

INTERNATIONAL JOURNAL

Institute of Knowledge Management

KNOWLEDGE



Scientific papers

Vol. 12.2

KNOWLEDGE



**INTERNATIONAL JOURNAL
SCIENTIFIC PAPERS
VOL 12.2**

8-10 APRIL, 2016

BANSKO, REPUBLIC OF BULGARIA

INSTITUTE OF KNOWLEDGE MANAGEMENT

SKOPJE, MACEDONIA



KNOWLEDGE

International Journal Scientific papers Vol. 12.2

Editing Board

PhD Vlado Kambovski, PhD Robert Dimitrovski, PhD Predrag Trajković, PhD Maria Kavdanska, PhD Svetlana Trajković, PhD Zivota Radosavljevik, PhD Margarita Koleva, PhD Mile Matijević, PhD Nonka Mateva, PhD Rositsa Chobanova, PhD Mirjana Borota – Popovska, PhD Aleksandar Nikolovski, PhD Jove Kekenovski, PhD Marija Knezevik, PhD Ilija Nasov, PhD Irina Singaveskaya, , PhD Dzulijana Tomovska, PhD Oliver Dimitrijevik, PhD Nedzat Koraljik, PhD Nebojsa Pavlovik, PhD Nikolina Ognenska, PhD Dimitrija Popovski, PhD Lisen Bashkurti, PhD Tome Naumov, PhD Trajce Dojcinovski, PhD Jana Merdzanova, PhD Zoran Srzentic, PhD Nikolai Sashkov Cankov

Preparing and correction: Liljana Pushova, Jasmina Dimitrovska

Print: GRAFOPROM – Bitola

Editor: IKM – Skopje

For editor

PhD Robert Dimitrovski

KNOWLEDGE

International Journal Scientific Papers Vol. 12.2

ISSN 1857-92

SCIENTIFIC COMMITTEE

President: Academic, Prof. Vlado Kambovski PhD

- Prof. Robert Dimitrovski PhD, Faculty of Management, MIT University, Skopje (Macedonia)
- Prof. Zivota Radosavljevik PhD, Dean, Faculty FORCUP, Union University, Belgrade (Serbia)
- Prof. Rosica Cobanova PhD, Bulgarian Academy of Sciences (Bulgaria)
- Prof. Ilija Nasov PhD, Research and Development center PLASMA, Skopje (Macedonia)
- Prof. Aleksandar Nikolovski PhD, FON University, Skopje (Macedonia)
- Prof. Anita Trajkovska PhD, Rochester University (USA)
- Prof. Milan Radosavljevic PhD, Dean, Faculty of strategic and operational management, Union University, Belgrade (Serbia)
- Prof. Anka Trajkovska-Petkoska PhD, UKLO, Faculty of technology and technical sciences, Bitola (Macedonia)
- Prof. Predrag Trajkovic PhD, JMPNT, (Serbia)
- Prof. Lidija Tozi PhD, Faculty of Pharmacy, Ss. Cyril and Methodius University, Skopje (Macedonia)
- Prof. Bistra Angelovska, Faculty of Medicine, University "Goce Delcev", Shtip (Macedonia)
- Prof. Misho Hristovski PhD, Faculty of Veterinary Medicine, Ss. Cyril and Methodius University, Skopje (Macedonia)
- Prof. Jove Kekenovski PhD, Faculty of Tourism, UKLO, Bitola (Macedonia)
- Prof. Sasho Korunoski, Dean, Faculty of Tourism, UKLO, Bitola (Macedonia)
- Prof. Cvetko Andreevski, Vice rector, Faculty of Tourism, UKLO, Bitola (Macedonia)
- Prof. Margarita Koleva PhD, Dean, Faculty of Pedagogy, University Neofit Rilski, Blagoevgrad (Bulgaria)
- Prof. Aleksandar Donchev, MIT University, Faculty of Law, Skopje (Macedonia)
- Prof. Maria Kavdanska PhD, Faculty of Pedagogy, University Neofit Rilski, Blagoevgrad (Bulgaria)
- Prof. Mirjana Borota-Popovska, PhD, Centre for Management and Human Resource Development, Institute for Sociological, Political and Juridical Research, Skopje (Macedonia)
- Prof. Marija Topuzovska-Latkovic, PhD, Centre for Management and Human Resource Development, Institute for Sociological, Political and Juridical Research, Skopje (Macedonia)
- Prof. Marija Knezevic PhD, Academic, Banja Luka, (Bosnia and Herzegovina)
- Ljupco Naumovski PhD, Forum for Mobility and Research, Bitola (Macedonia)
- Prof. Oliver Iliev PhD, Faculty of Communication and IT, FON University, Skopje (Macedonia)
- Prof. Dimitrija Popovski PhD, Faculty of Sport, Ss. Cyril and Methodius University, Skopje (Macedonia)
- Prof. Yuri Doroshenko PhD, Dean, Faculty of Economics and Management, Belgorod (Russian Federation)
- Prof. Sashko Plachkov PhD, Faculty of Pedagogy, University Neofit Rilski, Blagoevgrad (Bulgaria)
- Prof. Ivan Petkov PhD, Rector, European Polytechnic University, Pernik (Bulgaria)
- Prof. Vladimir Lazarov PhD, European Polytechnic University, Pernik (Bulgaria)
- Prof. Tosko Krstev PhD, European Polytechnic University, Pernik (Bulgaria)
- Prof. Antoanela Hristova PhD, European Polytechnic University, Pernik (Bulgaria)
- Prof. Azra Adjajlic – Dedovic PhD, Faculty of criminology and security, Sarajevo (Bosnia & Herzegovina)
- Prof. Aleksandr Korablev, PhD, Dean, Faculty for economy and management, Saint Petersburg State Forest Technical University, Saint Petersburg (Russian Federation)
- Prof. Primoz Dolenc, PhD, Faculty of Management, Primorska University, Koper (Slovenia)

