



## CV

### 1. Personal Information

Surname	Mushkudiani
Name	Zurab
P/N	60002013570
Birthdate (dd/mm/yy)	09/01/1983
Address	35/33 Paliashvili street, Kutaisi
Tel:	599800604
Mail :	zurabi8355@gmail.com
Current occupational position	Associate Professor

### 2. Position and specialty

Please mention position (✓ Put a symbol) an exact specialty

Position:	<input type="checkbox"/>	Professor
	<input checked="" type="checkbox"/>	Associated Professor
	<input type="checkbox"/>	Assistant Professor
	<input type="checkbox"/>	Assistant
	<input type="checkbox"/>	Invited Professor
Specialty	Business Administration	

### 3. Academic/Scientific degree

*PhD/ Candidate dissertation defense /Habilitation/ PHD candidate dissertation defense*

<b>Name of the higher education institution</b>	Akaki Tsereteli State University
<b>Direction/ Specialty</b>	Business Administration
<b>Enrollment date</b>	2009
<b>Dissertation defense date</b>	2015
<b>qualification</b>	Doctor of Business Administration
<b>Title of the dissertation topic</b>	The role of sustainability of the banking sector in ensuring the country's financial stability
<b>Conductor of the theme</b>	Nana Shonia

### 4. Other education

*Higher (Master) education*

I		
Name of the higher education institution	American University	
Faculty / Specialty	Education	
Date of the enrollment/Graduation	Beginning (yy)	End (yy)
	2019	Present
Qualification	Education policy and leadership	
II		
Name of the higher education institution	Kutaisi Teaching University “Gelati”	
Faculty / Specialty	Humanities /English Philology	
Date of the enrollment/Graduation	Beginning (yy)	End (yy)
	2005	2009
Qualification	English language teacher	
III		
Name of the higher education institution	Akaki Tseteli State University	
Faculty / Specialty	Natural Science/Tourism Management and geography	
Date of the enrollment/Graduation	Beginning (yy)	End (yy)

	2000	2005
<b>Qualification</b>	Tourism manager and geography teacher	

## 5. Foreign languages

Level	A2<	B1	B2	C1>
Foreign language				
English				√
Russian			√	
German	√			

## 6. Computer Skills

Program	Level
Microsoft Office (Word; Excel, PowerPoint, Front page)	Proficient
Adobe Photoshop	Intermediate
Scology/Moodle/Edmundo/Canvas/Zoom	Proficient

## 7. Professional experience

(In chronological order, start with the latest information, experience must be mentioned in the paragraph-8)

Date (mm/yy)		Employer	Position / duties
-from	-to		
2007	2017	Kutaisi Public School N17	English teacher
2005	2017	Saint Nino Public School N3	English teacher

2002	2019	Kutaisi City Council	Senior specialist, (PR/HR),
2003	2015	Iacob Gogebashvili Private School N1	English teacher

## 8. Scientific-pedagogical experience

*(Only in a state-recognized higher education or scientific institution shall be taken into account)*

Date (mm/yy)		Higher Education Institutions	Position	Study course / Research project	Learning step
-from	-to				
2022	present	Georgian National University SEU	Associated Professor	Principles of Microeconomics Principles of Macroeconomics Principles of Management Corporate Social Responsibility Foundations of Business Operational excellence Business ethics Organizational behavior Logistics	Undergraduate Graduate
2022	present	Guram Tavartkiladze Tbilisi Teaching University	Professor, Head of BBA/MBA programs	Principles of Management Human Resource management Consumer behavior International Management Strategic Corporate Social Responsibility Strategic Management	Undergraduate Graduate
2021	present	International Teaching University of Management and Communication Alterbridge.	Professor	Principles of Management Team work and interpersonal skills	Undergraduate
2018	present	Batumi Navigation Teaching University	Associated Professor	Project Management Marketing Principles of Management	Undergraduate

2009	2017	Akaki Tsereteli State University	Visiting Professor	Fundamentals of finances Banking Financial institutions and markets Money and credit	Undergradua te
------	------	-------------------------------------	--------------------	---	-------------------

## 9. Scientific publications for the last 5 year.

(Chronological sequence needed, start with the latest information)

