming overloaded and with extra rigor, but is becoming less stimulating for young people, due to the increase in the amount of work that an auditor has to perform and on the other hand a stress they have to cope with in the workload. Quality is the main challenge faced by many institutions and companies. Achieving quality during the audit process should contribute to improving accountability and performance. High quality auditing provides reasonable assurance to all stakeholders; therefore, the primary role of the auditor is to increase the level of trust and protect the public interest. What are some of the challenges faced by auditors in Kosovo? What has been the interest in the profession? Have you had any threats from companies while practicing your profession? How much increase do we have in the legal requirements for the work of auditors? These and many other issues we will try to address in the paper. Data collection will be done through a questionnaire consisting of 20 questions that will be distributed online to certified auditors in Kosovo. Data analysis will be performed through the statistical program SPSS.

Keywords: *Challenge, auditors in Kosovo, professional approach, skepticism.*

Function and purpose of the capital market according to the legislation in Kosovo

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Abstract

The capital market is the most important source of financing for long-term investment sources. If the money market supports liquidity in the financial market, then the capital market promotes the use of cost-effective data sources. This means that the expected return on capital investment, given the associated risk, should at least correspond to the capital market interest rate. This capital is presented in the form of funds. Funds are the amount of capital at this point in time. Each firm also has other types of capital. Fixed capital serves for several years and is subject to replacement (reimbursement) only after it is physically or morally consumed. Working capital is fully consumed during a production cycle, and its value is included in production costs as a whole, in contrast to fixed capital, the cost of which is considered in part costs. Since in this period of time the functioning of the capital market is a debatable topic, we will address this topic in more details through the paper.

Keywords: *Capital market, function, purpose, Kosovo legislation.*

Sustainable development and business model in circular economy

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Abstract

The trend towards sustainable development imposes the concept of a circular economy, which is becoming one of the main priorities of the EU. The foundations of sustainable development were laid in the 1960s, with an emphasis on the link between the environment and the use of resources, as well as on the economy and public welfare. In 2015, 193 countries adopted 17 global goals for sustainable development over the next 15 years (by 2030) to create a global balance between the environment, economic growth and human well-being. The Sustainable Development Goals call on governments, businesses and citizens to take steps to make the world a better place to live by 2030.

The concept of circular economy is rooted in industrial ecology, a theory first introduced in the 1970s by environmental researchers and used today. It includes remodeling industrial systems, along with environmental ones, and identifying the efficient cycle of resources in nature. In today's economy, natural resources are largely extracted, processed, turned into products and taken out of use.

The present study aims to examine the requirements that the circular economy places on business units in relation to the applied business model and to present a new business model adequate to the circular economy. This report aims to present the applied business models of circular economy. The advantages and disadvantages of used business models are presented and analyzed. The report presents the effects and impact of these models on the respective communities and for the development of the region.

Keywords: *circular economy, sustainable development, new business model.*

Time-based business models using Metabase

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The development of the Internet, IT technology and the struggle for greater profits, conquering new markets, scientific knowledge and many other trends in all spheres of life and work in the 21st century has caused a real revolution in the business and private environment. One of the consequences of such changes is the need to acquire, store and process huge amounts of data that are generated internally and externally from the business environment. As a result of these changes, public and private entities are forced to adapt to changes by implementing procedures and business processes in their business that will help them process and analyze large sets of structured and unstructured data. Those companies that implement and use Data Science systems expect to have a significant competitive advantage on the market. There are many tools for data analysis and processing, even whole programming languages.

In addition to the many tools and programming languages, one of the most well-known and popular programming tools that mainly visualize business data is Metabase. The most important thing for Metabase users is that almost all libraries and functionalities provided by this tool are free and have quality and maintained technical documentation.

This paper will model and visualize time-based data from a business entity, preferably a large amount of data using the Metabase tool for data processing and visualization and to assess whether the tool can be used in today's current processes for data processing, as well as in Data Science and BI (Business Intelligence). The ultimate goal is the implementation of specialized procedures and systems for data analysis for better and more successful long-term strategic and operational decisions in the modern business environment and gaining a competitive advantage on the market.

Keywords: *data, processing, time-based, Metabase, models.*

The impact of foreign direct investment on economic growth in the Western Balkans

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Abstract

Purpose: This paper aims to analyze the impact of Foreign Direct Investment (FDI) on economic growth in the western Balkan countries. Given that foreign direct investment plays an important role in financing the global economy and economic development in general, then it is also interesting to see if these investments can have a positive or negative impact on the countries of the Western Balkans.

Methodology: For the realization of this paper will be used secondary data provided through the World Bank, International Monetary Fund, European Central Bank, Eurostat and other sites. Also, in this scientific research, we have referred to many studies of different authors related to FDI and economic growth. This research covers a period of 15 years also the data will be analyzed and interpreted through econometric models.

Findings: Based on the empirical results, we can conclude that FDI has a positive impact on economic growth in the Western Balkans for the period (2005-2019).

Practical implications: The results of this paper will serve as a good reference base for the businesses of the analyzed countries, for the countries that will take steps in the even greater application of foreign direct investment and will also serve as good evidence scientific and empirical for future studies to be conducted in this field of economics and investment.

Originality: This study presents real and consistent results in relation to the relevant conclusions. The analyzed period (2005 - 2019) is a convincing period for drawing relevant conclusions and recommendations.

Keywords: *FDI, GDP, inflation, economic development.*

JEL Classifications: *F21, F23, F43, E31*

How does inflation affect the standard of living?

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Abstract

The law of supply and demand is an economic theory that explains how supply and demand are interrelated and how this relationship affects the price of goods and services. This basic economic principle happens when supply exceeds demand for goods or services where prices fall and opposite, when demand exceeds supply, prices tend to rise. Thus, considering current situation, the main aim of our study is to analyze and define the impact of price changes, especially during a pandemic of COVID-19, and how it reflects on the standard of living.

According to the previous research, the standard of living is a tool for comparison, and this tool can be used when describing two different geographical areas. Metrics can include things like the degrees of wealth, goods, comfort, and necessities available to people of various socioeconomic classes in those areas. While on the other hand, the standard of living is determined by things that are easy to quantify, such as income, employment opportunities, prices of goods/services, and poverty, as well as factors such as life expectancy, the inflation rate and the number of days for paid vacation that people receive each year.

Moreover, inflation, economic depression, and recession are some of the terms that can help us to describe the condition caused by COVID-19 and how this virus has affected economic flows around the world. The crisis caused by the corona virus started as a health crisis, not a financial one, however, its impact left national economies with minuses and costs, during which time governments imposed many restrictions to prevent its spread and provide incentives to citizens and businesses.

Keywords: *Standard of living, Inflation, Recession, COVID-19, Quality of life.*

Importance of International Accounting and Financial Auditing Standards in Business Financial Management

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Abstract

The economy of Kosovo has built an independent financial system from 1999 onwards, enabling operation of the national economy including enterprises, commercial banking system and Central Bank as supervision and management institution of the finance sector. In this paper we will reflect the role of financial management and implementation of international reporting standards. We will examine the development and achievements on implementing of accounting and audit practices in Kosovo. We will examine the importance of implementing international financial reporting standards, but also expectations and benefits of those who are interested to use the financial data; they can be in first place the foreign investors, but also the public opinion and media that are interested in developments on economy and institutions. In this paper will be presented used data collected from written sources but also interviews with professionals of finance branch and financial managers. In the end it will be given the conclusions and recommendations about the analyzed issue.

Keywords: Financial Management, accounting, auditing, financial reporting.

JEL Classification: M41-Accounting, M42-Auditing.

Impact of the COVID-19 Pandemic on Small and Medium-Sized Enterprises: Empirical Evidence for the Trade and Services Sector in Kosovo

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Abstract

Purpose: The main purpose of this paper is to study the extent to which COVID-19 has affected the global economy, the impact of the pandemic on small and medium enterprises in the world and how it has affected commercial and service enterprises in Kosovo.

Scientific Methodology: The scientific research methods that have been applied in this study are: qualitative and quantitative methods through primary and secondary data. The survey and interview methods were used to derive the empirical results of this study and to confirm the hypotheses of this study through econometric models the following statistical tests were used: cross-tabulations and the Chi Square Test.

Study Findings: Trade and services sectors have been negatively affected by the COVID-19 pandemic. Regarding the most common problems, companies point out the lack of customers, inability to pay taxes and problems with payment of salaries. The measures taken by the Government of Kosovo have failed to achieve their goal of helping businesses as most businesses have assessed that the measures have alleviated very little business difficulties.

Practical Implications: Through this paper, we recommend Kosovar businesses to prepare emergency response plans such as this situation with COVID-19. This pandemic confirms that government support is very important, therefore the government of Kosovo should take measures that would greatly help the trade and services sector to ensure the continuity of these sectors.

Originality: Through this paper real results will be presented and the whole paper is based on original research done about the pandemic situation.

Keywords: COVID-19, SMEs, economic effects, trade, services.

JEL Classification: O12, O24, D24, E3.

The Contribution of the Diaspora to the Economy of Kosovo during the Pandemic Period COVID – 19

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Abstract

Introduction: Kosovo's economy is declining as a result of the COVID-19 pandemic and the role of the diaspora in Kosovo's economy continues to be enormous. Diaspora has an impact on Kosovo's economy either through remittances, foreign direct investment (FDI), sending things to their families or even through the expenses they make during visits to Kosovo.

Purpose: The main purpose of this study is to analyze the contribution and role of diaspora remittances in the economy of Kosovo during the pandemic caused by COVID-19. Another purpose of this study is to make an assessment of the economic losses caused by the constraints encountered by the Kosovar diaspora on their visits to Kosovo, as well as to see what was the impact of the pandemic on the FDI trend and remittances in general.

Scientific Methodology: For the realization of this study, we have applied qualitative and quantitative research methods through secondary data based on the annual statistical reports of the Central Bank of Kosovo, the World Bank, the International Monetary Fund and the GAP Institute. The scientific methods applied to discuss the findings of this study are: meta-analysis, critical review and comparative analysis.

Study Findings: Diaspora through remittances has contributed positively to the economy of Kosovo, as during the pandemic period remittances have had a positive upward trend, while during this pandemic period there is a downward trend of diaspora investments in real estate and a decline in the purchase of household items and expenses incurred by the diaspora during visits to Kosovo.

Practical Implications: Through this study we recommend the Government of Kosovo to develop policies that encourage the redistribution of remittances to investment and savings, either by creating investment platforms or issuing government bonds to the diaspora.

Originality: This study presents real, consistent and original empirical results that are based on official sources of relevant institutions.

Keywords: *diaspora, remittances, investments, Kosovo economy, economic growth.*

JEL Classification: *F24, F21, F22, F43.*

Digitalization of Accounting and Organizational Performance of Businesses

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Abstract

The need of finance and accounting digitalization is unavoidable in today development of market labor. The businesses in Kosovo operate in complex environment and in fast and unpredictable level due to their size and nature. In our modern knowledge-based economy, business is constantly changing, thus constantly facing the challenge of finding new and innovative ways to improve and adapt rapid transformations, especially in a pandemic situation such as COVID-19. Creating, transferring, managing and storing financial information from software solutions brings many benefits to businesses. Some of the main advantages of digital accounting are: saving time and improving productivity, data accuracy and scaling, improved security, remote access, real-time analytics and advancement, integrations and synchronization.

The adoption of accounting software is considered as the key factor in determining the survival and success of an organization. Therefore, the purpose of this paper is to investigate the impact of accounting digitalization on organizational performance of businesses in Kosovo. The focus of the study is in some features of accounting software, such as: efficiency, reliability, ease of use, quality and accuracy of data. Primary data are collected through a questionnaire. The obtained data were analyzed using SPSS software package. The overall research findings of the study show that there is a significant positive relationship between digitalization of accounting and organizational performance of businesses.

Keywords: *Digitalization of Accounting; Organizational Performance; Businesses; Kosovo.*

Quality of life management in tourism and hotels in the western part of Kosovo

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Abstract

Rugova is part of the Republic of Kosovo which includes the western part of the Republic of Kosovo. This in its composition has 13 settlements, which in the physiognomy of the landscape are mountainous parts that are very attractive to tourists. In addition to the areas that attract tourists to this area, a considerable number of accommodation facilities and restaurants have been built for guests visiting this area. The data were collected from a compilation of statistics within various state agencies for tourism and hotel businesses. The application of the methodology in this research is the secondary data, consequently the quantitative and qualitative methods, respectively the cases of study within the tourist region. Tourism and hospitality have been the main factor in the impact of improving conditions in the management of quality of life in the Rugova area. Rugova has developed mountain tourism with all its activities because the attractive nature makes the area develop in this form of tourism. Also, winter and sports tourism occupy an important place, especially in the winter season where the snow lasts for a period of time during the months of the year, a rare occurrence for the development of tourism. The area is under development which offers good conditions for tourist attendance.

Keywords: *Kosovo, Rugova, Tourism, Management, Quality of Life, and Hospitality.*

Impact of risk management on the performance of insurance companies in Kosovo

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Abstract

This study provides an overview of risk management and its impact on the performance of some insurance companies operating in Kosovo. Risk management should be at the core of the operations of all insurance companies by integrating risk management practices into the processes, systems and culture of the entire organization. The purpose of this paper is to show the importance of risk management in insurance companies in Kosovo, including the recent crisis caused by the COVID pandemic 19. The realization of this work will refer to an extensive existing literature, scientific works of other authors, as well as for the extraction of results will be used secondary data, which are extracted from the audited reports of insurance companies. The data will be analyzed and interpreted through econometric models made through the SPSS program. Based on the empirical results of this study, it can be concluded that the size of the company, investments and capital have had a positive impact on the return on assets of insurance companies while the retained earnings have not had an impact on the return on assets. Despite the limitations that this research may have, it can serve as an orientation for more detailed studies of risk management and impact of Covid-19 on insurance companies in Kosovo.

Keywords: *Insurance companies, risk management, Kosovo, Covid-19.*

JEL Code: *F3, P17, P27, P33.*

Assessing the Impact of COVID-19 on Employment Curve

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Abstract

The outbreak of COVID-19 has incurred a collapse in the economic outlook of all the countries worldwide. A wide range of countries has established or reinforced the job retention schemes aimed at preserving their employment rates. Still, fulfilling such an endeavor has proven to be accompanied with a number of challenges varying across the economies and their sectors. This research aims at assessing the impact of COVID-19 on employment curve in European countries with different GDP per capita and the effectiveness the government policies have had on the employment rates' resistance to this shock. The results of the study suggest that the impact of the COVID-19 varies across the countries characterized with different pre-crisis level of economic growth and across different economic sectors. Even though the measures being undertaken by the governments worldwide has succeeded to slowdown the negative trend of employment curves, much still needs to be done for recovering the employment rates.

Keywords: *COVID-19, employment, economic growth, government policies.*

The impact of regional cooperation in business development and employment problems in Kosovo

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Abstract

This paper presents a detailed study of the impact of international economic cooperation in the development of business entities and employment rates in Kosovo and other countries in transition. According to the needs, the topics of the impact of economic cooperation on economic development in the region of transition countries were thoroughly covered, with an emphasis on the situation in Kosovo. Moreover, economic cooperation is a feature of world trade agreements, because all types of economic transactions are realized through them, so the work is focused on trade cooperation in the region. As such, Kosovo was a signatory to the CEFTA trade agreement in 2007, thus giving us the meaning that this trade agreement gives the possibility of economic cooperation on the basis of which Kosovo's national economy can ensure the profitability of businesses that can directly increase employment. Opening the market is a challenge that Kosovo businessmen face and only those who are skilled can reach the goal, although the number is small, because in Kosovo, above all, there are still no conditions for the development of small and medium-sized businesses.

