

PERSONAL INFORMATION

Vojkan Nedkovski



✉ vojkan.nedkovski@unimi.it

EDUCATION AND TRAINING

January 2014 – Recent

PhD Candidate in Economic Sociology and Labour Studies

Graduate School of Social and Political Sciences

UNIVERSITY OF MILAN

Research project:

Tentative Title: Enhancing the individual innovative behaviour in organizations: A social network perspective

Advisor: Prof. Marco Guerri

Co-advisor: Prof. Flaminio Squazzoni

Principal subjects covered:

- Statistics for Social Sciences
- Applied Multivariate Analysis
- Research Methods
- Game Theory
- Behavioural Game Theory

Publications:

1. Submitted paper for peer-review in the German Journal of Research in Human Resource Management: "The innovation of the HRM system technology and meanings – a paradox perspective" (Guerri, Dell'Era, Nedkovski, & Shani, in review)

September 2010 – March 2013

Master of Science in Business Studies (Classe LM-77)

UNIVERSITY OF BOLOGNA

Final Thesis:

Title: Social Capital Change in the Aftermath of Communism's Collapse in Macedonia

Advisor: Prof. Simone Ferriani

Principal subjects covered:

- International Economics
- International Marketing and Distribution
- Corporate Finance
- Corporate Strategy
- International Strategic Accounting

Awards:

Best performers award 2012 in CLAMDA-IM at UniBo

Winner of the "Business Game Euronet 2012" organized by the Master's Program Staff at UniBo

September 2002 – July 2005

Bachelor of Arts in Business Studies (Accounting and Finance)

THE UNIVERSITY OF SHEFFIELD

Principal subjects covered:

- Principles of Management
- Principles of Accounting
- Portfolio and Security Analysis
- Managerial Accounting
- Business Strategy

EMPLOYMENT

July 2009 – May 2010

Network Department Officer

ALPHA BANK AD SKOPJE; web: www.alphabank.com.mk

- Coordinating and monitoring branches' operations
 - Performance evaluation and reporting
 - Setting the targets for the branches regarding the retail banking products
 - Managing the activities and processes related to launching a new product – a new salary account;
- Business or sector** Banking and Finance

August 2008 – July 2009

Retail Business Unit Officer

ALPHA BANK AD SKOPJE; web: www.alphabank.com.mk

- Market and economic research on regional and country level
 - Preparation of monthly /yearly reports concerning the retail banking products for management purposes
 - Analysis of loan applications (consumer and mortgage)
- Business or sector** Banking and Finance

May 2007 – August 2008

Sales Representative in Cards Department

ALPHA BANK AD SKOPJE; web: www.alphabank.com.mk

- Responsible for expanding the merchants' sales network for the American Express credit cards
 - Development of marketing mix for the American Express credit cards and its implementation
- Business or sector** Banking and Finance

April 2006 – May 2007

Finance & Partner Channel Assistant

LOGIN SYSTEMS DOO SKOPJE; web: www.loginsys.com.mk

- Financial statement analysis with purpose of setting credit frames for company's sales partners
- Managing the Accounts receivable
- Monitoring the sales results and controlling the sales performance
- President of commission for inventory counting at the end of the fiscal year

Business or sector Information Technology

PERSONAL SKILLS

Mother tongue(s)

Macedonian

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C1	C1	C2
Italian	C2	C1	B2	B2	B2

Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user
Common European Framework of Reference for Languages

Computer skills

- Good command of statistical analysis software tools: STATA & IBM SPSS
- Good command of Microsoft Office tools: Excel, Word, Power Point, Office Project; Outlook as well as of Google + and Dropbox

Research Interests:

My current research interests can be summarized along three basic lines:

1. Organizational Behaviour and particularly innovative behaviour of individuals in an organizational context studied through social network lenses.

I am interested in studying the impact of various social network properties such as degree centrality, closeness centrality, strength of ties, and structural holes on the innovative behaviour of employees within organizations. In particular, how the social network properties for the employees engaged in the three stages of an innovation process, i.e. idea generation, idea promotions, and idea implementation, differ along the three stages. That is, what are the network properties common for an employee who performs better in generating novel and useful ideas, and what are the social network properties of an employee who perform better in implementing the innovative ideas? By understanding this, we may learn more about the coexistence of more creative activities inherent in idea generation with the more routine activities inherent in idea implementation. Indeed, the employees today are continuously exposed to the challenge of balancing between creative and routine activities. Therefore, an enhanced understanding about the network features that allow an employee to perform better within one of the stages of the innovation process as well as to balance between the different behaviours required in the various stages of the innovative process is of a great importance.

2. Agent-based models for studying organizational behaviour

Agent-based models may be used for understanding how the interaction between social network features and various personal factors may jointly affect the innovative behaviour of employees within an organization. By changing the values of independent variables, agent-based models may be useful to find the right match between the various independent variables that maximize an individual innovative performance.

3. Human resource management

I am interested in studying the differences between the intended and perceived human resource management policies/practices. Namely, what the HR personnel intend when creating certain policies, and how the employees' perceptions differ in respect to what was intended.