KNOWLEDGE WITHOUT BORDERS
Eight International Scientific Conference (8-10.4.2016, Bulgaria)

- Doc. Igor Stubej, PhD, Faculty of Management, Primorska University, Koper (Slovenia)
- Prof. Hristo Beloev PhD, Bulgarian Academy of Science, Rector of the University of Rousse (Bulgaria)
- Prof. Venelin Terziev PhD, University of Rousse (Bulgaria)
- Prof. Branko Sotirov PhD, University of Rousse (Bulgaria)
- Prof. Karl Schopf, PhD, Akademie für wissenschaftliche forschung und studium, Wien (Austria)
- Prof. Isa Spahiju PhD, International Balkan University (Macedonia)
- Prof. Volodymyr Denysyuk, PhD, Dobrov Center for Scientific and Technological Potential and History studies at the National Academy of Sciences of Ukraine (Ukraine)
- Prof. Laste Spasovski PhD, Vocational and educational centre, Skopje (Macedonia)
- Prof. Branislav Simonovic PhD, Faculty of law, Kragujevac (Serbia)
- Prof. Dragan Kokovic PhD, University of Novi Sad, Novi Sad (Serbia)
- Prof. Sasha Kicoshev PhD, University of Novi Sad, Novi Sad (Serbia)
- Prof. Pere Tumbas PhD, Faculty of Economics, University of Novi Sad, Subotica (Serbia)
- Prof. Natalija Kirejenko PhD, Faculty For economic and Business, Institute of Entrepreneurial Activity, Minsk (Belarus)
- Prof. Zoja Katru PhD, Prorector, Euro College, Istanbul (Turkey)
- Prof. Mustafa Kacar PhD, Euro College, Istanbul (Turkey)
- Prof. Evgenia Penkova-Pantaleeva PhD, UNWE -Sofia (Bulgaria)
- Prof. Nikolina Ognenska PhD, Faculty of Music, SEU - Blagoevgrad (Bulgaria)
- Prof. Tihomir Domazet PhD, President of the Croatian Institute for Finance and Accounting
- Prof. Stojan Ivanov Ivanov PhD, Faculty of Public Health and Sport, SWU Neofit Rilski, Blagoevgrad (Bulgaria)
- Maja Lubenova Cholakova PhD, Faculty of Public Health and Sport, SWU Neofit Rilski, Blagoevgrad (Bulgaria)
- Daniela Ivanova Popova PhD, Faculty of Public Health and Sport, SWU Neofit Rilski, Blagoevgrad (Bulgaria)
- Prof. Branimir Kampl PhD, Institute SANO, Zagreb (Croatia)
- Prof. Marina Simin PhD, College of professional studies in Management and Business Communication, Sremski Karlovci (Serbia)
- Prof. Miladin Kalinic, College of professional studies in Management and Business Communication, Sremski Karlovci (Serbia)
- Prof. Helmut Shramke PhD, former Head of the University of Vienna Reform Group (Austria)
- Prof. Ahmad Zakeri PhD, University of Wolver Hampton, (United Kingdom)
- Prof. Tzako Pantaleev PhD, NBUniversity, Sofia (Bulgaria)
- Prof. Lisen Bashkurti PhD, Global Vice President of Sun Moon University (Albania)
- Prof. Baki Koleci PhD, University Hadzi Zeka, (Kosovo)
- Prof. Ivana Jelik PhD, University of Podgorica, Faculty of Law, (MNE)
- Prof. Islam Hasani PhD, Kingston University (Bahrein)
- Prof. Rumen Valcovski PhD, Imunolab Sofia (Bulgaria)
- Prof. Jonko Kunchev PhD, University „Cernorizec Hrabar“ - Varna (Bulgaria)