Keywords: *Economic Cooperation, Trade Cooperation, Transition, Unemployment.*

The impact of the pandemic on businesses as carriers of economic development - focus Kosovo

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Abstract

The purpose of this paper is to identify the consequences of the CoVid-19 pandemic on business trends, focusing on Kosovo. In all countries, business is one of the main drivers of economic development, so any stagnation in this area means stagnation in the economy. The CoVid-19 pandemic has had a negative impact on global economic trends. Kosovo with an economy in transition has felt these negative consequences - along with other economic areas - also in the field of business development, which field in Kosovo is developing and not really consolidated.

Based on the processed statistics, it is noticed that no kind of business in the country has been left unaffected by the pandemic, starting from small individual businesses to joint stock companies, which businesses have covered many economic sectors such as gastronomy, tourism, food industry, agricultural sector, trade and so on. Also, the cessation of financing of capital investments by the government and the reorientation of finances to deal with the pandemic has had a negative impact on the working activity of many businesses, which has determined job cuts and rising unemployment. The research aims to identify the situation of businesses in the pandemic period, identifying the chain impact on economic development trends in countries, through economic indicators. The study provides factual data processed from a critical point of view, using the methodology of analytical processing of empirical data from official reports of local and international institutions, in order to find the way to a speedy recovery of businesses and the economic situation in Kosovo, not bypassing, other countries that can take the findings as a model.

Keywords: *Business, Economy, Investments, Pandemics, Transition*

Determinants of income diversification of rural enterprises in Kosovo

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Abstract

Income diversification at the enterprises is the outcome of many interactive factors such as available resources, technology, and composition of household, output-input prices, infrastructure and institutional factors. Reforms in the context of trade policies and other economic policies might also influence enterprise income composition both at the micro and macro level. The aim of the study was to find out the relationships and determine factors influencing income diversification at enterprise level operating at rural areas. The study included 48 rural enterprises located in the different regions of Kosovo. The data collected through structured questionnaire provides information on demographic composition of the household, employment, sources of income, information at enterprise level including capital, production costs, and revenues. Multiple regression analysis was used to identify the determinants of income diversification. The study results indicate that household and enterprise size were significant determinants of the income diversification. Enterprise size was significantly negatively correlated to the number of income sources in the household. This shows that as the enterprise size increases employment outside would be less attractive for the household members.

Keywords: *enterprise, income, diversification, rural; Kosovo*

A New Tool for Economic Policy: Central Bank Digital Currencies

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Abstract

In this work we consider the possible advantages of a new policy tool, Central Bank Digital Currencies (CBDC).

We compare the effectiveness of traditional fiscal stimulus, “unorthodox” monetary policy, and the introduction of CBDCs that we consider as an enlarge of Central Banks' toolkit.

We use Sawyer and Passarella's (2021) model to compare different stimulus measures within a Stock-Flow Consistent Framework.

We consider alternative scenarios:

- a direct fiscal transfer to the poorer households;
- a one-off crediting of CBDC to all households;
- an issuance of CBDCs targeted to firms, and
- Quantitative Easing

Fiscal transfers determine a growth in consumption that depends on the marginal propensity to consume out of income.

CBDCs issuance credited to households to produces a growth in consumption, the extent of which depends on the marginal propensity to consume out of wealth.

CBDCs credited to firms' accounts are substitute for other external forms of financing, represented in Sawyer and Passarella's model by bank loans, implying a reduction of firms' leverage and thus in an increase in investments.

An advantage of the issuance of CBDCs is the possibility for Central Banks to enact monetary policy activating a new transmission channel, which depends on the sensibility of investment to firms' leverage.

Another advantage of CBDCs is that they do not weigh on the government's debt.

A possibly risk is that they might reduce the demand for private banks' deposits and possibly even for their loans, thus negatively impacting on banks' profits and richer households' incomes.

Keywords: *Central Bank Digital Currencies, Monetary Policy, Central Bank, Stock-Flow Consistent Model.*

Dividend Policy in Corporate and Stock price assessment

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Abstract

Purpose: Various factors have an impact on corporate governance, one of these factors being corporate dividend policy. Given this, the main purpose of this paper is to investigate the effect of dividend policies on corporate governance and stock price valuation.

Scientific Methodology: Secondary data have been used to finish this paper, data issued from the World Bank, public institutions and other scientific works.

Finding the Study: Considering the results achieved in this paper, we can conclude that the dividend policy has been irrelevant or unrelated in estimating the stock price for the 6 corporations taken in the study. Hence the theory of Modigliani and Miller or M&M is applied, which states that the value of the company is determined by the income provided by the assets and not by its dividend policy. Based on this the dividend policy is irrelevant in determining the value of the corporation and as such should not be given much importance.

Practical Implications: Through this paper we recommend all corporations especially those that are relatively new to reinvest their profits, creating new technologies and products, improving working conditions rather than distributing profits in dividend form. In this way the corporate market is more secure in the long run, as well as capital gains for the shareholders.

Originality: All conclusions and recommendations made by this scientific paper are supported by data and facts obtained from reliable institutions and scientific papers.

Keywords: corporation, dividend, stock, joint stock company.

Financial risk management post covid-19

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Abstract

The worldwide spread of the virus has reached pandemic proportions and prompted a series of emergency measures: rate cuts, liquidity support, timely tax deferrals, travel bans, forced closures of businesses, restrictions on rallies; in order to limit the spread, mitigate the consequences on economic activity and avoid the disturbance of financial markets. Although gradual easing of blockades has begun in the region, households and businesses, especially micro, small and medium-sized enterprises (MSMEs), are facing declining incomes, supply chain disruptions, tighter credit conditions and in the face of a liquidity crisis; all together, these lead to delays in the delivery of goods and payments and cause job losses and, as a result, closure and bankruptcy of businesses. Declining profitability, declining asset quality and slowing credit growth could have a second-round effect on the real economy and could jeopardize financial stability. In particular, lending to household customers has steadily expanded in all countries of the region, supported by record low interest rates, stable bank credit terms and strong consumer confidence.

Keywords: *risk, Covid-19, bank loan, financial stability, liquidity*

Level of Supply Concentration – The Case of the Mobile Operators Market in the Republic of Serbia

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Abstract

Competitive relations or levels of concentration between economic entities within the industry change over time. Over time, the number of participants within the industry changes, as well as their competitive position in terms of business (in) efficiency. With the development of the IT sector and the liberalization of the market of the Republic of Serbia at the beginning of the XXI century, the market of mobile telephony services in Serbia is becoming open to domestic and foreign mobile telephony operators. In addition to the Mobtel company, a pioneer of mobile telephony in the Republic of Serbia, Telekom Serbia, as well as VIP operators, have decided to provide mobile telephony services to individuals and legal entities. With the entry of new mobile operators into the Serbian market, competitive relations and the market situation of mobile telephony in the Republic of Serbia are changing significantly. Market conditions and competitiveness in practice are determined by concentration in the observed market, and changes in market concentration and competitive relations last a long time. However, their flows and trends in a particular relevant market can be represented by many concentration indicators.

Keywords: *concentration ratio, mobile operators, market concentration.*

Changes in determinants of credit risk in commercial banks in Kosovo

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Abstract

Purpose: Rapid and dynamic changes in the global financial environment pose various risks to banking institutions. Institutions largely depend on how well they manage those risks. Risk can also be considered as the main source that creates financial instability in the banking sector. The purpose of this paper is to analyze some of the determinants of credit risk in commercial banks in Kosovo through the use of a data set that includes the time period of 8 years (2013-2020).

Methodology: For the compilation of this paper we will approach extensive studies, while quantitative data will be collected from publications of the Central Bank of Kosovo and the Kosovo Agency of Statistics. To realize the empirical part of the study that gives us the answer to the relationship between credit risk and the determinants of this risk, we will analyze it through variables. In which, the data found will be analyzed and interpreted through econometric models; of regression and testing done by the SPSS program.

Research results: Based on the results found we can conclude that profitability and retained profit have a positive impact on commercial banks in Kosovo during these years. And the research and financial sector audiences will then have the opportunity to research on credit and credit risk changes over the years.

Keywords: Credit risks, commercial banks, investments, profitability, retained earnings
JEL Codes: G1, G11, G2, G24

Analytical aspects of Business ethics and Corporate social responsibility in Kosovo during the Covid-19 Pandemic

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Abstract

The global crisis, caused by the Covid-19 pandemic, has caused enormous damage to the entire world economy. This health crisis has caused the deepest recession since World War II, affecting economic activity on both the supply and demand sides. Globally, it has influenced the health and mental state of people, behavior in society, and it has had a great impact on business that feels global. From an ethical point of view, how companies around the world have responded to the challenge of the Covid-19 pandemic and how these new circumstances have affected their business thinking, many companies not only resisted unethical business practices during this crisis but were proactively involved in various activities, especially those that could help fight the virus. This study, aimed at Kosovo companies from different sectors, is based on qualitative scientific methods. The aim is to investigate and describe the (un) ethical behavior of companies in Kosovo during the pandemic. The paper discusses the organization of Kosovo companies during the Covid-19 crisis, their adaptation to the new situation, the difficulties they encountered, innovations that were necessary for the new market conditions, and the main issues of ethical and socially responsible behavior during the crisis. At the same time, the unethical profits of some companies due to the new situation were analyzed. Also, the results of our research show that Kosovo's economic sectors are unevenly affected. Small and medium-sized enterprises have been hit hardest, especially in the cultural and media events sector, but unlike them, the pharmaceutical sector has benefited the most from this crisis. Certainly, the coronavirus pandemic has had and will have significant implications for governments and society as a whole, and thus for business strategy and ethical attitudes of companies that, regardless of extraordinary circumstances, need to be minimized from corporate inconsistency and social irresponsibility.

Keywords: Covid-19 pandemic, Kosovo, ethics, social responsibility, business.

Impact of the Covid-19 Pandemic on the Labor Market

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Abstract

The labor market refers to the supply and demand of labor in which employees provide supply and employers supply demand. Where the COVID-19 health crisis has turned into a global economic crisis, putting health first, then jobs and the income of millions of people around the world. The aim of this research is to see the impact of Covid-19 in labor market, through secondary and primary data.

There are signs that in many G20 economies the river of sharp and deep global economic recession has been reached. However, ensuring that the recovery is rapid and sustainable, and rebuilding a more resilient and inclusive labor market, remain significant challenges.

In Kosovo, employers report significant skills shortages, which limit firm growth and job creation. To understand the dynamics of the labor market and the needs of the employer in real time, this paper analyzes the content of job postings using data from Web Pages, Reports. For the primary research the data are collected through Google form online due to Covid-19 restrictions, are transferred to SPSS where they are encoded. We distributed 50 questionnaires' to small businesses in Kosovo and had respond of 33 of them.

We used crosstabulation and chi squared tests to test the hypothesis, based on the results of the respondents we conclude that the Covid-19 pandemic has had an impact on employees, some of the main factors that have influenced during this pandemic period are: Wages of workers, Atmosphere of group work, Motivation from the employers, and lack of the equipment and technology in developing online and remote work from home.

Keywords: Covid-19, Labor Market, Unemployment, Employees, Remote work

The Importance of Internal Audit in Increasing the Performance of Micro-financial Institutions in Kosovo

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Abstract

The study aims to explore the role and importance of internal audit in increasing performance in Microfinance Institutions in Kosovo. The presence of internal audit in the organization is a need and necessity for good governance and performance of the organization. This study was conducted in 5 (five) microfinance institutions in Kosovo. The study is based on data collected from the field through a questionnaire (N = 80) conducted face to face with respondents, with both genders represented in microfinance institutions in Kosovo.

The data collected were systematized and analyzed in the SPSS program. From the total number of respondents, 64% were male and 36% female. Most of the respondents were economists (88%), lawyers (4%), IT (6%), and other professions (2%). The results of the study (96.3%) show that internal audit is necessary for the organization. Also, from the findings of the study we learned that (66.3%) internal audit has had a positive impact on good governance and performance of the organization.

Keywords: *internal audit, organization, financial, Kosovo*

Intangible assets

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Abstract

Processing Service is to define Intangible Assets. Based on the knowledge gained we will give a description of intangible assets. Every company, enterprise, business activity, has assets - assets that have a marked value and a life of valuation, as well as the part of intangible assets that are real estate.

The point of view of the analysis is Goodwill's assessment, which is related to its efficiency and effectiveness in business and the establishment of Goodwill's enterprise. The topic selected for the study will be based on literature and studies where the importance of Goodwill as part of the activity of each business is discussed we have to do with Factorial Analysis with KMO Analysis) which will do in the collection of analysis data, which answer research questions and achieve the purpose of the study. The study is focused on manufacturing and service enterprises. The model of topics related to some recommendations, are given based on data collection methods of products. This kind of uncertainty is sensitive to the economic crisis that has hit the region and, more importantly, Europe. Buy power has fallen, as a direct result of revenue. Stimulating the use of marketing techniques and researching new markets is one way to reduce the impact of the business world on a product's demand.

Keywords: *Intangible assets; enterprises; efficiency; Goodwill.*

Sales and Purchase Analysis in the Socio-psychological aspect: Case Study
Kosovo Sales and Buying Companies

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Abstract

We find sales everywhere at every step and in every type of profession without distinction. Without sales neither trade nor life can take place as the life process itself develops and is kept alive by sale. Sales is considered as a socio-psychological science which plays a very important role in the market. We sell skills, culture, education, ideas, products, services, style, communication, beliefs, values and etc. Success depends on our ability to achieve a sale, to convince another party to buy what we intend to sell, and the greatest success is achieved when we manage to close a sale in a very short time by creating relationship with the client and the party for other times as well. Selling obviously cannot work alone without its counteraction and its only counteraction is buying.

Both cannot function without each other, cannot function separately since as a process neither one nor the other can be considered complete.

When we think of selling, the purchase will happen automatically because when one party sells the other party necessarily buys. Reliable clientele comes as a result of a good seller and a genuine sales process and no doubt the buyer will be satisfied with the purchase and will bring positive effects from the good marketing and good impressions that the buyer will create from vendors and product.

Our research is based on sales - purchase techniques, the study of the logic and emotions of the seller as well as the buyer.

Keywords: *selling, buying, logic, emotion and relation.*

Conditions and opportunities for the development of rural tourism in the Republic of Kosovo

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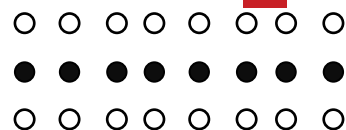
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Abstract

Tourism as an economic activity is a consumer of agricultural products. Since most of the population of the Republic of Kosovo live in rural settlements, and given the extremely favorable physical and geographical conditions, then the country has a potential at its disposal for the development of rural tourism. The latitudes in which the Republic of Kosovo extend create conditions for the development of tourism in rural areas. Elements and climatic factors are the determining basis which gives us to understand that the Republic of Kosovo can develop rural tourism. There are a series of components that the country has at its disposal for the development of this form of tourism which will be very profitable for the local economy. The development of rural tourism in the Republic of Kosovo represents an untapped potential for the local economy. The Republic of Kosovo with the available conditions, very suitable geographical position, physical-geographical and socio-geographical conditions has an important basis for the development of rural tourism. This form of tourism development is in its infancy. Over time it will be functional and will bring benefits to the local economy. Rural settlements with the youngest population in Europe, including local products from agriculture and other economic activities are a good basis for developing a quality tourist offer. We will increase tourist consumption which will affect the increase of local gross domestic product and overall economic development.