Date	Topic of the working theme	Scientific Journal	Publisher
2023	<u>Marketing Study of Customer Loyalty in Georgia and Its Impact on Hospitality Business: Case of Imereti Region</u>	European Journal of Marketing and Economics	
2022	<u>FINANCIAL LITERACY Exchange AND ITS CHALLENGES IN POST-SOVIET GEORGIA</u>	"Knowledge and Performance Management"	
2022	<u>Pandemic era and its impact on the investment and business environment-Georgian case</u>	<i>ACCESS: Access to science, business, innovation in digital economy</i>	
2022	<u>ASPECTS OF MANAGING THE FINANCIAL SUSTAINABILITY OF THE BANK IN THE CONTEXT OF GLOBALIZATION</u>	European journal of economics and management sciences	
2022	<u>Effective management and success of business ethical relationships</u>	Access to science, business, innovation in digital economy	
2022	<u>In pursuit of sustainability: towards sustainable future through education</u>	International Journal of Innovative Technologies in Economy	
2021	Challenges of sustainable and equal development of regions in Georgia	<i>DSpace Repository</i>	
2021	SPECIFIC OF LOCAL GOVERNMENT PROCUREMENT MANAGEMENT IN GEORGIA	<i>European Journal of Economic and Financial Research</i>	
2021	COVID-19 AND EMOTION MANAGEMENT	<i>European Journal of Management and Marketing Studies</i>	
2021	Difficulties in managing diversity in	<i>ACCESS: Access to science, business, innovation in digital economy</i>	

	Georgian educational organizations		
2021	NEW GENERATION'S EXPECTATIONS FOR 21ST CENTURY LEADER AND PERCEPTION BY YOUNG EMPLOYEES OF LEADERSHIP IN ORGANIZATIONS	<i>European Journal of Management and Marketing Studies</i>	
2021	Problems Caused by the Impact of COVID-19 on Small and Medium Enterprises Management and its Solutions	<i>SHS Web of Conferences; Les Ulis,</i>	
2021	<u>The impact of Responsible Lending Policies for Individuals on Banking Competition</u>	<i>Challenges of Modern Science, 2021</i>	
2020	Ways and characteristics of employee motivation in modern conditions	<i>Social and labor relations: theory and practice</i>	
2020	Whether we need emotions in business or not	<i>ACCESS: Access to science, business, innovation in digital economy</i>	
2020	Global, economic and technological trends in human resource management development	<i>ACCESS: Access to science, business, innovation in digital economy</i>	
2020	PROS AND CONS OF PENSION REFORM- GEORGIAN CASE/	<i>Globalization and Business</i>	
2020	The role of emotions, mood and motivation in human resource management	<i>Innovative economics and management</i>	
2019	The trends of producing agro-food products and export innovative marketing strategy in Georgia	<i>The journal «Economics. Ecology. Socium»</i>	
2019	Facing the Global Competitiveness Challenge and Quality of Business Freedom in Georgia	<i>European Journal of Economic Studies</i>	
2019	The opportunity for searching the information in social networks and its impact on PR and HR management of companies	<i>Advance Research Journal of Multidisciplinary Discoveries (ARJMD)</i>	
2019	Public relations and management process	<i>Periodical scientific journal Intelligence</i>	
2019	Efficiency of corporate media and increasing economic opportunities of business	<i>International Electronic Scientific Journal "Science Online"</i>	

2018	<u>International Investment Position of Georgia: An Analytical Study</u>	<i>Journal Association SEPIKE</i>	
2018	<u>The Role of Media Communication &amp; Social Networks Influence on the Business Environment in Georgia</u>	<i>Journal Association SEPIKE</i>	
2018	<u>Significant Issues of Legal Regulation of Vehicle Owners' Civil Liability Insurance in Georgia</u>	<i>Sociology International Journal</i>	
2018	Some important aspects of inter-bank competition	<i>IPASJ International Journal of Management (IIJM)</i>	
2018	The modern trends of improvement employee motivation and its impact on their performance management in Georgian reality	<i>International Journal of Current Advanced Research</i>	
2018	Personal Management Challenges in Georgian Commercial Banks	<i>Problems of Management in the 21st Century</i>	

#### 10. Other activities (Latest 10 year)

Reports at local and international scientific conferences, grant projects, academic scholarships, trainings, internships, other information (optional)