- Prof. Nedjad Korajlic PhD, Faculty of criminology and security, Sarajevo (Bosnia & Herzegovina)
- Prof. Alisabri Sabani PhD, Faculty of criminology and security, Sarajevo (Bosnia & Herzegovina)
- Prof. Jova Ateljevic PhD, Faculty of Economy, University of Banja Luka, (Bosnia & Herzegovina)
- Prof. Branislav Simonovic PhD, Faculty of law University of Kragujevac (Serbia)
- Doc. Tatyana Sobolieva PhD, State Higher Education Establishment Vadiym Getman Kiyev National Economic University, Kiyev (Ukraine)
- Prof. Svetlana Trajkovic PhD, High college for professional applied studies, Vranje (Serbia)

KNOWLEDGE WITHOUT BORDERS
Eight International Scientific Conference (8-10.4.2016, Bulgaria)

- Prof. Suzana Pavlovic PhD, High health – sanitary school for professional studies, Belgrade (Serbia)
- Prof. Zorka Jugovic PhD, High health – sanitary school for professional studies, Belgrade (Serbia)
- Prof. Dragan Marinkovic PhD, High health – sanitary school for professional studies, Belgrade (Serbia)
- Prof. Dusan Ristic, PhD Emeritus – Faculty of Management, Sremski Karlovci (Serbia)
- Prof. Rumen Stefanov, PhD, Dean, Faculty of public health, Medical University of Plovdiv (Bulgaria)
- Prof. Stojna Ristevska PhD, Dean, High Medicine School, Bitola, (Macedonia)
- Prof. Snezana Stoilova, PhD, High Medicine School, Bitola, (Macedonia)
- Prof. Lence Mircevska PhD, High Medicine School, Bitola, (Macedonia)
- Prof. Dzulijana Tomovska, PhD, Dean, Faculty of Biotechnical sciences, Bitola (Macedonia)
- Prof. Mitre Stojanovski PhD, Faculty of Biotechnical sciences, Bitola (Macedonia)
- Prof. Ljupce Kocovski PhD, Faculty of Biotechnical sciences, Bitola (Macedonia)
- Prof. Vasil Zecev PhD, College of tourism, Blagoevgrad (Bulgaria)
- Prof. Nikola Bozkov PhD, College of tourism, Blagoevgrad (Bulgaria)
- Prof. Vasil Pehlivanov PhD, College of tourism, Blagoevgrad (Bulgaria)
- Prof. Oliver Dimitrijevic PhD, High medicine school for professional studies “Hipokrat”, Bujanovac (Serbia)
- Prof. Erzika Antic PhD, High medicine school for professional studies “Hipokrat”, Bujanovac (Serbia)
- Prof. Jelena Stojanovic PhD, High medicine school for professional studies “Hipokrat”, Bujanovac (Serbia)
- Prof. Miodrag Smelcerovic PhD, High medicine school for professional studies “Hipokrat”, Bujanovac (Serbia)
- Doc. Marija Kostić PhD, Faculty of Hotel Management and Tourism, Vrnjačka Banja (Serbia)
- Doc. Sandra Živanović PhD, Faculty of Hotel Management and Tourism, Vrnjačka Banja (Serbia)
- Doc. Snežana Milićević PhD, Faculty of Hotel Management and Tourism, Vrnjačka Banja (Serbia)
- Doc. Nebojsa Pavlovic PhD, Faculty of Hotel Management and Tourism, Vrnjačka Banja (Serbia)
- Prof. Kamal Al-Nakib PhD, College of Business Administration Department, Kingdom University (Bahrain)
- Venus Del Rosario, Arab Open University (Philippines)
- Nishad M. Navaz, Kingdom University (India)