Keywords: *Republic of Kosovo, rural tourism, agriculture, agricultural products, consumption, tourist offers.*

MANAGEMENT, LEADERSHIP & MARKETING – Embracing Change & Transformation



The impact of start-up business grants in economic integration of returnees in Kosovo

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Abstract

Purpose - The aim of this paper is to analyse the impact of start-up business grants in economic integration of returnees in Kosovo. The research provides empirical results regarding the impact of business grant schemes as well as it provides a practical understanding of the economic integration of returnees in Kosovo.

Design/methodology/approach - The quantitative research method is used in the study, where 15 semi-structured in-depth interviews are conducted with returnees in Kosovo.

Findings – The results from interviews show that start-up business grant schemes provided by different institutions in Kosovo have supported the returnees to a more sustainable economic integration.

Practical implications – The study provides a special contribution both academic and practical. It provides useful and impartial contribution for the academic community as well as policymakers. The study fills the gaps that have been evidenced in similar previous research, which is considered to be the academic contribution of the research.

Originality/value – This study is one of the very few studies that have analyzed the impact of start-up business grants in economic integration of returnees. The findings of this study will be of value to the academic community as well as policymakers and other stakeholders.

Keywords: Returnee, Migration, start-up, Integration

The process of planning and recruiting – Pros and Cons Case study – University in Kosovo

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Abstract

Considering that human resource in an organization is a valuable asset that determines the success or failure of the organization through their efforts towards utilizing other assets, our study focuses on the process of planning and recruiting candidates. Moreover, the purpose of this paper is to identify benefits and disadvantages of this process, as well as the stages that the process goes through.

As we know, the planning process is an extremely responsible, creative and demanding activity, because it implies the ability to anticipate future changes in the environment and their possible impact on the institution. Successful human resource planning contributes to a more rational use of available resources, maintenance and development of human resources, reduction of business costs, harmonization of supply and demand for human resources and the achievement of organizational and individual goals and interests. On the other hand, recruitment is the process of identifying and attracting candidates whose abilities, skills and personal characteristics meet the requirements of currently vacant positions or future jobs.

Thus, the reputation of the institution on the labor market depends on recruitment, but also the future success in selection and socialization. Successful planning and recruitment are considered to be the basis on which many other management activities are based, both in the field of human resource management and in other parts of the system.

As mentioned, this paper discusses various aspects associated with human resource management with much emphasize being given to planning and recruitment of teaching staff at the University “Haxhi Zeka” in Peja.

Keywords: *human resources, process, planning, recruitment, university, pros, cons.*

Human Resources Management and Digital Transformation

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Abstract

Human resource management plays a key role in any company. Indeed, HR Management is a complex and indirect function that should be the focus of every company. As in any other field, in the field of Human Resource Management, digitalization will have its impact on increasing work efficiency in many processes.

The role of the human resources department has shifted from the traditional one of "employment and dismissal" to a more structured position, focusing on another aspect of Human Resources development. Not every company understands or values the human resources department. There are many companies that perform the function of Human Resources performed by persons who do not know the processes of human resources and their commitment comes after they complete the jobs for which they are employed, the rest of the time they deal with Human resources.

The digitalization of human resources will lead to the disappearance of some jobs, mainly positions related to technical processes, but more importantly it will push many of us to train and adapt to the future of digitalization in Human Resources. Some of the new positions that will be created with the digitalization of HR and that will be key for many companies, will be: Analytic HR, Digital Transfer HR, Digital Recruiter and many other positions that will be developed depending on the needs of HR in different industries. Human Resources positions are not just places filled with people; those places look for professionals so that companies have their desired development. In other words, the human resources department must ensure a high return on business investment in their employees if human resource management is entrusted to professionals. Today is the right time to start thinking about adapting to the changes and digitalization of Human Resources, and through this paper we will try to point out these changes necessary for efficient management of human resources.

Keywords: *Human Resources Management, HR, Digital, Transformation Processes.*

The impact of culture on women entrepreneurship in Kosovo

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Abstract

Women entrepreneurship is getting attention of academia and policymakers considering the contribution on creating jobs and having an impact on socio-economic development. However, the interplay of women's entrepreneurship and culture are understudied.

The aim of the research is studying the effects of culture to women entrepreneurs in Kosovo. By using the case study approach, the research will find question such as how women's entrepreneurial activity in Kosovo affects perceived gender role expectation at different levels, is the digital environment for women's entrepreneurship culturally shaped and given the traditional gender role of women as family caretakers, how do economic crises such as the current COVID-19 pandemic affect gender role expectations and identities? At least 15 women entrepreneurs will be studied from different regions in Kosovo to uncover the answers.

The researcher uses the definition of (Schein, 1992) which states that culture is a social indoctrination of unwritten rules that people learn as they try to fit in a particular group.

Keywords: *women, entrepreneurs, Kosovo, culture, covid-19*

Innovative potentials of Kosovar marketing businesses that use Information Systems based on 3D technology

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Abstract

In the developed world with today's contemporary conditions, three-dimensional (3D) technology has become present in all businesses and also in areas of life. In this paper we discuss the use of this opportunity in Kosovo and in the region.

Moreover, in this paper are reviewed some examples of the use of 3D technology in Kosovar businesses, and a survey was designed to research and analyze the current state of this technology in Kosovo.

In the findings of the research, it has been noticed that now even in our country, this technology in Kosovo includes options used in various forms of business such as: Signs of firms and various three-dimensional advertising in business offices and stores, Technology 3DP, Various 3D applications in manufacturing, use of Holograms, 3D industrial design, etc.

In Kosovo, according to the findings of our work, 3D design is mostly used, which is already quite present in contemporary businesses that use information technology intensively.

The recommendations after the analysis of the research in this paper are summarized in the findings that if properly used this 3D technology, with appropriate controls / security and skills / abilities, it can be the basis for the development of most businesses in Kosovo.

In the analytical part of the paper it has been proven that the use of this technology reduces costs, increases accuracy and personalization, increases flexibility and increases customer / consumer trust in a particular business.

Also, with the use of 3D technology, it is possible to present businesses that produce a variety of products and enable unlimited innovation for them.

Keywords: *3D Technology, 3DP, Holograms, 3D Design Apps, 3d Based Businesses.*

The relationships between service quality and consumer loyalty in the bakery industry

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Abstract

In this paper, was analyzing the relationship between the quality of production and services and customer loyalty, in the bakery industry in countries in transition. The method used in the paper is a quantitative method, through time series and statistical analysis of regression model and Information Technology (IT). It is expected to predict how digital media will influence the creation of products by the customer and thus their loyalty to the bread industry (bakery products).

Existing scientific knowledge and research to date contribute to the quality of services, values, and the quality of relationships with loyal customers. Based on the results, future studies will be helpful, as it will allow them to analyze other characteristics of customer loyalty in times of crisis, such as COVID-19, Bilateral misunderstandings between countries.

Keywords: *Quality, Information technology, Customer loyalty*

Representation and engagement of women in leadership positions in public institutions: Case study - Kosovo

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Abstract

Given that women are constantly faced with numerous challenges and barriers on the path to equality in the business world, the purpose of this paper is to assess the impact of women's participation in management on the overall performance and development of the business entity. It is already a known fact that women have been in the shadows for many years due to numerous reasons of a cultural nature. However, this is changing day by day, and a drastic change can already be noticed.

When we talk about institutions in Kosovo, we can say that women are very present in both lower and higher positions, which indicates that the share of women is changing. Employed women are finding their place, although there is much room for improvement. Despite the fact that progress can be noticed, there is still a high unemployment rate, accompanied by a low rate of women's activity in business activities, which lets us know that much more needs to be done in this segment than the effort and work invested so far.

Many studies have shown that the presence of women in leadership positions brings information and social diversity in favor of senior management, thus influencing the behavior of managers in choosing motivation and long-term engagement.

The share of women in leadership positions in the business sector is still very low in most countries, although it is increasing daily in some countries. If it could be statistically shown that more women in leadership positions have positive effects on business performance, this could be a strong argument for greater women's participation.

Keywords: *Women, Engagement, Leader, Challenges, Public institutions.*

Human resources competencies in the Kosovo businesses

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University for Business and Technology, Lagja Kalabria, Pristina, Kosovo

Abstract

This paper explains and elaborates the concept of human resource competencies and how they relate to performance and career development of employees. Human resource competencies are important in any business. The main purpose of this paper is to investigate how the management systems of the human resources department work in private business in Kosovo, as well as to assess the key competencies of the human resources.

This research was conducted by applying the methodology of primary data through a questionnaire, where I also used the nominal qualitative method. The sample of the research was the employees of the private company KARROTA. From the theoretical knowledge and research done it follows that the success of the company to various businesses comes from considerable promotion for the human resources department and giving great importance to human resources.

Keywords: *competence, employees, businesses*

Human resources management and tourism award system

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Abstract

Most tourism companies face great risks as well as constant market changes. In most cases, one of the most effective ways to eliminate or reduce all negative consequences and changes in the environment is to establish a higher level of quality-of-service delivery. Tourists as individuals or groups of consumers want to fulfill their needs and desires through the services offered to them, which are delivered at a certain price, and at a certain time. Tourism companies base their competitive advantage on acquiring, selecting, rewarding, developing, educating and advancing their employees. The goal of every company is to keep the best employees. In the development of the tourism industry, human resources should be placed at the core of valuation, ie considered the main investment for all tourism companies. The orientation of work is in the main role of human resources in the field of management in tourism industry. The expertise or professionalism of the management, combined with the high quality of services and the orientation of the workforce at all levels, can provide enviable results. Rewarding is one of the most complex functions affecting human resources. According to many, employees should be motivated in every way to work in the best and highest quality way in order to achieve all set requirements and goals, because the success of the company must be related to employees.

In this paper we will talk about the factors of the effectiveness of tourism work, depending on the ability of management to manage human resources, and to use them as entrepreneurial potential.

Keywords: *human resources, tourism, services, tourism companies, award system.*

Relational Energy: Examining the Influence of PsyCap and Humor

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Abstract

This work examines relational energy within organizational settings in the lens of identifying probable influencers as means of boosting it and its related benefits. Deriving from Braha (2021a) and Braha (2021b), this study theoretically justifies and empirically investigates the impact of psychological capital (PsyCap) and humor on relational energy. The theoretical explanation is grounded on positive deviance as advocated by organizational scholarship (POS) and positive organizational behavior (POB) as well as on social contagion theory, interaction ritual theory, and conservation of resources theory.

The empirical analysis is carried out with a sample of 481 employees working in private sector organizations within service providing industries in Prishtina region, Kosova. The results show that PsyCap and positive humor significantly affect relational energy, i.e., PsyCap and positive humor enhance the energizing effect within social interactions at work. The paper concludes that PsyCap and humor positively impact the relational energy among coworkers what, in turn, can manifest several benefits such as increased employee wellbeing and performance, counting for the COVID-19 hindrances too.

Keywords: *relational energy, humor, psychological capital, positivity in organizations, COVID-19*

E-tourism: A significant strategy for successful management

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Abstract

Information and communication technology has an unavoidable impact on the tourism industry accordingly in the present day, helping tourists to have much easier access to information about a tourist destination they want to visit. As a result, understanding what makes for a positive tourism experience is critical and essential in the E-tourism service context. The same technology also has an impact on the development of local and regional tourism, in such a way, affecting directly the development of tourism businesses. The tourism industry, as the world's largest and fastest-growing industry, cannot be excluded from the technology's profound effects. The primary purpose of this paper has been to find out how satisfied tourists are with E-tourism services, as well as the challenges that the foreign tourists experience when organizing a trip to our destination.

Tourist satisfaction with E-tourism services has been determined using primary and secondary sources. Through the secondary sources and relevant literature reviews have been analyzed and researched more about the tourism industry, being strongly tied to tourists, their requirements and expectations, which are always changing and evolving, While, the primary data has been gathered using the appropriate sampling technique from respondents' answers via a questionnaire. Sixty-eight responses have been received from the respondents out of 100 questionnaires distributed. The paper's findings are provided in the form of figures and tables, showing the results in a substantial and relevant way.

Keywords: *Destination, Information and Communication Technology, Tourism, Tourist Satisfaction, Strategy.*

The effect of employee engagement on In-role performance

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Abstract

Employee engagement is defined as a concept that evaluates employees' commitment and involvement in their workplaces. When an employee is engaged, he is also aware of his role in achieving organizational goals and motivates his coworkers to do the same.

Nowadays, the concept of employee engagement at work is extremely important, so it is paying special attention in the fields of business, psychology, and human resources. Employee engagement is especially important because it is one of the primary determinants of employee performance at work. The main purpose of this study is to determine the effect of employee engagement sub dimensions (vigor, dedication and absorption) on In-role performance.

Participants in this research are employees from public companies operating in the field of post and telecommunications in Kosovo. Using the convenience sampling method, data were collected from 394 employees working in different positions and in different regions of Kosovo.

The findings showed that all three sub dimensions of Employee engagement (vigor, dedication, absorption) have significant positive relationship to In-role performance.

Keywords: *Work Engagement, Job performance, Kosovo*

Impact of the Covid-19 pandemic on supply chain management in the furniture industry

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Abstract

Supply chain management and customer service are considered to be the newest areas of research which represent a strategic importance for businesses that are market oriented. In today's global markets, supply chain management is the key to business success. Companies have realized that process integration and good relationships with suppliers and customers are very important to their success. In recent years there has been an increasing focus on supply chain management as a tool that transforms the supply chain into the supply chain, providing information through the internet which helps organizations to achieve competitive advantage in markets.

The purpose of this paper is to identify the impact of the Covid-19 pandemic on supply chain management from distributors to consumers, the exchange of relevant information on how to forecast sales data, the promotion of promotion through members of the supply chain in the furniture industry.

The results were identified from the primary and secondary data, which were derived from the use of the search method, becoming the triangulation of information resulting from the use of search methods and approaches.

From the results of this study, we conclude that there should be increased interest in the application of supply chain management related to the coordination of information between suppliers, manufacturers, distributors, sellers, and consumers because such an application affects the growth of product sales.

Keywords: *supply chain, technology, customer, pandemic.*

**Gender equality and the socio-economic impact of COVID-19 pandemic:
A case study of the first year in B&H**

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Abstract

The paper critically examines the impact of the coronavirus pandemic on the economic situation of women in Bosnia and Herzegovina. The case study identified key concepts that will guide analysis and interpretation. Based on available data, the economic and social situation of women in general is investigated and considered, and then economic and social parameters are monitored during the pandemic to answer the key question - whether the pandemic caused more harm to men or women in economic terms; whether it has highlighted and deepened the existing gender gap in economic and social terms or whether it has improved the position of women, which we consider less likely. The compilation method was used to collect all relevant statistical data, and then, based on content analysis and comparison, key conclusions were drawn. Where there was a need for additional sources, the interview was used as a qualitative method. Although numerous studies have shown that the Covid-19 pandemic had a disproportionate impact on women, the results of this study confirm that Bosnian women are not significantly more economically affected by the coronavirus pandemic than men. However, as the effects of the Covid-19 pandemic risk improving existing gender inequalities, the authors suggest further research aimed at promoting fairer legislation that should encourage the economic empowerment of women in emergencies. In this direction, the Covid-19 pandemic provides an opportunity to take radical measures to address gender inequalities, thus creating the conditions for a more resilient and sustainable society in the future.

Keywords: Covid-19, B&H, gender inequality, socio-economic status, sustainability.

Teamwork and positive culture as key factors in the successful management

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Abstract

Nowadays, in modern organizations and various business corporations, the method of teamwork is increasingly used to increase the efficiency and effectiveness of the entire organization. In this context, teamwork is one of the most common forms of solving complex business tasks that require knowledge and skills from different business areas. The subject of this paper is positive culture and teamwork. The aim is to analyze the way of work and characteristics of teams, their application and value in modern organizations, as well as team management in situations where there is a conflict between team members. Although it does not seem so at first glance, it is a very complex topic that requires a multidisciplinary approach. Of course, teamwork is necessary to perform complex tasks that an individual cannot, but its purpose and approach are to solve problems from different perspectives. Also, it needs to be formed when there is a clear goal and when there are resources to establish it. However, as a team culture of the business is not always the solution to every problem, before starting a team, it is necessary to research whether teamwork makes sense and whether it will result in more advantages or disadvantages.

