

# Contents

---

## Articles

Estimation of Bank Profitability Using Vector Error Correction Model and Support Vector Regression Andrey Zahariev, Petko Angelov, Silvia Zarkova	157	The effect of HR Practices on Job Satisfaction in the Banking Sector of Pakistan. The practical implication from long term and short term perspectives – COVID-19 Dr. Muhammad Latif Khan, Hyder Kamran, Ruksana Banu. A, Solomon Ozemoyah Ugheoke, Asim Qureshi	280
Dependent monetary regimes in the Balkans Eric Magnin, Nikolay Nenovsky	171	Impact of Information and Communication Technologies (ICT) on Economic Growth During the Corona-Virus Pandemic Haifa Mefteh, Youssra Ben Romdhane	298
CAMEL Evaluation of the Banks in Bulgaria Stoyan Prodanov, Orlin Yaprakov Silvia Zarkova	201	Organizational Leadership through the Massive Transformative Purpose Kiril Dimitrov	318
Cooperation of Financial Institutions and Facilities of Nature Reserve Fund: Basic Economy-Theoretic Aspects Nikolaychuk Tetyana	220	Anthropological and Religious Dimension, Ecological Transition and Integral Development: Economic Theory towards a New Paradigm? Francesco Poggi	345
The Treynor-Mazuy Conditional Model: Overview of Market Timing and Stock Selection on Equity Mutual Funds Performance Musdalifah Azis, Rusdiah Iskandar, Lusiana Desy Ariswati, I Made Surya Negara Sudirman, Dio Caisar Darma	252	The Effect of the Level of Education on Employment: Evidence from Western Balkans Agron Hajdari, Besnik Fetai	364
Correlation of Monetization with Macroeconomic Development Indicators Tetiana V. Kniazieva, Anna S. Maryna, Anna V. Shevchenko, Ella M. Prydatko, Olena G. Tkachenko	264	<b>Author's Guidelines</b>	376