Contents

CAREER MATURITY OF THE MACEDONIAN WORKFORCE.....	15
Mirjana Borota Popovska, PhD	15
Marija Topuzovska Latkovikj, PhD.....	15
Vesna Zabijakin Catleska, PhD	15
CONTEMPORARY ASPECTS OF HUMAN RESOURCES MANAGEMENT – GENERATIONAL DIFFERENCES WITHIN THE NEW EUROPEAN ECONOMY BASED ON KNOWLEDGE	23
Georgi Georgiev, Ph.D	23
CREATIVITY AND KNOWLEDGE MANAGEMENT.....	33
Jevtic Petronije PhD.....	33
Jevtic Miroslava	33
FUNCTIONING OF PUBLIC EMPLOYMENT SERVICES IN PERSPECTIVE 2020	41
Venelin Terziev, Ph.D.....	41
Ekaterina Arabska, Ph.D.....	41
MANAGEMENT OF THE QUALITY OF EDUCATION PROCESS AND RELATED TEACHING EXPERIENCE	51
Petya Kasnakova.....	51
PLACE OF THE TEACHING METHODS IN THE CONTEMPORARY SCIENTIFIC AND EDUCATIONAL SYSTEM	55
Violeta Dimova Ph.D.....	55
Biljana Ivanova M.A.....	55
PREPARING TOMORROW'S SCIENCE TEACHERS TO USE.....	59
NEW TECHNOLOGY	59
Snezana Stavreva Veselinovska Ph.D.....	59
POSSIBILITIES FOR STUDENT COGNITIVE DEVELOPMENT USING EDUCATIONAL TASKS.....	65
Magdalena Shekerliyska	65
Velichka Dimitrova PhD.....	65
TRANSFER OF KNOWLEDGE - AN IMPORTANT TOOL FOR SUCCESSFUL IMPLEMENTATION OF THE YOUTH IN THE LABOUR MARKET	69
Kamelia Petkova, PhD.....	69
KNOWLEDGE WITHOUT BORDERS AND ORGANIZATION OF LEARNING.....	74
Ljiljana Stošić Mihajlović PhD.....	74
Svetlana Trajković PhD	74
BALKAN AND EUROPEAN SECURITY PERSPECTIVE AND THE REFUGEE CRISIS	81
Maja Miskovska Ph.D.....	81
m-r Katerina Serjoska Zdraveska.....	81