The paper also deals with motivation and conflicts within teams. These topics are accompanied by the composition and size of the team and performance factors, which is also one of the key conditions for successful teamwork.

Keywords: *Teamwork, positive culture, advantages, disadvantages, management.*

“Sandwich Feedback Technique”– The impact on Performance and Staff Motivation

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Abstract

Giving and receiving information about the employee's performance is something that happens every day within the organization. This process of assessment (not: evaluation) has a clear goal: to clarify the level of performance the employees have to achieve and the steps they have to undertake to achieve the performance standards. This usually happens in a dynamic, bidirectional process and requests a positive interpersonal relation between the managers and the employees.

One of the techniques the managers use to deliver some negative messages as part of the assessment is a *sandwich feedback technique*, which means that managers will deliver negative messages together with positive one, in a supportive way, estimating the role of the organizational climate and culture, as they do with human factors, like personality, communication style, emotions and trust.

Our article analyses the use of this technique in a public administration. The aim is to evaluate whether the use of this technique is very common in public sector, the ways how the managers are using it in a public sector, the impact of the organizational culture and climate into interpersonal and intercultural relation between the top-level managers and the employees and the level of improvement of the employees' performance.

Keywords: *Employee, performance, feedback, technique, standards...*

Impact of organizational culture on employee ethical behavior
An empirical analysis of Technology Companies in Kosovo

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Abstract

Purpose- The aim of this paper is to explore the relationship between the role of organizational culture in employee ethical behavior based on empirical analysis of Technology Companies in Kosovo.

Design/methodology/approach- The study uses a quantitative research method. The approach of this study is based on the primary data which are obtained by completing the questionnaire from 250 employees of Technology Companies in Kosovo. The questionnaire was structured in 5 sections where answers of questions were based on the Likert Scale.

Findings- Findings show that organizational culture and employee ethical behavior are important factors of the organization by highlighting the strong impact that organizational culture has and it's a significant effect on employee ethical behavior.

Practical implications – The study has major implications for human resource management. Also, the study findings are useful to the business community and policymakers to improve the organizational culture level of employees that would lead to ethical behavior in the workplace.

Originality/value – This research is the first quantitative study that explains the role of organizational culture in employee ethical behavior of Technology Companies in Kosovo.

Keywords: *Organizational Culture, Employee, Ethical behavior, Technology Companies, Kosovo.*

The role and influence of accounting information in the organization's
decision making in Kosovo

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Abstract

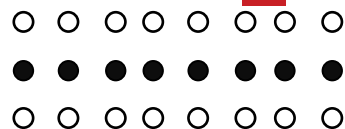
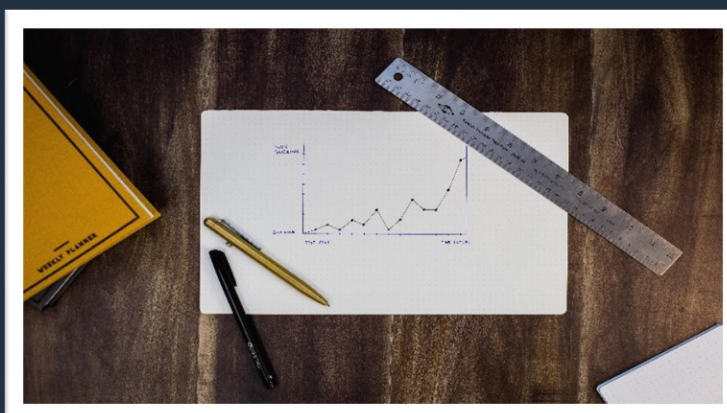
Purpose: Based on a number of economic arguments this paper examines the impact of accounting information on the decision making of the organization in Kosovo. Furthermore, this paper aims to identify the impact and use of this information in decision making related to the managerial, financial and marketing areas, as they constitute the most critical and integral part of the organization.

Methodology: For the realization of this analysis, we will apply mainly quantitative methods based on primary data. The study essentially uses primary data collected through survey opinions to assess the use of accounting information during the decision-making process. **Findings of the study:** Based on the expected results of this analysis and economic theory we can conclude that accounting information has a relatively high impact on managerial decision making, as well as a very large impact on financial decisions. But the same cannot be said for decisions related to the field of marketing, since based on this analysis companies in Kosovo do not use to a large extent accounting information for making decisions related to marketing strategies.

Originality: This paper is actively conducted and is based on fully noted methodology also the results are realistic, and are discussed appropriately. Also the realization of the analysis is done with unique knowledge and results that are not available from previous studies except for the citations used of the theoretical part.

Keywords: *Accounting information, developing companies, decision making process,*

AGROBUSINESS SUSTANABILITY



Biodegradation potential of waste PET bottles by pure and mixed microbial cultures

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Abstract

Every day more and more, the environment is threatened by waste, especially plastic and polyethylene terephthalate (PET) that take a very long time to biodegrade. PET is mostly used for fibers, beverage bottles, and food containers due to its excellent mechanical properties, thermal stability, impermeability for fluids, and transparency. However, PET is a very stable polymer that is resistant to hydrolytic or enzymatic degradation appears to be a pollutant of the environment. Science is always considering the most effective forms of PET biodegradation as environmentally friendly and economically possible. In this paper, the method of PET biodegradation by unknown microorganisms and mold was assessed. Bacteria were screened and isolated for multiple enzymes production. Samples were analyzed by FT-IR before and after biodegradation using Shimadzu IRAffinity-1S by placing the PET squares on the sample compartment. PET squares were inoculated with M1 (unknown bacteria), M2 (unknown bacteria), M3 (unknown mold), M4 (M1, M2, M3) and C (Control). Flasks were incubated in the shaking incubator with parameters set at 37°C and 150rpm. After one month in the shaking incubator, FT-IR spectra of PET after degradation for each treatment were measured. Comparison of absorbances of the control and biodegraded spectra of PET with different microorganisms, we can understand the biodegradability of microorganisms isolated from the soil. M1 and M3 showed negative results, whereas M2 and M4 showed positive biodegradation results, with a more significant positive effect of M2.

Keywords: PET, microorganisms, biodegradation, FT-IR.

The EU Transition Towards Bioeconomy

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Abstract

The pressure on ecosystems has intensified as a result of climate change, excessive pollution, overexploitation and depletion of natural resources. This imposes the need of transition to sustainable production and consumption patterns, as well as of a radical change in the existing methods of processing, storage, recycling and disposal of biological resources.

Since 1949 United Nations and European Union are making significant efforts to improve living conditions, to protect nature and to adhere more strictly to the principles of sustainable development. However, the first official document to bring the bioeconomy to the fore is the Communication on Innovating for Sustainable Growth: A Bioeconomy for Europe, accepted in 2012 and updated in 2018. In 2010 it is estimated that the European bioeconomy has an annual turnover of about € 2 trillion and employs more than 22 million people and in 2019 the annual turnover is over € 2.3 trillion, Value added is about € 656,7 million and people employed are almost 17.5 million.

This paper is based on a thorough review of available reports, analysis of official documents as action plans, communications, programs, strategies and data related to Bioeconomy at EU level, reviewed in the context of global efforts for achieving sustainability.

The bioeconomy is directly related to 11 of all 17 Sustainable Development Goals but though the EU undertakes the steps necessary to achieve sustainability, there is still a wide range of actions to be taken in order to ensure the transition towards Bioeconomy and to mitigate and eliminate the negative impacts on environment.

Keywords: *Bioeconomy, European Union, Sustainability, Sustainable Development Goals*

Presence of aflatoxin M₁ in domestic and imported milk in Kosovo

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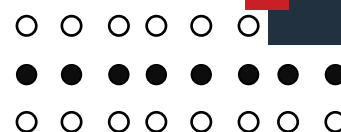
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Abstract

Milk is one of the most important products of the diet because it nourishes man with the necessary components for his health. In addition to being important for vital human organs, it also protects against a variety of diseases, such as osteoporosis, lack of calcium, vitamin D, etc. Therefore, in order to maintain its safety and quality, it is necessary to perform microbiological and physicochemical analyzes, in particular safety indicator for the presence of aflatoxin M₁. In correlation with this issue, we focused on the analysis of raw domestic milk, domestic and imported milk treated at ultra-high temperatures (UHT). Raw fresh milk was taken for analysis in four different villages in the municipalities of Mitrovica and Vushtrri, and samples of animal feed were also taken for analysis. In milk samples, we determined the presence of aflatoxin M₁, while in animal feed aflatoxin B₁, using the competitive ELISA method. Results have been compared with the reference values of Kosovo Regulation no. 43/2013, which is in compliance with the Directive of the European Commission (EC) No. 1881/2006, Directive EC 2002/32, also with the reference values of U.S. FDA, Codex CXS 193-1995, and the maximum allowed level (MAL) in Canada. Based on the results of milk samples the presence of aflatoxin M₁ was in accordance with MAL, while in animal feed (silage) we have encountered high concentrations of aflatoxin B₁ which have exceeded MAL. In conclusion, domestic and imported milk in Kosovo is safe for consumption regarding the presence of aflatoxin M₁.

Keywords: Milk, aflatoxin M₁, aflatoxin B₁

THE ADEQUACY OF INTERNATIONAL HUMAN RIGHTS FRAMEWORK UNDER THE COVID-19 PANDEMIC CONDITIONS/LEGAL STUDIES



Agreements for: Association / Community of Serb-majority municipalities in Kosovo, mediated by the European Commission-Brussels (19 April 2013) and (25 August / 2015)

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Abstract

The constitution and the legal and political order of Kosovo is unique with its advanced and functional local municipal governments, and with substantive representation and participate in decision-making of minority communities in the central level. Therefore, there is no reason for any form of destructive presence that would ultimately undermine the multi-ethnicity and the democratic determination of Kosovar governance. Now the question is how to integrate the Serbian community as successfully for it to be institutionalized and governed in accordance with the Constitution; according to the quite advanced central government and local municipal government, according to the European Charter of Local Self-Government (in Chapter X Local Government and Territorial Organization Article 123.4 [General Principles]); are facts that indicate the guarantee and most advanced solutions in the region for the rights of the Serbian community in local and central government, the most significant democratic standards. Therefore, he argues, any departure from the constitution and the legal and political order of Kosovo, creates complications in the political and legal system of the Republic of Kosovo.

Kosovo-Serbia talks and dialogue in the spirit of normalization of relations between the two countries-independent states, namely, the proposal of agreements for Association / Community of Serb-majority municipalities in Kosovo, mediated by the European Commission-Brussels (19 April 2013), and 25 August / 2015), there are no reason for any form of destructive presence that would ultimately undermine the multi-ethnicity and the democratic determination of Kosovar governance. Republic of Serbia also forced by domestic and integration needs, has begun to change the approach towards Kosovo. Strengthening democratic institutions and the Kosovo government at all levels will affect the quality integration of this community.

This study used multiple viewpoints on appropriate methods for understanding the causes, consequences, and variable correlations and effects. This study focused on researching specific facts related to Kosovo and in understanding the interpretation of local and international legal acts that relate to and interact with the processes on the Kosovo governance while employing models and strategies of research on comparisons, evaluations, observation ethnography, grounded theory, and evaluating the facts and processes related to the topic on the above-mentioned area.

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14th -15th April 2022, Peja, Kosovo

Furthermore, the study conducted analysis of monitoring reports of international institutions on governance and Kosovo institutions.

***Keywords:** Association; European Commission-Brussels; democratic determination; multi-ethnicity*

Restriction of Human Rights and Freedoms: Assessing Institutional and Procedural Guarantees during COVID19 pandemic

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Abstract

The protection of human rights should not be viewed as an obstruction to the protection of health. On the other hand, the restriction of human rights and freedoms and the potential for abusing the powers accorded to executive, constitutes threat of foundations of democracy. Measures related to COVID -19 that are introduced so far have a common denominator: a shift of power to a large extent from the legislative to the executive branch.

That is to say, states are facing a major social, political, and legal challenge in effectively responding to the crisis while ensuring that the measures they take do not jeopardize founding values of democracy, rule of law, and human rights. Moreover, while considering the wide scope of the measures introduced to combat Covid-19, close scrutiny of the impact on human rights, compliance with the principle of legality and proportionality is essential. To that end, the paper shall analyze the application of principles of legality, legitimate aim and proportionality, in order to assess the modalities of response to a crisis situation linked to existing case-law of the European Court of Human Rights (ECHR).

Having said that, parliamentary and judicial oversight of decision-making processes and of the measures taken by States to respond to the pandemic will also be key to ensuring a human rights compliant response. Hence, states are under an obligation to make a careful assessment of their interference with the rights and freedoms of those within their jurisdiction and to limit their impact on these rights only to the extent, and for only as long, as required by the exigencies of the pandemic. This paper seeks to provide an overview of some of the key factors to consider when making such assessments and when deciding on the measures to take.

Keywords: *restriction of human rights, legality, legitimate aim, proportionality, judicial control*

Divorce

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Abstract

Divorce is one of the ways to end a marriage valid on a legal basis. Both spouses have equal rights during divorce. In our country after the war this phenomenon has marked an increase in our society. In Kosovo, the reasons for divorce are different: sociological, economic, legal, psychological, historical. But customary law recognizes these rights: breach of fidelity during marriage, theft. In the past, one subject (husband) was exclusively entitled to the right to divorce, not on legal grounds, but this phenomenon has been as a result of the culture that has been in Kosovo, the procedure for divorce is defined by the provisions of the Family Law No. 2004/32. Article 68 regulates the ways of dissolving the marriage through the competent body-court, as well as determines the ways of filing a divorce lawsuit. The children who are the product of this marriage to the spouses are also of great importance in divorce. According to the law of Kosovo, Article 70 regulates the issue of protection of the interests of children during the divorce procedure. Whereas in post-divorce property relations, the division of the joint property of the spouses may be claimed during the marriage and after its. The division of the joint property is foreseen in articles 89 to 95.

Keywords: Divorce, Laws, Wealth, Kosovo.

The Constitutional Challenge of the Kosovo Authorities, During the First Months with the COVID-19 Pandemic

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Abstract

The Covid-19 pandemic has affected every sphere of life, all over the world. In addition to the health aspect, people have been faced many other obstacles. The unknown Covid-19, as it was a great challenge for states to act quickly for the only reason, namely to save lives. Almost all countries were in extraordinary situation, despite the fact that they officially announced this or not.

Public authorities, by maximally engaging in the protection of citizens from Covid-19, consequently the protection of the right of life and health, have often taken unbalanced measures in terms of respect for fundamental rights and freedoms. The world was facing something new, so even the fear and panic were quite large, it was a global alarm.

The state of Kosovo also faced such a challenge, where human rights and freedoms were violated without legal and constitutional basis. The government's measures were challenged in the Constitutional Court but judgment KO54/20 (6 April 2020) was completely ignored by the public authority.

This paper deals briefly with the case of Kosovo in terms of the constitutionality of the measures taken, the confusion of the authorities responsible for their implementation and the comparative aspect with other countries in the region, in terms of human rights and freedoms.