N	The Name and Description of the Activity
04/2023	TOURISM INDUSTRY AS A NATIONAL DETERMINANT OF COUNTRY'S ECONOMY
03//2022	IN PURSUIT OF SUSTAINABILITY: TOWARDS SUSTAINABLE FUTURE THROUGH EDUCATION
01/2022	<u>Pandemic era and its impact on the investment and business environment–Georgian case</u>
12/2021	<u>The impact of Responsible Lending Policies for Individuals on Banking Competition</u>
07/2021	<u>SPECIFIC OF LOCAL GOVERNMENT PROCUREMENT MANAGEMENT IN GEORGIA</u>
06/2021	<u>Trade and economic relations between Georgia and the Czech Republic: challenges in export and import of agri-food products</u>
05/2021	<u>Challenges of sustainable and equal development of regions in Georgia</u>
05/2021	<u>COVID-19 AND EMOTION MANAGEMENT</u>
04/2021	<u>Problems Caused by the Impact of COVID-19 on Small and Medium Enterprises Management and its Solutions</u>
04/2021	<u>IMPACT OF COVID 19 ON SMES MANAGEMENT IN GEORGIA</u>
05/2021	Difficulties in managing diversity in Georgian educational organizations
04/2021	New generation's expectations for 21st century leader and perception by young employees of leadership in organizations
03/2021	Cyber Insurance – Effective Mechanism for Protection against Cyber Threat
12/2020	Organizational culture in modern management

09/2020	<u>Current Advances In Digital Recruitment Of Human Resources And Its Potential For Companies</u>
09/2020	<u>Ways and characteristics of employee motivation in modern conditions"</u>
08/2020	<u>HR impact on firm organizational culture</u>
08/2020	Pros and Cons of pension reform –Georgian case
08/2020	<u>The role of emotions, mood and motivation in Human Resource Management</u>
07/2020	<u>Personnel training and development practices as an innovative development factor of an organization</u>
06/2020	<u>Whether we need emotions in business or not</u>
05/2020	<u>Global, economic and technological trends in human resource management development</u>
12/2019	<u>The opportunity for searching the information in social networks and its impact on PR and HR management of companies</u>
11/2019	<u>Facing the Global Competitiveness Challenge and Quality of Business Freedom in Georgia</u>
09/2019	<u>The trends of producing agro-food products and export innovative marketing strategy in Georgia</u>
06/2019	<u>Trends in the formation of modern human resources management</u>
06/2019	<u>Efficiency of Corporate Media and Increasing Economic Opportunities of Business</u>
05/2019	<u>Public Offering of State Securities and Georgian Reality</u>
05/2019	<u>Public relations and management process</u>
03/2018	<u>International Investment Position of Georgia: An analytical study</u>
02/2018	<u>Some important aspects of inter-bank competition</u>
02/2018	<u>The Modern Trends of Improvement Employee Motivation and Its Impact on Their Performance Management in Georgian Reality</u>
01/2018	<u>Personal Management Challenges in Georgian Commercial Banks</u>
01/2018	<u>Significant Issues of Legal Regulation of Vehicle Owners' Civil Liability Insurance in Georgia</u>
11/2017	<u>The Characteristics of Travel Insurance in Georgia and Its Ways of Improvement</u>
01/2017	<u>Segmentation of Georgian Population According to Financial Capabilities and Money Management Style</u>
07/2016	"Implications of the IFRS 9 impairment model for financial stability"
04/2016	The experience of Japanese innovative management and it implementation capacity in Georgia
02/2016	Some Aspects of International Innovative Financial Instruments
10/2015	On the role of stress test methodology in the banking sector "
06/2015	About Some Aspects of European System of Financial Supervision
10/2014	Some issues of banking sector sustainability and ways to improve them in Georgia
08/2014	Characteristics of the principle of franchise on the example of an American companies
11/2013	On several macroeconomic aspects affecting the financial stability of the country.
08/2013	The synergy between macro prudential, monetary policy and financial stability.
05/2013	The Factors influence financial stability of the bank

#### a) Professional Development / Trainings

Date	Course / training / project name	Diploma / certificate
2022	Teaching English, lesson planning and assessment.	Certicate
2022	University of Arizona	Certicate
2022	English For Career Development, University of Pennsylvania	Certicate
2022	Project Planning and Initiation, University of California	Certicate
2021	Emotion and Stress Management, Yale University	Certicate
2018	Fundamental Principles of Leadership, Harvard University	Certicate
2016	2018 "Introduction of modern interactive methods in the teaching process"	Certicate



2016	Georgetown University, World learning, US Embassy of Georgia and PH International. TOTSI / Teachers 'Trainer Intensive Course, Teacher Trainer Certificate	certificate
2016	Lesson planning and Feedback, p	certificate
2015	"Use of modern information technologies in foreign language lessons	certificate
2014	"Vocabulary: The most important piece of language acquisition",	certificate
2014	"Methodology of teaching English, general course; Writing, reading, grammar; listen; Oral speech; Observation of the lesson ".	certificate
2013	"TESOL Intensive Course"	certificate