APPROACHES TO SOCIAL ADAPTATION OF SERVICEMEN DISCHARGED OF MILITARY SERVICE.....	85
Venelin Terziev, PhD.....	85
Plamen Bogdanov, PhD.....	85
Veselin Madanski, PhD.....	85
Svilen Stefanov, PhD.....	85
RESTORATIVE JUSTICE IN BOSNIA AND HERZEGOVINA.....	98
Azra Adžajlić-Dedović, PhD.....	98
Haris Halilović, PhD.....	98
Edita Hasković, MA.....	98
BINDING ARBITRATION CLAUSE IN CONSUMERS AGREEMENTS.....	104
Sasa Dukoski.....	104
Marija Dukoska.....	104
Maja Veljanova.....	104
DETERMINATION OF ATTRIBUTES SPECIFICS OF ADMINISTRATIVE LAW RELATIONS WITHIN THE SET OF SOCIAL RELATIONS.....	107
Dejan Vitanski PhD.....	107
EUROPE'S MIGRATION CRISIS: EUROPEAN UNION AT FAILURE.....	113
Ivica Josifovic, PhD.....	113
Zlatko Keskoski, PhD.....	113
CONTRACTING IN PUBLIC HEALTH SYSTEM.....	119
Igor Tanturovski PhD.....	119
ACQUISITION OF REAL SERVITUDE OF ROAD.....	127
Jasna Mladenovska Ph.D.....	127
THE PLACE AND THE ROLE OF SECONDARY GENERAL ACTS IN THE LEGAL SYSTEM OF LAWS.....	133
Dejan Vitanski PhD,.....	133
JURIDICAL-PENAL APPROACH TO THE JUVENILE DELINQUENCY ACCORDING TO THE PENAL LEGISLATION OF MACEDONIA.....	139
Ersin Sulejmani, MSc.....	139
HISTORICAL DEVELOPMENT OF CONTRACTS IN MACEDONIA.....	143
Jasna Mladenovska Ph.D.....	143
INTERCULTURAL COMPETENCE DEVELOPMENT FOR HEALTH CARE PROVIDERS.....	149
Ivan Blazhevski, Ph.D.....	149
PRINCIPLES OF THE JUDICIARY IN US.....	157
Petar Bakievski.....	157

TENDENCIES AND ATTEMPTS OF THE COUNTRIES OF THE NATIONAL DEMOCRACY FOR EXEMPTION FROM THE INFLUENCE OF USSR	161
Goranco Jakimov PhD	161
THE CORRUPTION IN GERMANY	165
Natasha Georgieva Hadji Krsteski	165
EUROPEAN SECURITY AND DEFENCE POLICY (ESDP) AND THE COMMON EUROPEAN INTELIGENT SISTEM: NEW POSSIBLE CHALLENGE TO PREVENTIVE DIPLOMACY FIGHTING TERRORISM	169
Refet Elmazi	169
THE DYNAMICS OF THE MOVEMENT OF PASSENGERS AND TOURISTS AT THE MAIN BORDER CORRIDOR 8, BETWEEN REPUBLIC OF MACEDONIA-ALBANIA	175
Zija Zimeri Ph. D	175
Loku Nadire	175
MONETARY INSTRUMENTS OF THE MONETARY POLICY IN THE REPUBLIC OF MACEDONIA	181
Neritan Turkeshi, PhD	181
Nuhi Sela, PhD	181
ENSURING SUSTAINABLE DEVELOPMENT AND A COMPETITIVE ADVANTAGE ENTREPRENEURIAL COMPANIES THROUGH THEIR CONTINUOUS INVOLVEMENT IN THE USE OF THE POSSIBILITIES OF INSTITUTIONAL INFRASTRUCTURE	185
M.Sc Marija Georgievska	185
Assoc. Dr. Sci. Ljubisha Nikolovski	185
THE IMPACT OF THE HUMAN RESOURCES ON THE EFFECTIVENESS OF THE COMPANIES	190
Marija Avramoska	190
Vladimir Avramoski	190
THE RELATIONSHIP LEADER - SUBORDINATE AS A PREREQUISITE FOR THE SUCCESS OF THE PERFORMANCE OF THE COMPANY	193
Ana Petrovska	193
Igor Tanturovski PhD	193
MANAGEMENT OF QUALITY EDUCATION IN THE TURIST INSTITUTIONS	199
Gezim Shabani, MSc	199
Jusuf Fejza, PhD	199
IMPLEMENTATION OF POST-CUSTOMER SERVICE CONTACT IN AUTOMOTIVE CENTER FOR VEHICLES	203
Vasil Stamboliski MSc	203
STRATEGIES FOR INVESTING IN THE CAPITAL MARKET USING THE FUNDAMENTAL AND TECHNICAL ANALYSIS OF STOCKS	209
Nada Petrusheva Ph.D	209
Igor Jordanoski, MSc	209