Keywords: *Covid-19 Pandemic, human rights, Constitutional Court, constitutionality, restrictive measures.*

Political insecurity a concern for the European system for the protection of human rights and freedoms

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Abstract

Violation of international agreements ratified by important countries in the vicinity of Europe, for the construction of a European system dealing with human rights has a domino effect on freedoms and human rights in European Union countries and abroad, this bringing consequences and insecurity as a reflection of the political conflicts that are consequently fueling interstate conflicts, and insecurity for the citizens who have long since built peace in this country. Recent events of conflict in Ukraine a country with a European democratic spirit is turning into blindness, a violation of the democratic and European security system as a result of Russian evasion of this country. Such a conflict leads to a humanitarian crisis and a large influx of refugees to the democratic states of Europe, which in turn bring insecurity to these countries. How much is this European system endangered by the dangers of these conflicts, knowing that to build an all-European mechanism for the protection and guarantee of human rights and also providing insecure countries with peacekeeping forces that the EU has sent to some countries and in the Western Balkans. How real are the security concerns nowadays in the united Europe? The concern remains whether democracy and freedom are hindering countries close to Europe? How should leaders be persuaded for more peace and less war? If more than seven decades of pan-European contribution are not enough to build and secure these rights. Why this European system should be allowed to be compromised and endangered for its citizens and beyond.

Keywords: *Human rights, war, democracy, European convention on human rights.*

Protection of Property Rights under International Law

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Abstract

The right of ownership was considered as an absolute right over a certain thing and to certain subjects. Guaranteed right according to local as well as international legislation. And from Roman law the right of ownership was considered a sacred right, for which even today this right is guaranteed and legally protected! After World War II, the protection of property rights was enshrined in treaties and conventions by both the United Nations system and the European system for the protection of human rights. Thus, in general, the right to property is considered as a fundamental human right, which is guaranteed and protected by the highest local and international legal acts. Among the international acts that protect the right to property are: Universal Declaration of Human Rights; Charter of Fundamental Rights of the European Union; European Convention on Human Rights (ECHR) - (Protocol 1, Article 1 (P1-1) Thus, based on the provisions made by international legislation regarding the protection of property rights, the content of the paper!

Keywords: *Property law, international law, protection of the right.*

Metaphors in political language used during pandemic time of Covid 2019 in Kosovo*

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Abstract

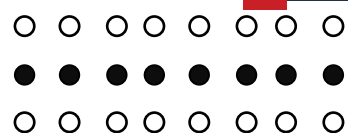
This article discusses metaphors used in communication in Albanian, English and German about COVID-19 in the light of the critical debate on war-related metaphors that has taken place both in the academia and in the press since the outbreak of the pandemic, as various scholars have argued that such metaphors may have counterproductive effects under various viewpoints. Proposals have also been put forward to replace them with alternative less potentially harmful metaphors (e.g. ENEMY, WAR, STORM, CANCER). In this paper the discussion is based on the analysis of a corpus of print and online news and opinion websites dealing with COVID-19, and aims at verifying the actual use and frequency of both war-based metaphors and non-war alternative metaphorical expressions.

The main criteria for selecting materials are the topic of conversation and the context. At the same time, it intends to evaluate the potential adverse effects of the former and the advantages of the latter as claimed by the scholars involved in the debate. It also shows that in articles and posts dealing with the coronavirus pandemic, WAR metaphors and their entailments are virtually still prevalent, indeed ubiquitous, while the alternative metaphors proposed by scholars appear far more sporadically, with only few instances for each of them or none at all. This high frequency of war-related metaphorical expressions, which is found also in various other domains and in spontaneous speech, mostly in recurrent (and therefore predictable) phraseological configurations, suggests that they have now become conventional and lost their resonance, thus reducing their potential impact. Keywords: metaphor; COVID-19; framing; war-related metaphors; coronavirus.

The findings of the research are mainly related to the fact that conceptual metaphors in political discourse in Kosovo are widely used as communicative trick to create units of communication with people through informal communication.

Keywords: *Metaphors, political language, political communication, Communication during Covid 2019, Kosovo*

TECHNOLOGY & ENGINEERING



Positive and Negative Impact of Blasting

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Abstract

Definition of explosives is that they are chemical compounds and mixtures which under the influence of heat or mechanical influence quickly pass into a gaseous state where in this case they release a lot of energy and gases. Explosion (explosion) - from the definition of explosion it means the rapid release of energy which is associated with the creation of pressure, which causes the mass to fall where the explosive is placed. When a large mine explodes it also releases heat and during the mining several chemical reactions occur which make the way of blasting and breaking the stones more favorable. Solids and other conductive materials for minimization at the time of explosion are converted to heat, high pressure, compressed air, release of other conductive gases. Further, while achieving the above objectives the blast must not cause damage or unbearable disturbances to the surroundings. In this context the word hazard has so far been looked upon to mean the exposure to danger. This can be considered in two ways. The first is the risk to which the process of blasting is exposed to, by some external factors. The second is the risk to which the external entities are subjected to, as a result of blasting operations. Hazards of drilling and particularly blasting have very long-term effects on the surroundings. They not only affect the human population in the vicinity but also affect all types of animals and plants.

Keywords: *mining, blasting, environmental impact.*

Sustainable development of timber-based design and construction in Kosovo

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Abstract

This study discusses the concept of sustainability and its implications for timber-based sustainable development in the market of Kosovo.

It aims to identify the role of 'key-players' involved to encourage the expansion of timber-based design and construction while recognizing its benefits for the national economy, environment, design and innovation. The main goal of the study is to outline a strategic model under which timber-based architecture could be developed to expand its use. In this context, the reciprocal actions among key role players are essential to overcome the identified barriers affecting development of timber architecture.

The potential model suggests that key role players such as, Government institutions, research and education institutions, construction industry / business sector, wood processing industry identify their common authorities and tasks, opportunities and limitations by recognizing their common potential within the network, and share their interest towards the progress of timber application in construction industry as a sustainable alternative to the existing heavy material-based construction.

Keywords: *Timber-based design, Sustainable development, Wood industry.*

Possible use of magnetic photocatalysts for oxidation/degradation of different water pollutants

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Abstract

Photocatalytic oxidation process, with heterogeneous photocatalysts, as one of the Advanced Oxidation Processes (AOPs), can be effective technology in the oxidation/degradation of different water pollutants. The main problem with manipulation with photocatalyst (usually TiO_2 particles in the size range 20-30 nm) is the need to separate them after the photocatalytical oxidation process and reuse them for further process of degradation of pollutants. In this study two different methods (growth of magnetite crystals on the photocatalyst surface and formation of photocatalytic nano-film on the magnetite core) for preparation of magnetic photocatalysts was applied and magnetic technology was used for separation of particles from water. Photocatalysts were successfully prepared and reused with the efficiency of more than 90% and also successfully used for different water pollutants – pharmaceuticals and natural organic matter.

Keywords: *photocatalysis, magnet separation technology, pharmaceuticals, natural organic matter, water technology.*

Acquiring competitive advantage through finding and attracting new customers by e-business trade enterprises

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Abstract

Aim: This paper will investigate the impact of e-business on small trading businesses in Kosovo by identifying perceived benefits caused by e-business model.

Theoretical background: According to the research, the theoretical part of the paper is structured to explain the basic theoretical claims related to the benefits of e-business with a focus on product sales.

Methodology: A mixed research method was used for data collection and analysis. In effect, the paper used qualitative methods where an interview was conducted with managers and after adopting the nature of the problem, a quantitative method with a deductive approach was applied to measure and process statistical data.

Results: Based on empirical research, it was discovered that the ability to find and attract new customers is one of the main advantages for small trading enterprises. Moreover, the cost factor is still very important for these enterprises as high costs hinder their future development.

Keywords: *e- business, finding, attracting, customers, benefits.*

Research of drinking water quality before and after treatment in the water supply "Pristina"

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Abstract

Water is the basic substance of life. Throughout history, the quality and quantity of water for man has been an important factor in determining his well-being. Then it is necessary to determine the quality of drinking water in Pristina Water Supply through organoleptic and physio-chemical parameters. The water in Pristina Water Supply is analyzed before and after treatment three days in a row for every four hours during the day. In the experimental part of the work, during the drafting of this paper, a total of 23 water samples were taken from Lake Batllava and Lake Badoc and some wells in Pristina for the Pristina water supply.

Based on this research, from the results obtained during the laboratory work, the parameters show that the water quality is quite good in both cases in the raw water but also in the treated water and without a doubt the best quality is in the water treated, water which then supplies all residents from the Regional Water Company "Pristina". From the obtained results, the quality of raw water and treated water for use by consumers has been assessed, as the basic reference value are those derived from Directive 98/83 / EC on the quality of water intended for human consumption. Based on the results, we concluded that the water analyzed after treatment is of sufficient quality to be used as drinking water.

Keywords: *lake water, physio-chemical analysis, water quality, water supply, water distribution, human consumption.*

A study on the level of physical access for students with disabilities in school institutions: Case study public schools in the city of Ferizaj-Kosovo

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Abstract

The comfort of people with disabilities (PWDs) is an essential key for their accessibility in public life participation. In developing countries level of service provided for disabilities persons on transportation system and accessibility at different public spaces is limited and, in some cases, absent at all. Insufficient facilities for people with disabilities in developing countries has become a habit while engineers, architects and community are not paying enough attention and this is resulting in people with disabilities for not participating in public life to meet their needs and enjoy their life independently.

The aim of this paper is to investigate the facilities of disabled people in public buildings (schools) in Ferizaj. The barriers and deficiencies and to provide design criteria that will be effective to ensure barrier free mobility and accessibility for people with disabilities. In addition, the main objectives are: Identifying the number of people with disabilities in schools; analyzing the planimetry and approaches as well as identifying the obstacles they encounter during their stay in schools. The study considers seven primary schools in the city of Ferizaj, including staff and students with disabilities. In addition, all necessary measurements will be done in 7 schools.

In this paper, the ramps, entrances, corridor, sanitary units as well as the classrooms, also their dimensions, the way of access, the arrangement of the inverters, their function as well as the comfort that they offer based on these dimensions have been researched. Moreover, change proposals are given for all the spaces mentioned above. Raising the awareness of society and relevant institutions regarding the admission of people with disabilities means special work and the creation of comfortable spaces where they can be easily accessed, either physically or emotionally.

Keywords: *education, disabilities, equal society, accessibility, interior spaces, public facilities.*

Modeling of relation between corrosive acidic media parameters and bulk density of sintered highly pure alumina using Box-Behnken design

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Abstract

Sintering process has one of the key roles in achieving the density close to the theoretical density. Sintering may be conducted by conventional and non-conventional sintering method. Density level obtained by certain sintering method and regime might be changed by the exposure of material to highly corrosive media. Furthermore, final product's performance and lifespan might be determined by the corrosive media-ceramic interaction.

Impact of acidic media on density of highly pure aluminium oxide (Al_2O_3) sintered by conventional (electric kiln) and non-conventional (hybrid microwave kiln) sintering method was explored. Effects of nitric acid (HNO_3) concentration (0.5, 1.25 and 2 mol dm^{-3}), temperature (25, 40 and 55 °C) and exposure time (24, 132 and 240 h) on bulk density of alumina were statistically investigated by using Box-Behnken design. Bulk density was determined before and after the corrosion in aqueous solution of HNO_3 by the Archimedes' method. Bulk density results underwent statistical analysis (ANOVA). Equations for bulk density of corroded conventionally and non-conventionally sintered ceramics were generated which enabled estimation of the theoretical values for applied conditions. The statistical analysis showed also the most significant factors that have an impact on the ceramic's corrosion, which occurred to be temperature and concentration, no matter on sintering method applied.

Keywords: *alumina ceramic, Box-Behnken design, density, sintering method.*

The National Research School in ICT: The challenges to adapt the Swedish model in Kosovo context

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Abstract

The role of research in national development is crucial when it comes to creation and dissemination of knowledge. The initiative of establishing a Swedish National Research School model in Kosovo motivated the research community to strengthen the national research by supporting the institution to increase the research capacities and triggering the idea of establishing research institutes and PhD programs in the niche fields of ICT domain through an EU funded project, entitled: Development and Implementation of PhD ICT in Kosovo Education Systems.

The establishment of the Nordic influenced National Research School (NRS) in Kosovo, phased a number of challenges, especially when it comes to the physical and cultural constraints of Kosovo society and how the education system operates.

Today, the NRS in Kosovo is proposed to be installed in one of the three models generated as a result of EU funded project. Model C, operating as a virtual collaboration among universities that are affiliate in the school by sharing the pool of research experts and its research infrastructure. Model B is similar to Model C, but the virtual collaboration is among the research Institutes as part of the Universities. Whereas, Model A operates as a National Institute (National Research Hub) established as part of Ministry of Education, Science and Innovation (MESTI), similar to four running Institutes that MESTI currently has.

Keywords: *Research, National Research School, ICT, PhDICTKES*

Stress-strain behavior of triaxiality specimens of Dual Phase steels under different strain rate

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Abstract

Within these investigations are analyzed the stress and strain behaviors of triaxiality specimens (different shaping specimens) of dual-phase steels DP600, and DP800, whose microstructure mainly consists of ferrite and martensite phases. These steels find high applicability in the automotive industry, which is in constant search for better quality materials, the purpose of which is to increase vehicle safety, protect the environment, and reduce fuel consumption.

In this case, for all tested triaxiality specimens the experimental uniaxial tensile tests were performed at three different strain rates (0.0083 s^{-1} , 0.042 s^{-1} , and 0.16 s^{-1}), to determine the mechanical properties such as the engineering stress-strain, true stress-strain, and Holloman curve. On the other hand, finite element modeling method, FEM has been performed to determine plastic strain up to failure of all modeled triaxiality specimens by using "MAT_PICEWISE_LINEAR_PLASTICITY_024 model. By comparing the experimental results with those of the numerical simulation results, it is concluded that the proposed material model and founded failure data were fitted very well.

Keywords: *Triaxiality 1, Experimental 2, Numerical 3. Strain rate 4.*

Corrosion of cold isostatic pressed alumina ceramics

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Abstract

Aluminum oxide (Al_2O_3) or alumina, like most ceramic materials, can withstand harsh environments. In order to measure the corrosion resistance of cold isostatic pressed (CIP) high purity alumina, its dissolution in aqueous nitric acid (HNO_3) solutions was studied as a function of immersion time and acid concentration.

The corrosion resistance of CIP Al_2O_3 was investigated in the following concentrations of HNO_3 : 0.5, 1.25 and 2 mol dm^{-3} at temperatures of 25, 40 and 55 °C and with an exposure time of up to 240 h.

The number of eluted ions (Al^{3+} , Ca^{2+} , Fe^{3+} , Mg^{2+} , Na^+ and Si^{4+}) was measured by inductively coupled plasma atomic emission spectrometry (ICP-AES). Furthermore, corrosion rate constants were determined. The corrosion resistance of the investigated highly pure alumina slightly decreased with an increase of nitric acid concentration.

Nevertheless, very low dissolution values of Al^{3+} , Ca^{2+} , Fe^{3+} , Mg^{2+} , Na^+ and Si^{4+} ions after the corrosion test showed a very good corrosion resistance of alumina ceramics to the HNO_3 aqueous solutions.

Keywords: highly pure alumina, ion elution, inductively coupled plasma atomic emission spectrometry, corrosion kinetics.

Implementation of relevant standards for the production of furniture, in
manufacturing entities of the Republic of Kosovo

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Abstract

The furniture manufacturing industry in Kosovo has developed significantly in recent years. It constitutes an important item in the overall revenue of the country. Technological developments and rapid dissemination of information have brought quality furniture products as well as new models. This study is based on data collected from entities that produce and trade furniture and social and cultural facilities in the main cities of the Republic of Kosovo. These data are further analyzed to see how much the dimensions of the furniture are respected, specifically the heights of the chairs and tables, comparing them with the respective standards.

Since a good part of this industry works with advanced technological machinery, furniture with different designs are generally produced and their aesthetic dimension must be appreciated. A special place in the large range of this furniture is occupied by chairs and tables. Regarding the observance of dimensions according to the standard, the study shows that in this regard irregularities are encountered. A good part of the manufacturing entities does not produce furniture according to the dimensions defined in the relevant standards. A good portion of them do not recognize these standards and some ignores them. Manufacturing entities are based more on local tradition. Overall, we can say that the industry should be based more on standards. Certified and recyclable materials should also be used.

Keywords: *manufacturing entities, standards, dimensions.*

The impact of pandemic – Covid 19 on digital transformation of doing business

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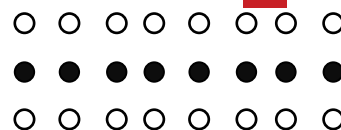
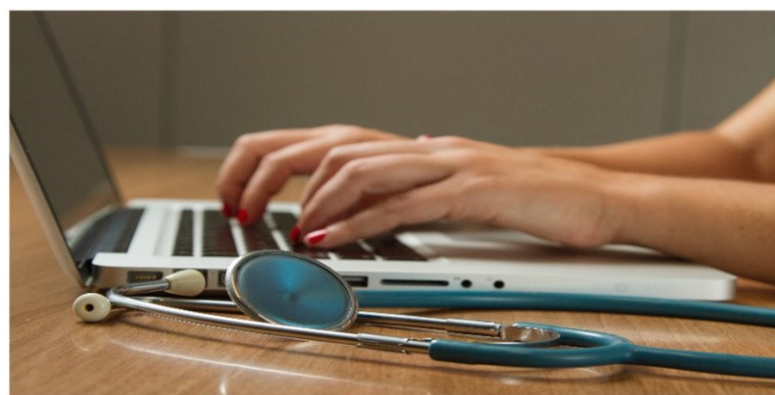
Abstract

The economic crises, natural and human disasters always interfered directly in the business life. The COVID-19 pandemic has changed rapidly the way of doing business to all sectors over the world. For many of them it has determined the fate of their existence, some have changed the path of acting and digital transforming majority of their activities. The analyses of these impacts to general changes in the economy are in preliminary stage of assessment. More correct data related to the impact of pandemic in general transformation of doing business will have only when the pandemic is over. According to many scientific opinions and analyses, companies have accelerated the digitization of their customer and supply-chain interactions and of their internal operations. In fact, on a range of measures are funding for digital initiatives has increased more than anything else, increases in costs, the number of people in technology utilize, and the number of customers. Approaching to new technologies has a critical strategic component of doing business, not just a source of cost efficiencies but it is a route of the future.

The aim of this paper is to increase awareness of the businesses to be prepared for the new challenges in pandemic situation. This study is based mostly on selected secondary data and studies done by many authors related to the impact of crises to the ways of doing business. The research results raise important issues for discussion and recommendations on adapting new strategies and business plans for the digital transformation of businesses in Kosovo and beyond.

Keywords: *Pandemic, digital transformation, business, and strategies.*

MEDICAL/HEALTH SCIENCES



Research on patients after STROKE (post / stroke)'

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Abstract

Researches in patients after stroke phase 'is quite unique in its kind based entirely on a study by myself personally, and specifically in our' Post / Stroke ', which makes it original and filled with important information for this category of patients, which has been my target.

To recognize the specific characteristics of each patient by grouping some variables depending on their common features such as sex, age, immobility, need and ways of nutrition, time and dynamic life parameters, urinary mode, nosocomial infections, urine output, accompanying pathologies etc.

This topic as mentioned above was created based on a study in the Post / Stroke and data was collected for some variables that were seen as the most important and significant for me and are presented schematically through tables, diagrams etc., compiling them in the most rigorous manner. They are also accompanied by relevant assessments, interventions and nursing diagnoses. We can outline some conclusions at the end of the study. Patients or their relatives are very little informed about AVCs, unlike cardiac and pulmonary pathologies, to us as a medical staff we are required a broader education of the population around the AVC, so that the delay to the emergency is reduced because, "Time is Brain". The research, the numbers, the statistics, the studies, the more so in the nursing treatment for this category of patients are very little, to say the least, to us as nursing staff that we serve these patients to meet, discuss and exchange with each other our own experiences for the benefit of the most adequate nursing care.

Keywords: nurse, research, statistics, variables, chart, tables, nursing care, nursing diagnosis

Change in perceptions on COVID-19 during pandemic in Kosovo

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Abstract

Perception on preventive public and social health measures is of highest importance for COVID-19 management.

Monitor changes in perceptions regarding health literacy, risk perceptions and compliance with public health and social measures. Participants for the interviews were selected based on citizenship of Kosovo, aged 18 and above, male and female, in urban and rural areas. Appropriate statistical tests were applied for data analyzing. During study wave I, most respondents had good health literacy meaning they could find, understand or use information about COVID-19. Just over half were seeking information about COVID-19 on a regular basis; Risk perception varied, but approximately 40% felt they are unlikely to become ill and that the disease would not be severe if they did. Overall, the data showed high compliance with most recommended behaviors.

During study wave V, the level of active engagement with information sources continued to drop and was substantially lower than in 2020; Risk perceptions were lower, led by a significant drop in the share perceiving the probability of infection as extremely likely; Uptake of protective behaviors have dropped significantly. Continuation of the pandemic has led to a gradual decline in the application and adherence of public health and social measures.

Keywords: Pandemic, COVID-19, health literacy, perceptions, measures.

Assessment of nursing managerial skills in primary health care

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Abstract

Introduction: Nursing managers are professional nursing leaders with 24-hour management responsibilities in a nursing unit or department. Measuring managerial competencies is important for continuously improving healthcare, identifying and implementing best management practices.

Purpose: The primary purpose of this paper was to assess managerial skills from the perspective of managers and nurses in Primary Care. Material and methods: The research was attended by 68 nursing managers and nursing staff who were selected by a random sample in the main center of family medical care and family medicine care. Research data were collected with the 360-degree Competency Assessment Instrument. All ethical rights for the participating entities have been respected. The analysis of the collected data was done with SPSS - 24.

Results: The mean age of the participating nurses was 50 ± 9.3 years. According to the position at work, there were 17 (25%) nursing managers and 51 (75%) nurses. There is a statistically significant difference between nursing managers and nursing staff ($p < .000$), whereas according to the use of the managerial model there is no statistically significant difference ($p < .211$). The correlation result shows that with the increase of managerial experience, managerial skills also increased ($r = .362$).

Conclusions: Significant differences were found in the assessment of managerial skills by job position and a positive correlation between work experience and managerial skills.

Keywords. *Manager, nurse, competencies, primary care.*

The Role of Physiotherapy in Intensive Care Unit

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Abstract

Physiotherapists are part of the multidisciplinary team within the intensive care units (ICU) in Kosovo and they play important role in the treatment of patients with critical illness. The aim of a physiotherapy approach in these cases is to decrease patient dependency on the ventilator and to improve quality of life. Many patients develop conditions like sarcopenia and cachexia, thus involving symptoms such as weight loss, muscle weakness and loss of balance. Within the ICU the physiotherapist will treat the problems that are presented and also is responsible to reduce long-term consequences that may appear from a period of immobility.

The prolonged bed rest together with the physiological effects of inactivity and immobility, including pressure ulcers and muscle weakness, present the major burden towards which the physiotherapeutic approach is oriented. This way, early mobilization has its benefits in the improvement of respiratory function and hospital length of stay. Then after, postural drainage techniques are presented amongst the most used methods for airway clearance in the ICU patients, including those on mechanical ventilation. Notwithstanding, the regular repetitions following a strict time-controlled plan while always following by a specific breathing exercise is required in order to succeed the process.

Keywords: *physiotherapy, muscle weakness, ICU, breathing exercises, postural drainage*

Safety of patients in hospital and outpatient services in primary and secondary health institutions in Gjakova

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Abstract

The safety of patients in hospital services and primary care services in family medicine centers is and should be primary of every health professional or public, private or public-private health institution. Patients are not only harmed by the misuse of technology, various medical actions, they can also be harmed by poor communication between them, different health care providers or delays in receiving treatment.

The purpose of this paper was what the Nurses think about the safety of patients in the Regional Hospital in Gjakova and Family Medicine Centers in the Municipality of Gjakova. The method used to conduct this study was through a questionnaire-quantitative and descriptive questionnaire. 100 nurses participated and the questionnaire that presented the data is HSOPS (Hospital Survey on Patient Safety). This questionnaire has nine dimensions and all questions are closed with answers from 1 to 5. From the results of the research we notice that in the Regional Hospital of Gjakova the safety of patients is at a level and that the more security that patients have within the hospital services the easier it is to cope with hospitalization where 73% of nurses state that they have no problem with the safety of their patients. The nurses in the Regional Hospital of Gjakova emphasized that they are always informed about the errors that occur in the patient with 91% while the nurses in the family medicine centers were less informed with 48%. Nurses of health institutions in Gjakova have reported that nursing errors in their work have brought positive changes by 82%. Nurses report something that negatively affects patient care 72% in both health institutions. Conclusion: There is no such change that classifies nurses who say they do not perform any activity to maintain patient safety in Hospital wards and Family Medicine Centers. Primary health care nurses had no knowledge of what would be their safety and that of their patients receiving health care compared to secondary health care nurses who were constantly engaged in eliminating errors at work, improving them in quality and did activities to improve patient safety.

Keywords: *patient safety, hospital services, outpatient services, nursing mistake.*

Pathophysiology of Pancreas

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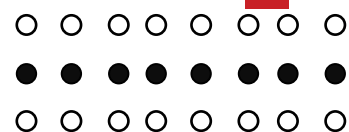
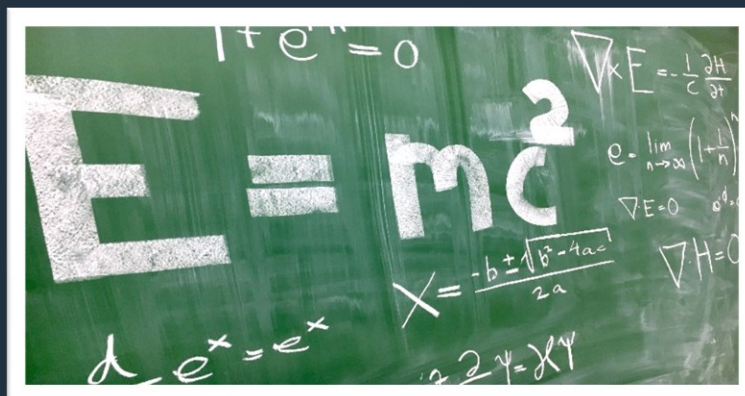
Abstract

The aim of this review was to summarize the pathophysiology of the pancreas and understanding the mechanism of diabetes mellitus, pancreatitis and pancreatic insufficiency. The pancreas is both an endocrine gland that produces hormones and an exocrine gland that produces digestive enzymes. Diabetes mellitus is a dysfunction of the endocrine pancreas and is a metabolic disease, involving elevated blood glucose levels. In type 1 Diabetes there isn't insulin produced while in type 2 Diabetes is a little production of insulin. Pancreas can be damaged as a result of the digestive enzymes that it produces which are released in pancreas and not into the duodenum, this is known as pancreatitis and it can be acute or chronic.

The major cause of pancreatitis are alcohol abuse and gallstone. Serum lipase and gamma-glutamyl transferase can be used to detect acute pancreatitis, however serum lipase is more diagnostic because is significantly increased. Acute pancreatitis can lead to chronic pancreatitis (CP). Most studies suggest that CP is related to pancreatic cancer. Pancreatic insufficiency is when the pancreas doesn't make enough exocrine pancreatic enzymes. The summary of this review came to the following conclusions: pancreas is so important in nutrient digestion and hormone production. The β cells of the pancreas are the only cells that produce insulin, so hyperglycemia occurs because of the destruction of β cells leading to diabetes mellitus. For detection of acute pancreatitis, enzymes can be used as test for clinicians. Pancreatic insufficiency can cause malabsorption and malnutrition.

Keywords: *pathophysiology, pancreas, diabetes mellitus, pancreatitis.*

NATURAL/ENVIRONMENTAL SCIENCES



The role of tourism enterprises in Kosovo

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Abstract

In recent years, tourism entrepreneurship has experienced a radical change in terms of the demands and expectations of tourists. Culinary tourism - the development and promotion of enterprises as an attraction for visitors, is a new alternative, but with great development opportunities. Entrepreneurial tourism has been taken for granted for a long period, as the consumption of food and beverages has been considered as part of daily activities, without any special interest for tourists. Food is an important part of the cultural wealth of every people. Recognition of Enogastronomic wealth is an important element of tourist travel, being considered as culture, economy, art, and history. This tourist alternative can bring direct and indirect income to tourist destinations.

The purpose of this paper is to assess the importance of the tourism enterprise in Kosovo in the level of satisfaction of tourists visiting Kosovo and in identifying the role played by the restaurant sector in promoting traditional cuisine of the area, based on local production. The findings of this paper show that these defined dimensions contribute positively to the development of gastronomic tourism, with a stronger impact on the restaurant sector.

Keywords: *Gastronomic tourism, restaurant, territory, tourist destination, entrepreneurship.*

Synthesis of 4-Aryl-1, 2-Dihydro-6-(4-Hydroxy-2-Oxo-2H-Chromene-3-YL)-2-Oxopyridine-3-Carbonitriles and Their Anticoagulant Activity

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Abstract

Intensive research efforts have been devoted to the design and synthesis of new 4-hydroxycoumarin derivatives as anticoagulants. This work reports the synthesis of 4-aryl-1,2-dihydro-6-(4-hydroxy-2-oxo-2H-chromene-3-yl)-2-oxopyridin-3-carbonitrile derivatives. The synthesized coumarin-type derivatives were tested for their anticoagulant effects. An *in vivo* comparative study with laboratory male mice *swiss albino* (*Mus musculus*), in relation to Warfarin, showed that the synthesized compounds have anticoagulant activity.

The most potent compound of the synthesized derivatives was 4-(3-bromo-phenyl)-6-(4-hydroxy-2-oxo-2H-chromene-3-yl)-2-oxo-1,2-dihydro-pyridine-3-carbonitrile which show higher anticoagulant activity than Warfarin. Anticoagulant activity was also associated with toxicity to all synthesized compounds.

Keywords: *Coumarin derivatives, Synthesis, Warfarin, Anticoagulant activity.*

Radioactive waste in Kosovo

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Abstract

Before starting any type of action of radioactive waste it is necessary to determine the content of their activity, the type of radioisotope, physical and chemical forms and the risks associated with their management. This is achieved through a combination of quality assurance processes, e.g. radioisotope inventory balance of activities presents in the waste, composition of the waste material and by direct measurements.

The research was conducted entirely in the field and was undertaken for lack of source certification or any other indication of their classification and activity. The waste separation process helps to realize a more effective characterization of them as well as to determine the way of waste management.

Keywords: *radioactive substances, radionuclide's, management.*

Heavy metal levels in cow raw milk samples from area of Mitrovica, Kosovo

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Abstract

The aim of this study is to determine the heavy metal concentrations on raw milk samples from area of Mitrovica, Kosovo and assess the metal intake and potential health risk. A total of 30 samples were collected randomly to assess the level of Lead (Pb), cadmium (Cd), nickel (Ni), zinc (Zn), aluminum (Al), arsenic (As), iron (Fe) and copper (Cu). The determination of the metals was done using inductively coupled plasma-optical emission spectrometry (ICP-OES) and compared with Maximum Residue Limits (MRL).

The results show that over 60% of samples were contaminated by Pb, while 35% of samples were contaminated by Cd with concentration above the MRL values. In addition, there were greater concentration of Zn, Cu and Fe, while the As concentration in all samples was less than 2 ppb. A high variability was observed in the obtained data regarding the location and country of origin and the concentration of toxicity observed in some samples pose threat to consumers.