THE INFLUENCE OF MNEs IN THE AUTOMOTIVE INDUSTRY ON EU-CHINA FOREIGN POLICY AND INTERNATIONAL RELATIONS	215
Daniela Cvetanovska M.Sc.	215
STATE OF THE LABOUR MARKET IN BULGARIA	221
Venelin Terziev, Ph.D.	221
Ekaterina Arabska, Ph.D.	221
MARKETING MIX COMPARISON BETWEEN TWO CONTEMPORARY BANKS	237
Igor Tanturovski PhD	237
Ana Petrovska	237
BUSINESS PLAN FOR INVESTMENTS FINANCED BY PRE-ACCESSION ASSISTANCE FROM THE EU IN MACEDONIA FOR IPARD RURAL DEVELOPMENT FUNDS	243
Maja Pehcevska	243
KOSOVO IN CONDITIONS OF GLOBAL FINANCIAL AND ECONOMIC CRISIS ON THE NATIONAL AND INTERNATIONAL LEVEL	247
Afërdita Shabani, MSc	247
WITHDRAWAL OF FOREIGN INVESTMENT IN KOSOVO AND THE IMPACT OF COMPETITION IN THIS AREA	255
Halit Shabani, PhD	255
Enkelelda Lulaj , MSc	255
BUSINESS PLANNING AND PROJECTION AND THEIR SIGNIFICANCE IN THE ENVIRONMENTAL MANAGEMENT	259
Vlado Velkoski	259
Simona Babalievaska	259
THE AGE OF AGILE PROJECT MANAGEMENT	263
Vladimir Gonovski	263
Sandra Gonovska	263
THE GLOBAL MARKET AND THE GLOBAL WORK FORCE	267
Silvana Jovcheska, Ph.D	267
Natka Jankova MA,	267
VALUE OF HUMAN CAPITAL IN THE MODERN AGE OF ECONOMY KNOWLEDGE WITHOUT BORDERS	273
Svetlana Trajkovic, PhD	273
Zoran Antic	273
Liljana Stosic Mihajlovic PhD	273
STATUS AND ROLE OF WOMEN IN MANAGING PROCESSES AND PROCESSES OF MAKING BUSINESS DECISIONS	281
Liljana Pushova, MSc	281
Maja Randjelovic, MSc	281

Marko Jankovic, PhD.....	281
FROM DATA TO MEANINGFUL KNOWLEDGE – DATA MINING IN HEALTHCARE	285
Antoniya Yaneva	285
ONE APPLICATION OF MATHEMATICAL MODELING ON ADAPTIVE.....	291
E-LEARNING SYSTEM.....	291
Emilija Spasova Kamčeva Ph.D	291
Lidija Goračinova-Ilieva Ph.D.....	291
FROM A HOBBY TO A MULTIMILLION INDUSTRY.....	297
Simeon Simov, PhD.....	297
GLOBALIZATION AND MODERN ECONOMIC REALITY	301
Arsim Sinani	301
CONTENTS OF TOTAL NITROGEN AND PROTEINS IN CERTAIN WHEAT SPECIES CULTIVATED IN THE SKOPJE REGION	305
Petar Petrov.....	305
Lenka Cvetanovska.....	305
AVAILABILITY OF SOIL WATER AND FUNDAMENTAL CONCEPTS ABOUT RELATIONS BETWEEN PLANTS AND WATER.....	309
Vesna Markoska.....	309
Petar Petrov.....	309
CHARACTERISTICS OF LAKE OHRID	315
Katerina Belichovska, PhD	315
Daniela Belichovska, PhD	315
POTENTIAL EROSION DETERMINATION MODELS	321
Biljana Jandrevska	321
MEDICINAL AROMATIC AND SPICE PLANTS	323
Dragan Jovanov	323
Blagica Cekova	323
USE OF PESTICIDES – HERBICIDES	327
Bojan Mitrovski	327
Dragan Jovanov	327
Blagica Cekova	327
Gligor Zafirov	327
COMPARISONS AND MEANINGS OF THE NOTION OF “HORIZON” IN THE INDIAN BUDDHIST PHILOSOPHY AND THE TOPICAL PHILOSOPHY OF JAPAN	331
Zlatko Popovski, PhD candidate.....	331
Vesna Pavlocič, MA	331
THE ROLE AND IMPORTANCE OF OTTOMAN OFFICE	337