Keywords: *heavy metals, raw milk, Maximum Residue Limits.*

Antioxidant Activity of the Methanolic Extracts of *Achillea sp.* Growing Wild in Kosovo

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Abstract

The genus *Achillea* (Asteraceae) has several native species in Kosovo, growing in different habitats. Their populations represent an important source of secondary metabolites, including antioxidants. Due to that, the interest in *Achillea sp.* is increasing rapidly, making them important species in terms of economic values. The *A. millefolium*, is an exemplary species collected in Kosovo and exported to different EU countries. Aiming to assess the antioxidant activity of methanolic extracts, plant material of 10 plant species (*A. ageratifolia*, *A. abrotanoides*, *A. alexandri regis*, *A. millefolium*, *A. tanacetifolia*, *A. atrata*, *A. chrysocoma*, *A. lingulata*, *A. clypeolata* and *A. nobilis*) were collected in different growing wild populations in Kosovo.

Antioxidant activities (DPPH and FRAP) were determined using spectrophotometric methods. According to the DPPH assay method, the antioxidant activity of the analysed species ranged from 62.6 to 255.4 mg TE/g dm. While the antioxidant activity of the studied plant extracts using the FRAP assay method ranged from 104.2 to 388.2 mg TE/g dm. The highest antioxidant activity (determined by DPPH and FRAP antioxidative systems) was found in *A. lingulata*, while the lowest was found in *A. ageratifolia* plant extract. Statistical analysis revealed that both antioxidative systems are positively correlated with the total phenolics and flavonoids. Thus, the interspecific antioxidative variability reflects the species' phytochemical background, which was also impacted by environmental factors. Further investigation and corroboration with detailed chemical analyses are needed to confirm the correlation between different classes of secondary metabolites with antioxidative activities.

Keywords: *Antioxidant activity, DPPH, FRAP, Achillea, Kosovo.*

Improving ICT for environmental sustainability in the Western Balkan countries

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Abstract

Aim of the paper is to review the existing methodology using the Generalized Method of Moments on the impact of ICT penetration in West Balkan countries on environmental sustainability through changing CO₂ emissions for the period 2000-2015. We find that ICTs (Mobile phone and Internet) have a positive impact on CO₂ emissions in non-interactive models. In some specifications, this impact is significant. In interactive models, all marginal effects are negative and, in some specifications, the impact is statistically significant.

We also argue that increasing Internet penetration has a negative net effect on CO₂ emissions from liquid fuel consumption. By calculating the policy threshold for this net effect, we discuss the practical implications for policymaking in countries where the average Internet penetration is below this threshold.

Keywords: *environmental sustainability; ICT; internet; Generalized Method of Moments*

Land cover classification using bi-temporal Landsat 8 image – a study case in Fushe Kosova municipality

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Abstract

This paper presents the digital image classification technique used to map land cover categories. Multi-temporal scenes of Landsat 8 from June to October 2019 were acquired over the study area. Supervised image method using Maximum likelihood algorithm is applied to conduct the fourteen land cover classes. Up to twelve samples are collected for labeling each class, where 80 % of them were used as training data set and 20 % for validation.

The overall accuracy assessment of the classification was 92.17 %, and the Kappa Coefficient result of 0.91. The classification results showed that from the total area of the municipality of 8,405.19 ha (100 %), agricultural areas cover about 1,932.12 ha (22.99%), urban areas 1,771.74 ha (21.08%), the transitional areas 1,638.45 ha (19.49%), forest areas 1,180.08 ha (14.04%), industrial areas 1,025.73 ha (12.20%), and other areas with about 857.07 ha (10.19%).

Keywords: *land cover, classification, training, accuracy assessment.*

Effects of road slopes on driving cycle parameters in urban roads

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Abstract

The driving cycle is an important factor to consider when evaluating a vehicle's emissions on city roads and air pollution caused by traffic. Each city has its own distinct terrain, which influences road design and results in varying slopes. While the city's topography influences the driving cycle's characteristics, the goal of this work is to construct the driving cycle for both sloped (downhill and uphill) and level roads. The driving cycle was created utilizing around 50,000 real-time speed data collected using the OBD method on Pristina's principal routes.

Micro-trips were extracted from speed-time profiles using the clustering approach, while potential micro-trips for the final driving cycle on different highways were picked using the random method. On slope roads (downhill and uphill) and flat roads, we discovered that driving cycle parameters (acceleration, deceleration, cruise, and idle) change significantly. This study could help future urban road builders think about how slope affects automobile emissions in cities.

Keywords: *slope-flat road driving cycle, second by second data, micro-trips clustering, Pristina.*

Safety measures during manipulation with explosives

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Abstract

Exploitation of mineral resources is very important for development of the country, because many jobs are open, and grow up the revenues and benefits of state doing the state economically stabilized.

To make possible exploitation of the ore deposits, which are built from the strong materials and impossibility to excavation then we need to use explosives for cracking and destruction that masses.

To have safe work during the manipulation with explosives, the possible cases of accidents have been analyzed and the possibility of their prevention has been examined.

After analyzing these cases, we concluded that accidents could occur because of non-compliance with preventive measures and work regulations with explosives.

The measures that must be taken to prevent accidents are maintenance of personal protective equipment, checking the tap, checking the burden, checking the drilling angle, and checking the drilling deviation.

In case of deviation of the drillings in the direction of the bench, those drillings should not be filled with explosives, as it can lead to the throwing of the pieces, as well as in the case of the burden, if it is smaller than the designed burden, then it can come down to throwing the pieces.

Keywords: *Drilling angle, Burden, Accidents, Personal Protective Equipment.*

Spatial distribution of anthropogenic elements in soil of Kizhnica area, Kosovo

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Abstract

Mining sector around Kizhnica (municipality of Gracanica) is one of the major industrial activities that continue to affect the area with the concentrations of anthropogenic elements in soil. The deposition of anthropogenic elements in soil causes changes of chemical equilibrium that affect the soil quality and initiate leaching of pollutants in surface and ground waters in the area. This work will assess the anthropogenic inputs to soil and describe spatial distribution of anthropogenic elements in 30 soil samples at altitudes from 580 to 690 meters and at depths of 5, 20 and 60 cm. Samplings were conducted during the 3 years period. The obtained results related to spatial distribution present essential information for considering the reforms on environmental protection policy in Kosovo.

Keywords: *Anthropogenic elements, spatial distribution, environmental protections.*

A simple approach for synthesis of graphene oxide/reduced graphene oxide

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Abstract

Nowadays, investigations based on nanotechnology undertake breakthroughs in many application areas such as manufacturing, materials, nanoelectronics, energy, biotechnology, medicine, information technology and others. Excellent properties of graphene-based materials, that are crucial in wide range of applications, continuously highlight this promising new compound. Among them is for example graphene oxide (GO). It is an oxidized form of graphene with oxygen functional groups (carboxyl, hydroxyl, carbonyl, and epoxy) in the carbon lattice. However, the oxidation of graphite to GO introduces defects into the carbon structure that result in significantly altered physio-chemical properties, which are in some application undesirable. One way to overcome the difficulties is to consider reduced graphene oxide (rGO) with decreased oxygen content. Material has altered physicochemical properties such as optical and surface functionalities, originating predominantly from higher electron mobility.

The present work addresses the synthesis of GO, and rGO by introducing a simple approach and provides structural, morphological, chemical and physical analysis of the synthesized material. GO was prepared by chemical oxidation and exfoliation of graphite flakes (particle size $\leq 50 \mu\text{m}$) using Hummer's method. rGO was, on the other hand, prepared by the hydrothermal method. Fourier transforms infrared spectroscopy (FT-IR), scanning electron microscopy (SEM), and Raman spectroscopy were used to evaluate characteristic of this already known material. Results show that GO and rGO synthesized by the presented method, exhibit properties suitable for wide range of applications such as in supercapacitors, water purification, and also as composite materials in coatings and even solar cells.

Keywords: *Hummer's method, graphene oxide, reduced graphene oxide.*

Strengthening Strategic Environmental Foresight in Kosovo using Horizon Scanning Approach

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Abstract

Kosovo National Development Strategy (NDS) has been approved by a governmental decision in 2016. The NDS provides concrete actions for the implementation of sustainability principles that are in line with the Sustainable Development Goal (SDGs) 2030 Agenda and includes a forward-looking vision for policy integration that is essential to balance the economic, social and environmental dimensions of sustainable development. However, the challenges with data collection and finding reliable information are noted as obstacles towards achieving the NDS objectives in line with 2030 Agenda. The policy makers often make decision based on insufficient evidence as it is in the case with research data, science, practice in particular in the field of conservation and the environment. A range of tools can be used for better planning and design of the objectives in the structured manner.

Horizon scanning for environmental foresight is a new tool that can be used in the case of Kosovo in predicting the future and support the early detection of weak signals that determine the potential change in the environmental field. We recommend the horizon scanning approach to be integrated into a broader foresight framework that can be used for assessing and understanding the policy implications of relevant environmental developments, and at the same time identify future policy actions that can help to strengthen policy making in Kosovo.

Keywords: *horizon scanning, SDGs, environmental foresight, conservation.*

Applying modern software in projecting mines and planning the exploitation of industrial rocks

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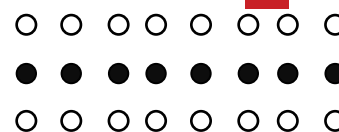
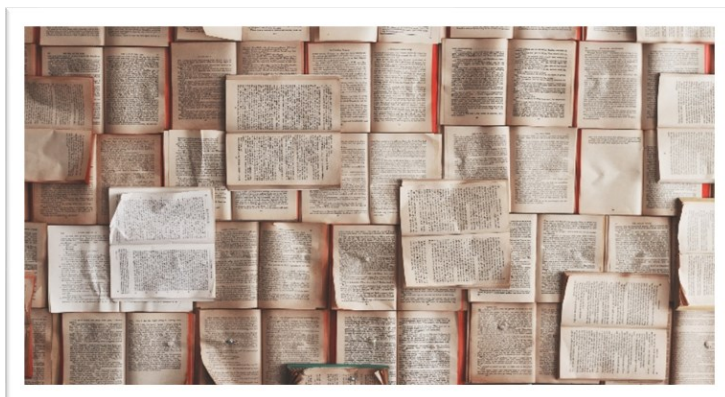
Abstract

Fast development of construction infrastructure, increase of demands for more advanced life standards and the general socio-economic development is orienting investments in exploiting natural resources. As a result, many enterprises from both public and private sector have oriented their investments in exploiting the limestone rock in order to bring to the market its products which have an extremely wide use in construction infrastructure (residential buildings, roads, bridges, rail roads, etc.). After performing research work and visualizing the field it has been confirmed that limestone represents a good ground for the construction material with considerable reserves, therefore in this study we shall address the possibility of a good projection of a small mine whose priority shall be the exploitation of industrial rocks, tracking the exploitation career and assessing the mine longevity in compliance with mine projection rules and mine laws.

There are several methods to calculate the reserves within the final career limits. The acquired results also have an exchangeable level of accuracy therefore in this specific case we have applied two methods that provide accuracy in assessing reserves. Within the studied zone an area of 20733.83 [m²] was selected. The limestone shall be transported through the existing roads and the career roads are planned to be connected with each exploitation stair to the existing quota and roads. The source of limestone rock belongs to Kaçanik Municipality area, in the territory of the Republic of Kosovo, according to the geologic position it belongs to carbon formations of Upper Cretaceous that appear within the serpentinite zone and includes an area of 20733.83 [m²].

Keywords: *Topography, geology, rocks, industry.*

SOCIAL SCIENCES



Predictors / antecedents of intentions to retirement among older people: A longitudinal panel perspective in Europe

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Abstract

Global societies are changing rapidly, and one of the major changes in the last decades has been the demographic change into older societies. The ageing of societies is bringing challenges to their economies, thus creating an evident imbalance between the supply and demand sides of the respective labor markets. Organizations and policy makers are thus in continuous requirement for new evidence and practices to tackle the ageing phenomena, particularly in the direction of flexible working arrangements of older people around the retirement time. Critical aspects in the latest research work involve the questions around active ageing phenomena.

The main purpose of the study is to investigate the likelihood influence of individual, social and work-related factors in the retirement intentions of older people around the retirement time, as a contribution to understanding active ageing.

The study is based on the longitudinal panel data collected from the Survey of Health, Ageing and Retirement in Europe (SHARE), from the waves 6 and 8 of the survey, collected in 28 countries of the European Union and Israel.

The logistic regression analysis was employed to estimate odds ratios of individual, social and work-related factors as well as demographic factors on the retirement intentions among the study participants. Results show a significant higher likelihood for later retirement among older people who are more satisfied with their job, have better health conditions, who perceive a higher level of their quality of life and wellbeing, have less workload, and receive less support from others. In addition, female older people as well as older people with higher educational level tend to retire later beyond their retirement age. The study contributes to better understand implications of ageing in the labor market of European economies, and how the policy practices may be adjusted towards more flexible retirement possibilities for older people. Study limitations include the data format that unable the undertaking of repeated measures in order to better investigate the longitudinal trends of active ageing.

Keywords: active ageing, retirement intentions, panel data, logistic regression.

Grass is greener on *this* side. Science communication and covert promotion in research-based press releases

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Abstract

This mixed-methods study focuses on the communicative strategies used by universities to disseminate research studies while covertly promoting themselves. We carried out an analysis on research-based press releases which reported on articles authored by multiple scholars. The press releases and their respective scientific articles were compared. In particular, verbal and non-verbal elements connected with the university issuing the press releases, its department and laboratories, and its affiliated authors were analyzed in comparison with the other universities and subjects involved in the original research.

Data show that even within the context of collaborative research, promotion draws a sharp line among different institutions, by representing an in-group vs. out-group setting. Press releases are then used as inexpensive promotional tools to give (often undeserved) prominence to the institution issuing the press release (in-group) and overshadowing other involved institutions and researchers (out-group). The quantitative analysis reveals that specific communicative strategies are systematically used to overemphasize the role, function, and ultimately the power of the in-group. Moreover, the discourse analysis supports and enhances the findings by showing that specific communicative strategies are adopted to diminish the role of the out-group to the point it tends to disappear, which results in incomplete information.

Key words: *science communication, research-based press releases, covert promotion*

Unity in Adversity: North and South Mitrovica Share Discontentedness Over Public Sector Performance

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Abstract

Public sector plays a central role in addressing major needs of citizens. How do public services perform this task in areas like North and South Mitrovica, where political tensions take almost all public attention? This paper tends to fill in a vacuum created by the lack of theoretical researches that would assess the performance of the public sector in both municipalities and suggest ideas for improving the performance of the local public administration in meeting more comprehensively the needs of citizens on the both sides of the Ibar River.

Aware -- thanks to theoretical competence they earned during their studies -- that the most important feedback on the public sector's performance comes from "the clients" of this sector, the students of the IBC-M (who assisted the author to carry out this research), conducted a survey to find out the level of (dis)satisfaction of the citizens in both municipalities with the performance of the vital public services.

The research has found out that (1) there was a significant dissatisfaction among the responders in North and South Mitrovica over the quality of the public services offered in the fields of education, health-care, environment protection and security, and (2) that this dissatisfaction is hugely shared by respondents in both Mitrovicas, regardless their ethnicity.

Consequently, the research recommended that local authorities in both cities should start treating improvement of the public sector as their major priority because it is a major concern of the people. Good performance of the public sector in North and South Mitrovica is not some unattainable concept, while its poor outcome cannot be justified any longer with unfavorable political conditions in the northern region.