Refide Shaini MSc.....	337
Ph.D Violeta Dimova.....	337
ORIENTATION OF PRESCHOOLERS IN TIME BY THE IDEA OF THE TIME BENCHMARKS AND RELATIONS.....	341
Margarita Nikolova Mezerlieva.....	341
KNOWLEDGE AGAINST STEREOTYPES AND STIGMA – A WAY FOR PREVENTION OF HIV/AIDS.....	345
Rumiana Budjeva, Ph.D.....	345
THE IMPLEMENTATION OF COMMUNICATIVE LANGUAGE TEACHING (CLT) IN AN EFL CONTEXT: A CASE STUDY OF LEARNERS' ATTITUDES AND PERCEPTIONS.....	351
Ekrem Eroz, PhD.....	351
Azamat A. Akbarov, Ph.D.....	351
ART CLASSES FOR 21st CENTURY.....	357
Vojislav Ilic.....	357
Andrijana Sikl-Erski.....	357
FACTORIAL STRUCTURE OF CROUCH&RITCHIE MODEL OF DESTINATION COMPETITIVENESS ADAPTED AND APPLIED TO THE SPORT TOURIST WITH DEFFERENT SOCIODEMOGRAPHIC FEATURES IN THE REPUBLIC OF MACEDONIA.....	363
Liza C. Pantekovska, PhD.....	363
THE IMPORTANCE OF STRATEGIC MARKETING IN TNE SPORTS ORGANIZATIONS.....	369
Vojkan Bizic.....	369
TRANSPOSITIONAL USAGE OF FORMS OF GRAMMATICAL TENSES.....	373
Violeta Nikolovska PhD.....	373
A DIALOGICAL REWRITING OF THE PAST AND ITS PLACE(MENT) IN A CONTEMPORARY CONTEXT.....	379
(THROUGH THE POSTMODERN EYE OF THE NOVEL <i>THE PROPHET OF DISCANTRIA</i> BY DRAGI MIHAJLOVSKI).....	379
Bijlana Rajčinova-Nikolova.....	379
THE ROLE OF GAME WITHIN THE CONTEXT OF FUNCTIONAL LITERACY OF PUPILS OF THE ELEMENTARY SCHOOL AGE.....	385
Iva Andonova Stamenova.....	385
HEIDEGGER'S DESUBJECTIVISATION OF THE SUBJECTIVIST AESTHETICS.....	389
Zlatko Popovski, PhD candidate.....	389
EFFICIENT MANAGEMENT OF THE EMPLOYEES IN THE COMPANIES.....	395
Slobodanka Kozuharova MSc.....	395
Todor Kozuharov.....	395
ABILITIES OF THE LEADER IN THE TEAMWORK.....	399
Kujtim Kasami MSc.....	399
ASSISTIVE TECHNOLOGIES FOR BLIND AND VISUALLY IMPAIRED.....	405

Hermina Gadjova	405
DISCRIMINATION IN THE REPUBLIC OF MACEDONIA.....	411
Nulifer Sali.....	411