Keywords: *Mitrovica, public sector, performance, survey.*

The socio-political status of languages in the Republic of North Macedonia

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Abstract

The term language planning refers to measures taken by official agencies to influence the use of one or more languages in a particular speaking community.

American linguist Joshua Fishman has defined language planning as "the authoritative allocation of resources to the attainment of language status and corpus goals, whether in connection with new functions that are aspired to or in connection with old functions that need to be discharged more adequately" (1987).

The four major types of language planning are status planning (on the social attitude of a language), corpus planning (the structure of a language), language planning in education (learning), and prestige planning (image).

Language planning can take place at the macro (state) or micro (community) level.

Keywords: *Language planning, sociopolitical issues, minorities, use of languages.*

A feminist reading of Italy's north–south dualism in the wake of covid-19

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Abstract

Italy has been hit hard by the COVID-19 pandemic. This study investigates Italy's North–South dichotomy, exploring differences in social norms and family habits among Italian regions from a feminist perspective. Relying on time-use data, it analyzes whether family roles have protected elderly people from the pandemic in the South as compared to the North. The paper emphasizes the need to recognize the value of care and support unpaid care work performed by elderly people within and across households. Further, the paper argues for the need to consider the changing conditions of eldercare and contributes to the growing debate about its quality in Italy and elsewhere.

Keywords: family cohesion, dualism, time use, Covid-19, Italy.

The impact of Covid-19 on Social Workers

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Abstract

The role of social workers and their mandate during the Covid-19 pandemic underwent a transformation where social workers, being a frontline worker in action have been addressing a range of client's needs and the hinder situation of the pandemic have burdened social workers in personal and professional levels.

This study aimed to understand the experiences of social workers during the pandemic and provide recommendations to address the needs of social workers.

Four (4) focus groups with a sample of 32 social workers from regions of Gjakova, Prizren, Gjilan and Ferizaj were conducted. Participants were selected through snowball sampling and the demographics included 20 men and 12 women, with the age range between 35-50 years old. The data were analyzed through content thematic analysis, which through the coding process, 4 categories were identified: 1. Working conditions, 2. Personal values, 3. Challenges on social work practice and 4. Lack of support for social workers.

The results show that pandemic has increased the need of clients to seek social services with the emphasis on emergency package measures. The personal values of solidarity and helping people in need have been prominent at social worker's practice, where even though there was a lack of institutional and family support and the work required exceeding competencies, social workers constantly addressed requests individually.

Overall results indicated that addressing and serving client during pandemic was perceived and exercised only on the individual will, hence indicating a lack of structural support that burdened the mandate of social workers.

Keywords: *social services, social workers, COVID-19.*

The social and spatial aspect of public spaces during Covid-19 Pandemic in Prishtina

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Abstract

Public spaces are generators of well-being, if properly planned and maintained, they will promote physical, mental and social health. The development of public spaces is often influenced by many factors such as economy, politics, culture, and more. Such a case is Pristina, a city which the last 20 years has been developed mainly by private initiatives, transforming the undeveloped areas into dense settlements, without technical infrastructure, and without public spaces.

The aim of this paper was to analyze the usage of public spaces during Covid-19, and the social and spatial aspect of public spaces in neighborhood Ulpiana, Pristina. The focus was in understanding how often and how are the public spaces used during the pandemic, what are their social and spatial challenges, and what are users' expectations.

The methods used were qualitative and comparative, 10 participants were involved through in-depth interviews and questionnaires, conducted in July 2021. Stakeholder analysis was performed to identify the target-groups.

The result shows that public spaces are being used more during the pandemic. The most pronounced dissatisfaction regarding the social aspect, is the loss of identity of the neighborhood. This brought new spatial challenges, as, traffic related problems, undeveloped infrastructure, no safety, and more.

The stakeholders have low expectations from the local government, however, they expect improvements to the existing condition of public spaces and to be involved in drafting plans.

Considering the restored role of public spaces during the pandemic, as spaces that promote health, effective improvements should be made to increase their quality.

Keywords: *public spaces, social aspect, spatial aspect, Covid-19 Pandemic.*

Crisis of social sciences - challenges and perspectives

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Abstract

In this paper, the author critically and analytically discusses the status and crisis of the social sciences and humanities, with challenges and perspectives in the future. He started the topic at the beginning of the eighties at the Yugoslav meeting in Oplenac, when the then scientists' prof. dr. Fuad Muhić et al. Milan Popović stood in my defense for the views I expressed in this gathering. Then a great discussion developed that the state did not have adequate experts to confront the projects, so it happened that science was extremely vulgarized. Such an atmosphere from year to year, humiliation and involution of science, is happening today.

In the period of four decades, we have singled out two capital projects: dr. Vujadin Jokić - Introduction to Philosophy (1983), dr. Slobodan Tomović - Fundamentals of the theory of knowledge and logic (1984) and others. Stevo Nikić - History of Civilizations (2021). Unfortunately, we don't have any more titles worth mentioning. On one hand, the crisis of consciousness and the crisis of scientific research are, to put it mildly, the state of mind in this area. Certainly, in this work we do not want to deny everything that has been achieved on the spiritual, scientific and philosophical level. Therefore, it is necessary to re-evaluate the scientific system in order to open the perspectives of social and philosophical sciences, which are an irreplaceable potential for the development of democracy and human freedom.

Keywords: *crisis, social sciences, philosophy, freedom, democracy, human rights,*

Does Kosovo has a Welfare State?

Vera Kopsaj

Abstract

The aim of this work is to provide an overview of the welfare state in Kosovo. Although Kosovo gained independence in 2008, the welfare state is almost non-existent after 14 years. The lack of social security, especially during the pandemic crisis, puts the family at risk as it becomes the only social safety net. As Kosovo is a country with a strongly traditional and patriarchal culture, the care of the elderly and children is still the responsibility of women.

This work therefore intends to investigate, through various data sources, the issue of unemployment, assistance to the elderly in Kosovo, trying to arrive at explanations that can help improve social policies. We will try to answer questions such as: is the lack of welfare in Kosovo due to its traditional culture or the unpreparedness of the state? From the theoretical point of view, a reading of the environment/system relationship will be offered, that is traditional culture/welfare state. Considering that the welfare state is one of the primary criteria for the functioning of a democracy, and that Kosovo is a potential candidate country for the European Union, the welfare state should be considered a priority for the country.

Keywords: *Kosovo, welfare state, traditional culture, environment/system*

The social impact evaluation of the Tornasole Project: Positive Thinking and Youth Citizenship

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Abstract

The objective of this Abstract is to present the Evaluation Plan of the Tornasole project, considered in a perspective of governance and public policies related to the evaluation and the specific theme of policies to combat educational poverty and promote youth citizenship (issue gaining more centrality due to increased youth distress in pandemic). The Plan has the objective of evaluating the social impact of the actions implemented within the project in the most marginal municipalities of Rome to combat educational poverty, school dropout and strengthening of the educating community.

On the methodological level, the Plan can be framed in a Theory Based Evaluation approach and in an innovative evaluation perspective such as Positive Thinking Evaluation, oriented towards the discovery of unexpected results of complex programs characterized by uncertainty and therefore open to discovery and success from the point of view of local actors. In this framework, a case study of potential success in the logic of Positive Thinking will be illustrated: L'Accademia, founded by the daSud association, a hybrid space that is harmoniously connected with the school. This place is considered a cultural center, as it offers to young people the opportunity to meet the universe of culture. L'Accademia can attract young people and involving them in educational and cultural activities. The activities implemented by L'Accademia include disadvantaged young people in experiences capable of soliciting their social participation and to promote the development of the educating community and the periphery as places of interest for the development of youth citizenship.

Keywords: *evaluation, positive thinking, public policies, educational poverty, youth citizenship.*

Choral songs for children
(study analysis from social point of view)

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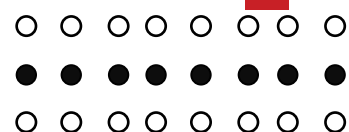
Abstract

The aim of the paper is to research and analyze the children's choral song. In general, there is a lack of literature in this field. Choral singing requires energy, imagination and love for choral singing. These phenomena exist in adults as well as children. The internal musical and literary material of the choral song has great expressive power. And this shows that choral songs for children, should be from the expression and musical technique maximally suitable for children. These songs should be a whole from the ideological content as well as the musical content. It is difficult to find composers who have not created choral works for children, we are talking about Kosovar composers of the first and second generation.

Paper reveals that at the beginning of the musical creativity of these composers, the choral works were dedicated to children. They created one-voice, two-, three-, and four-voice choral songs for children. Most composers began their musical creativity with this type of musical form in the composer's career. The analysis results of this research show that not every children's choral work they created was at the right artistic level. But looking at our past that was quite bleak, then we should be grateful to these composers, as these were the first sparklers that brought our children genuine artistic music and created the space that the children and youth of Kosovo as well the people to return to their genesis before the conquests that have happened to them throughout history.

Keywords: *song, composer, children, choral.*

HUMANITIES & PHILOLOGICAL SCIENCES



Albanian language is the key of Indo-European languages:
Grounded by James Clackson

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Abstract

"In the New Zealand tree, Albanian is grouped closest to the Indo-Iranian languages, forming a separate branch with them. Germanic forms a branch with the Romance languages, with Celtic as an outlier group. The Pennsylvania tree sees no close connection between Albanian and Indo-Iranian. Germanic is omitted from the tree, since there is no best-fit tree with Germanic, but Italic and Celtic are closely linked on the tree (James Clackson, 2007)".

The aim of this paper is to research for the role and the operation of Albanian language in Balkans. The Albanian language is spoken by seven million people in the south-western of Balkans. Albanian is a language of the extensive Indo-European family and is thus related to a certain degree to almost all other languages of Europe. Albanian is officially spoken in the Republic of Albania and Kosovo. Traditional Albanian settlements can be encountered sporadically elsewhere in Arbanes of Zadar (in Croatian); in some cities of Serbia; Macedonia; Montenegro and in the Bulgarian-Greek-Turkish border region. A few Albanian speakers are also to be found in the Ukraine (village in the regions Melitopol' and Odessa) and notably in villages in Bulgarian (in Mandrica). As a geographical and cultural entity, and as a nation, Albania has often been enigmatic. The first document in Albanian language is: Paulus Angelus, 1462 "I baptize thee in the name of the Father and the Son and the Holy Spirit".

Keywords: *Albanian language, Indo-European family, spoken.*

Characteristics of language in Kuteli's prose

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Abstract

In this paper, we aim to present a picture of the linguistic aspect in Mitrush Kuteli's prose, because this writer in his works, especially in his prose, pays special attention to the linguistic aspect.

The language of the characters in Kuteli's works is rich with the vocabulary created by the respective time and space. It is known that Kuteli in his oeuvre, especially in his prose, takes from the people, and gives to them in the creative laboratory, which means dressed in specific, artistic language that grabs your attention and captivates you once you start reading, because his prose represents a reality of time and place and this is masterfully achieved through the language of the characters, which in theoretical science is called linguistic differentiation, so he despaired when given orthographic and linguistic remarks about the forms that departed from the variant of the area where the events of the story took place.

Keywords: *linguistic contribution, spelling, linguistic differentiation, dialectal specifics.*

Activity of Arber musicians during the middle ages

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Abstract

The purpose of this paper is to shed a light on the Arber^{2*} musicians during the Middle Age, respectively to elaborate the impact provided by following musicians: Nikete Dardani (century XIV), Jan Kukuzeli (century XV), Dragan Prizreni (century XV), Kole Durrsaku (century XVI), Filip Drishti (century XV), Progon Burizani (century XIV), etc. The period of XIV-XV centuries marks an important milestone – humanity moved from Dark Ages into Humanism and Renaissance. It should be emphasized that impact of Arber musicians was strongly tied to general development of European humanism. To draft this paper descriptive, synthesizing and analytical methods have been used to reach objective scientific conclusions, as: during the Middle Age (centuries XIV-XV) Arber musicians, by their own names, played music in regions like Italy and Dalmatia. The data deriving from this paper enriched the elaboration of music history during the Middle Age.

Keywords: *Musicians, Middle age, Arber, etc.*

^{2*} Arber means Albanians during Middle Age

Tourist Paths of Religious Tolerance

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Abstract

Religious beliefs in Albania are diverse, despite religious diversity the Albanian people are characterized by a religious tolerance. Religious beliefs in Albania have their own rites and customs that are reflected in the religious calendar. A special place in the religious calendar is occupied by the days of pilgrimage. Pilgrimage days which create tourist trails.

During the treatment of the topic we will identify: How will religious tolerance promote tourist trails? How will the diversity of religious beliefs develop religious tourism in Albania? How will religious tourism affect the sustainable tourism development in Albania after Covid-19? *The findings from the search:* Opportunity for the development of Tourism in the days / weeks of religious pilgrimage; Religious tourist trails promoted in Albania; Tourist activities that can take place along religious tourist trails; The number of ventures that are or will have can be set up; Increase the length of stay in a tourist destination; Preserving the values of religious faith, but also the cultural and natural potentials of the area; Improving the lives of residents.

Keywords: *Religion, Pilgrimage, Tourism, culture, nature*

The monocracy of the novel "*the money of the time*"

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Abstract

The purpose of this study is to analyze, compare and describe the novel "*The Money of the Time*" by Ismail Kadare. The author is one of the best Albanian writers. In this part of the study, the differences and similarities between different genres and in particular novels, stories and vice versa are analyzed and described. In order to compare the similarities between story and novel, it is necessary to first see the boundary between the novel and the story, which emerges that the story in most cases is shorter than the novel, but often, similar to the volume density; the difference between novel and novel being the form of narration of breeding the information that brings novelties. Talking about a creator who possesses an extraordinary fertile fantasy and an imagination that knows no limits, his first poetry book was "*Boyish Inspirations*" (1954), which creative poems were inspired by the author.

The author continues to write and publish nowadays, including other genres of Albanian literature. It is well known that Kadare is a well-known world-renowned creator, who in most of his works has dealt with different themes, but has never left behind the history of the Albanian people and his (past) suffering, as we have in most novels and stories of particular importance to his creativity. Kadare through the novel "*The Money of the Time*" presents in general the suffering of the Albanian people during the Enver Hoxha regime, who had been suffering from extreme hunger for years. The years when being on deep poverty and being oppressed by the political system were a daily routine. Therefore, in this novel, Kadare describes the time of Enver Hoxha's regime on the one hand and on the other hand describes the suffering of his childhood and Albanian families.

Keywords: *Ismail Kadare, The money of the time; novel, Enver Hoxha, family, prison.*

Cataloging in Publication (CIP)

National Library of Kosovo - "Pjetër Bogdani"

37(496.51) (062)"2022"

Book of abstracts: International Conference on New Achievements in Science, Technology and Arts ICNA-STA: 14 -15 April 2022, Peja, Kosovo / editors Bujar Galloopeni ... [etc.]. – Mitrovica: International Business College Mitrovica (IBC-M), 2022. – 158 pgs.: ilustr. ; 28 cm.

Education – Technology – Study and teaching

Conference -- 2022 -- Kosovo

1. Galloopeni, Bujar 2. Shehu, Alma 3. Lataj, Adnan 4. Gashi, Damir

ISBN 978-9951-9090-0-6

Aleph [000102791]

INTERNATIONAL CONFERENCE ON NEW ACHIEVEMENTS IN SCIENCE, TECHNOLOGY AND ARTS
ICNA-STA
14th -15th April 2022, Peja, Kosovo



BOOK OF ABSTRACTS

INTERNATIONAL CONFERENCE ON NEW
ACHIEVEMENTS IN SCIENCE, TECHNOLOGY AND ARTS

ICNA-STA



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14 – 15 April



ISBN 978-9951-9090-0-6

